

Appendix to the Council letter responding to the Fairness Commission

| Topic | Recommendation | Council response to the recommendation |
|--|--|--|
| Tackling the wider determinants of poor health | All organisations in Sheffield should explicitly commit to tackling the wider determinants of health and using their services (commissioning or direct delivery) to deliver better health and wellbeing outcomes | We are committed to tackling the wider determinants of health and using our services to deliver better health and wellbeing outcomes. The Joint Health and Wellbeing Strategy scheduled for September 2013 will cover wider determinants of health and reducing health inequalities. |
| | NHS and SCC Prevent health and wellbeing problems from occurring | We agree with the recommendation on the importance of prevention. We will look to continue our preventative work and aim for a significant shift within 5 years. |
| | Initiatives addressing the wider determinants of health | We agree with this and currently undertake a significant amount of activity, for example on debt management. We recognise this will involve shifting resources in the longer term and are committed to discussions about how best we do this. |
| | Health and Wellbeing Board (HWB) members must fully utilise their individual and collective position, influence and resources | This recommendation feels like a behavioural recommendation for Health and Wellbeing Board members. We would expect Council members of the Board to do this. We will look to have close working between organisations in a more practical sense. |
| | Health inequalities assessment | We will review the inclusion of a health assessment as part of a wider review of the Council's 'Equality Impact Assessment' processes. This will be done in advance of the next budget round. We also have a Health Inequalities Board. |
| | Promote women's health in general, pre-pregnancy, in pregnancy and after giving birth | The Council has a role along with the NHS. Specific initiatives we are involved in relevant to this recommendation include maternal obesity, physical activity for pregnant women and tobacco control activities including: stop smoking services for pre/pregnant/post partum women - infant mortality, breast feeding support, nutrition & support for parents |
| Inequalities in the health system | HWB Use the Joint Strategic Needs Assessment to better understand the equity of the health spend in Sheffield | We agree with the recommendation but need to scope out the task in more detail. |
| | HWB partners from CCG and SCC must ensure that health spending in the city is more fairly utilised | We agree with this recommendation and acknowledge that it is dependent on the previous recommendation to "better understand the equity of the health spend in Sheffield." |
| | Increase in primary and community care | We agree in principle but recognise this is a major change and reform that would take a number of years to implement. |
| | Health, care and public health services are of a consistent, high quality services across all areas of the city | We agree with this and ask whether monitoring 'a consistent, high quality services across all areas of the city' fits better with part of Healthwatch's role? Healthwatch would be in a position to look across all services regardless of provider and take an independent view. |
| | Removing barriers to health services which are disproportionately experienced by some communities | We are committed to removing barriers to services, including providing information about services, and will use the Joint Strategic Needs Assessment to help provide the evidence on what can be done to effectively remove barriers. |

Appendix to the Council letter responding to the Fairness Commission

| Topic | Recommendation | Council response to the recommendation |
|-----------------------------|--|--|
| Mental Health and Wellbeing | Supporting people to receive early diagnosis | The Council has a role along with the NHS. We agree the principle behind this recommendation and are committed to achieving it. We are involved in pilot work to address some of the issues, but recognise achieving the recommendation this will require a shift over the longer term. |
| | The diagnosis and treatment of mental wellbeing problems in children needs to improve. | We will seek over time to redirect resources for Child and Adolescent Mental Health Service (CAMHS) towards more preventative services. A key issue for us is to address the transition gap between children's and adult mental health services. We will continue to resource and improve Early Intervention work through locally based primary mental Health Workers. |
| | Increase the prominence given to mental health and wellbeing in commissioning plans | We are consulting on a Health and Wellbeing plan. Mental health and wellbeing is a specific work programme within the overall plan. |
| | Commissioning of services for the physical health care of people with mental health problems needs to be radically rethought. | This is primarily the responsibility of the health system. Although the Council does have a role and is involved in the Right First Time programme which includes looking at the ways people with mental health problems have physical assessment. This programme is developing actions, a minority of which could be relevant to Council which we will consider when they are finalised. |
| | All employers are encouraged to support carers to be in work | We agree with supporting carers to be in work and currently have flexible working and unpaid leave for carers |
| | All schools in Sheffield recognise, identify and support young carers | We are working with the Young Carers Board who are leading on this work. Activity requiring sign-up from schools is that Young Carers are identified early and that the schools ensure direct access to Multi Agency Support Team services to ensure support packages are in place. From September we will be trialling in 3 schools a card that will help identify and support young carers whilst at school. |
| | Making sure that the right level of respite care is available in the city. | This recommendation links in with the following one as in order to make sure the right level of care is available we need to know who and where carers are |
| | Identify 'hidden carers' | We agree with the idea behind this recommendation as we are currently reliant on people approaching the service, but recognise the ambition of this recommendation and length of time it would take to achieve. |
| | The 'With Carer Pass' should be extended to all carers caring for a | This recommendation is more appropriately answered by the Passenger Transport Executive. |
| | The special needs of older lifelong carers are recognised | Agree with the thrust of the recommendation and also note the ability to care changes through life stages. We have recently decommissioned 22 services and replaced with 2 services with a single point of contact. |
| Good quality jobs | Accelerate delivery of the draft Economic Growth Strategy's proposals to enable the city's businesses to create more good jobs | This will require a co-ordinated approach to delivery across the city/city region's private/public sector economic partners. We are establishing with partners a Sheffield City Region Combined Authority to enable accountable, prioritised investment decisions that support job creation. |

Appendix to the Council letter responding to the Fairness Commission

| Topic | Recommendation | Council response to the recommendation |
|--------------------|---|---|
| | Tackle the barriers faced by those most excluded from the jobs market | We agree with this recommendation and will work to achieve it. |
| | Devolve control over the Work Programme | We agree with the sentiment and feel it would be more productive to concentrate on securing devolution of the new programme planned by DWP to meet needs of people who have not gained employment through the Work Programme through a proposition to government under City Deal 2. |
| | Incentive-based model whereby Sheffield is able to retain a proportion of the savings resulting from reducing the number of people in need of benefit | We agree in principle with this recommendation and would need further work to develop an approach that was best for Sheffield. |
| | A LEP produced annual Competitiveness Report | An agreed definition of competitiveness would enable the city region to track its progress and benchmark itself against other cities/city regions. This is probably for the Local Enterprise Partnership to take forward. |
| Youth unemployment | A citywide programme of work trials / placements / apprenticeships for young people | Work Trials are to be developed as part of the Council's Employability Programme and apprenticeship development is underway as part of the City Deal. |
| Working practices | Pay ratios should be modest and transparent | The Council publishes its Pay Policy Statement each year as part of the Budget that goes to Full Council. The ratio between the highest salary and the average median salary is 9:1. |
| | Prevention of discrimination | We are committed to preventing discrimination. As an organisation we are signed up to the Mindful Employer, Stonewall and the Two Ticks scheme. We have an Action Plan setting out how we look to change our workforce to better represent the diverse make up of the city. |
| | Support actions in Employment Strategy and recommends activities to improve the health and wellbeing of people in work are expedited | We are developing a Work and Health Plan to be in draft by August 2013 and delivered over the next 3 years. We will develop a shared view from Core Cities on the potential for changes at national level regarding localisation of return to work benefits. |
| | Health and Wellbeing Board should play a stronger, leading role in addressing the wellbeing issues associated with work | |
| | Expedite the development of the Health and Work plan for Sheffield | |
| | Support actions in Employment Strategy and recommends that the activities to improve the health and wellbeing of people out of work are expedited | |
| | A voluntary 'Fair Employer' code of practice | The Council currently reports on 5 of the 7 suggested elements of the code and could report on the remaining 2. We believe there are two aspects to this recommendation: 1) Developing the code 2) Implementing the code The Code might have more impact if its development was led and promoted by the private sector, rather than the Council. |

Appendix to the Council letter responding to the Fairness Commission

| Topic | Recommendation | Council response to the recommendation |
|--------------------|--|---|
| Level of pay | A Living Wage | The Council has implemented a Living Wage for the staff it directly employs. We will look to extend it to Trusts and contractors as soon as practically achievable. |
| Social security | Extensive communications to raise awareness of welfare reform | We agree that communications are important. We have conducted a campaign to raise awareness of the changes to the benefit system |
| | Government should be made aware of the impacts of its welfare reform | We agree and need to understand more fully the impacts of the reforms following their implementation. This will link in with our strategic approach to tackling poverty |
| | Work with other cities to develop alternative proposals | We will take this forward through discussions with Core Cities |
| | A city wide approach to digital inclusion | A City wide Digital Inclusion strategy is in the early stages of being developed led by the council and UK Online Centres. This strategy will involve key stakeholders and create an action plan that will be focussed on identifying the size and impact the Digital divide and exclusion is having for individuals across the city. We would be looking to make a positive start to this strategy from September 2013 and take it forward over the next 1-3 years |
| Support and advice | Support and strengthen the provision of general and specialist advice across a number of themes including debt, housing, threats of violence, immigration, and benefits. | We agree with this and will continue to support general and specialist advice. Funding for the sector is hard in the current climate and we are working with the sector to help them restructure |
| Credit | Loan scheme | This recommendation referred to a specific project. The original project has been put on hold pending the results of the work from the following recommendation. |
| | Work is undertaken into the size and type of the market for affordable credit | Sheffield First Partnership are leading on this work. The work is expected to conclude with firm recommendations in the Summer of 2013. |
| | Sheffield Credit Union – promote membership amongst employees | We will continue to promote the Credit Union to our employees. |
| | Money management skills and financial capability included in school curriculum | The Department for Education are consulting on the curriculum to apply from September 2014. In the consultation draft financial education is to be included in both Citizenship and Mathematics lessons from age 11. We will promote this approach in the city through the City Wide Learning Body. |
| | Preventative work to help people manage their money effectively should be supported. | We agree with this recommendation and will continue to support this work. For example, the Council supported the two successful Big Lottery bids on improving financial confidence for social housing tenants. We are exploring ways to enable more people to access existing support and to break down the barriers they face in accessing that support. We are exploring developing a project to work with young families in Children's Centres - alongside parenting and attainment. |
| Food | Support food banks and other providers of emergency food relief. | We are providing support to Food Banks through reductions in rent for use of our buildings. We have also allowed Food Banks free access to allotment sites. |

Appendix to the Council letter responding to the Fairness Commission

| Topic | Recommendation | Council response to the recommendation |
|------------------------------------|---|--|
| | Establishing more schemes and sustainable projects run by local people | The revised Food Plan will incorporate a focus on more food schemes and sustainable community food growing and redistribution |
| | A mechanism to redistribute decent, edible food | |
| | The city's Food Plan is updated | We are currently updating the city's food plan. Tackling Food Poverty will be a key objective of this. |
| Fuel poverty | Households should be supported to use energy more efficiently | We are updating our Fuel Poverty Strategy and will consult on this later this year. |
| | Raise the average efficiency levels of residential properties | We have insulated 28,000 homes through our Free Insulation Scheme, saving local people over £3.9m off their fuel bills, reducing carbon emissions and creating green-collar jobs. We are now preparing a Green Deal Business Case, which will set out how we will raise efficiency levels of Sheffield's homes. |
| | Investigate the benefits of having a collective switching scheme | We have already undertaken one of England's largest ever Collective Energy Schemes - the Big Sheffield Switch. We hope to run a further scheme later this year. |
| Early years. | Prioritise proven Early Years interventions | The redesign of Early Years includes a focus on closing the attainment gap at Foundation Level. Foundation Stage measures are changing this summer and comprehensive child-level analysis of the data will be undertaken to help inform interventions. The City Wide Learning Body policy review on early years learning has specific focus on narrowing the gap where most significant. |
| | Affordable, high quality, culturally sensitive childcare | |
| | Focus especially on understanding the causal factors and needs of the bottom 20% of children at Foundation stage and use this information to inform interventions to improve their attainment | |
| | Increase the focus on the communication and personal, social and emotional development skills of children and families. | |
| Structural barriers to achievement | The Pupil Premium be specifically targeted to support disadvantaged children to reach their educational potential | Although this is not in our remit - we will challenge schools and advocate for the children and young people who are entitled to the Pupil Premium. We will focus at school level on reducing the gap between Free School Meal pupils and their peers. A review of Free School Meal attainment will make recommendations to improve attainment for this group and use of Pupil Premium. |
| | Additional community or home based academic support | We will work towards creating a volunteer led model that will enable delivery of enriching experiences for all that will help build resilience in our communities. |
| | All organisations in the city should consider how they can reduce structural barriers to education when they allocate resources | It is important all organisations consider how they can reduce structural barriers to education when they allocate resources and the council will play its role in doing this. |
| Aspirations | Introduction of a peer mentoring scheme for 11-12 year olds | We will work towards creating a volunteer led model that will enable delivery of enriching experiences for all that will help |
| | Carefully designed extra-curricular activities | |

Appendix to the Council letter responding to the Fairness Commission

| Topic | Recommendation | Council response to the recommendation |
|---------------------------------------|--|---|
| | The focus of existing activity relating to aspirations should shift to be much greater on 11-12 year olds. | build resilience in our communities. |
| | Continue learning, training and being mentally active throughout their life. | An Adult Learning Programme is in place. |
| Parental aspirations | A set of interventions should be developed | We are involved in work through the City Wide Learning Body Policy Review process with schools in the East leading a pilot looking at improving parental engagement with learning. Key lessons from this work could be developed into a programme focused on raising parental aspirations. We will also build on the Troubled Families Initiative and the work we have been doing through the Multi Agency Support Teams intervention and family learning. |
| Affordable and decent quality housing | Increasing the quantity of housing by exploring new delivery models | Actions include (see Housing Strategy Action Plan) de-risking of sites, development of financial models for building more homes/affordable entry models for those needing homes, investment in stuck sites, expansion of Sheffield Housing Company. |
| | Increasing the quantity of housing by reallocating a large amount of land for housing | Our response to this recommendation includes having a five year supply of deliverable housing sites. This will be maintained/monitored through the Sheffield Housing Land Availability Assessment. We will look to sustain future housing development by delivering 88% of new housing on previously development land. |
| | A compulsory property accreditation scheme | We support this proposal but note that it would require a change in national legislation. |
| | Making housing more affordable by developing mortgage deposit support | Government have since announced a national scheme (the Help to Buy initiative) with similar aims. In the light of this the Council will no longer use its own resources to pursue this scheme. |
| | Making housing more affordable by exploring new models such as Rent Before You Buy | Our Housing Strategy Action Plan 2013-16 includes an action to "explore the opportunities to enable the Council to use its resources to support access to affordable mortgage finance or develop affordable equity stake models, to support specific council regeneration schemes" |
| | Identify issues and solutions to 'unlock' potential housing sites. | We will continue regular 1 to 1 meetings with Registered Housing Providers (RHPs); work with RHPs and the private sector; regular meetings of Sheffield Housing Land Availability Assessment (SHLAA) Working Group. We will explore proposals to establish a regular forum involving the Council, RHPs, developers and other stakeholders to establish site-specific reasons why new homes are not being delivered on sites where planning permission has been granted (to be considered as a project for funding through the Local Growth Fund). |
| | The design of new homes needs to meet the changing needs of Sheffield's communities | Analysis of the Sheffield Housing Market Survey will enable us to establish housing needs of residents (including locations, sizes and tenures of properties) and we will also look to negotiate lifetime homes standard on more schemes. |

Appendix to the Council letter responding to the Fairness Commission

| Topic | Recommendation | Council response to the recommendation |
|-------------------------------------|---|--|
| | Provide tenants with tailored support to reduce the risks of eviction along with advice and assistance to help prevent homelessness; increase the supply of good quality, safe and well managed homes in the private rented sector; provide a range of supported accommodation options for homeless young people who are unable to return home. | On 'tailored support' we currently fund a range of providers and are shifting to focus on prevention. For 'advice and assistance' the focus is on how to get to people earlier. A New Homeless Strategy for operation 2014 will pick up the Fairness Commission recommendations. On 'supported accommodation for young people' we are looking at more effective routes to housing support and shifting the focus to help families stay together. |
| Air quality | Reducing the air pollution impact of the M1 motorway around Tinsley | We support this ambition. However, this recommendation cannot be executed by Sheffield City Council and requires the national Government and Department for Transport to take action. We have lobbied DfT on this and will continue to do so. |
| | A Low Emission Zone for Sheffield. | As part of the Air Quality Action Plan we are considering a Low Emission Zone (LEZ) for Sheffield and are collecting data and evidence. A feasibility and modelling study will provide more information on the costs and the potential air quality improvements. |
| | Sheffield's Air Quality Action Plan should include strong measures to encourage the use of walking, cycling and public transport, discourage the use of private motorised transport, and develop a low-emission refuelling infrastructure. | We are working on new measures to improve facilities for walking, cycling and public transport and are in the process of developing further proposals to make public transport attractive and accessible for Sheffield people. We are promoting the development of low-emission refuelling infrastructure. |
| Crime prevention and rehabilitation | Use 'justice reinvestment' to focus on rehabilitation and prevention. | |
| | Request the devolution of the custody budget for short term offenders from Sheffield. | We would need to explore this further with Criminal Justice Services locally and with government. |
| | The city's Building Successful Families programme should be supported. | We continue to support the Building Successful Families programme |
| | For lower level crimes restorative justice methods (such as the city's successful Community Justice Panels) should continue to be supported | We are continuing to support the Community Justice Panels |
| | In all aspects of the criminal justice system the need to support victims must be recognised. | This recommendation probably has greater relevance for other organisations in the Criminal Justice System, although we recognise the Council will have a role to play in this. |
| | Implement in full recommendations from the Strategic Review of Domestic Abuse in the city and adapt services and improve access to create a seamless service. | We are working to get strategic buy in to the Review of Domestic Abuse. We are working to improve the ways people can access these services and we are also looking at how we can address an identified gap on prevention. |
| 20 mph speed limit | A default 20mph speed limit for all residential roads in the city. | We agree with the benefits 20mph speed limits can bring, however, in the current financial climate 20mph speed limits are planned for Lowedges; Woodthorpe; Uppertorpe; Parsons Cross West; Spink Hall, Stocksbridge; Charnock; Steel Bank |

Appendix to the Council letter responding to the Fairness Commission

| Topic | Recommendation | Council response to the recommendation |
|---|--|---|
| One public transport system | The Voluntary Partnership needs to quickly demonstrate an increase in fairness and a reduction in inequalities in the city | The Voluntary Partnership has already seen many higher fares in the city reduced and all buses, operating wholly within Sheffield, will have low floors by the summer. All partners (the bus companies, the PTE and Council) are continuing to work to improve bus services further, which are vital to many disadvantaged communities. New measures include making bus stops more accessible to those with disabilities. |
| | If sufficient progress is not made the city should move to a franchise model. | The Voluntary Partnership is to initially run for 5 years. If it is not sufficiently successful the Council intends to seek to progress a franchise solution. |
| Young people and public transport | Introduce a 'day saver ticket' for children and young people in Sheffield. | Work is being undertaken at present to look at this and a trial of a day saver ticket for children and young people is to be run in Sheffield during the summer. |
| Reducing isolation through transport | Increase the provision of transport options for people unable to use regular public transport over the next 5 years. | We currently deliver to an extent on this recommendation, but recognise more could be done to meet demand. Further work to understand the size of the potential market is needed. |
| A Campaign for Fairness: The City of Fair Play | A communication campaign in the city about fairness and the adverse effects of inequality. | We agree with this recommendation. The council will play its role in a citywide campaign. |
| Citizen involvement in public services | Apply a co-production approach more widely | We accept the principle of coproduction and will pursue it based on assessed need and the impact on the fairness agenda. For example we are using this approach with libraries |
| Helping People and Communities to Help Themselves | Develop a single programme of community development | This recommendation is not a simple task as there are many different perspectives of community development. The Council would be willing to facilitate a discussion with partners to inform its own approach and that of partners. |
| | Create a network of fairness facilitators, working within existing community organisations, with aim of tackling inequalities in general | We are reviewing the Healthy Communities Programme, including the Community Health Champions. The Fairness Commission recommendations are being considered as part of the review. |