

SUBJECT:	SOCIAL JUSTICE STRATEGY (DRAFT)
MEETING:	CABINET
DATE:	2ND MAY 2018
DIVISION/WARDS AFFECTED:	ALL

NON-PUBLICATION

1. PURPOSE:

- 1.0 To present the draft Social Justice Strategy for approval following an extensive scrutiny process.

2. RECOMMENDATIONS:

- 2.1 That Cabinet approves the final draft version of the Social Justice Strategy. (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. This 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.

4.3 As part of the scrutiny process the Strategy has received consideration during a wide ranging programme of consultation activities which has included:

- Member’s Seminars held on the 18th September 2017 and the 27th March 2018;
- Discussion at the four Area Committees;
- Discussion at the three Area Clusters;
- Comments received from Partnership Members;
- Public Engagement via MCC Website, My Monmouthshire App and Made Open.

4.4 As a result of the consultation changes have been made in the following areas:

- References to reducing homeless and increasing the availability of affordable housing have been made more explicit;
- References to The Violence against Women, Domestic Abuse & Sexual Violence (Wales) 2015 Act and the Modern Slavery Act 2015 have been included;
- Further information on the Happy Communities Well-being measurements have been included in response to a request to consider the use of the Inclusive Growth Monitor, which following consideration was determined to focus on the economic dimensions of inclusion, rather than the wider concept of ‘social inclusion’;

- Further information on provision for young people and opportunities for contribution and involvement amongst all communities with a particular focus on those experiencing mental health issues has also been included.
- 4.5 This is however an evolving Strategy and given its importance, it is proposed that a Cross Party Advisory Committee is established to oversee and direct its implementation. Amongst the terms of reference for the Advisory Committee will be an evaluation of progress which will be reported back to Strong Communities, which in turn will make recommendations of any proposed changes to Cabinet.

5. EVALUATION CRITERIA

- 5.1 An evaluation assessment has been included (Appendix B) for future evaluation of whether the decision has been successfully implemented. The decision will be evaluated by the Cross Party Advisory Committee which will report back to Strong Communities, which in turn will make recommendations of any proposed changes to Cabinet.

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 a Tackling Poverty Plan and a Tackling Loneliness and Isolation Plan in association with the Public Services Board.

7. RESOURCE IMPLICATIONS:

- 7.1 As an evolving Strategy no additional resourcing needs have been identified at this stage. Instead the Strategy will be used as a tool to inform and align business practice within existing resources, whilst also seeking to identify additional resourcing e.g. grant where a need is identified.

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 regularly evaluated by the Cross Party Committee. The criteria for monitoring and review will include an assessment of

progress against the list of quantitative measures included in the attached Strategy and additional qualitative measures. Both sets of measures will be monitored by the 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;

Strong Communities Select;

Area Committees;

Area Clusters;

All Member's Seminars held on the 18th September 2017 and 27th March 2018;

Public Engagement via MCC Website, My Monmouthshire App and Made Open

10. BACKGROUND PAPERS:

Draft Social Justice Strategy (Appendix A)

11. AUTHOR:

Cath Fallon (Head of Enterprise and Community Development)

12. CONTACT DETAILS:

Tel: 07557 190969

E-mail: cathfallon@monmouthshire.gov.uk

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

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

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 Members Seminars held on the 18th September 2017 and 27th March 2018 and attendance at the Strong Communities Select Committees on 11th January 2018 and 29th March 2018, a full consultation and engagement process has been undertaken and amendments have been made to the draft Social Justice Strategy accordingly, in readiness for presentation to Cabinet on the 2nd May 2018. If approved, the decision will be evaluated by the Cross Party Advisory Committee, which will report back to Strong Communities, which in turn will make recommendations of any proposed changes to Cabinet.

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 on-going assessment and evaluation by the Cross Party Advisory Committee. 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 an evolving Strategy document so no additional resourcing needs have been identified at this stage. The Strategy will however, be used as a tool to inform and align business practice within existing resources, whilst also seeking to identify additional resourcing e.g. grant where a need is identified.

Any other comments

Appendix C



Future Generations Evaluation (includes Equalities and Sustainability Impact)

<p>Name of the Officer Cath Fallon</p> <p>Phone no:07557 190969 E-mail: cathfallon@monmouthshire.gov.uk</p>	<p>Draft Social Justice Strategy</p>
<p>Name of Service: Enterprise and Innovation</p>	<p>Date: Future Generations Evaluation 16th April 2018</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>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>This draft Strategy advocates:</p> <ul style="list-style-type: none"> Working as part of the Cardiff Capital Region to attract high skill, high wage jobs; Providing 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 and providing access to the 	<p>Where the Social Justice Strategy requires MCC decision, more specific details regarding contributions to the wellbeing goals will come through subsequent evaluations of the Strategy as specific actions are developed under the objectives.</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>labour market for people with disabilities and care leavers</p> <ul style="list-style-type: none"> Developing, and acting upon, options to improve access to job opportunities in the county to include providing work placements, traineeship and apprenticeship opportunities. 	
<p>A resilient Wales 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>Where the Social Justice Strategy requires MCC decision, more specific details regarding contributions to the wellbeing goals will come through subsequent evaluations of the Strategy as specific actions are developed under the objectives.</p>
<p>A healthier Wales 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>Where the Social Justice Strategy requires MCC decision, more specific details regarding contributions to the wellbeing goals will come through subsequent evaluations of the Strategy as specific actions are developed under the objectives.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The Strategy sets the scene for provision to be community based with the flexibility to respond to local need.</p>	<p>Where the Social Justice Strategy requires MCC decision, more specific details regarding contributions to the wellbeing goals will come through subsequent evaluations of the Strategy as specific actions are developed under the objectives.</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>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The Strategy sets the scene to ensure high standards are met and maintained that do not conflict with the global drivers.</p>	<p>Where the Social Justice Strategy requires MCC decision, more specific details regarding contributions to the wellbeing goals will come through subsequent evaluations of the Strategy as specific actions are developed under the objectives.</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>Equality and diversity is the key to this Strategy and as such will be integral to all aspects of the delivery programme.</p>	<p>Where the Social Justice Strategy requires MCC decision, more specific details regarding contributions to the wellbeing goals will come through subsequent evaluations of the Strategy as specific actions are developed under the objectives.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>Equality and diversity is key to this Strategy and as such will be integral to all aspects of the delivery programme.</p>	<p>Where the Social Justice Strategy requires MCC decision, more specific details regarding contributions to the wellbeing goals will come through subsequent evaluations of the Strategy as specific actions are developed under the objectives.</p>

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"> • The best possible start in life; • Thriving and well-connected community; • Maximise the potential of the natural and built environment; • Lifelong well-being; • Future-focused Council <p>Activities associated with all of the above will focus on enabling the best future for all.</p>	<p>Individual proposals in this document are indicative at this stage. New programmes will be expected to produce a Future Generations Evaluation when they are brought to Cabinet or council for a decision.</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>Individual proposals in this document are indicative at this stage. New programmes will be expected to produce a Future Generations Evaluation when they are brought to Cabinet or council for a decision.</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>Individual proposals in this document are indicative at this stage. New programmes will be expected to produce a Future Generations Evaluation when they are brought to Cabinet or council for a decision.</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>Individual proposals in this document are indicative at this stage. New programmes will be expected to produce a Future Generations Evaluation when they are brought to Cabinet or council for a decision.</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>Individual proposals in this document are indicative at this stage. New programmes will be expected to produce a Future Generations Evaluation when they are brought to Cabinet or council for a decision.</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

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	Each new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group.	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	Each new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group,	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	Each new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group,	As above	As above
Marriage or civil partnership	Each new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group,	As above	As above
Pregnancy or maternity	<i>Each new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group,</i>	As above	As above
Race	<i>Each new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group,</i>	As above	As above
Religion or Belief	<i>Each new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group,</i>	As above	As above
Sex	<i>Each new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group,</i>	As above	As above
Sexual Orientation	<i>Each new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group,</i>	As above	As above
Welsh Language	<i>Each new proposal will need to be assessed individually to consider if it impacts disproportionately on any particular group,</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?

<p>This policy is founded upon the following:</p> <ul style="list-style-type: none"> • 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?

<p>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</p>

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/Cath Fallon	
Twelve month appraisal by Cross Party Advisory Committee	May 2019	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	<i>Scrutiny</i>	11 th January 2018 29 th March 2018	<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>
2	<i>Cabinet</i>	2 nd May 2018	

