

Fairness Commission - Progress update August 2015 - National 'Lobbying' recommendations

Rec No.	Public response by PCC in Sep 14	Fairness Commission recommendation	Response to recommendation (agreed at Council Sep 14) unless otherwise stated	Lead officer	Portfolio Holder	Update/ Comment
11	No	The Plymouth Fairness Commission agrees with the Local Government Association that there is an urgent need to develop and deliver a fair, needs-based and long-term funding settlement for local government and other sectors including education, health and police, fire and rescue services.	-	Assistant Chief Executive	The Leader of the Council	Plymouth's Offers and Asks have been developed with key partners to tackle issues, including this one, in a coordinated way. A co-ordinated 'city' response champions this recommendation, raising the profile of the requests Plymouth has from Government. A proactive lobbying strategy is due to be developed during 2015/16. Discussions are about to commence with the Office of the Police and Crime Commissioner in relation to the campaign for fairer funding for the Police force. We will work with them to update Plymouth's Offers and Asks to reflect this.
12	No	The Plymouth Fairness Commission recommends that the grant allocation received by the Council to fund its public health work is reviewed as a matter of urgency by the Department of Health, and fully supports the 'motion on notice' unanimously agreed by Plymouth City Council in January 2014.	-	Assistant Chief Executive	The Leader of the Council	Plymouth's Offers and Asks have been developed with key partners to tackle issues, including this one, in a co-ordinated way. A co-ordinated 'city' response champions this recommendation, raising the profile of the requests Plymouth has from Government. A proactive lobbying strategy is due to be developed during 2015/16.
13	No	The Plymouth Fairness Commission supports the National Institute for Clinical Excellence's guidance that raising the unit price of alcohol is the most effective way of reducing its damaging impact. Accordingly, we recommend a national minimum price per unit of alcohol.	-	Director of Public Health	Cabinet Member for Children, Young People & Public Health	Setting a minimum price per unit of alcohol is a national policy decision, which is currently under discussion at government department level. The Police and Crime Commissioner for Devon and Cornwall is part of these national discussions, and is advocating on behalf of the Plymouth Alcohol Programme Board for a national minimum price per unit of alcohol.
14	No	The Commission believes that 24 hour licensing should be banned and regrets that Plymouth does not have the power to do this unilaterally. We therefore support the Local Government Association's proposals for full reform of the licensing system ('Open for Business: Rewiring Licensing') which sets out the need for a system which is relevant, simple, cost neutral, risk-based and can address the issues of concern to local residents and businesses. The Commission fully supports any change in licensing law that provides greater powers to enable local areas to limit the opening of late-night pubs, clubs and off licences in areas where alcohol-related health problems are rife.	-	Director of Public Health	Cabinet Member for Children, Young People & Public Health	Plymouth already has 5 cumulative impact policy (CIP) areas which allow the Licensing Committee to restrict trading hours if it is appropriate to do so. The Barbican CIP has just been geographically extended. We will continue to support the LGA regarding their licensing policy aims.
15	No	The Fairness Commission recommends that, in line with the School Food Plan report for the Department of Education, 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.		Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	The cost of extending the provision of Universal Free School Meals to Key Stage 2 pupils (recommendation 15) was thought to be in the region of £3.5 million. The Department for Education (DfE) needed to fund this scheme and provide the money needed to extend school kitchens; the industry is pushing the agenda nationally but this is not on the immediate horizon for the current national administration. In addition, school meal uptake is increasing without the need to fund it. Whilst free meals would be desirable the services opinion is that uptake is improving well and the £4m it would cost to run doesn't cover the cost of increasing school meal capacity. In addition to cost, the evidence is that the take-up of meals is as much linked to the "experience" as the cost. The School Food Plan determines that Heads must drive the take-up of meals and we can show that the biggest impact comes from this factor in many schools.

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16	No	That the Department for Work and Pensions urgently addresses the delays in benefit payments when notified of changes in individual circumstances and the inappropriate use of benefit sanctions.	-	Head of Neighbourhood and Community Services	Cabinet Member for Co-Operatives & Housing	<p>This recommendation has been raised locally with the DWP who have sought to demonstrate that this is less of a concern than had been previously. Highlighting that:</p> <p>Lots of work has been completed following the Oakley Review, including clear communication & consequences of what has been agreed</p> <p>The level of sanctions in Devon Cornwall and Somerset are lower than the national average (i.e. numbers)</p> <p>'Inappropriate' sanctions are 'not being done', case conferences are completed and always work with the Service Manager (the onus is on the claimant to provide the documentation / information)</p> <p>As such it is not believed that lobbying on a National scale is necessary at this time, however benefit payment and change of circumstances timescales will continue to be monitored going forward.</p>
31	No	With the growing number of academies and other types of 'unique catchment' schools such as faith schools, we are concerned that collaboration which puts the common good of pupils at the centre may be diminishing. We recommend that the Department for Education takes active steps to ensure collaboration and sharing best practice is demonstrated by these new types of schools through formal policy and practice.	-	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	<p>Whilst the system remains fragmented, Heads have embraced the need for a city-wide vision and we have a joint forum working on this. It is a big elephant to bite, but this year we have tackled SEND Review and post-16 issues. We, as an LA, also have a good relationship with the Regional Schools Commissioner who is keen to adopt the vision we create. The current educational landscape of Plymouth demonstrates good potential for self-improvement and school-to-school support is emerging as a sustainable part of a changing education system locally.</p>
43	No	That the Government takes the lead in encouraging employers to pay the recommended Living Wage (£7.65 an hour nationally / £8.80 an hour in London) and requires all Government Departments to pay their employees at this level, as a minimum, by October 2016.	-	Assistant Director for Economic Development	The Leader of the Council	<p>It is important to highlight that the Living Wage reference made by the Plymouth Fairness Commission refers to the level set by the Living Wage Foundation rather than the 'living wage' announcement within the Government's 2015 summer budget which stated that from April 2016, a new 'National Living Wage' of £7.20 an hour for the over 25s will be introduced. It should be noted that Plymouth City Council will continue to pay the living wage as defined by the Living Wage Foundation as any change to its own policy would effectively result in a salary decrease for its employees and sub contractors.</p>
44	No	The Fairness Commission supports the Local Government Association's demands for changes to the existing planning and licensing laws to take into account the views of residents and democratically elected councillors when considering applications for new betting premises.	-	Head of Public Protection Service	Cabinet Member for Safer & Stronger Communities	<p>The Council are about to review the Gambling Policy with regards to licensing. This will take account of the new requirements on operators to complete local gambling risk assessments. The Council will also actively develop Local Area Profiles to assist in identifying vulnerable communities or individuals to ensure adequate safeguards and restrictions are in place for gambling premises. The proposed new licensing policy takes account of the LGA's demands on issues which are locally controllable, including the restricting of planning loopholes.</p>
61	No	The Plymouth Fairness Commission recommends 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.	-	Assistant Chief Executive	Cabinet Member for Strategic Transport & Planning	<p>Plymouth's Offers and Asks have been developed with key partners to tackle issues, including this one, in a co-ordinated way. A co-ordinated 'city' response champions this recommendation, raising the profile of the requests Plymouth has from Government. A proactive lobbying strategy is due to be developed during 2015/16.</p>

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62	No	That the Department of Transport and the Treasury urgently address Plymouth's need for a fast and resilient rail line connecting the South West to the rest of the UK. Finances for this should be ring-fenced as a matter of urgency.	-	Assistant Chief Executive	Cabinet Member for Strategic Transport & Planning	Earlier this year, the Government announced that the Department for Transport (DfT) will work closely with the PRTF and Network Rail (NR) on a 20 year programme for rail improvements in and to the South West Peninsula. A report will be submitted to the Secretary of State for Transport in the summer of 2016. Recent announcements have stated that the SW will receive a £360m fleet of bi-mode trains to replace the ageing HST fleet from 2018.
72	No	The creation of a National Register of Landlords. This would provide easy entry to the market for landlords, but allow their swift removal from the Register for poor practice. It would also stop them continuing to provide poor service and ensure better targeting of landlords to keep them informed of their responsibilities.	-	Head of Housing Services	Cabinet Member for Co-Operatives & Housing	The Council has lobbied on this, most recently in the consultation from DCLG in March last year on its review of the property standards and enforcement tools. The Housing Bill will be expected in the Autumn with consultation beforehand. Currently the government is consulting on proposals to tackle rogue landlords and improving the private rental sector. A National Register was not included as part of this consultation. We believe that a national register would be very beneficial and we will continue to lobby for it as opportunities arise and will be responding to that effect as part of the consultation. This is supported by CIEH and other housing professional groups.
73	No	Issuing fixed penalty notices would both reduce the costs of enforcement and allow prompt action for breaches of legislation.	-	Head of Housing Services	Cabinet Member for Co-Operatives & Housing	The Council has lobbied on this, most recently in the consultation from DCLG in March last year on its review of property standards and enforcement tools. There is some progress here as new legislation is enforced through fixed penalty notices. This includes the requirement for agents to belong to a redress scheme and the requirement for all dwellings to have working smoke alarms and in certain circumstances CO detectors. It is likely that level of enforcement action will be monitored to see if this approach does produce good results. However we should still take every opportunity to lobby for an easier enforcement process.
74	No	Developing new standards for housing would make it easier for both landlords and tenants to know if standards were being met. It would also reduce the level of enforcement action needed as landlords would be better able to assess their own properties.	-	Head of Housing Services	Cabinet Member for Co-Operatives & Housing	This was considered by Government as part of its review of the PRS. It announced in March this year that it was felt that the system was fundamentally sound and it will not be changing the way housing standards are assessed. However locally we have produced a guide to healthy homes that should raise awareness, we are also trialling training for landlords and agents in how the HHSRS works. It does not seem that pursuing this would be worthwhile at this stage.
75	No	The Fairness Commission also echoes the Local Government Association's recommendation that the current Compulsory Purchase legislation available to councils is overly costly, complex and bureaucratic and should be simplified to allow councils to bring back long term empty residential properties into public use.	-	Head of Housing Services	Cabinet Member for Co-Operatives & Housing	The CPO issue is something that will be taken up nationally by the Empty Homes Agency and the National Empty Homes Network. As such we believe that lobbying against this recommendation locally would be duplication.

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Fairness Commission - Progress update August 2015 - All other recommendations

Rec No.	Public response by PCC in Sep 14	Fairness Commission recommendation	Response to recommendation (agreed at Council Sep 14) unless otherwise stated	Lead officer	Portfolio Holder	Update/ Comment
1	Yes	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.	Plymouth City Council welcomes the Principles of Fairness proposed by the Fairness Commission, and will look at ways of embedding them through delivery of its Corporate Plan which already highlights fairness as a key value and objective. Our commitment extends to ensuring the principles are embedded within the Council's extensive transformation programme currently underway.	Assistant Chief Executive	Cabinet Member for Co-Operatives & Housing	Plymouth City Council (PCC) has been co-ordinating the Fairness Commission recommendations to ensure that the principles are considered appropriately during decision making. All PCC Transformation Programmes have also been cross referenced to confirm that Fairness Commission principles are embedded within the outcomes. In addition, public bodies have responded to the FC secretariat to express their support over the principles of fairness.
2	Yes	We recommend that the leaders of all public sector bodies in Plymouth learn about and act as internal champions of the Systems Leadership approach to address key cross cutting issues of inequality and unfairness across Plymouth.	<p>Collaborative skills are key to the delivery of the recommendations made throughout the Fairness Commission report and we would accept that Systems Leadership offers us a new view of leadership which could allow us to achieve large-scale change across communities by sharing the burden of leadership.</p> <p>Plymouth, through the Health and Wellbeing Board, has recently been part of a Systems Leadership pilot programme funded by the Department of Health and Local Government Association and delivered by the Leadership Centre for local government. The pilot introduced systems ideas across key agencies through workshops with senior management, councillors and staff to support shared fluency in systems thinking throughout organisations and across political and executive leadership. Senior city leaders who make up the Health and Wellbeing Board have already committed to becoming champions of the systems approach and hold themselves and each other to account for modelling the behaviours they expect of others, and for the organisational and systems outcomes to which they aspire.</p> <p>It is important to recognise that leadership is not vested in people solely through authority or hierarchical position and that coming together with others on the basis of a shared ambition will allow us to make progress against some of the complex challenges the city faces.</p>	Head of Organisational Development	Deputy Leader of the Council	PCC has embarked on a 2 year development programme for all of the 22 strategic leaders within the Corporate and Senior Management Teams. The development programme, which commenced in November 2014, is being delivered by the Leadership Centre, who are experts in developing leadership across complex place-based systems with the aim of improving outcomes for communities.

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3	Yes	That this approach is embedded within public sector bodies as part of their induction and ongoing training.	<p>Steps have been taken to begin to embed this approach throughout organisations. One example which we hope to build on is the city council's Enterprise Leadership Programme. This leadership development programme is now multi-agency involving colleagues from Health Services, Council and the Fire and Rescue Service. The systems leadership approach is a key strand of this programme.</p> <p>It is our view that the ability to instinctively build connections, operate across organisational boundaries and build coalitions of support through informal networks is a key skill for staff. The city council along with partners will bid for further support from the Leadership Centre to build on the learning gained from the initial pilot programme and shortly make proposals on how to deliver this fairness commission recommendation.</p>	Head of Organisational Development	Deputy Leader of the Council	Plymouth City Council launched a cross-agency coaching network in June 2015 which will build an informal network, connections and co-operative support across key agencies in the city, including Plymouth Hospitals NHS Trust, Plymouth Community Health Care, Plymouth City Council, and NEW Devon CCG. We are already benefitting from the outcomes of the city council's Enterprise Leadership Programme. This leadership development programme is now multi-agency involving colleagues from Health Services, Council and the Fire and Rescue Service. The systems leadership approach is a key strand of this programme.
4	Yes	We recommend that, as a minimum, the objectives of Directors, Chief Executives and Senior Management Teams of Plymouth public sector bodies should include measurable objectives sympathetic to the Systems Leadership approach against any performance indicators relating to inequalities and unfairness. These should include how effectively Systems Leadership is working across agencies.	<p>A system of numerical targets cannot appropriately measure whether system leadership is working effectively across agencies and to measure the success of the system leadership interventions will require performance management that is pitched above the level of individual agents in the system. Our measures will need to assess the capability of the whole system and by considering the right measures we will be able to exploit the opportunity for improving performance by making systemic adjustments rather than achieving targets.</p> <p>Progress against shared system priorities, such as reducing the adverse impact of alcohol, will signify whether or not a systems approach is making a difference. To achieve this, our decision-makers must be comfortable working outside formal structures and use trust, commitment and shared ambition to develop whole systems interventions. Our bid for further support from the Leadership Centre if successful will help us to address this recommendation.</p>	Head of Organisational Development	Deputy Leader of the Council	In order to improve outcomes for citizens, health and social care commissioners budgets have been pooled in order to integrate our adult social care delivery service. To maximise the effectiveness of this integration we have submitted joint bids across 5 agencies with the Health Education England innovation fund to create action-focussed leadership groups across these agencies. If successful, these virtual groups would apply systems leadership approaches across the agencies to seek better outcomes for citizens.
5	Yes	We recommend that agencies actively consider and apply a Systems Leadership approach to the way they agree and deliver the recommendations in the Plymouth Fairness Commission's report.	<p>Response to and delivery against recommendations from the Fairness Commission will require more than the effort of public sector agencies within the city. To enable us to respond to the challenges set out by the report a whole system approach must be taken which will include those organisations that have not traditionally been associated with some of the complex problems we face.</p> <p>This is a different way of working, a significant cultural change, and will require skills and strategy to make it happen. We have a commitment from many leaders in the system to apply a systems leadership approach to the address the inequality in the city and are having honest conversations about what organisations and systems need to do to make collaborative, citizen-focussed services a reality.</p>	Head of Organisational Development		As demonstrated in recommendations 1-4, PCC has embraced systems leadership and actively promote this approach with partners. The informal network of strategic leaders (One Plymouth) has representation from agencies including; PCH, PHNT, Police and the private sector further demonstrates the citywide embedding of a systems leadership approach, with this group also championing the delivery against a number of Fairness Commission recommendations.

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6	Yes	We recommend that all public sector agencies undertake a review of their current approach and processes for engaging with, and listening to, communities and agree a shared approach and individual responsibilities to ensure all communities benefit.	The council acknowledges that the opportunities and support for citizens and communities to engage and influence local issues could be more inclusive and responsive. We have been working with partner agencies and listening to local people through pilots and projects across the city and as a result we have developed a draft Co-operative framework for working with citizens and communities which was agreed at Cabinet on the 15 July 2014. We aim to lead the development and implementation of the framework through a systemic approach that recognises the tensions, challenges and opportunities inherent in a non-prescriptive framework. Our work with partners, members and citizens will define a set of work streams over the coming year to develop and evaluate what works in different situations.	Head of Neighbourhood and Community Services	Cabinet Member for Safer & Stronger Communities	Following the development of the Framework for Working with Our Residents and Communities, which outlined the vision and objectives, Plymouth City Council is currently undertaking a systems review of its communications and stakeholder relationships. This acknowledges the step change required to achieve our aspirations and objectives, but also acknowledges the need for different services across the Council working in this arena to align activity. A key focus of this is the Council's relationships with its residents and communities, building on work undertaken in the past year. An initial workshop in July 2015, facilitated by the Leadership Centre, highlighted some key areas to collectively focus on within this system led process. In addition, One Plymouth is championing the delivery of this recommendation.
7	Yes	We recommend that agencies fully explore different ways of engaging with communities of geography to include communities of interest and identity in a way that works for the individual members of those communities.	Instigated by key leaders within the city, agencies are now coming together as a 'community of practice' (CoP). These leaders are working with the 'Framework for working with citizens and communities' to agree the set of principles and core approach to take. The CoP aims to work with local citizens and elected local community leaders on what methods meet the principles of the framework. This includes work across communities of identity and interest as well as geography.	Head of Neighbourhood and Community Services	Cabinet Member for Safer & Stronger Communities	See above, and also approach to social cohesion ("Building Strong & Inclusive Communities") agreed by Cabinet in December 2014 and initial discussion about this has taken place at One Plymouth. Variety of business as usual work continues via Social Inclusion Unit.
8	Yes	We recommend that local councillors review their roles, against recommendations 1 and 2, as elected local leaders within local communities.	The role of elected local leaders is critical to the delivery of the new approach for working with citizens and communities. Working with local Councillors, we have begun planning how the role of elected local leaders can support and enable the delivery of the proposed new approach to working with citizens and communities. Specific sessions for councillors will be held in early autumn to enable the understanding of the impact that this new approach may have on their role. The learning from these sessions will then guide development of the role so that it may evolve to embody the new expectations that are created when you enable communities to self – organise.	Head of Neighbourhood and Community Services	Cabinet Member for Safer & Stronger Communities	See 6 above. Ward Councillor engagement forms one of the strands of work within the Framework for Working with Our Residents and Communities
9	Yes	We recommend that an external, independent civil society expert is commissioned to undertake a critical review of Plymouth's VCS and provide recommendations to strengthen it.	As a co-operative council we recognise and endorse the development of a strong civil society, and more specifically a vibrant voluntary and community sector. The council commissions and funds the sector directly or in kind to the value of in excess of £21m, including infrastructure support. While we are aware of a similar report undertaken some years ago, we will support an independent and objective analysis of how the sector could develop. We believe this should be led by the voluntary and community sector in collaboration with partners across the city, and would welcome the opportunity to co-commission this piece of work.	Head of Neighbourhood and Community Services	Cabinet Member for Safer & Stronger Communities	The Plymouth Octopus Project (POP) was set up in Summer 2013 to provide infrastructure support for the Voluntary and Community Sector in Plymouth. This is within a commission from Plymouth City Council, held by the Zebra Collective. Whilst POP have been working to strengthen the sector since 2013 following the release of the Change for Good paper, POP are now embarking on a critical review of the sector commencing with the Big VCS Plymouth Conference Change for Good - The Road Ahead taking place in September 2015.
17	Yes	We believe that the city should know the total amount of funding it is failing to receive because of unfair funding formulas from central Government. We recommend 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.	Plymouth City Council will co-ordinate a joint campaign during 2014/15 with key partners across the city and region to advocate for a fairer funding settlement for Plymouth.	Assistant Chief Executive	Cabinet Member for Co-Operatives & Housing	Plymouth's Offers and Asks have been developed with key partners to tackle issues, including this one, in a co-ordinated way. A co-ordinated 'city' response champions this recommendation, raising the profile of the requests Plymouth has from Government. A proactive lobbying strategy is due to be developed during 2015/16.

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19	No	The Fairness Commission recommends that a comprehensive and holistic response to Plymouth's mental health needs, including those of children and young people, is developed and agreed by all agencies, and that resourced commissioning plans are published to show how services and support will be delivered.	-	Assistant Director for Strategic Co-Operative Commissioning	Cabinet Member for Health & Adult Social Care	The Co-operative Commissioning team and Office of Director of Public Health attend the Mental Health Strategic Quality Improvement Partnership. Staff from both teams have also been involved in the running of and attendance to the Mental Health solutions workshop. Four Integrated Commissioning Strategies have been developed which are currently subject to public consultation. The strategies provide the strategic direction across both Plymouth City Council and the Clinical Commissioning Group and will drive commissioning activity moving forwards. The strategies cover Children & Young People, Wellbeing, Community Based Services and Complex Care.
19b	No	We recommend that Plymouth's comprehensive response to mental health ensures a significant redirection of cross-sector resources for evidence-based early intervention, prevention and promotion programmes for mental health. This should specifically include children, young people and those with multiple and complex needs, with targets set for how redirected resources will be used. If insufficient expertise and/ or modelling tools exist locally to support this shift towards prevention then external support should be used.	-	Assistant Director for Strategic Co-Operative Commissioning	Cabinet Member for Health & Adult Social Care	The redirection of cross-sector resources for early intervention, prevention and promotion programmes for mental health has commenced and will continue as part of the Integration Agenda and implementation of the Better Care Fund plan. For example, redesign of the acute care pathway has already seen the closure of a recovery unit with resources refocused on community based support with the provision of 3 Community Psychiatric Nurse's into supported housing. Another example includes the Co-operative Commissioning pathway groups have been established to focus on 3 primary areas in relation to children and young people: Self harm, Children with complex behavioural problems and autistic spectrum needs, Increase in behavioural problems. A bid to NHS England for £75,000 to fund this work along with Co-operative Commissioning with Schools has been successful. Additional examples of a focus on early intervention and prevention work can be found in the strategic commissioning strategies for community based care and children and young people.
20	Yes	We recommend that a joint review be completed to agree what crisis response is appropriate for anyone presenting with a mental health need. This should include those who may require a place of safety while a mental health assessment is undertaken and, where appropriate, follow up or after care is provided.	As part of our response to the Fairness Commission recommendation and the National Crisis Concordat, a joint review with partners has been completed in relation to Plymouth's crisis response with the following action: a place of safety has been developed; options for a place of safety for children are under consideration; a Street Triage Pilot has evidenced joint working across Police, Plymouth City Council, Plymouth Community Healthcare and Devon Partnership Trust) and resulted in an improved multi-agency response to people presenting in crisis. This means that more people have been supported to recover at home and in the community, significantly reducing the number of people being detained under the Mental Health Act and treated in more institutional settings. A reduction in the use of Police powers to detail under the Mental Health Act has also been evidenced.	Assistant Director for Strategic Co-Operative Commissioning	Cabinet Member for Health & Adult Social Care	As part of Plymouth City Council and NEW Devon Clinical Commissioning Group's response to the Fairness Commission recommendation and the National Crisis Concordat, partners are already developing improvements in this area. These include; <ul style="list-style-type: none"> • A joint declaration has been made on the National Concordat website on behalf of Peninsula organisations involved in mental health care. • A multi-agency Criminal Justice group, reporting to the Peninsula group, meets Quarterly to review action taken in response to the crisis concordat. • An Adult Place of safety is operational and operating policies and procedures have been developed with the Police. • A Children's Place of Safety opened in March 2015 and further work is now required to deliver a long term solution. • Places of safety for adults and children have been developed. • A Street Triage Pilot has evidenced joint working (across Police, Plymouth City Council, Plymouth Community Healthcare and Devon Partnership Trust) and has resulted in an improved multi-agency response to people presenting in crisis. Funding to continue and extend the service post pilot has been agreed between NEW Devon CCG / South Devon and Torbay CCG and the Police. • A single point of access for health and social care is in development as part of the integration agenda. The first stage has been completed with front line staff now all employed by PCH.
21	No	The Commission recommends that an evidence-based and coordinated approach to reducing the retailing of cheap vodka and 'super strength' beer and ciders stated in the Strategic Alcohol Plan for Plymouth 2013-18 and being implemented in Ipswich, is developed and resourced (Action 5.8 of the Plan).	-	Director of Public Health	Cabinet Member for Children, Young People & Public Health	Plymouth has developed its own approach to reducing the strength and has launched its campaign 'reducing the strength'. We are also inviting retailers to sign up to reduce the supply and sale of high volume cheap alcohol. Retailers are slowly signing up to support the campaign. Work continues to encourage retailers to sign up and support the campaign.

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22	No	The Plymouth Fairness Commission seeks confirmation that arrangements to deliver the Commissioning Plan for the Plymouth Domestic Abuse Partnership 2012-2019 will be able to meet the scale of the problem in the city. As such we recommend an urgent review of the following: Joint commissioning arrangements and resource allocation, Agreement and ownership of shared outcomes, Effectiveness of current partnership arrangements.	-	Head of Neighbourhood and Community Services	Cabinet Member for Safer & Stronger Communities	Plymouth City Council leads the commissioning and contract management arrangements for domestic abuse services in partnership with the Police and Crime Commissioner, Safer Plymouth, and Devon Dorset and Cornwall Community Rehabilitation Company. At present the victim support service is meeting demand from a wide range of agencies and organisations, and is performing well against targets. The current domestic abuse partnership arrangements are well established, and will be reviewed when further clarity is given around the governance arrangements for integrated commissioning.
23	No	We recommend that steps are taken to ensure cross-sector funding for Domestic Abuse services continue to be protected and, where appropriate, increased to ensure sufficient services and support are in place to meet rising demand.	-	Head of Neighbourhood and Community Services	Cabinet Member for Safer & Stronger Communities	At present funding for domestic abuse services comes from Plymouth City Council, Safer Plymouth, the Police and Crime Commissioner and Devon Dorset and Cornwall Community Rehabilitation Company. It is anticipated that this will continue. This situation will be reviewed as part of the recently adopted Commissioning Strategies.
24	No	The Commission recommends that, using the learning from other areas who have implemented this such as Islington, all primary school children in the city are offered a daily free school meal.	-	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	The proposal still forms part of the national School Food Plan and is an industry target. For Plymouth, we would be looking at a significant cost circa £3.5 m per year - simply by taking approx. 50% of primary school roll (as KS2 / Junior pupils) x £2.00 x 190 school days. Economies of scale would come into play but at a significant cost nonetheless. Other LAs (e.g. Tower Hamlets) have funded from savings achieved by the merger of Public Health. We need to work together to maximise registration and take-up of traditional benefit based FSM (thereby also maximising Pupil Premium), maximising take-up of Universal Infant Free School Meals (UIFSM) - all of which brings about economies of scale, maximisation of labour to keep the cost per meal at a low/affordable level. There is merit in discussing how the Commission and the Council could potentially support the provision of meals at a subsidised rate of, say, £1.00 per day.
25	No	We recommend that a pilot to provide a free daily meal to disadvantaged pupils outside of term-time is trialled to assess potential take-up, costs and benefits.	-	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	Following on from last year's pilot which cost £16.5k and fed circa 600 children, CATERed has this year launched the Big Summer Food Tour and across August is giving away 200 nutritious and tasty bagged meals each Tuesday and Thursday at various locations. This is being supported by all suppliers and volunteer staff / labour for production and distribution. Nil cost to the Council. Nil food costs. Nil packaging cost. Nil labour cost. CATERed has paid Radio Plymouth to promote and work with us at each location. We will serve 1400 children during this pilot / scheme. We have received excellent press and social media coverage including from the Chair of the APPG on Holiday Hunger. BBC Radio Devon, The Herald and ITV Westcountry.
26	No	We also recommend that all schools providing meals in Plymouth must meet the National School Food Standards	-	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	This is already the case in all schools where CATERed supplies meals. This will also be the case in the PFI schools where food is provided by Eden Foodservice. Whilst there is no reason to doubt that other schools and academies who provide their own services are not also fully meeting the standards this would need to be asked of them specifically. The schools in this group number just 14 secondary and 4 primary.

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27	Yes	<p>We recommend that the role of the Office of the Director of Public Health within Plymouth City Council be expanded to include food poverty with responsibility for co-ordinating food poverty initiatives, including those providing healthy and affordable food in communities, across the city. We suggest the following activities are undertaken to support this: 'Struggling to Eat Well' Surveys, aimed at identifying nutritionally vulnerable infants, and primary school age children and older people. Extending the provision of meals cooked in schools to older people in the community. Mapping food outlets to identify food retail deserts and encouraging the provision of food vans and local box schemes in these areas. Development of Social Co-ops in disadvantaged areas which incorporate access to reduced cost food, advice on debt, food skills and eating well, such as the Community Shop Barnsley model. Provision of Food Poverty Awareness Training (as Brighton and Hove Food Partnership does). Co-ordinating and assisting in the set-up of food growing and buying co-operatives around schools and social housing providers.</p>	<p>Food poverty and nutrition will be identified as a key portfolio area of the newly appointed Consultant in Public Health, Ruth Harrell, starting 1/7/14. The Office of the Director of Public Health (ODPH) business partnering model will be rolled out across the Council in July 2014. Public Health advice will add value to existing Council involvement in the refresh of the Food Plymouth Action Plan 2011-14 which will then be taken to the Health & Wellbeing Board. Local data will be used to assist in mapping food retail outlets to inform targeted provision. The Council will also explore ways in which it can work with communities to grow more food, for example community allotments. Targeted provision will be enabled via the Cities of Services project and Food Plymouth Partnership. The areas suggested by the Fairness Commission will be reviewed and discussed.</p>	Director of Public Health	Cabinet Member for Children, Young People & Public Health	<p>This recommendation required Food Poverty to fall under the remit of the ODPH and for actions to tackle food poverty to be co-ordinated. This is in place, utilising Food Plymouth as a key partner. In terms of the suggestions, these have been considered and progress is being made in most areas. Of note recently, the provision of free fruit and vegetables has been expanded to reach 100 families. Future developments will include food poverty training/information for those in contact with vulnerable people. The specific action required by this recommendation has been addressed and met. Obviously, work will be ongoing to use these structures to continue actions to tackle food poverty in our city.</p>
28	Yes	<p>Following the example of Waltham Forest Council, the Fairness Commission recommends that Plymouth City Council amends its spatial planning policy to enable the restriction of fast food outlets within 400 metres or less from a school, youth facility or park.</p>	<p>We are currently reviewing our spatial planning policy as part of the Plymouth Plan process. We will undertake the following tasks:</p> <ol style="list-style-type: none"> 1. Compile data from Waltham Forest and other authorities who have implemented an Spatial Planning Policy which creates an exclusion zone for new fast food outlets near schools*. Use examples of authorities comparable to Plymouth to create relevant case studies which provide successful examples. By end of September 2014. 2. Consult relevant health and education experts in order to understand the nature and scale of the problem in Plymouth. By end of October 2014. 3. Consider options for consulting food outlet stakeholders and young people, and consult if appropriate. By third week of November 2014. 4. Make recommendations for a spatial planning policy, plus any related policies or strategies which would support the objectives identified by the Fairness Commission. By second week of December 2014. 5. Refine recommendations with input from key stakeholders and publish final solution end of March 2015. 	Assistant Director for Strategic Planning & Infrastructure	Cabinet Member for Strategic Transport & Planning	<p>Policy 8 of the "Draft" Plymouth Plan (Part One) draft deals with Addressing health inequalities and supporting healthy lifestyles. It includes a provision that the Council will use its planning powers to "refuse planning applications for new hot food takeaways (A5 use) in areas within a 400m radius of schools". The plan has been through consultation and is now going through the next formal process for adoption.</p>
29	Yes	<p>We recommend that Plymouth City Council work with the organisers of Plymouth's main events, such as the Fireworks Championships, to reduce the number of fast food outlets offering food of low nutritional value at public events and improve the food offer available.</p>	<p>Plymouth City Council delivers a huge programme of cultural and historical events across the city. The Office of the Director of Public Health Consultant-led team covering Food & Nutrition will work with colleagues in Economic Development to gain membership of those relevant project boards and enable improved links with the Food Plymouth Partnership's existing and planned work with citizens and retailers. An options appraisal will be undertaken jointly with Economic Development to look at incentives to encourage sustainable and healthy caterers at city events, as well as increased take up of such options.</p>	Director of Public Health	Cabinet Member for Children, Young People & Public Health	<p>We understand that the requirement to provide healthy food options will form a part of the tender for food provision at city events. Even if healthier options are available, there would undoubtedly be a large segment of the population who would prefer to choose foods that are traditionally high in fat, salt and/or sugar. We will therefore work with providers of food with low nutritional value to look at small changes which will improve these foods (for example, promote use of the Fast Food Toolkit). By both offering healthier choices and improving those traditional high fat, sugar and/or salt foods we would widen the potential public health benefits. This work is on-going.</p>

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30	No	Many organisations, such as Food Plymouth and Sustainable Food Cities are already leading promising food initiatives in the city. However, the Commission believes the benefits of these different initiatives could be extended if they were better co-ordinated.	As per rec 27	Director of Public Health	Cabinet Member for Children, Young People & Public Health	Food Plymouth has met and reviewed the action plan, in particular around Food Poverty. This has highlighted areas of good performance, and will form the basis of an application for the Silver Sustainable Cities Award. Areas for improvement have also been highlighted, such as training/information resources for people working with those vulnerable to food poverty. This will be addressed. This recommendation is met by the better coordination of food poverty initiatives, as described in Recommendation 27. Obviously, work will be ongoing to use these structures to continue actions to tackle food poverty in our city.
32	Yes	The Commission welcomes the move of Plymouth's secondary schools to work more closely together through the model already established by the Plymouth Teaching School Alliance. We recommend that this collaborative approach is made a priority. It also requires additional momentum to achieve consistent standards across secondary school teacher training, professional development and school-to-school support to tangibly improve standards of educational achievement for all Plymouth's pupils.	<i>That extending the implementation of the Plymouth Primary Teaching School Alliance's collaborative model to Plymouth's secondary schools is made a priority .</i> As a Council we are a strategic partner of the Plymouth Teaching School Alliance and endorse and support this development. As a responsible partner we will continue to encourage a collaborative approach to educational improvement in Plymouth. We have a long history of using the talents of educational practitioners and leaders to support their peers. PCC has created the opportunity for system leaders in education to engage with the Fairness Commission's recommendations. A cross phase group of headteachers continue to meet to develop a coordinated education response to the key recommendations. The group is writing a 'citywide vision for education'.	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	The majority of schools are now officially signed up to support PTSA. Secondary Schools have worked with primary and special colleagues to appoint a joint CEO to represent their collective position on school improvement matters. School Forum have granted a three year budget from unallocated DSG to resource school to school support for all schools. Planning to secure school to school support targeted at secondary schools has been finalised and activity has begun in Maths, English and Science. In addition, One Plymouth is championing the delivery of this recommendation.
33	Yes	As part of the Plymouth Skills Plan, we recommend that a specific review be undertaken with young people in the city to understand and address the factors that prevent young people taking up apprenticeships, and agree concrete steps to address them.	The Plan identifies the need to audit and review provision and will incorporate this recommendation fully. The specification is currently being finalised and will then be commissioned. We can support the engagement with young people through the Youth Service and using the City Youth Council. As partners within the Education Skills Board we will support the strategic impact of the study and its recommendations.	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	Workshop held with young people and convened by Head of Skills and Employability with a group of volunteers who have formed the key questions that need to be asked of subsequent groups to confirm initial findings. A forum was also convened with representatives from Careers South West, Devon and Cornwall Training Provider Network and PCC, were called to a meeting in April of this year to discuss the recommendations. Much work has emerged from this and confirms the need to raise the profile of apprenticeship activity across the City. This in turn will be fed into the PES and there is a target for apprenticeships. In addition, One Plymouth is championing the delivery of this recommendation.
34	No	The Commission recommends that the city-wide timetable of courses available from Plymouths education institutions be completed and made available online to support 16 – 18 year olds, particularly addressing minority needs and skills shortages. This wider curriculum should complement the existing online tool which details the qualifications needed for a range of different careers.	-	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	A prospectus has been developed "Reach for your future" and is available on the City Council website; http://www.plymouth.gov.uk/reachforyourfuture . It includes SEND provision across the City as well. It has been circulated to parents and carers of all those pupils in years 9, 10, 11. The prospectus has also been noted by other local authority areas as a model of good practice and a quality product. In terms of identifying skills demands the Plymouth Skills analysis has also now been placed on the website. It provides a picture of the skills landscape across Plymouth, looks at skills demand as well as current supply. It provides an additional resource not only for providers and colleges to influence curriculum, but as a further resource for Schools and their pupils and parents to see the type of skills and employment opportunities are forecast across the city in the future. http://www.plymouth.gov.uk/homepage/business/economicdevelopment/strategicgrowth/employability.htm In addition, One Plymouth is championing the delivery of this recommendation.

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35	No	Concurrently, a consistent set of Information, Advice and Guidance (IAG) protocols which covers all providers should be developed as a priority by the expanded Teaching School Alliance and be in place for young people choosing their post 16 options in 2015. These two recommendations should be used to ensure the creation of a 'Virtual Sixth Form' whereby young people can choose to attend courses at more than one education institution.	-	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	This recommendation is contained within the Plymouth Teaching Schools Alliance City Wide Strategic Vision, which has been scoped out and actions going forward include the following: <ul style="list-style-type: none"> • Holistic review of priority areas and development of recommendations and solutions with all key stakeholders • Development of strategy and mechanism for delivery • Develop and further enhance Leadership Programmes • Develop and further enhance network hubs e.g. Secondary Hubs • Develop and further enhance shortage subject strategy - £100k • Build website, develop APP and produce user friendly guide outlining best practice of Plymouth in order to ensure that young people have a range of appropriate information available to them providing clear direction from Year 6 as to the provision on offer and suitable transition routes at key stages of Secondary school; information from each provider sent to CEO; script collectively written; materials produced by PLP CiC. In addition, One Plymouth is championing the delivery of this recommendation.
36	Yes	We recommend that all primary and secondary schools develop an alumni programme, identifying local pupils who have subsequently achieved in a variety of fields, and invite them to contribute to raising awareness of potential careers and aspirations among current pupils, such as FutureFirst	That all primary and secondary schools develop an alumni programme. See 32 above. PCC has created the opportunity for system leaders in education to engage with the Fairness Commission's recommendations. A cross phase group of head teachers continue to meet to develop a coordinated education response to the key recommendations. The group is writing a 'citywide vision for education'. This includes a commitment to developing an Alumni programme.	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	Headteacher's representatives have now put in place a plan to address this recommendation and have appointed a new CEO to ensure progress is made in achieving it. The new Plymouth Learning Partnership has embraced this priority and are working well to address it. In addition, One Plymouth are championing the delivery of this recommendation.
37	Yes	We recommend that all Plymouth's secondary schools and other organisations working with young people and young adults be encouraged to form relationships with local and regional employers, in particular members of the Plymouth 1000 Club and other local micro and SMEs, to encourage presentations, workshops and placements to demonstrate the range of potential careers available to pupils, as well as the qualifications and softer skills they should aspire to in order to be 'work ready'.	The Employment and Skills Board is currently being established. As a key partner for this activity, Plymouth City Council will facilitate the implementation of this proposal. Both are being addressed through City Deal as part of the employability gateway which is brokering closer relationships between schools and employers. This will build on existing activity including the 'skills passport' developed in partnership with the Plymouth Learning Trust, and closely aligned with the City Deal's aim to create 10,000 new jobs, with a particular emphasis on boosting youth skills and employment	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	The Employment and Skills Board has been running for 7 meetings since its inception. The Head of Skills and Employability has now met all members. Members will be encouraged to undertake a far more proactive approach going forward in terms of key responsibilities for specific areas of activity using their expertise. Skills passport is now in 3 schools with roll out across all schools by October. Building Plymouth Programme Skills Co-ordinator is going to advert shortly. In addition, One Plymouth are championing the delivery of this recommendation.
38	Yes	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. These should particularly involve micro businesses and SMEs and cover different sectors (cultural, care sector, engineering etc.). Students should be encouraged to set up their own enterprises.	As per 37	Assistant Director for Learning & Communities	Cabinet Member for Children, Young People & Public Health	

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39	Yes	We recommend that a 'Positive Youth' approach to the commissioning of services for young people in the city is developed.	<p>The council fully supports the principles of a 'Positive Youth' approach and has strengthened the mechanisms to involve young people in the inspection, design and delivery of opportunities and activities that meet their support, learning and developmental needs. Young people are also in positions where they can directly influence important policies and programmes in partnership with the Council. Examples include, Young Inspectors, Safeguarding Children's Shadow Board, Listen in Care Council, Young Ambassadors UKYP, Youth Cabinet & Scrutiny and Targeted Grants Advisory Group.</p> <p>Following a full consultation across young people, stakeholders and partners this year a transformation programme has been agreed with a reinforcing of targeted work and a programme of community development pilots to support young people and community groups to co-design and deliver new projects that have a greater young people and community ownership and governance. This will be rolled out over the next two years.</p>	Head of Youth Services	Cabinet Member for Children, Young People & Public Health	<p>There are strong relationships with a large range of partners and private/voluntary providers across the city. The Youth Service operates a community development model and in many cases acts as a facilitator to support the development and provision of activities within communities.</p> <p>Plymouth Youth Services have embraced the Fairness Commission recommendations and used it to review and test the strategy and action planning for the service to ensure the essence of the principles has been met. Provision has been strengthened as a result of the recommendations and examples of this include;</p> <ul style="list-style-type: none"> • We now have a fully operational shadow Young People's Safeguarding Board. These young people have been involved in the development of the Councils '10 wishes' for children and young people, inspection of various safeguarding services, appointment of key staff and have been part of the targeted commissioning of services across the city. • Young people are involved throughout the application and decision making process for Youth Services when providing grant based finance to the voluntary and community sector. • The Young Ambassador and Young inspectors continue to be in demand within PCC services to inform improvements and developments, but have also supported several partner organisations e.g. Health looking at access to GP surgeries by YP. <p>In addition, One Plymouth is championing the delivery of this recommendation.</p>
40	Yes	The Fairness Commission believes that every young person in the city should be able to access free recreational and cultural activities within one bus ride.	<p>Our approach to targeting and neighbourhood based community youth work supports this recommendation and we have youth activities and services accessible across the city. We have reviewed services and are now on a programme of change which will take into account this recommendation. We will look to support the co- design and development of youth activity and provision citywide. Our youth service provides support and where appropriate transport to disadvantaged or vulnerable young people who would not otherwise be able to participate, free at the point of access activity. We will continue to work with our partners across the city to ensure equal opportunity to access positive activities. In addition, through key community development activities, commissioning and targeted funding, we will ensure that accessibility for young people is taken into account as a priority.</p>	Head of Youth Services	Cabinet Member for Children, Young People & Public Health	<p>There is a volunteer scheme in operation which now has 100 adult volunteers across the city. An example of recent work saw the service supports a Plympton Church Group to raise funds and develop activity provision around skate and bike facilities and activities.</p> <p>Following the recommendations a review has been conducted to assure that confidence in the distribution of activities could be confirmed. It has been found that activities are well distributed geographically and there is a good level of access via the city travel networks.</p> <p>Youth Services review of provision confirms compliance with the national benchmark for excellence of 20 minutes travelling time for every young person within the city. Examples include;</p> <ul style="list-style-type: none"> • The highly successful Life Centre programme for young people has continued and has been improved in consideration of young people's feedback. 200 YP on average attend each week with free transport and admission provided for vulnerable groups. • Me and My Friends, the autistic spectrum youth support group has free transport provided for the 20 YP that attend weekly. • Summer Mix 2014 offered a total of 3,169 course places over 114 different courses located right across the whole city. A total of 1628 young people registered on this free and easily accessible programme, with transport and 1:1 inclusion support provided for 41 young people. <p>A wide offer of free activities is available, all year round, to young people through the Youth Services programme and the commissioned VCS activities. These are delivered through a wide range of accessible sites including :</p> <ul style="list-style-type: none"> • 7 PCC direct delivery sites • 22 PCC funded neighbourhood youth work organisations • 8 Satellite provisions within shared PCC and Voluntary premises • Partnership working on direct delivery programmes with 5 church groups • 4 'Head Space' sessions and 2 job clubs per week delivered through local libraries • Mobile skate ramps rotating around neighbourhoods across the city • In outlying areas of the city, where venues are limited youth workers employ a 'street work' approach, rotating on 6-8 week programmes, prevalent in north west and southwest of the city

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41	Yes	Building on the work already being undertaken by the Learning and Skills Group, we recommend that the touch points of contact for young carers are identified and actively targeted to ensure more young carers contact Youth Services and benefit from their referrals and services.	We have well established support networks and activities for young carers and continue to give this group of children and young people a high priority through our safeguarding and corporate parenting duties. Through the support networks children and young people currently have opportunities to achieve nationally accredited awards that build on their interests, skills and aspirations. Schools are a key universal 'touch point' for young carers and the support networks are working closely here as well as through other community settings to highlight the need to identify these young people and support them into the networks that can provide additional help. Further work to promote a better understanding of these young people's needs and to increase capacity for direct support is currently being reviewed by Children's Social Care and partners,	Head of Youth Services	Cabinet Member for Children, Young People & Public Health	<p>There are strong relationships with a large range of partners and private/voluntary providers across the city. The Youth Service operates a community development model and in many cases acts as a facilitator to support the development and provision of activities within communities such as:</p> <p>Free transport is provided weekly for up to 80 Young Carers so that they can attend youth activities outside of their caring responsibilities.</p> <ul style="list-style-type: none"> • Recently the needs of young carers in the city have been reviewed and a programme of early identification within schools is in development in order to reach out to a greater number of young carers. • There are currently 421 young people on the young carers register, which is a significant increase on previous years. <p>Additional work is now being undertaken to expand our knowledge of young carers within secondary schools and the formation of a Young Carers Strategy Group is supporting this work.</p> <p>In addition, One Plymouth is championing the delivery of this recommendation.</p>
42	Yes	The Commission recommends that the city engage in a consolidated effort to generate leadership on tackling discrimination in all its forms in the city, with the following actions: A city leadership workshop to develop a collective understanding of discrimination, its causes, and how to tackle it. A high profile public event at which city leaders sign an agreement to commit actively to tackling all forms of discrimination. This should be accompanied by specific actions to which leaders are committing, and agreement to how and by whom they shall be measured. A high profile campaign should be developed to bring this initiative to the consciousness of the people of Plymouth. Roll out of evidence based, age appropriate school based programmes to address discrimination across all early years, primary and secondary schools and further/higher education, such as the Roots of Empathy programme and the Brown Eyes, Blue Eyes tool.	Plymouth City Council strongly endorses this recommendation and believes that all discrimination is wrong. While the Council has developed a Welcoming City action plan with diverse communities across the city, as well as the Community Covenant, we recognise that to be fully effective this requires firm leadership and championing from all sectors, including the commercial sector, and fundamentally with learning institutions. The Council will call together city leaders to mutually agree a refreshed set of actions to give a clear message that there is no place for discrimination in any part of Plymouth and will seek support for visible campaigns and positive messages about our varied and diverse cultures and history that makes Plymouth truly welcoming to all.	Head of Neighbourhood and Community Services	Cabinet Member for Safer & Stronger Communities	<p>A joint statement from the 'Higher Group", also endorsed by the deputy leader, was publicised in Aug 14. "Building Strong & Inclusive Communities" agreed by Cabinet in December 2014 and subsequently adopted by the One Plymouth leadership group representing large public sector bodies including Local Authority, Police, Clinical Commissioning Group, Plymouth NHS Hospital, as well as large private sector providers including Plymouth University.</p>
45	Yes	We recommend that all public sector bodies in Plymouth should, like Plymouth City Council, commit to pay their staff the Living Wage, seek accreditation by the Living Wage Foundation and commit to provide a Living Wage for all employees of agencies that work for them.	Plymouth City Council implemented the living wage payments on a discretionary basis to their employees on 1 January 2014 and a further uplift in line with the national rate of £7.65 from 1 June 2014. Our Co-operative Commissioning framework in particular promotes the development of a Fair market, with the provision of services from local suppliers who prevent abusive employment practices by championing the rights of staff, including offering the living wage and offering contracts to locally employed staff on a basis wanted by the workforce. Our master vendor contractor for the supply of our temporary staff has also implemented the living wage effective from 1 June 2014. We are currently exploring accreditation with the Living Wage Foundation.	Assistant Director for Finance	Cabinet Member for Finance	<p>Plymouth City Council still commits to paying staff the living wage and accreditation with the Living Wage Foundation is currently underway - this should be determined by September 2015.</p> <p>In addition, One Plymouth is championing the delivery of this recommendation.</p>
46	Yes	We recommend that Plymouth City Council and other public sector agencies work with subcontractors to ensure that they in turn pay 100% of their workers a Living Wage within two years.	Plymouth City Council has currently committed to promote payment of living wage with our contractors and their sub-contractors. Within the next 2 years it is our intention to implement this into our tender/contract documents and monitor it through contract management. * However we need to be mindful that this has the potential to increase cost at a time when budgets and funding is decreasing.	Assistant Director for Finance	Cabinet Member for Finance	<p>Plymouth City Council continues to pay all contractors and sub-contractors the Living Wage (as per the Living Wage foundation) and plans remain to factor this in to tender documents, PCC remains committed to implementing this action in line with Fairness Commission time frames.</p> <p>In addition, One Plymouth is championing the delivery of this recommendation.</p>

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47	No	We recommend 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.	-	Assistant Director for Economic Development	Leader of the Council	Plymouth City Council will continue to encourage all organisations in the city to pay a living wage to all employees as per the Living Wage foundation levels. .
48	No	We believe that information on the salary divide in the public, private and charitable sectors should be in the public domain. As such we recommend an annual 'Fair Pay in Plymouth' report be published in the Plymouth Herald to achieve transparency, including an explanation of executive pay, with top to median pay ratios and including all taxable earnings. Organisations unwilling to supply this data should be identified.	-	Assistant Director for Economic Development	Leader of the Council	Plymouth City Council already publishes information on it's salary divide, with the value ratio between the lowest paid and highest paid employee at 1:10, a significant reduction from 2012 when the ratio was 1:14. The Council has achieved this by making changes for both the highest paid and lowest paid officers. Most notably, from the 1st January 2015 the Council introduced the Living Wage, by adding a discretionary, non-contractual market supplement topping up to £7.65 per hour (current rate). The FTE pay for the lowest paid worker is therefore £14,759 based on our standard working week of 37 hours (up from £13.5k p.a previously) .
49	Yes	We recommend that the use of zero hours contracts across the city should be monitored annually.	We will commit to raising this as a collective issue for discussion with our partners.	Assistant Director for Finance	Cabinet Member for Finance	Plymouth City Council does not employ any staff on zero hour contracts. This commitment extends further and where practicable we are building this policy into our contracts (see also initial PCC response to Rec 45). This topic has been raised as an issue with city business groups.
50	Yes	We recommend that exclusive zero hours contracts are not advertised by job centres or recruitment agencies in Plymouth.	Plymouth City Council does not advertise or recruit to exclusive zero hours contracts. Also, our master vendor contractor for the supply of temporary/interim staff, do not advertise in this way either, they employ all of their staff of guaranteed hours.	Assistant Director for Finance	Cabinet Member for Finance	Plymouth City Council continues to adhere to no advertising or recruitment to exclusive zero hour contracts. PCC's contracted recruitment agency Pertemps is committed to the non use of zero hour contracts and therefore do not employ any staff to this type of contract.
51	Yes	We recommend 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.	Plymouth City Council intends to make this a pass fail criteria as part of the pre-qualification stage of tenders. This change will be made at the same time as the changes required from the introduction of the new procurement regulations which are due to be finalised and implemented by the end of year (2014)	Assistant Director for Finance	Cabinet Member for Finance	Consideration of a supplier's use of Zero Hour contracts has been included in Section 7.E of the standard Pre-Qualification Questionnaire, to support de-selecting at this stage of the tender process. In addition, One Plymouth is championing the delivery of this recommendation.
52	Yes	Plymouth City Council should demonstrate that 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.	This recommendation will be considered as part of the development of the Plymouth Plan which aims to become the single strategic plan for the City.	Assistant Director for Strategic Planning & Infrastructure	Cabinet Member for Strategic Transport & Planning	Policy 12 of the "Draft" Plymouth Plan (Part One) deals with Delivering strong and safe communities and good quality neighbourhoods. It includes a provision that the Council will use its planning powers to "control the number of betting shops, fixed odds betting terminals and pay day lenders in the city." The plan has been through consultation and is now going through the next formal process for adoption.
53	Yes	We recommend that Plymouth universities and education providers partner with schools and youth organisations to provide student led peer mentoring, similar to CitizensUK Money Mentors Programme, to train young people to become confident in budgeting and managing money.	Plymouth City Council has three programmes that will be launched in September 2014 - Financial capability education for young people at school: teachers will be trained to deliver sessions, and a financial capability package will be delivered at the beginning of the new academic year. - A credit union savings scheme for 12 and 16yr olds is being jointly delivered through schools. We would be interested in expanding our approach in collaboration with other partners.	Head of Neighbourhood and Community Services	Cabinet Member for Co-Operatives & Housing	Identified actions involving training and saving schemes are completed or near completion such as: Financial capability training provided for schools and a Credit Union saving scheme launched with contributions from Schools, Credit Unions and our Corporate Banking provider and continue to have aspirations to work with the Univeirsty. However for this financial year, there is currently no identified resource to repeat these.

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54	Yes	We recommend that Plymouth City Council work with partners to develop robust visible campaigns against the use of payday loans and illegal loan sharks.	Plymouth City Council had already recognised this as a key problem for the city and is considered an exemplar in its response following a motion on notice on payday lending and credit unions that was agreed at Full Council in 2013. We have developed a comprehensive response with our partners to address the situation, and have actively lobbied government for help in regulating the sector. We believe we are leading the way on this agenda and are committed to on-going work. Once the feasibility study regarding ethical alternative lending is completed we will consider the recommendations and implement actions that support this.	Head of Neighbourhood and Community Services	Cabinet Member for Co-Operatives & Housing	Due to the introduction of payday lending industry regulation from the Financial Conduct Authority we are not currently pursuing the feasibility study findings regarding setting up an ethical alternative lending model however, we will continue to explore alternatives. In partnership with the national illegal money lending team and the national marine aquarium, we have launched the #fishy finance loan shark campaign. Since March 2015, we have held 2 focussed weeks of action and there is currently 3 investigations of illegal lending in the city (one has identified at least 30 victims).
55	Yes	The Fairness Commission recommends that Plymouth City Council, housing associations and other relevant agencies work together to consolidate customers' debts and offer payment plans to help customers manage repayments as well as direct them to expert sources of help and advice.	While this sounds like a useful idea, this recommendation requires investigation. Current restrictions on data sharing across agencies limits out ability to share information on personal debt. We will however consider a similar approach adopted in Lambeth, Islington and Birmingham as a starting point. In addition we are continuing significant debt advice via our Advice Plymouth contract and through our joint work on welfare reform mitigation we have improved benefit take up and supported cross agency training, including health partners. We are not being complacent, and following an upcoming co-operative scrutiny review on personal debt, would suggest a systematic review of options and initiatives on personal debt in the Autumn of 2014 to consider best practice.	Assistant Director for Finance	Cabinet Member for Finance	Investigation of different models of consolidating customer debts is currently taking place. When this review is complete a decision will be made on whether to pursue this as a feasible option to implement.
56	Yes	Every point of access that the public have with public agencies should provide clear and accessible links to specialist debt advice, benefit maximisation and sources of affordable credit such as Plymouth Citizens Advice Bureau, Money Advice Plymouth and Christians Against Poverty more readily and prominently on their websites.	Work is underway through our Customer and Services Transformation Programme to ensure there is comprehensive advice and signposting in new arrangements for First Stop and this will include the read across to Advice Plymouth and other access channels to advice and information through websites	Assistant Director for Customer Services	Cabinet Member for Transformation & Customer Services	Work carried out throughout Customer Services Transformation has ensured that there is clear and comprehensive signposting providing information to customers on debt advice and benefit maximisation. This has become fully functional within the First Stop Shop which opened in November 2014. This working practice will be extended to the Library Service as we make more services available within the community.
57	Yes	It is essential that alternative and affordable forms of credit are accessible to residents across Plymouth. The Fairness Commission believes that Plymouth credit unions and their partners must take greater responsibility for ensuring that they offer a broad range of services that benefit the city, including, but not limited to, the list below. If they do not wish to do this or are unable to prove they can by December 2014, Plymouth City Council should step in to take action. The Commission recommends that the following groups be actively encouraged to hold membership: Employees of all large private and public organisations in Plymouth, providing payroll deductions to support this. Tenants of Social Landlords. Congregations of all churches in the city and other faiths. In addition Plymouth City Council and other major employers should hold non-member deposits in the credit union. Undertake a review of current services to identify areas where input from other sources, e.g. marketing support from students from further and higher education institutions, process inputs from Credit Unions, could help raise the profile of credit unions and maximise their effectiveness. Implement a high profile campaign in partnership with the Plymouth Herald and other media outlets to explain the function of credit unions, and to attract additional depositors. Create a Plymouth-wide Christmas Club as an alternative to current high cost online providers. The Plymouth Christmas Club could work with local banks to accept deposits and seek discounts/vouchers from local retailers if savers spend with them. Ensure widespread availability of products such as jam jar accounts, white goods and furnishing schemes, contents and income protection insurance and new savings accounts. In areas identified as having high levels of financial exclusion, credit unions must work with local partners to enable credit unions to operate. We recommend that all schools should invite credit unions to run Junior Savers Club. We recommend a drive to encourage members of business groups such as the Rotary Club, Chamber of Commerce, Lions, Federation of Small Businesses and others to volunteer as board members of credit unions.	Plymouth City Council supports credit unions and commends the list of activities and services that promote credit unions. We look forward to seeing the response from the credit unions to this recommendation, and hope they will meet the challenge laid down by the Fairness Commission. However, if credit unions believe or choose not to follow this route, Plymouth City Council will work with partners from across sectors to explore provision of a financially viable alternative	Head of Neighbourhood and Community Services	Cabinet Member for Co-Operatives & Housing	Cabinet response to Fairness Commission in September 2014 made clear we would only respond to this recommendation if Credit Unions were not moving in the right direction however, credit unions have increased membership by 20% over the last 12 months. The two Plymouth credit unions are working on plans to merge. Both Boards have now voted in favour and this now requires communication with their members and a thorough due diligence process. We continue a watching brief against this recommendation and support the progress of the credit union movement in the city. One Plymouth are championing the delivery of this recommendation.

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58	Yes	To maximise the availability of affordable credit to individuals and enterprises across the city, the Commission recommends development of a baseline to include: Use the industry-wide data jointly compiled by the British Bankers' Association and the Council for Mortgage Lenders to map the personal loan data for all Plymouth city postcodes. Publish a Personal Loan Data report for Plymouth (as Birmingham City Council has done) to help identify the areas of credit deserts. The Council should use its own banking contracts to lever an assurance from providers that they will improve the provision of affordable credit in credit deserts.	As recommended we will explore the industry data and utilise the information to scope the geographical picture in relation to affordable credit in our city. Once this is available relevant action will be considered including the appropriate use of our own banking contracts.	Head of Neighbourhood and Community Services	Cabinet Member for Co-Operatives & Housing	Although some initial work is planned during the summer (benchmarking against Birmingham City Council and exploring potential support from the corporate banking service provider), it is likely to require significant additional resources to follow up on this if desirable. The decision as to whether to proceed will be made later in the year.
59	Yes	We recommend an annual, centrally-located pre-Christmas campaign, bringing together debt and money advice services, banks, trade unions, credit unions and relevant Council departments to raise awareness of their services and provide the opportunity to open bank and credit union accounts, as savers and depositors, get advice on housing, debt arrears etc.	We welcome this recommendation as it assists in the work that we are already undertaking and it can be delivered via our Advice Plymouth contract. We will however initiate further conversations with other partners including trade	Head of Neighbourhood and Community Services	Cabinet Member for Co-Operatives & Housing	We issued a press release in December and have promoted tips of 'Avoiding Christmas debt' and Plymouth Options money management support. A savings scheme through payroll deductions has been promoted, and we are actively planning similar activities in future.
60	Yes	We recommend the development of an annual, city-wide 'Fair Money' awards dinner, sponsored by the large high –street banks and publicised by the Plymouth Herald, with a range of award categories which the people of Plymouth can vote for. Examples of award categories include: school savers, tackling debt, biggest contribution to local economy, volunteering etc.	An annual award event led by relevant organisations would give a focus to delivering this recommendation and Plymouth City Council would consider becoming involved in a similar way to other award events that we have jointly funded and supported in the last year. We will discuss with colleagues across sectors to determine how we could resource this. We would need to ensure sponsorship organisations had appropriate standards of fair lending.	Head of Neighbourhood and Community Services	Cabinet Member for Co-Operatives & Housing	Cabinet response from September 2014 stated we would "discuss with colleagues across sectors to determine how we could resource this" - discussions have been undertaken with the Welfare Rights Forum who expressed discomfort about the recommendation, feeling that resources allocated to holding an awards dinner is not an appropriate way forward. As such it is not felt that responding to this recommendation would be appropriate.
63	Yes	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	A number of Buy Local initiatives have been held or planned including local food festival planned; Buy Local part of Christmas campaigns. We will work with the Plymouth Chamber of Commerce to continue to promote the buy local initiatives, including the possibility of a trademark, if appropriate.	Assistant Director for Economic Development	Leader of the Council	This recommendation will be delivered in a number of stages, some of which PCC will lead on and are incorporated into business as usual; other stages PCC will lead on but will delegate the responsibility onto other groups to ensure the initiatives develop. Business as usual includes a number of 'Buy Local' initiatives including: the local food festival – Flavour Fest; support for small business Saturday; Buy Local as part of Christmas / Winter Festival campaigns; Plymouth Waterfront Partnership provides summer events in the Barbican and, during Plymouth Enterprise Week, there is support for a Buy Social campaign. PCC will ensure that local procurement actions are incorporated within the Growth Board's People, Communities and Institutions (PCI) flagship of its Local Economic Strategy, and 'Buy Local, Give Local' sits within this flagship. The PCI Delivery Group includes 'Buy Local, Give Local' as a work stream and deliver on this recommendation. We have moved this recommendation from named activities (as it currently is) to an accepted 'way of working' within the city.
64	Yes	Plymouth City Council should review all the charitable trusts, including dormant trusts, for which it is a corporate trustee and explore methods of amalgamating them (where their charitable objects are compatible), and transferring the management of their assets to a Plymouth community-based charity.	An audit of the Charitable Trusts where the Council is a corporate trustee has been undertaken by the Head of Legal Services. As a result of this work, trusts which have been dormant and for which no funds exist have been removed in consultation with the Charity Commission. Further work is needed in terms of how best the Council can deliver its corporate trustee role and indeed, if it is best placed to deliver this role, in so far as those Trusts for which funds exist or which hold fixed assets. This is being built into the 3 year work programme of the Head of Legal Services.	Head of Legal Services	Deputy Leader of the Council	This has been built into the 3 year work-programme for Legal Services, however, due to work prioritisation, no resources have been allocated to carry out this work prior to October 2015.

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65	Yes	We recommend that all public, charitable and private sector organisations in Plymouth should develop a social value/sustainability statement with clear social value outcomes and measures through which they buy and commission goods and services.	Plymouth City Council is currently drafting a sustainable procurement strategy which will clearly define social value outcomes and measures through which we buy and commission goods and services. The Co-operative Commissioning framework also states that commissioning decisions will focus on delivering value for money and promoting social value.	Assistant Director for Finance	Cabinet Member for Finance	A Social Value policy statement development process was agreed at Cabinet in April 2015 and a corporate Social Value and Sustainability Policy is currently being developed with a target sign off date of October 2015. The Policy will engage with private, public and voluntary sector bodies to gain a collective understanding of requirements and opinions from these fields.
66	Yes	All public sector agencies to 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, regardless of the EU threshold.	Plymouth City Council embedded the Social Value Act requirements into our tender documents and procurement guidance manual for European Union Threshold procurements when the legislation came into force in January 2013. We are now looking to include this into our tender opportunities that are not subject to the regulations (>£100k for goods & services & >£200k for works)	Assistant Director for Finance	Cabinet Member for Finance	Building upon the initial response, Plymouth City Council has committed to developing and publishing a Social Value & Sustainability Policy. It is intended that the policy will be developed by the end of October 2015.
67	Yes	The City Deal to clarify both how it will deliver social value and how this delivery will be measured and evaluated.	<p>The Plymouth & South West City Deal has created a range of social value and economic targets to be delivered through the South Yard Project, Growth Hub and Youth Deal elements of the City Deal as follows:</p> <p>Marine Industries Production Campus – South Yard</p> <ul style="list-style-type: none"> <input type="checkbox"/> Create 1200 jobs by 2025 <p>Growth Hub – Business Support – across Cornwall, Devon, Plymouth and Somerset</p> <ul style="list-style-type: none"> <input type="checkbox"/> 880 jobs created by March 2017 <input type="checkbox"/> 20,000 businesses engaged by March 2015 <p>Youth Deal - across Cornwall, Devon, Plymouth and Somerset</p> <ul style="list-style-type: none"> <input type="checkbox"/> Enable 900 of the very hardest to help young people to enter work, with 540 of these young people sustaining work for at least six months by May 2017. <input type="checkbox"/> Enable 525 young people to increase their earnings by November 2015 <p>These targets are being monitored through the Programme Board on a monthly basis, indicating projective achievement against profile across the duration of the project.</p>	Assistant Director for Economic Development	Leader of the Council	<p>The Plymouth & South West City Deal has created a range of social value and economic targets to be delivered through the South Yard Project, Growth Hub and Youth Deal elements of the City Deal as follows:</p> <p>Marine Industries Production Campus – South Yard - Develop Employment and Skills Strategy for South Yard demonstrating how local people and businesses can access opportunities by 2016. Create 1200 jobs by 2025</p> <p>Growth Hub - Business Support – across Cornwall, Devon, Plymouth and Somerset. 880 jobs created by March 2017</p> <p>Youth Deal - Across Cornwall, Devon, Plymouth and Somerset to enable 900 of the very hardest to help young people to enter work, with 540 of these young people sustaining work for at least six months by May 2017 and will enable 525 young people to increase their earnings by November 2015.</p>
68	Yes	We recommend that baseline data on current public spending with local businesses is established, to enable public bodies in Plymouth to create clear targets for the levels of public spending they will spend with local businesses, including Micro/SME's, and report on them as part of their annual reporting mechanisms.	<p>This information has been reported on a monthly basis since financial year 09/10. In 13/14, 45% of our total spend of £177m was within the PL post code and 37% of it was with Small and Medium Size Enterprise's (SMEs). Targets the forthcoming years have also been set as follows:</p> <p>PL Post Code</p> <p>2014/15 - 48%</p> <p>2015/16 - 52%</p> <p>SME's</p> <p>2014/15 - 39%</p> <p>2015/16 41%</p>	Assistant Director for Finance	Cabinet Member for Finance	<p>Plymouth City Council continues to report its performance against PL Post Code and SME spend as a percentage of total spend. In order to promote spend under these categories, a review of procurement thresholds for both goods and services and works from £100k to £150k and £200k to £2m respectively, and works is taking place in a bid to enable greater spend under these categories.</p> <p>Through the Local Procurement Forum collective agreement has been reached to identify the most appropriate way to capture baseline data with a view to developing a dashboard consisting of 3 key parameters.</p> <p>Scope for commissioning an impartial report for the city is being investigated and funding sought.</p>

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69	No	That work is undertaken with the SW Investors Group and other community finance organisations to increase the amount of capital available for micro finance and small business lending in Plymouth		Assistant Director for Economic Development	Leader of the Council	<p>Plymouth City Council launched phase two of its Social Enterprises Investment Fund (SEIF) after a successful first round which saw 13 businesses receive support from the fund and 72 proposed new jobs.</p> <p>The authority is this year making £400,000 available in interest-free loans, £100,000 in grants and £100,000 in business support grants. The investment will go to social enterprises who can show they have capital investment plans which will lead to job creation and the re-use of vacant or underused buildings.</p> <p>The funding has been secured for the next three years meaning a total of £2,500,000 will be distributed to social enterprises in the city.</p> <p>In addition the Council has several "business as usual" processes in place to link funding streams thought to SME's e.g. GAIN network.</p>
70	Yes	Public sector commissioning and the processes that supports it need to be much more efficient to provide better access to public spend for local, small suppliers. We recommend a thorough review of the current Sell2Plymouth portal and associated procurement systems of public sector agencies with recommendations for what changes are required to ensure there is an efficient way to link up public sector commissioners with private sector suppliers. Conversely, work must continue with local business to ensure they are positioned to take advantage of public sector procurement opportunities. Areas to address include: Improving technical efficiency. Monitoring how consistently and transparently the portal is used by different bodies. Identifying why and appropriate responses to why local businesses are not maximising opportunities via the portal. Reducing unnecessary red tape and bureaucracy. Increasing opportunities for Meet the Buyer events.	<p>As members of the Plymouth Procurement Forum, Plymouth City Council meets on a regular basis with City College, Plymouth Federation of Small Businesses and the Plymouth Chamber of Commerce, Plymouth Community Homes, Plymouth University and University of St Mark and St John. The Council has signed up to a charter to increase economic stimulus to the City by working together to broaden the overall support for local business, putting initiatives in place to help small businesses and maximise the potential of the local supply chain.</p> <p>While we acknowledge that there are still problems to overcome, we have worked hard alongside our partners to increase spend with local suppliers and SME's as follows:</p> <p>Plymouth City Council increased its low value procurement thresholds, where we only need to seek 3 quotations rather than undertake a tender process, from £75k to £100k in 2012. With the implementation of our buying team we also mandated that a minimum of 2 of the 3 quotes must be sourced from local suppliers (PL post code) where possible, however as this function is now centralised more often than not 3 quotations are sourced locally. For these procurements we utilise the Sell2Plymouth (S2P) portal to source suppliers. This allows us to check that they have the correct accreditations and insurance to do business with the Council, we can also determine if the supplier qualifies as an SME as we endeavour to pay our SME suppliers in 15 days as opposed to the standard 30 days.</p> <p>To support supplier's in how to do business with the Council, since September 2013 we have run 14 different training/meet the buyer events for suppliers supporting them with registration on the S2P portal and also on the supplying the south west portal where we, together with the other members of the Devon & Cornwall procurement partnership, we advertise our tender opportunities. We inform them on how to do business with Plymouth City Council. Working in conjunction with the Plymouth Chamber of commerce & Industry we provide tender training for their customer base. We also provide specific tender training targeting local suppliers via the S2P portal. We also advertise on our procurement web pages that if any supplier is interested in tender training to contact the procurement team.</p>	Assistant Director for Finance	Cabinet Member for Finance	The subject of Sell2Plymouth has been raised at the Local Procurement Forum to discuss potential areas for development.
71	No	We recommend that the Growth Board reviews the way in which Micro businesses and SME's contribute to governance, consultations and decisions and makes recommendations to deliver greater transparency in their involvement and engagement.		Assistant Director for Economic Development	Leader of the Council	This has been part-completed and is also an on-going commitment. Since the Fairness Commission report, the Chair of the Plymouth Federation of Small Businesses is now an elected member of the Board. It is through this member that Growth Board communications are fed back to FSB members (most recently in the form of a Growth Board update as part of the FSB newsletter). FSB issues/concerns have also been fed into the Growth Board. Also, as the remit of the Growth Board is to oversee the delivery of the Local Economic Strategy, FSB views and recommendations are fed into discussions around the delivery of various projects and programmes. However, based on the wording within the recommendation, there may be some outstanding work required for the Board to make some further recommendations.

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76	Yes	Plymouth City Council to develop a comprehensive and resourced response to raising standards in the private rented housing sector.	We recognised the impact of poor housing standards and management in the private sector on local people, and provided evidence to the commission which has guided our development of a draft Charter for the Private Rented Sector in Plymouth, using the Council's 'Principles' and 'Programme of Actions'. This will be developed with landlords and other stakeholders including tenants to be launched by October 2014 with the initial impact being assessed by February 2015. The Charter is likely to include the development of a Plymouth Healthy Homes Standard together with a 'Rent with Confidence' rental standard, and other measures. We also welcome and endorse the challenge to central government to help us achieve improvement, and have written to all local MP's to this effect.	Head of Housing Services	Cabinet Member for Co-Operatives & Housing	We have worked with our partners to develop a Charter for Private Rented Housing. Our Plan for Private Rented Housing responds to this, aiming to improve the quality of private rented housing and take action against rogue landlords. This plan has been launched and has been created with housing partners including Citizens Advice Bureau, Landlord Accreditation South West, PATH, Plymouth Community Homes, Plymouth Homes, Plymouth Student Union Accommodation, Living with Plymouth University, SAMS Accommodation, Shelter and South West Landlords Association.
77	Yes	We recommend that Plymouth undertake a pilot to investigate the viability of a voluntary licensing and accreditation scheme for private sector landlords (PSL). This pilot should: Examine the costs, benefits and potential barriers of such a scheme. Look at the process of include clear standards to reach legal minimum requirements for properties. Benchmark how this scheme would measure up against other PSL accredited schemes.	The viability of introducing a voluntary licensing scheme will be investigated but it is considered unlikely that landlords will sign up voluntarily even if incentivised. National, mandatory licensing already operates and opportunities for additional and/or selective mandatory accreditation schemes will also be considered. Voluntary accreditation is already in place and we will work together with Landlord Association partners to further promote this to landlords together with training programmes for landlords and agents. The one thing that would really help is if central government backed a mandatory self-funding registration scheme for landlords and agents so that we can contact, support and advise the numerous small landlords who are new to the sector.	Head of Housing Services	Cabinet Member for Co-Operatives & Housing	A report into the viability of a voluntary licensing scheme and accreditation schemes is written, to be shared with the private housing plan steering group in August. The findings of the report suggest that the scheme isn't financially viable for the Council and partners. Partners will be involved in the sign off of the viability study report, which will be done via the private housing steering group. Partners who sit on this group include the Citizens Advice Bureau, Landlord Accreditation South West, PATH, Plymouth Community Homes, Plymouth Homes, Plymouth Student Union Accommodation, Living with Plymouth University, SAMS Accommodation, Shelter and South West Landlords Association.
78	Yes	Examine the possibility of property-specific penalties for non-compliant Private Rented Sector homes, to include looking at whether non-compliant Private Rented Sector homes could be earmarked as "not Housing Benefit eligible" until fully compliant with statutory standards and requirements, in a way that penalises the landlord – not the tenant.	We will examine the possibility of property specific penalties for non-compliant Private Rented Sector homes. There are already existing 'penalties' for non-compliant property conditions for which we can and do take enforcement action. This will form part of the programme of actions which will be set out in the charter	Head of Housing Services	Cabinet Member for Co-Operatives & Housing	This viability study will soon be completed and involved discussions with revenues and benefits colleagues and the South West Landlords association. It is predicted that as a Council we will not be legally able to introduce penalties for non-compliant Private Rented Sector homes.
79	Yes	Consult on and implement a comprehensive; measured and monitored Empty Homes Strategy for Plymouth to consider why the property is empty and uncovering systemic issues and working positively to address them.	By March 2015, Plymouth City Council will produce a "Plan for Empty Homes" in line with the design precedent set by the Plan for Homes. Consultation for the Plan for Empty Homes will be undertaken via the consultation process for the Plymouth Plan.	Assistant Director for Strategic Planning & Infrastructure	Cabinet Member for Strategic Transport & Planning	Across 2014/15 68 empty homes were bought back in to use (against a service target of 65). This is a considerable achievement considering that Plymouth has less than 0.5% of its housing stock classed as long term empty (which is the lowest percentage of any Local Authorities within our Family Group). The Plan for Empty Homes was completed and launched in March 2015 and includes eight initiatives that respond to the FC recommendations. 'Business as usual' will now be to deliver the Plan. This plan has been endorsed by the empty homes agency.
80	Yes	As part of the Fairness Commission's support of the 'doing with' rather than 'doing to' approach, we recognise the importance of helping private tenants have a local voice. This will help tenant-to-tenant communication, provide useful 'on the ground' advice about poor tenancy experiences and give tenants information about their legal rights. We support the creation of a virtual Plymouth Private Tenants Forum, 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.	We will work with partners to examine the options for the creation of a virtual Plymouth Private Tenants Forum, although it is recognised that an open tenant's forum may pose concerns as some sites do currently. We will update our website to improve information and advice for tenants on their rights and expectations and other areas of support, and could work with Shelter on links to their national on line forum.	Head of Housing Services	Cabinet Member for Co-Operatives & Housing	Exploring the possibility of a virtual Private Tenants Forum is part of the Plan for Private Rented Housing. This is ongoing, whilst a tenant's forum will be put in place it remains unknown what form this will take. By the end of December 2015 we will have assessed the likely cost of the forum and where it might be hosted with partners and have recommendations to make. The Council's website was updated in April and May of this year to improve information and advice for tenants on their rights and expectations.

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81	Yes	We recommend a full examination of the coverage of specialist housing provision in Plymouth is carried out, comparing what is available against known demographics of groups in need and including a full gap analysis of unmet need.	While the Strategic Housing Market Assessment covers the needs / demand for general needs housing and projections in the Plymouth Plan, we would agree that we do not have a comprehensive analysis of specialist housing needs in one place for example Gypsy and Traveller and housing for other groups etc. We have however recently carried out a review of the need for Extra Care Housing and further reviews have been explored over a number of years. It would be timely to commission this review and we will scope the extent of it with partners by December 2014.	Head of Housing Services	Cabinet Member for Co-Operatives & Housing	Policy 15 of the Plymouth Plan - meeting local housing needs sets out the specialist housing requirements for the city. This is underpinned by the The Housing Needs of Physically Disabled People in Plymouth needs analysis which was developed in response to this Fairness Commission recommendation.
82	Yes	We recommend the creation of an 'All Ages City' Taskforce to co-ordinate both the social and non-social care aspects of Plymouth living for older people, as part of the Plymouth Plan process. These include, but are not limited to: Working with Plymouth's voluntary and community sectors to join up initiatives such as befriending schemes, lunch clubs, pooled transport, shared backroom services and access to facilities, including how technology can assist such co-ordination. Work with Plymouth universities and other tertiary education providers to encourage investment in technology to encourage connection to the wider community and address digital exclusion, remote healthcare provision by local and regional providers, virtual communities and domestic adaptations, e.g. Skype TV. Support commissioning of personal health, public health and social services which focus on prevention and early intervention through primary health care. Working with urban planners and housing associations to shape future housing provision and, where possible, adapt existing provision, to provide better community specific development, encourage land asset release and incentive schemes for suitable private investment. Co-ordinate existing and potential activities that promote intergenerational and cultural activity such as skills cafes, using school kitchens for mixed-age lunches and increasing opportunities for older people to volunteer.	Plymouth City Council is willing to participate in discussions with city partners for the best way to take this recommendation forward.	Assistant Chief Executive	Cabinet Member for Health & Adult Social Care	This recommendation is being taken forward by Ann James with support from the Council. A discussion paper has been developed which is due to be discussed during a workshop with the Task Group (formed under One Plymouth) later in the summer 2015. Following the workshop an Action Plan outlining key activities for delivery will be formed.
83	Yes	We recommend that the Plymouth Joint Dementia Strategy is given the highest priority to ensure its recommendations on professional awareness, early diagnosis, carer support and recognised standards of care are actively delivered across the city.	Joint Dementia Strategy and Action Plan going for approval at Cabinet in September 2014. Extension of Dementia Friendly Coordinator role within Cooperative Commissioning Team taking forward the Dementia Friendly City element. Dementia Stakeholder Group in place to oversee and monitor the implementation of the action plan. Awaiting approval of plans to put in place Council wide workforce development plan around awareness of Dementia. Skills audit of care sector to be carried out in 2014 leading to workforce development plan for the sector. Dementia Quality Mark in place for care homes and Leadership programme for Care Homes currently being delivered. New carer support group for male carers in place June 2014. Funding for targeted diagnosis work in care homes is being applied for from Strategic Clinical Network.	Assistant Director for Strategic Co-Operative Commissioning	Cabinet Member for Health & Adult Social Care	A dementia action plan was approved by Cabinet in 2014 and progress against this plan has been monitored through 2014/15 - Therefore initial actions are complete. Some of the key achievements included: <ul style="list-style-type: none"> - Healthy child Quality Mark to include Dementia - Communications and Media campaign in conjunction with Public Health and Alzheimer's Society - Workforce development Strategy in place - Dementia workshop at GP form - Memory service workshop delivered, Strategic Clinical Network funding to pay for CPN to visit Care Homes from September 14 to August 15 - Contract monitoring of numbers of people with Dementia receiving reablement services - New dementia insight course for Carers run by Carers Hub and Alzheimer's Society - Review of guidance for care homes - Increased number of care homes with Dementia Quality Mark The plan has been refreshed for 2015/16 with Plymouth City Council commissioning taking a lead on this.

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84	Yes	As part of this strategy, the Commission also recommends that additional consideration be given to ensure that people with dementia who require, and can demonstrate that they meet the eligibility criteria (e.g. unsteady walking, confusion and agitation and the risk of their actions harming themselves or others) are encouraged to apply for the blue badge scheme using the discretionary powers of the Local Authority.	This will be added to the Joint Dementia Action Plan.	Assistant Director for Strategic Co-Operative Commissioning	Cabinet Member for Health & Adult Social Care	This is in the 2015/16 Dementia Action Plan with a deadline of August 2015. The action plan was finalised at the last meeting of the Dementia Strategic group in April 2015, this action was discussed and several of the Voluntary and Community Sector organisations stated that they already do this including Age UK. Discussions have been held separately with the Dementia Support Worker service which is commissioning to provide this kind of advice and information to people with dementia.
85	Yes	We recommend that an information pack containing details of sources of advice, information and support is made freely available to patients, families and carers in all primary care settings, and provided for dementia patients and their carers.	Toolkit for businesses (including GP surgeries) created and launched in May 2014. Toolkit for patients, families and carers is being developed by Plymouth Community Healthcare and the Alzheimer's Society and is at the stage of being costed. Expected date is December 2014.	Assistant Director for Strategic Co-Operative Commissioning	Cabinet Member for Health & Adult Social Care	In May 2014 'A toolkit for Plymouth' was launched for businesses with guidance and advice including information on physical environment and raising of awareness. In November 2014 'What Now' was launched. This is a toolkit aimed at parents, families and carers and is distributed on diagnosis.
86	Yes	The Fairness Commission Secretariat within Plymouth City Council will work with key partners to develop a performance framework to allow both the Commission and the City as a whole to determine whether Plymouth is becoming a fairer city.	A proposal for how we can measure whether we are becoming a fairer city has already been developed and is under review in partnership with Plymouth City Council, Plymouth University and the Plymouth Fairness Commission Secretariat. Plymouth City Council will ensure that this is embedded within the existing Co-operative Council performance management framework and benefits realisation of its transformation programme.	Assistant Chief Executive	Cabinet Member for Co-Operatives & Housing	Plymouth City Council has developed a monitoring framework to track the performance of the delivery of the responses to the Fairness Commission recommendations, which were signed off in September 2014. PCC's commitment to the Fairness Commission recommendation responses have been embedded into Business Plans, the Corporate Plan performance monitoring framework and the outcomes of the PCC's Transformation programmes. When the Fairness Commission reconvene in November 2015 discussions on how the Commission will work with the Council and other partners to demonstrate the impact of responding to the Fairness Commission recommendations.