



People Place Prosperity

A Policy for Social Justice

2017 - Draft



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Alternative Formats

We can also provide this document in Braille, large print, on tape or in electronic form. If you would like a copy in a different format please contact our Equality and Welsh Language Officer:


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Putting Social Justice.....at the of all we do in Monmouthshire

Monmouthshire County Council is committed to building sustainable and resilient communities. Central to this are the principles of social justice. This social justice policy demonstrates our commitment as a Council to address inequalities in our county in order to make our society function better. 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.

This is an evolving policy 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 an Anti-poverty Strategy in association with the Public Service Board.

This Social Justice policy 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 all we do in Monmouthshire.

The Case for Change

Monmouthshire is often perceived to be leafy and affluent and in many aspects it is. However some of the differences within and between communities are stark, especially when they exist side-by-side. There are wide variations in exam results between people from different social backgrounds who attend the same schools. There are many high earners living in our County but wages available locally are lower than other parts of Wales. Many people experience in-work poverty and the wage differential between men and women is currently the highest in Wales. Many of our citizens are getting older, suffering ill health and at risk of becoming lonely and isolated. The costs of living in our rural county and accessing very basic services, such as transport and health provision, are greater than the costs for people living in urban conurbations.

Evidence of Inequality

The Well-being Assessment and the Population Needs Assessment undertaken by the Council in March 2017 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. Some of the issues identified are detailed below:

- **One in five** reception age children in Monmouthshire are **overweight or obese**;
- There is a gap in the educational attainment between children who are in receipt of free school meals and children who are not. Despite rising standards across the board this gap is not narrowing;
- **14.2%** children in Monmouthshire live in **low income households**;
- There are not enough opportunities for children with disabilities, e.g. sufficiency of play provision, needing to travel to access education and multi-agency support;
- Whilst the average salary for people living in Monmouthshire is above the UK average, wages for **jobs in-county are 10% below the UK average – 34% of the working population commute out of county**;
- For those people who live and work in the County it is even more difficult, as local earnings are much lower than the average for Wales. In 2014, the median earnings for Monmouthshire residents were £623 per week, compared to the Wales median of £498 per week. However, the median earnings by workplace presents a different picture with people working in the County earning only £466 per week, much lower than the £498 per week figure for Wales as a whole (NOMIS 23/01/15);
- There are limited employment opportunities for young people to remain in the county;
- **Significant inequality between female and male wage levels – women earn on average £149 less than men**;
- Despite low wages in the county there is a high cost of living – **Average house price for Wales are £183,000 and the house price to earnings ratio is 6.2:1**. For comparison, in **Monmouthshire** the average house price in October 2017 is £281,800 and the house price to **earnings ratio is 8.2:1**. (Source: Hometrack 20/10/2017). This illustrates how difficult it is for local people to purchase

their first homes or move into larger homes in the County when their family circumstances change;

- Evidence is well developed that the cost of living a good life in rural areas is higher than in areas where there is easy access to low cost food and transport;
- **Low levels of access to the labour market for people with disabilities** – for example, recent engagement exercise by a user led organisation for people with learning disabilities evidenced that **85% people want to work, but only 4% do work;**
- Loneliness and social isolation is a barrier across the age range but can particularly impact on older people who may be experiencing a deterioration in their physical and/or mental well-being alongside a loss of family, friends, connection and occupation;
- **By 2039, the population aged 65 is projected to increase by 61% and the number of people aged over 85 will more than double;**
- Rural isolation and a paucity of transport and services into rural communities is a critical barrier for some in getting the help they need;
- Significant numbers of older people are digitally excluded; and
- Just one-in-three carers feel they are able to do what matters to them.

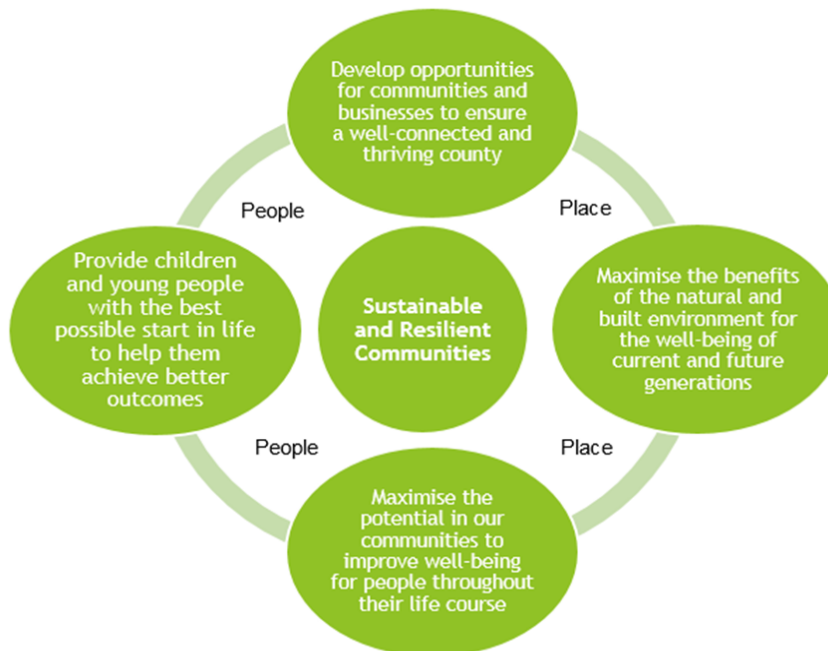
We know these issues are symptoms of complex problems and we also know they cannot be solved by one organisation alone. Public services must work collaboratively. Public, third and private sector must work together. And, most importantly, we must support people and communities in developing their own solutions that are sustainable and which can deliver both immediate and long-term benefits.

The Vision for our County

The *vision* for our county is described in the Well-being Plan (to be published in 2018). This Plan is based on the findings of, and will address the issues raised in the Well-being Assessment and the Population Needs Assessment.

Monmouthshire County Council's *purpose* is "**Building Sustainable and Resilient Communities**". This is about improving our place and maximising the contribution and well-being of the people in our communities.

The *well-being objectives* that will help us deliver this are:



Our Purpose – to put Social Justice

at the  of all we do

Quite simply the purpose of this policy is to put social justice at the heart of all we do:

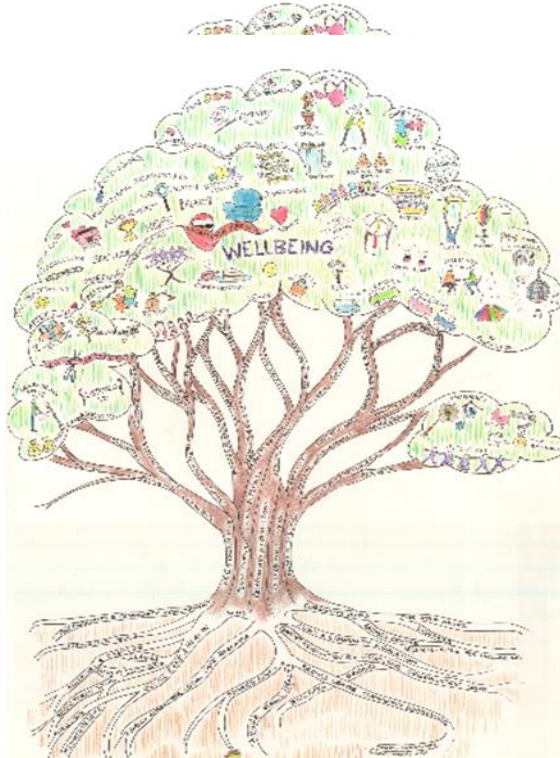
- At the heart of our renewed ambitions and policy making decisions;
- At the heart of the resource allocation decisions;
- At the heart of how we support our communities and our people; and
- At the heart of our place based activities;

Monmouthshire County Council is committed to aligning evidence based policy, programmes of work and resources with the aim of supporting people and communities to fulfil their potential and live the lives they want to live.

We have extensive learning from a two year pilot of community co-ordination and small local enterprise which was successful in reducing the demand for more formal services and also helping us to understand the importance that place and community plays in helping people stay strong and well. At a community level, we are developing integrated place based wellbeing teams to develop creative ways of working, which overcome departmental or agency boundaries in order to make best use of the resources available within the area in question.

We have also created a re-purposed Community and Partnership Development Team who will be the 'engine room' and enablers, effectively linking the work of strategic and community partnerships with communities to help them understand the strengths and capabilities of the people who live there and the groups that exist. Using place and evidence based activity, the team will facilitate the creation of effective and powerful community partnerships to build healthier, safer and more resilient neighbourhoods and communities which in turn will enable our citizens to feel connected, resilient with a sense of 'belonging'.

Our Priorities



We will 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. We will bring together public services, community leaders, business, schools and all residents to address the issues that matter to that community. By working together around a place, we can 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.

This policy sets out a broad programme of work we will carry out in partnership to turn our vision into a reality that will make a real difference to the lives of local people. It will be underpinned by clear, specific and measurable actions and outcomes that will be reviewed and updated on a regular basis to ensure that it can evolve and respond to new opportunities and ideas. It is important that measurement of impact is undertaken with people and communities alongside consideration of national and local indicators.

Our well-being assessment tells us there are 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:

- Giving children the best possible start in life;
- Economic inclusion: overcoming inequalities in access to economic prosperity economic inclusion; and,
- Social inclusion: tackling the scourge of loneliness and isolation

Putting social justice for children at

the  of all we do...

In Order To Give Children The Best Start In Life, Overcoming Barriers To Attainment And Opportunity We Will:

- Map the current service offer; identify any gaps and work with partners to develop clear pathways which are based on evidence of impact and ensure resources are targeted in the right place;
- Develop an integrated early intervention and prevention pathway to support children and families at the earliest opportunity and reduce the need for statutory intervention to keep people safe;
- Work with all partners to implement an approach to policy and practice which is based on children's rights; explicitly committing as a Council to a rights based approach in all policy commitments;
- Develop an effective 0 - 25 Partnership for Children and Young People;
- Focus in on four key areas which are clearly measurable to ensure there is demonstrable prioritisation:
 - Emotional wellbeing and mental health for children and young people;
 - Child friendly communities;
 - Vulnerable children and families; and
 - Building resilience and promoting wellbeing - with links to education

Putting social justice and equitable economic prosperity at the of all we do

In Order To Overcome Inequalities In Access To Economic Prosperity We Will:

- Work to increase the availability and take-up of broadband across the county to address digital exclusion;
- Work 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;
- Work with partners to develop an anti-poverty strategy for the county which will take account of both worklessness and in-work poverty;
- Provide learning, training and employability opportunities for 11 to 24 year olds to reduce the number of young people who are not in employment, education or training;
- Provide access to the labour market for people with disabilities and care leavers;
- Align resources of the specific funding streams available to the Council to make a difference to the anti-poverty agenda to maximise the impact of investments;
- Act upon the findings of a Rural Development Programme Study to take an integrated approach to addressing and improving rural transport options in the county to increase access to job opportunities in other areas;
- Develop, and act 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;
- Address the issue of high house prices through the provision of additional affordable housing in the County in both urban and rural areas. The Council will ensure that developers and local people have clear guidance on how its development plan policies and decisions on planning applications will operate and thereby contribute to one of the desired outcomes of the Council's Single Integrated Plan, namely 'We want people to live in homes that are affordable, appropriate and where people want to live'.

- Focus on three key areas which are clearly measurable to ensure there is demonstrable prioritisation:
 - The gender pay gap;
 - An integrated approach to addressing barriers to transport in rural areas; and
 - Access to the labour market for people with disabilities

Putting social justice and social inclusion at the of all we do to tackle loneliness and isolation

In Order To Tackle The Scourge Of Loneliness And Isolation We Will:

- Develop a collaborative approach to wellbeing to ensure direction setting and oversight of wellbeing in Monmouthshire is informed by those closest to delivery. The Integrated Wellbeing Network (appendix one) provides a basis for this collaboration;
- Work with partners who can provide evaluative support to ensuring that the impact of approaches and interventions can be effectively measured overtime (recognising some change will be generational) as well as understanding short term effectiveness;
- Launch the Community and Partnership Development team with a clear focus, effective methods and measurable outcomes;
- Map the current service offer, identify any gaps and work with partners to develop clear pathways which are based on evidence of impact and to ensure resources are targeted in the right place;
- Develop an Asset Based Community Development approach with communities to fully realise the benefits from the physical assets (community hubs, social care and health resource centres, primary care centres and community hospitals, RSL buildings, village halls) across the county;
- Continue to develop opportunities for contribution and involvement;
- Focus on key areas which are clearly measurable to ensure there is demonstrable prioritisation:
 - Community development priorities identified in each of the 5 areas (it is recognised priorities will differ from area to area depending on needs, gaps and opportunities);
 - Digital inclusion for people who are not currently connecting online; and
 - Dementia friendly Monmouthshire – encourage public organisations and private business across Monmouthshire to become ‘dementia friends’.

How We Will Measure Success

It is important we have a clear set of measures to evaluate the progress made to determine the success of specific work programs in achieving the overall purpose – *Putting Social Justice at the heart of all we do.*

There is growing evidence to suggest that we learn and develop most effectively through the sharing of stories. At a qualitative level of evaluation, we are committed to working with partners who can provide evaluative support to ensure that the impact of approaches and interventions can be effectively measured overtime (recognising some change will be generational) as well as understanding short term effectiveness. To aid this, a cross party advisory committee will be established which will help monitor, evaluate and provide steer to the evolving social justice brief.

To aid evaluation the following set of questions will be used as a guide:

- What changes (good and bad) have come about as a result of the group?
- What does good collaboration look like and have we achieved it?
- What are the enablers and inhibitors to effective collaborative working around well-being across Monmouthshire?

The reasons for using this particular methodology are:

- It fits with the 'spirit' of the group with a strong focus on participation and stories;
- The use of stories and facilitated conversations will support the development of relationships between participants and a common understanding and purpose regarding the concept of well-being;
- The answers to the questions are difficult to predict and will emerge with many unanticipated findings and outcomes;
- The main focus is on learning and development rather than accountability;
- This is a social change programme with a before, middle and after; and
- Members of the group can do this themselves and be fully involved.

It is also important we have specific quantitative measures which we track to understand progress and which we will consider alongside the evidence from the qualitative piece. We have therefore worked with other partners in the region to commission the development of a set of measures and surveys that will enable us to track well-being at a community level over time. This work has been developed with a range of experts including Cambridge University and the New Economics Foundations. For specific pieces of work we have therefore identified the measures in Table One that follows that we will use to evaluate progress in the first instance.

Table One: Quantitative Measures

Measure	Now	This should
The percentage of people who agree that there is a sense of community	53.4%	increase
The percentage of people who feel they can influence decisions about the area	21.3%	increase
The percentage of children living in low income households	14.2%	decrease
The average salary of people living and working in Monmouthshire	£tbc	increase
The average wage differential between men and women	£149	decrease
The gap in educational attainment at foundation phase (age 5)		decrease
The gap in educational attainment at key stage 4 (age 16)		decrease
The percentage of households with internet access	81.1%	increase
The percentage of carers who report they can do the things that matter to them		increase

How will we know if we have achieved our purpose of ‘Putting

social justice at the  of all we do’?

Monmouthshire will be a place where all children have the best possible start in life, regardless of background.

Monmouthshire will be a place where all young people have equal access to a good education and new skills to enable them to maximise their opportunities.

Monmouthshire will be a place where every family is able to support itself or call on support in times of need.

Monmouthshire will be a place where every person of working age has a good quality of life.

Monmouthshire will be a place that puts its own community needs at the very



of its decision making to ensure benefit for all.

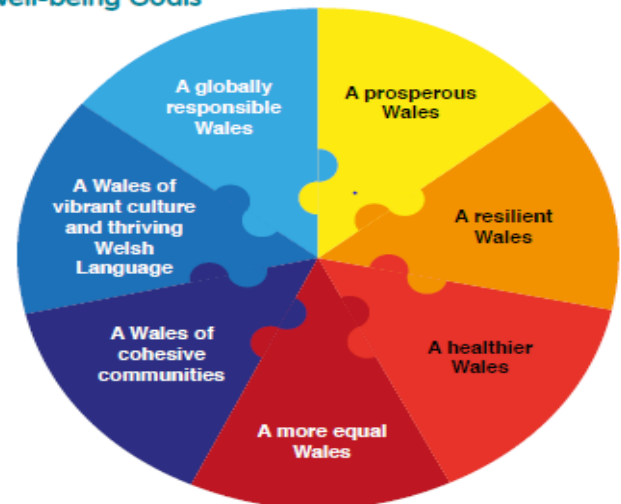
National Policy Context

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 of these embed legislatively a commitment to improved well-being albeit with different focuses - one places greater emphasis on place and the other on people. 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.

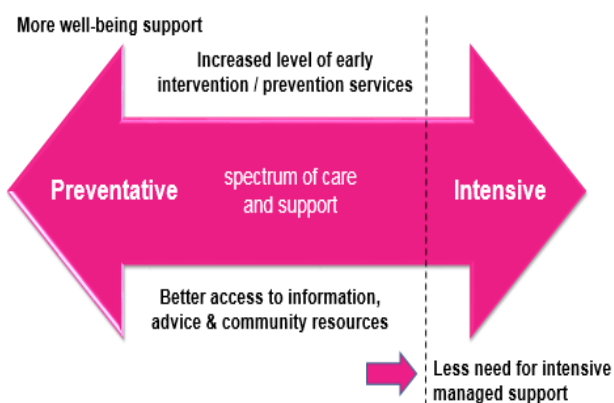
Well-being of Future Generations Act The Well-being of Future Generations Act is about improving the social, economic, environmental and cultural well-being of our nation, our county and the communities that make it what it is.

The Act sets out how public services in Wales need to think more about the long-term, work better with individuals and communities and each other, look to prevent problems and take a more joined-up approach. These are referred to as the five ways of working. By acting in this way we stand a much better change of creating a place that we all want to live in, now and in the future. To make sure that public services are all working towards the same vision, the Act puts in place seven well-being goals which are shown in the diagram to the right.

Well-being Goals



Social Services and Well-being Act



This Act aims to transform the way care and support is delivered, placing responsibilities wider than social services departments. The Act requires a stronger voice and more control for people of all ages, leading to less dependence on institutional services. The Act sets out to engage with and empower citizens; promote independence and well-being and give people who receive support, and their carers, control over their lives and the care and support needed to do what matters to them. The aspiration of the Act, that through acting preventatively and intervening earlier

more people can be independent and well without intensive managed support as described in the image on the left.

Prosperity for All – Wales Government

In September 2017, Welsh Government published ‘Prosperity for all’ – the national strategy which sets the aims of the Welsh Government and provides clarity for partners about the changes they want to see progressed to achieve a more prosperous Wales.

The strategy acknowledges that how partners work together can be just as important as what is delivered. In order to make a real difference to people’s lives, partners need to do things differently and to do different things.

The strategy details the Welsh Government’s twelve objectives and the steps they propose to take to meet them. They place the Well-being of Future Generations Act at the heart of their decision making. The key themes are:

- prosperous and secure;
- healthy and active;
- ambitious and learning;
- united and connected.

Further Information

This strategy has been developed using the evidence base arising from other projects and programmes. These have informed our understanding about what works and where we should prioritise our collective energies over the short to medium term.

You can access some of the documents and information that have influenced the development of this strategy here. If you have examples of things that you have seen working well in other communities we would be really interested in hearing from you. Our contact details are in the front of this document. You can also pitch ideas on our community engagement platform [Monmouthshire Made Open](#).

- [Evaluation of Community Coordination Pilot](#)
- [Review of Strategic Direction of Community and Partnership Development Team](#)

Appendices

The Integrated Care Network Appendix 1

