

SUMMARY OF RECOMMENDATIONS

Principles of fairness

Local recommendation

1. That the Plymouth Fairness Commission's Principles of Fairness are agreed by all public bodies in Plymouth, with consideration of how they are included in decision making.

A new approach to leadership

Local Recommendations

2. That all public bodies in Plymouth learn about the Systems Leadership approach.
3. That a similar approach is part of the induction and training process for all staff in Plymouth's public sector.
4. That measurable objectives on implementing this type of approach are included in the performance objectives of senior staff in all Plymouth's public sector bodies.
5. That all bodies cited against recommendations in the Plymouth Fairness Commission's report agree a Systems Leadership approach to the way they implement them.

Strengthening Local Communities

Local Recommendations

6. That all public sector agencies in Plymouth review the way they currently engage with communities and agree an approach which ensures benefits are shared across communities.
7. That public sector agencies fully explore ways of engaging with communities of interest and identity in a way that works for the individual members of those communities.
8. That local councillors review their current ways of working as elected representatives of local communities.

9. That an external, independent civil society expert undertakes a critical review of Plymouth's voluntary and community sector and provides recommendations to strengthen it.
10. The urgent resolution of issues preventing the provision of professional indemnity insurance is needed to widen the availability of free specialist legal advice.

Individual and Family Wellbeing

National Recommendations

11. That a fair, needs based and long-term funding settlement for local government and other sectors should be urgently developed by central Government.
12. That Plymouth City Council's current grant allocation for public health is urgently reviewed by the Department for Health.
13. That the National Institute for Clinical Excellence's recommendation of a national minimum price per unit of alcohol is implemented.
14. That the Local Government Associations proposals for reforming the current licensing system for alcohol is implemented to limit 24-hour licensing in areas where alcohol causes harm.
15. That the current provision of universal free school meals to Year 1 and 2 pupils in infant schools due to come into effect in September 2014, be extended to all primary school children.
16. That the Department for Work and Pensions urgently addresses the delays in benefit payments when individual circumstances change, and the inappropriate use of benefit sanctions.

Local Recommendations

17. That all parts of the public sector jointly quantify Plymouth's 'Missing Millions' to make the case to Government for fairer funding for the city.
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18. That a review of primary care provision across Plymouth is undertaken to ensure equitable access to primary care based on identified local needs.
19. The development of an agreed comprehensive response to Plymouth's mental health needs, and the publication of resourced commissioning plans.
20. That a joint review is completed to agree appropriate crisis responses for those presenting with a mental health need.
21. The development, resourcing and implementation of an evidence-based and coordinated approach to reduce the sale of cheap vodka and 'super strength' beer and cider, as per Plymouth's Strategic Alcohol Plan.
22. That confirmation is given that systems and funding to deliver the Commissioning Plan for the Plymouth Domestic Abuse Partnership 2012-2019 will be adequate and sufficiently resourced to meet the scale of the problem.
23. That cross-sector funding for Domestic Abuse services is protected and, where appropriate, increased to ensure sufficient services and support to meet rising demand.
24. That all primary school children in Plymouth are offered a free school meal.
25. That a pilot is undertaken to assess the potential take-up, costs and benefits of providing a free daily meal to disadvantaged pupils outside term-time.
26. That all schools providing meals in Plymouth should meet the National School Food Standards.
27. That Plymouth City Council's Public Health remit on healthy weight be expanded to include food poverty, with responsibility for co-ordinating food poverty initiatives across the city.
28. That Plymouth City Council amend its spatial planning policy to enable the restriction of fast food outlets within 400 metres or less from a school, youth facility or park.
29. That Plymouth City Council work with the organisers of Plymouth's main events, such as the Fireworks Championships, to reduce the provision of low nutritional value food and improve the food offer.
30. That current food initiatives are better coordinated to ensure they reach Plymouth's food deserts.

Young People and Young Adults

National recommendation

31. That the Department for Education takes active steps to ensure collaboration and sharing best practice is demonstrated by new types of schools, e.g. academies through formal policy and practice.

Local Recommendations

32. That extending the implementation of the Plymouth Primary Teaching School Alliance's collaborative model to Plymouth's secondary schools is made a priority.
33. That a specific review is held to understand and address the factors that prevent young people taking up apprenticeships, and concrete steps agreed to address them.
34. That a 'Virtual Sixth Form' is developed, providing city-wide timetable of courses available from Plymouth's education institutions is made available online to support 16 – 18 year olds.
35. That a consistent set of Information, Advice and Guidance (IAG) protocols, covering all providers is developed for young people choosing their post-16 options.
36. That all primary and secondary schools develop an alumni programme.
37. That all Plymouth's secondary schools and other learning institutions develop relationships with local and regional employers to encourage presentations, workshops and placements and help pupils become 'work ready'.
38. That a formal system is brokered linking schools and businesses so all young people have fair access to internships, work placements and youth enterprise schemes.
39. That a 'Positive Youth' approach to the commissioning of services for young people in the city is developed.
40. That every young person in the city should be able to access free recreational and cultural activities within one bus ride.
41. That the touchpoints of contact for Plymouth's young carers are identified and actively targeted to ensure more young carers contact and benefit from Youth Services.

Discrimination

Local Recommendation

- 42. That organisations from all sectors in the city generate leadership on tackling discrimination in all its forms, against specific actions.

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Escalating Cost of Living

National Recommendations

- 43. That the Government leads in encouraging employers to pay the recommended Living Wage and requires all Government Departments to pay their employees at this level, as a minimum.
- 44. That the Local Government Association's demands for changes to the existing planning and licensing laws in relation to new betting premises are actioned.

Local Recommendations

- 45. That all public sector bodies in Plymouth should commit to pay their staff, and those of the employees of agencies that work for them, the Living Wage.
- 46. That Plymouth City Council and other public sector agencies engage with subcontractors to ensure that they in turn pay 100% of their workers a Living Wage within two years.
- 47. That all private sector employers in Plymouth aim to implement the Living Wage for all their employees to ensure Plymouth becomes a Living Wage City across all sectors.
- 48. That an annual 'Fair Pay in Plymouth' report is published in the Plymouth Herald, including an explanation of executive pay, with top to median pay ratios and all taxable earnings.
- 49. That the use of zero hours contracts across the city should be monitored annually.
- 50. That exclusive zero hours contracts are not advertised by job centres or recruitment agencies in Plymouth.

- 51. That all public sector agencies review their current use of subcontractors and commissioned services that use exclusive zero hours contracts and pledge to commission only from services that do not restrict their employees to exclusive zero hours contracts.
- 52. That Plymouth City Council demonstrates it is maximising its planning restrictions, within the current legal framework, to control the number of betting shops, fixed odds betting terminals and payday lenders in the city.
- 53. That the Plymouth universities partner with schools and youth organisations to provide peer mentoring to train young people to become confident in budgeting and managing money.
- 54. That Plymouth City Council works with partners to develop robust visible campaigns against the use of payday loans and illegal loan sharks.
- 55. That Plymouth City Council, housing associations and other agencies work together to consolidate customers' debts, offer payment plans and signpost to expert sources of help and advice.
- 56. That every point of access with public agencies should provide clear and accessible links to specialist debt advice, benefit maximisation and sources of affordable credit, readily and prominently on their websites.
- 57. That Plymouth credit unions and their partners take greater responsibility for ensuring that they offer a broad range of services that benefit the city, against a number of specific steps. If this is unachievable, Plymouth City Council should step in to take action.
- 58. That a baseline of current need for, and availability of, affordable credit is developed to ensure city-wide access and availability to individuals and enterprises.
- 59. That an annual pre-Christmas campaign is held which brings together debt and money advice services, banks, trade unions, credit unions and relevant Council departments to raise awareness of their services and provide opportunities for action.
- 60. The development of an annual, city-wide 'Fair Money' awards dinner, sponsored by the large high-street banks, with award categories against which the people of Plymouth can vote.

Strengthening the Local Economy

National Recommendations

61. That the Department for Transport and the Treasury review funding allocations in the UK with a view to creating more equitable funding in the South West.
62. That the Department of Transport and the Treasury urgently address Plymouth's need for a fast and resilient rail line to connecting the South West to the rest of the UK.
70. That a thorough review of the current Sell2Plymouth portal and associated procurement systems of public sector agencies is completed, and recommendations made for changes to ensure there is an efficient link-up of public sector commissioners with private sector suppliers.
71. That the Growth Board reviews the way in which Micro businesses and SMEs contribute to governance, consultations and decisions, and makes recommendations to deliver greater transparency in their involvement and engagement.

Local Recommendations

63. That a 'Buy Local, Give Local' trademark scheme is developed for local traders, producers, public bodies and the voluntary sector to help customers and producers identify local providers.
 64. That Plymouth City Council should review all the charitable trusts for which it is a corporate trustee and explore methods of amalgamating them and transferring the management of their assets to a Plymouth community-based charity.
 65. That all public sector and all large private organisations in Plymouth develop a social value/sustainability statement with clear social value outcomes and measures.
 66. That all public sector agencies fully explore the steps they could take towards meeting best practice, beyond the requirements of the Public Services (Social Value) Act 2012, to ensure the inclusion of social value in all contracts for goods and services.
 67. That the City Deal clarifies both how it will deliver social value and how this delivery will be measured and evaluated.
 68. That baseline data on current public spending with local businesses is established, to enable public bodies in Plymouth to create clear targets for their spending with local businesses, and report on them as part of their annual reporting mechanisms.
 69. That work is undertaken with the South West Investors Group and other community finance organisations to increase the amount of capital available for microfinance and small business lending in Plymouth.
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Housing

National Recommendations

72. That a National Register of Landlords is established.
73. That local Councils are given the ability to issue fixed penalty notices both to reduce enforcement costs and allow prompt action for breaches of legislation.
74. That new standards for housing are developed to make it easier for both landlords and tenants to know if standards are being met.
75. That the currently expensive, complex and bureaucratic Compulsory Purchase legislation available to councils should be simplified, as recommended by the Local Government Association.

Local Recommendations

76. That Plymouth City Council develops a comprehensive, and resourced, response to raising standards in the private rented housing sector.
77. That Plymouth undertakes a pilot to investigate the viability of a voluntary licensing and accreditation scheme for private sector landlords.
78. That the possibility of property-specific penalties for non-compliant Private Rented Sector homes is investigated, including whether non-compliant PRS homes could be earmarked as “not Housing Benefit eligible”.
79. That a comprehensive, measured and monitored Empty Homes Strategy for Plymouth is consulted upon, recommendations provided and action taken.
80. That a virtual Plymouth Private Tenants Forum is created, advising private tenants of their rights, offering an online space to exchange experiences, publicise consultations and offer contact details on further public sources of support.
81. That a full examination is carried out into the coverage of specialist housing provision in Plymouth, comparing what is available against known demographics of groups in need and including a full gap analysis.

The Implications of an Ageing Population

Local Recommendations

82. That an ‘All Ages City’ Taskforce is created to co-ordinate both the social and non-social care aspects of Plymouth living for older people, as part of the Plymouth Plan process.
83. That the Plymouth Joint Dementia Strategy is given the highest priority to ensure its recommendations are actively delivered across the city.
84. As part of this strategy, that additional consideration be given to ensure that people with dementia who require, and can demonstrate they meet the eligibility criteria are encouraged to apply for the blue badge scheme using the discretionary powers of the Local Authority.
85. That a pack signposting sources of dementia support, information and advice is made freely available in all primary care settings and provided for dementia patients and their carers.