

# Sheffield Fairness Commission Annual Review 2016

## Purpose

The Fairness Commission published its report<sup>1</sup> in January 2013. This report updates members of the Fairness Commission on progress made since the last Annual Review in March 2014.

The report is split into three main parts:

### 1. Progress on the Fairness Commission recommendations

The first part of the report looks at headline progress in each of the 8 themes of the Commission's report:

- Health and Wellbeing for All
- Fair Access to High Quality Jobs and Pay
- Fair Access to Benefits and Credit
- Aspiration and Opportunities for All
- Housing and a Better Environment
- A Safe City
- Transport for All
- What Citizens and Communities Can Do

### 2. Measuring Fairness

The second part looks at whether Sheffield is becoming a fairer city. It draws on the State of Sheffield 2016<sup>2</sup> report.

### 3. Activity undertaken since the 2015 Annual Review

The final section of the report lists some of the activity that took place in 2015.

---

<sup>1</sup>The Commission's report is available from: [www.sheffield.gov.uk/fairnesscommission](http://www.sheffield.gov.uk/fairnesscommission)

<sup>2</sup> The State of Sheffield 2016 report will be available from: [www.sheffieldfirst.com](http://www.sheffieldfirst.com)

## 1. Progress on the Fairness Commission recommendations

### 1.1 Health and Wellbeing for All

The Health and Wellbeing Board has identified addressing **health inequalities** as one of its priorities. Its strategy identifies five Outcomes which describe what it wishes to achieve for the people of Sheffield, with one of these being ‘health inequalities are reducing.’ The Interim Director of Public Health reported on progress on health inequalities to the Health and Wellbeing Board in June 2015<sup>3</sup>. He reported that although the figures fluctuate from year to year, longer term trends show that: the life expectancy gap is little changed for both men and women; the gap for women (6.9 years) is consistently smaller than that for men (9.7 years) and: remains worse than the national gap for men (9.1 years) and on a par with England for women (6.9 years). As an example one of the actions is to identify which groups are least able to access services and establish reasons for difficulties and the health consequences of this. An action plan has been produced, incorporating stakeholder views and advice. The next step will be to use local knowledge and successes around improving access alongside other evidence to develop practical guidance/principles (taking a quality improvement approach) for services, organisations and the Sheffield system. There will be a further update to the Health and Wellbeing Board in June 2016.

Sheffield Teaching Hospitals (STH) has reported that on back of the NHS Planning Guidance there is a theme around the notion of ‘place.’ They can foresee that, working with partners, ‘place’ can be quite a dominant theme for how to develop services that do not require hi-tech interventions within a hospital. Within the notion of ‘place’ there is also a greater sense of tailoring needs to specific communities. Clearly there will be a universal offer, but STH can envisage, depending on the needs, elements of a more bespoke offer.

In relation to **mental health and wellbeing** the Sheffield Health and Social Care Trust (SHSC) have reported that they are continuing to work with provider partners in health and social care across the city. This work is to improve parity of esteem and access to services for people with mental health problems out of hours and at weekends. For the example the Crisis Care Concordat involves statutory partners working together on seamless 24-hour services to make sure people with mental health problems can get help 24 hours a day. A further example is regarding access and treatment targets for Early Intervention and Improving Access to Psychological Therapies), Perinatal and Eating Disorders. Through the Prime Ministers Challenge Fund SHSC have had the opportunity to test out a single point of access for people with mental health problems and equal access across the age range to out of hour’s liaison mental health services. This work is currently being evaluated.

---

<sup>3</sup> The full report is available at:  
<http://sheffielddemocracy.moderngov.co.uk/documents/s18691/JHWS%20Outcome%203%20-%20Health%20Inequalities%20are%20Reducing.pdf>

## 1.2 Fair Access to High Quality Jobs and Pay

The Sheffield Executive Board has worked with Sir Hugh Facey and his colleagues at Gripple, the Sheffield Chamber of Commerce and other private sector leaders in Sheffield to develop the **Sheffield Fair Employer Charter**. This Charter sets out how being a fair employer benefits a company and a series of pledges which employers can sign up to demonstrate their commitment to Fairness. The Charter was launched on 22<sup>nd</sup> January 2016 and represents a strong statement of the kind of city Sheffield wants to be, as a good and fair place to work. At the time of the launch 25 companies have signed up to the Charter, including some large employers such as the University of Sheffield. Promotion of the Charter will take place throughout the year and further work is planned focusing on Fair Recruitment and Employee Ownership.

Major organisations in the city committed to paying the **Living Wage** include the City Council, the Sheffield Chamber of Commerce, Sheffield Health and Social Care NHS Trust, Sheffield University and Sheffield Citizens Advice.

The Council report that Sheffield's City Deal demonstrated how it is possible to generate both new and better skilled **jobs** by giving local employers real control over the skills system. Many of the reforms pioneered in Sheffield and the city-region have now been adopted by government in the national apprenticeship reform programme that places purchasing power firmly in the hands of employers and in devolution agreements that transfer responsibility for the Adult Education Budget to Combined Authorities. The latter requires Combined Authorities to negotiate local delivery agreements with colleges and providers through which training provision can be better focused on local economic and social priorities. In Sheffield City Region, we expect these agreements to reflect a commitment to the 'skills escalator' which works with employers to create the better skilled workforce that businesses need for growth and with individuals to equip them to take advantage of well-paid sustainable work.

Regarding **Youth Unemployment** the City Council's Youth Working programme continues, through its four key strands of activity, to impact on youth unemployment. The first strand involves early intervention by the Community Youth Teams to prevent the disengagement of those teenagers most at risk – the proportion of teenagers not in education, employment or training (NEET) continues to fall, the figure is at an historic low and Sheffield has the smallest percentage of young people who are NEET of all core cities. The second and third strands have seen the City Council create Traineeships for young people who are not yet ready to take up an apprenticeship and it has continued to recruit to the Sheffield 100 programme creating subsidised apprenticeships for young people who were unlikely to secure them by conventional means – to date, 520 vulnerable and disadvantaged teenagers have taken up apprenticeships in this way and over half these have already secured sustainable employment. The last and most recent strand sees Sheffield leading the Ambition SCR programme for the city-region. This is targeted at the young, unemployed adults and lessons learnt from the delivery of this intervention will be fed into the design of the new Work and Health Programme.

### 1.3 Fair Access to Benefits and Credit

On **social security** devolution has resulted in Sheffield City Region winning the right to co-design and co-commission, with DWP, the successor to the Work Programme from 2017. The new Work and Health Programme will be targeted at the long-term unemployed and jobseekers who have been particularly disadvantaged in the labour market i.e. those with disabilities and health conditions. The City Council is at the forefront of this re-design and intends to build on learning both from the ESA pilot that is currently underway in the city and from a redesign of its own employability services that aims, in the next two years, to double the number jobseekers who are vulnerable young adults and those with disabilities or mental health conditions that are successful in securing employment.

In relation to the recommendation on **support and advice** Sheffield Citizens Advice is supported by over 45 funders and their 2014/15 Annual Report states that they helped the following: 10,011 people were helped with welfare benefit and tax credit problems; 4,408 people were helped with debt problems; 2,132 people were helped with housing and homelessness problems; 1,561 people were helped with employment problems.

Regarding the Commission's recommendations on **credit**, Sheffield Money received Financial Conduct Authority approval at the end of July and was launched and opened in August 2015. Sheffield Money is a not-for-profit, local alternative to high cost lenders and banks. It provides loans, savings, appliances for sale or finance, bank accounts and money and debt advice. The aim is to help people save money and improve access to high quality financial products and services. Its city centre premises opened in mid-August to start trading to the public. The launch saw significant local and national media interest and there has since been national interest from other areas and organisation. There have been 345 unique visitors to the store since opening in mid-August and December and 7931 unique visitors to the website: [www.sheffieldmoney.co.uk](http://www.sheffieldmoney.co.uk)

In relation to the recommendations on **food** in 2015/16 the Council invested in 4 food banks to provide Advice Sheffield advice and advocacy to those seeking food aid. The Council undertook community consultation in 4 neighbourhoods about eating well and each of these neighbourhoods is now at the early stages of developing projects to support local people to eat well, the projects will include: a breakfast club in Herding; a series of activities with Acres Hill Community School; whole systems work in Arbourthorne; possible investment in enhanced kitchen facilities at Parson Cross. The city's Food Plan is updated to reflect the Fairness Commission's recommendations. The Food Bank Network has reported that some food banks have excellent relationships with supermarkets which allows them to redistribute food. There are conversations happening about how this might happen more systematically across the city.

On **fuel poverty** the Council has undertaken 5 rounds of a collective energy buying scheme – the Big Sheffield Switch. The average saving in the fifth round was over £300 for households with online dual fuel contracts. The Council has also set out an ambition to establish a Sheffield Energy Company in its Corporate Plan 2015-18. Sheffield Energy Company has been approved in principle and a business case is being developed. The aim of the Company is to ensure fairer energy tariffs are available and to make sure the most vulnerable are not disadvantaged within the energy market in the city.

## 1.4 Aspiration and Opportunities for All

Learn Sheffield will have a strong focus on improvement for vulnerable groups. The performance framework will include targets based on improving and performing better than the national average, the core cities' average and the statistical neighbours' average across a range of indicators including:

- Attainment at all key stages (from FSP to KS4) for vulnerable group (those vulnerable to low attainment) in Sheffield
- Proportion of vulnerable groups (including those eligible for pupil premium) attending good or outstanding schools
- Performance for vulnerable groups to improve against those not eligible for pupil premium (within overall improved standards) – at all key stages
- Rates of persistent absence and exclusions
- New school improvement strategy to be developed

The positive trend in narrowing gaps in attainment has continued. There was further improvement in attainment for pupils eligible for pupil premium and further narrowing of gaps, apart from at KS4 where the gap continues to be wide. Our strategy to focus on early years whilst maintaining progress within school should see this gap narrow over time. The sector-led work to develop good practice and disseminate it across the city will continue through the new arrangements with Learn Sheffield. For example, a conference was held to disseminate findings from a compendium of case studies on effective use of pupil premium from a range of schools across the city (secondary and primary) alongside the national evidence base on effective practice.

While the improvements in performance of the Free School Meal (FSM) and Pupil Premium Groups are encouraging, the persistence of gaps in the attainment of these children compared to the “non-FSM” group remains concerning and means that children from deprived backgrounds need to make accelerated progress within each phase of education if the gap is to narrow significantly.

Information about approaches to effective parental engagement has been made available to all schools and a parent-friendly school award is being developed. SCC will continue through work with Learn Sheffield to have a strong focus on parental engagement.

Sheffield Executive Board undertook a focused piece of work looking at whether the city is doing enough to recognise and value female talent. A report summarising the findings of the research, with key recommendations for the Local Enterprise Partnership (LEP) has been produced and sent to the LEP.

## 1.5 Housing and a Better Environment

The Housing Bill and the Comprehensive Spending Review have brought about a significant number of changes affecting the investment framework for **affordable housing**. The changes are wide ranging and include changes to the planning regime and to the management of social housing, which are also coupled with the implementation of Universal Credit in Sheffield from January 2016. The Council are working through this wide range of changes to look at how it will respond. It is anticipated the changes will affect the ability for social housing providers, including the local authority, to continue with their existing plans to increase the number of new affordable homes for rent at the scale initially envisaged.

On the **property accreditation** recommendation the Council reports that the vast majority of Sheffield's private rented sector is good and some of it is excellent premium quality. The Council continue to state that compulsory accreditation is not appropriate for managing the private rented sector. This is because the city needs but already has good landlords and good properties and unnecessary regulation would cause severe detriment. The Council already has enough legal tools to regulate the sector and firmly believes in targeting the worst landlords and agents. We continue to need a good range of properties for the wide range of private rented tenants. This includes safe, but very basic/affordable accommodation.

By using a tailored and targeted method the Council have made a significant difference to the sector. More enforcement work than ever before has been undertaken. The Council has succeeded in bringing landlords in Page Hall up to better property and management standards. 96% of landlords are co-operating, and 50 of the 250 properties are already compliant with the property and management standards. Known irresponsible landlords have been targeted, resulting in the prosecution of 12 landlords and one agent, covering 23 properties. Those landlords received total fines and costs of around £22,000. Over 10,000 students are safer in their homes through the Snug scheme.

As previously reported, the current Air Quality Action Plan (AQAP) includes strong support for measures to encourage walking, cycling, public transport use, and the uptake of low emission vehicles. The Low Emission Zone (LEZ) Study confirmed the need to shift away from the use of diesel fuel (private, public and commercial vehicles including Taxis) in our urban area and to develop supporting low-emission refuelling infrastructure. A key theme of the current AQAP is the need to reduce traffic related air pollution emissions (by up to 30% according to the LEZ Study) and tackle air quality problems caused by the M1. The Council continues to work closely with Highways England, which has recently proposed implementation of a maximum mandatory 60mph speed limit between Junctions 28 to 35a (weekday peak periods only) to mitigate air quality impacts of Smart Motorways All Lane Running, currently under construction. The scheme cannot however be operated on completion unless air quality is not made worse. Compliance will be monitored via permanent automatic monitoring located at a number of locations close to the Motorway.

## 1.6 A Safe City

The recommendations on **justice reinvestment** and the **devolution of custody budgets** have been significantly affected by national changes with adult re-offending services being fundamentally reorganised with commissioning of private sector providers.

Sheffield, due to the success of Phase 1 of **Building Successful Families**, is an early starter of the expanded programme which started in April 2015. This has additional much broader criteria; domestic abuse, ill health, substance misuse and financial exclusion. The focus for phase 2 is on organisational transformation especially whole family keyworking. As early adopter, Sheffield has already rolled out whole family keyworking across early and prevention making this business as usual for us. Sheffield is required to achieve sustained success with 5540 families and as part of this is aiming for 550 adults to go into employment in phase 2.

The Office of the Police and Crime Commissioner has reported that **restorative justice** work has continued. The Commissioner has secured funding for a study to look at the effectiveness of restorative justice in conjunction with the University of Sheffield and the College of Policing.

Regarding **support to victims** the Police and Crime Commissioner chairs a meeting of key agencies in relation to victim and witnesses support services. This coordinates efforts to support victim and witness support services, from immediate practical assistance right through to supporting people attending court. The Police and Crime Commissioner has appointed Professor John Drew to lead an Independent Review of South Yorkshire Police's handling of reports of child sexual exploitation. Its report is expected to be published in the first half of 2016. One of the Review's 8 themes is 'Victim focus' which looks to answer the question 'is the victim at the forefront of all policing decisions within SYP?'

The **Domestic Abuse** Strategy is on course to be implemented in full by 2017. The Council went out to tender for two of its main contracts and has new providers in place. There has been a small increase in capacity in both contracts, due to some additional funding from the Council and external funding, most notably from the Office of the Police and Crime Commissioner. However, capacity does remain an issue as reports of domestic abuse continue to rise, nationally, not just in Sheffield. It is believed that reporting of domestic abuse is primarily rising due to increased confidence in and awareness of services. A service that is available to both female and male victims of sexual abuse will be available from April 2016.

The Council continues to implement the city wide **20mph** Strategy. 20mph areas have been introduced in Charnock; Darnall; Gleadless Valley; Hackenthorpe; Heeley and Meersbrook; London Road; Longley; Lowedges; Park Academy; Parson Cross; Shirecliffe; Southey Green; Spink Hall; Stannington; Steel Bank; Uppertorpe; and Woodthorpe. Three new 20mph areas are proposed to be introduced in spring 2016 in Firth Park; Greystones & Whirlow; and Woodhouse. A part-time 20mph limit will be introduced outside Woodhouse West Primary School, Brunswick Primary School and Bents Green Primary School. Prior to the adoption of the Sheffield 20mph Speed Limit Strategy, 24 large and 10 small traffic calmed 20mph zones were established. Taken together approximately third of the residential streets in the city now have a 20mph limit.

## 1.7 Transport for All

Regarding the recommendation on **one public transport system** the Sheffield Bus Partnership does not control ticket prices, but has facilitated a more stable pricing structure as the operators agree to only review fares once a year. Previously fares could have been reviewed as frequently as the operator chose to. As part of the Bus Partnership the average age of vehicles is decreasing and 100% of vehicles have low floors for ease of access. Newer vehicles have also had a positive impact on emissions from bus services.

Bus Operators have also undertaken to maintain a level of service and reinvest to maintain the network. There has been investment in the Partnership to support public transport. The network was reviewed and implemented on the 2nd of November 2015. As part of that the South Yorkshire Passenger Transport Executive (SYPTTE) worked with Council to look at any specific areas that needed to be covered, for example to provide links to areas of employment.

Regarding the recommendations on **young people and public transport** new Travelmaster 'Getabout' products have been introduced so under 18 year olds can travel anywhere in South Yorkshire on any bus or tram for £2.50 for a day, or for £6.50 for a week. As reported previously both First South Yorkshire and Stagecoach offer a £2 day ticket and £5 weekly ticket for children and young people for bus travel within the city.

To **reduce isolation through transport** there are a number of services for older and disabled people. As previously reported the following services are provided:

- A door to door service, using modern fully accessible mini buses across South Yorkshire. This provides a door to door service for any person who does not have access to, or cannot use public transport. Specially trained drivers provide assistance for the less mobile. This is available 9.00-5.00 Monday to Friday. Subsidised by SYPTTE
- A Shopper bus services, again using fully accessible modern vehicles, between communities in South Yorkshire to a city centre or local supermarket twice a week. This operates Monday to Friday and is designed for people who do not have access to public transport. Subsidised by SYPTTE.
- Community car scheme operated by volunteers using their own cars that provide transport to registered passengers. This is suitable for a range of activities, for example journeys to lunch clubs, hospital visits, and adult education classes. A group travel service also operates 9.00-5.00 Monday to Friday to provide access to similar activities.

The 'Wheels to Work' continues. As previously reported the aim of this scheme is to increase access to education and work. It enables people over 16 who do not have access to suitable public transport to enable them to access education or work to lease a scooter from as little as £10 per week.

## 1.8 What Citizens and Communities Can Do

In the wake of the Commission's report, Sheffield Executive Board developed and launched the **Our Fair City campaign** as a response to the recommendation that an ongoing campaign be establishing, informing people about inequalities, promoting the case for greater fairness and making a call to action to residents and organisations.

The campaign has been designed in consultation with Sheffield citizens and aims to promote fairness and raise awareness of inequalities across the city. It aims to develop a social movement of change, countering prevailing narratives around those who are hard-pressed and utilising assets and commitment from across Sheffield.

Over the course of its first year, the campaign has established a strong media presence and begun building a community around fairness, with 120 Fairness Champions recruited, a large Twitter following and many stories successfully placed in the mainstream local print media.

As well as supporting the development of Sheffield Money, Our Fair City has also worked with Gripple and other private sector employers to develop the Sheffield Fair Employer Charter, run a campaign around voter registration and worked with the Sheffield Recognising and Valuing Female Talent group.

The campaign aims to establish itself as an umbrella brand to bring fairness-related issues together, and will attempt to raise the profile of the issue further next year, when, with the University of Sheffield, it holds a major conference on Fairness on 8th March.

The campaign is also focusing on developing stronger city wide approaches to Fair Food, Fair futures and Fair Housing as well as supporting the work of Sheffield Money and Sheffield advice centres to promote Fair Finance.

The Sheffield Executive Board has worked with colleagues from 19 different organisations in the city to develop and agree a Framework for Building Strong and Resilient Communities. This piece of work is in response to the Fairness Commission recommendation that Sheffield should have a **city wide approach to community development** and empowerment, to ensure that local people have a say in improving outcomes for themselves, their families and their communities. The Framework builds on and shares existing good practice in Sheffield and has significant support among those who work directly with communities.

The Council wanted under-represented communities in Sheffield to be able to have a say on issues that affect them and influence the decisions that are made in the city. To do this it set up a city-wide Equality Hub Network. The Equality and Fairness Grants Fund was set up alongside the Network to help strengthen the voice and influence of under-represented communities in the city. The Age Better Sheffield partnership<sup>4</sup> is aiming to reduce social isolation and loneliness among those over 50 years old as part of the £6m investment made by the BIG lottery fund in the city. South Yorkshire Housing Association in collaboration and partnership with some key VCF sector organisations in the city are delivering a range of interventions.

---

<sup>4</sup> [www.agebettersheff.co.uk/about-us](http://www.agebettersheff.co.uk/about-us)

## 2. Measuring Fairness

The State of Sheffield Reports 2015 and 2016 consider the city wide evidence of inequality and fairness across the city. Both reports have raised concerns about growing inequality and financial insecurity within the city, and in particular communities and neighbourhoods in the city. The 2016 report states;

- The Indices of Deprivation for 2015 is a collection of indicators measuring different aspects of seven different types of relative deprivation: income; employment; health and disability; education, training and skills; barriers to housing and services; crime; and the living environment. Sheffield's relative position nationally and compared to the other English Core Cities shows that the city has seen some small relative improvements between 2010 and 2015, but it has been the polarisation and possible segregation within the city that has always been the greatest and most significant concern.
- The Indices show that deprivation in Sheffield has become more polarised since 2010, with an increase in the number of small very deprived areas (LSOAs) and also an increase in the number of small, least deprived areas. The extent and polarisation of relative deprivation is highest in education, training and skills, income and health, and far lower in the housing, services and living environment measurements.

And a key recommendation of the report is;

- The city needs to work better together and find more effective ways of reducing inequality and promoting social inclusion. There is a need to continue to focus on reducing both out of work poverty and in work poverty and financial insecurity. Growing inequality and segregation across communities threatens the cohesion and success of Sheffield.

### 3. Activity undertaken

Below is a list of some of the activity undertaken by the Chair, Commissioners, or Officers in the last year. This list does not attempt to be comprehensive and there will be other activity that has taken place in the city.

- Our Fair City Campaign launched in January 2015
- Sheffield Executive Board discussion: 'Tackling Inequality and Fairness – developing the city approach' in April
- A perspective article submitted to the Local Economy journal on the work of Sheffield's Fairness Commission in May.
- Our Fair City Campaign Champions meeting in July
- Sheffield Money opens for business in August
- Cllr Mazher Iqbal spoke to the Medsin Conference in October on 'Sheffield's Approach to Tackling Inequalities' and highlight the Our Fair City Campaign
- Alan Walker participated in the Radical Hope conference in October led by Sheffield Co-operative Party and Compass
- Sheffield Executive Board discussion on progress in December 2015
- Fair Employer Charter launched January 2016