

<b>SUBJECT:</b>	<b>SOCIAL JUSTICE STRATEGY (DRAFT)</b>
<b>MEETING:</b>	<b>STRONG COMMUNITIES</b>
<b>DATE:</b>	<b>29<sup>TH</sup> MARCH 2018</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>ALL</b>

## NON-PUBLICATION

### 1. PURPOSE:

1.0 To present the draft Social Justice Strategy for scrutiny.

### 2. RECOMMENDATIONS:

2.1 That Committee provides feedback to inform the final version of the Social Justice Strategy in readiness for presentation to Cabinet on 2nd May 2018. (Appendix A).

### 3. KEY ISSUES:

- 3.1 During 2016, two significant pieces of legislation came into force, the Wellbeing of Future Generations Act and the Social Services and Wellbeing (Wales) Act. Both Acts are underpinned by duties to collaborate with other public bodies, to involve people in the issues that affect them and to concentrate on developing preventative approaches rather than waiting for problems to arise.
- 3.2 In March 2017, the council endorsed two major pieces of work looking at well-being across the county - the Well-being Assessment and the Population Needs Assessment. Both highlighted the strengths and opportunities within our communities and used an extensive evidence base to draw out some of the challenges individuals and communities will face in the future.
- 3.3 In May 2017, the County Council election resulted in a new set of Councillors with renewed ambition to address issues of inequality that had been highlighted as a result of the Well-being and Population Needs Assessments, appointments included a new Cabinet Member for Social Justice. This was also coupled with the importance of re-setting our work with communities and subsequently in September 2017, [Cabinet](#) approved the restructure of both the Whole Place and the Partnerships Teams into a re-focussed Community and Partnership Development Team.
- 3.4 This draft Social Justice Strategy demonstrates our commitment as a Council to address inequalities in our county in order to make our society function better. Using the Community and Partnership team as an enabling body, it provides an approach that will help turn lives around by removing barriers and facilitating practical support and solutions to enable all our citizens to realise their full potential.
- 3.5 This is the first phase of an evolving strategy demonstrating our intention to work as a Council, and in partnership at national, regional and community level, to implement the policy interventions, approaches, support and methods to improve outcomes for people and communities.

- 3.6 This draft Social Justice Strategy sets out our purpose, our intentions and activities for the next four years and the targets by which we will measure our success to ensure that we achieve our goal – to put social justice at the heart of what we do in Monmouthshire.

#### **4. OPTIONS APPRAISAL**

- 4.1 In 2017, a review of the Whole Place and Partnerships teams determined that community engagement needed to be repositioned within a more centralised role and repurposed into one Community and Partnership Development team, for the following reasons:

- The Council’s Well-Being Assessment recognised the need for co-delivery with partners, focussing on how its resource structure and alignment can embrace i) integration ii) long-term thinking iii) prevention iv) collaboration and v) involvement - involving the people it affects.
- The Local Government Act and Planning Wales Act place emphasis on encouraging greater public participation in Local Government with community governance moving to an area based approach and “boards” made up of Elected Members, community bodies, the third sector, Community Councils and other public services. The Planning Wales Act also has a focus on community led plans that supplement the Local Development Plan.
- The Council has recognised the need to engage closer with its Community Councils since 2016 with the five-area cluster model now providing the forum for respective Town and Community Councils to come together and liaise with the Council.

Therefore, the advocated integrated approach provides an opportunity for the team to have more of an enabling and facilitating role, in addition to supporting the co-delivery of community led ideas with the community coordination team.

- 4.2 This draft Strategy demonstrates the Council’s commitment to align evidence based policy, programmes of work and resources with the aim of putting social justice at the heart of what we do i.e. the Council’s renewed ambitions and policy making decisions; the Council’s resource allocation decisions and how the Council supports Monmouthshire’s communities and people in their place based activities. The draft strategy provides the strategic context to enable a programme of activities that will deliver on a promise to develop strategies with the aim of supporting people and communities to fulfil their potential and live the lives they want to live.

#### **5. EVALUATION CRITERIA**

- 5.1 An evaluation assessment has been included in Appendix B for future evaluation of whether the decision has been successfully implemented. The decision will come back to the Stronger Communities committee in 12 months for review.

#### **6. REASONS:**

- 6.1 This draft of the Council’s first ever Social Justice Strategy sets out our purpose, intentions and activities for the next four years and the targets by which we will measure our success. However, this is an evolving Strategy and in this first phase we wish to demonstrate our commitment to work as a Council, and in partnership at national, regional and community level, to implement the policy interventions, approaches, support and methods to improve outcomes for people and communities - further phases will include the development of Anti-poverty and Loneliness strategies in association with the Public Service Board.

**7. RESOURCE IMPLICATIONS:**

- 7.1 This Policy advocates aligning resources and specific funding streams available to the Council and our partners in order to make a difference to the anti-poverty agenda and maximise the impact of investments.

**8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

- 8.1 The significant equality impacts identified in the assessment (Appendix C) are summarised below for members' consideration:

This Strategy will provide the strategic context to ensure that we keep the community at the heart of what we do by taking a 'place based approach', working with communities to identify their own strengths and areas for development and well-being. The strategy advocates the bringing together of public services, community leaders, business, schools and all residents to address the issues that matter to that community. By working together around a place, this Strategy can provide the context to ensure that we achieve so much more than individual partners and community groups working in isolation. Bringing together support networks, aligning resources and assets, funding, development opportunities and people with a common sense of purpose, will really help to build sustainable and resilient communities. By working collaboratively with the people who live and work locally, we will seek to highlight the strengths, capacity and knowledge of those involved for the greater good.

The impacts from this report's recommendations will be reviewed every year and criteria for monitoring and review will include an assessment of progress against the list of quantitative measures included in the attached Policy and additional qualitative measures. Both sets of measures will be monitored by a Cross Party Advisory Committee (to be established) which will help monitor, evaluate and provide steer to the evolving social justice brief.

**9. CONSULTEES:**

Senior Leadership Team  
Cabinet  
Stronger Communities Select  
All Member's Seminar – 'Priorities for Social Justice' – 18<sup>th</sup> September 2017

**10. BACKGROUND PAPERS:**

Draft Social Justice Strategy (Appendix A)

**11. AUTHOR:**

Cath Fallon (Head of Enterprise and Community Development)

**12. CONTACT DETAILS:**

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## Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council (Appendix B)

<b>Title of Report:</b>	<b>SOCIAL JUSTICE STRATEGY (DRAFT)</b>
<b>Date decision was made:</b>	
<b>Report Author:</b>	<b>Cath Fallon</b>

### What will happen as a result of this decision being approved by Cabinet or Council?

What is the desired outcome of the decision?  
What effect will the decision have on the public/officers?

Further to comments received from Stronger Communities Select Committee on 11<sup>th</sup> January 2018 a full consultation and engagement process has been instigated and amendments have been made to the draft Social Justice Strategy accordingly, in readiness for presentation to Cabinet on the 2<sup>nd</sup> May 2018. If approved, it will then be subject to a twelve month review.

### What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?

Think about what you will use to assess whether the decision has had a positive or negative effect:  
Has there been an increase/decrease in the number of users  
Has the level of service to the customer changed and how will you know  
If decision is to restructure departments, has there been any effect on the team (e.g increase in sick leave)

New strategy will be subject to a 12 month appraisal. If approved the success of the strategy will be measured according to the evaluation criteria detailed within the strategy document.

### What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?

Give an overview of the planned costs associated with the project, which should already be included in the report, so that once the evaluation is completed there is a quick overview of whether it was delivered on budget or if the desired level of savings was achieved.

This is a strategy document which advocates aligning resources and specific funding streams available to the Council to make a difference to the anti-poverty agenda in order to maximise the impact of investments.

Any other comments

## Appendix C



# Future Generations Evaluation (includes Equalities and Sustainability Impact)

<p><b>Name of the Officer</b> Cath Fallon</p> <p><b>Phone no:</b>07557 190969 <b>E-mail:</b> <a href="mailto:cathfallon@monmouthshire.gov.uk">cathfallon@monmouthshire.gov.uk</a></p>	<p><b>Draft Social Justice Strategy</b></p>
<p><b>Name of Service:</b> Enterprise and Innovation</p>	<p><b>Date:</b> Future Generations Evaluation 20<sup>th</sup> December 2017</p>

***NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.***

### 1. Does your proposal deliver any of the well-being goals below?




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This draft policy advocates:</p> <ul style="list-style-type: none"> <li>Working as part of the Cardiff Capital Region to attract high skill, high wage jobs to ensure that people have the opportunity to raise their household income;</li> <li>Providing learning, training and employability opportunities for 11 to 24 year olds to reduce the</li> </ul>	<p>The programme of activity associated with the strategy will be guided, monitored and evaluated by a Cross Party Advisory Committee which will be established to provide steer to the evolving social justice brief.</p>



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<p>Number of young people who are not in employment, education or training and providing access to the labour market for people with disabilities and care leavers</p> <ul style="list-style-type: none"> <li>Developing, and acting upon, options to improve access to job opportunities in the county and other areas to include providing work placements, traineeship and apprenticeship opportunities whilst taking positive action as a Council to encourage other public partners and businesses to do so.</li> </ul>	
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>This strategy advocates taking a place based approach, working with the community to ensure local biodiversity and ecosystems are enhanced and maintained.</p>	<p>Monitored by Cross Party Advisory Group and local, national and regional partners.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>This strategy advocates developing a collaborative approach to wellbeing to ensure direction setting and oversight of wellbeing in Monmouthshire is informed by those closest to delivery.</p>	<p>Monitored by Cross Party Advisory Group and local, national and regional partners.</p>

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	The strategy sets the scene for provision to be community based with the flexibility to respond to local need.	To ensure activity focuses on encouraging community cohesion as one of its social drivers.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The strategy sets the scene to ensure high standards are met and maintained that do not conflict with the global drivers.	Any decisions taken will take into account global and well-being issues as part of its day to day processes.
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	Equality and diversity is the key to this strategy and as such will be integral to all aspects of the delivery programme.	All marketing and promotional materials will be produced bilingually.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Equality and diversity is key to this strategy and as such will be integral to all aspects of the delivery programme.	By taking a place based approach there will be opportunities to target areas of the community that may not currently be aware of the offer.

## 2. How has your proposal embedded and prioritised the sustainable governance principles in its development?



Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>This strategy is defined by the outcome of the well-being assessment which identifies the priority areas we need to progress in delivering social justice in Monmouthshire. The exact priorities will differ in different communities, but across the County there is a commitment to:</p> <ul style="list-style-type: none"> <li>• The best possible start in life;</li> <li>• Thriving and well-connected community;</li> <li>• Maximise the potential of the natural and built environment;</li> <li>• Lifelong well-being;</li> <li>• Future-focused Council</li> </ul> <p>Activities associated with all of the above will focus on enabling the best future for all.</p>	<p>The progress of the delivery programme associated with the strategy will be monitored closely to ensure that associated activities are balancing short and long term need.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>This strategy seeks to address complex problems which cannot be solved by one organisation alone. Public services must work collaboratively. Public, third and private sector must work together. And, most importantly, we must support people and communities in developing their own solutions that are sustainable and which can deliver both immediate and long-term benefits.</p>	<p>Monitored by Cross Party Advisory Group and local, national and regional partners.</p>
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The provision will be place based and as such will be able to engage with communities at a local level and respond to localised need.</p>	<p>The engagement process will be constantly reviewed and evaluated to ensure the views of all those who have an interest are taken into account.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>This draft strategy advocates working as part of the Cardiff Capital Region to attract high skill, high wage jobs to ensure that people have the opportunity to raise their household income. It also looks to identify options to improve access to job opportunities in the county and other areas to include providing work placements, traineeship and apprenticeship opportunities whilst taking positive action as a Council to encourage other public partners and businesses to do so.</p>	<p>A strategic approach will ensure a clear focus and alignment to local, regional and national priorities and the alignment of funding sources, where appropriate will also reduce administrative costs enabling more of the funding to be used on delivery.</p>
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	<p>The opportunity to develop a new way of delivering the place based offer and sustaining long term activity will provide the opportunity to better connect wellbeing outcomes internally and to other partners and bodies.</p>	<p>This proposed strategic approach will ensure a clear focus and alignment to local, regional and national priorities.</p>

**3. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or [alanburkitt@monmouthshire.gov.uk](mailto:alanburkitt@monmouthshire.gov.uk)

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Older people will be engaged as part of the place based approach where amongst other things, issues of social isolation will be addressed.	The purpose of this strategy is to be inclusive to all therefore no negative impacts are anticipated in relation to this particular group.	Where any negative impacts are identified the team will seek to address them by taking an inclusive approach.
Disability	Any issues identified by disability needs groups will seek to be addressed as part of the place based approach to future service delivery.	As above	As above

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	Any issues identified by transgender groups will seek to be addressed as part of the place based approach to future service delivery.	As above	As above
Marriage or civil partnership	Any issues raised by same-sex couples will seek to be addressed as part of the place based approach to future service delivery.	As above	As above
Pregnancy or maternity	<i>Any issues raised by pregnant women will seek to be addressed as part of the place based approach to future service delivery.</i>	As above	As above
Race	<i>Any issues raised by racial groups will seek to be addressed as part of the place based approach to future service delivery.</i>	As above	As above
Religion or Belief	<i>Any issues raised by regarding religion or belief will seek to be addressed as part of the place based approach to future service delivery.</i>	As above	As above
Sex	<i>Equal consideration to both men and women will be given throughout the placed based approach to future service delivery.</i>	As above	As above
Sexual Orientation	<i>Full consideration will be given to older and younger people from the Lesbian, Gay and Bi-sexual communities throughout the placed based approach to future service delivery.</i>	As above	As above
Welsh Language	<i>All marketing and promotional materials will be produced bilingually.</i>	As above	As above

4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	<i>During the delivery of the programme of activities associated with the strategy, safeguarding will be at the forefront to ensure that any future service delivery promotes the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.</i>	The purpose of this strategy is to be inclusive to all therefore no negative impacts are anticipated in relation to this particular group.	Where any negative impacts are identified the team will seek to address them by taking an inclusive approach.
Corporate Parenting	<i>During the delivery of this policy the needs of any 'looked after' children will be considered to ensure any future service delivery protects their welfare.</i>	As above	As above

5. What evidence and data has informed the development of your proposal?

This policy is founded upon the following:

- The Wellbeing of Future Generations Act;
- The Social Services and Wellbeing (Wales) Act;
- Prosperity for All;
- The Well-being Assessment and the Population Needs Assessment;
- [Evaluation of Community Coordination Pilot](#); and
- [Review of Strategic Direction of Community and Partnership Development Team](#)

6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

This strategy will provide the strategic context to ensure that we keep the community at the heart of what we do by taking a 'place based approach', working with communities to identify their own strengths and areas for development and well-being. The strategy advocates the bringing together of public

services, community leaders, business, schools and all residents to address the issues that matter to that community. By working together around a place, this strategy can ensure that we achieve so much more than individual partners and community groups working in isolation. Bringing together support networks, aligning resources and assets, funding, development opportunities and people with a common sense of purpose, will really help to build sustainable and resilient communities. By working collaboratively with the people who live and work locally, we will seek to highlight the strengths, capacity and knowledge of those involved for the greater good.

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible	Progress
Adopting changes as a result of the scrutiny process and amending the policy accordingly.	January 2018	Cath Fallon	
Approval of the Policy	May 2018	Claire Marchant	
Twelve month appraisal	May 2019	Claire Marchant/Cath Fallon	

**8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.**

The impacts of this proposal will be evaluated on:	April/May 2019.
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**9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.**

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Scrutiny	11 <sup>th</sup> January 2018 29 <sup>th</sup> March 2018	<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>

2

*Cabinet*

*2<sup>nd</sup> May 2018*