



**Fairness & Wellbeing
Commission**



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Background, Methodology and Progress to date



Why are we doing it

Post-pandemic: The COVID-19 pandemic has exacerbated and shone a light on existing systemic inequalities in our society. People from marginalised groups were been disproportionately affected by the pandemic, both in terms of their health and their economic well-being

The fairness commission aims to help to address systemic inequality in our society. By taking a step back and taking a deeper and longer term view, the fairness commission will help to develop policies that will make our society more fair and just for everyone.

The challenges of addressing systemic inequality are complex and long-term. The fairness commission provides a forum for stakeholders to come together, share their perspectives, and develop a more holistic and long-term approach to addressing these challenges.



PURPOSE & SCOPE

Using the Well-being essentials in Doncaster Delivering Together as a framework, the Commission will:





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Commission structure

Structure of the commission and sessions

- **'resident voice'** very important to the commission – however commission members recognise this comes through a variety of different media, data and presentations.
- Involvement/input of intermediary organisations is useful to hearing resident voice but need to get to the **'why'** as well

Life course approach

It was decided in session1 that a **'life stage' approach** would allow the commission to be person centred and understand the **intersectionality** of different inequalities and disadvantages on individual residents.



'We need to appreciate that residents do not experience any one of their issues in isolation, but rather how they are impacted by an accumulation of issues'



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Mixed Method Approach

- Call for evidence
- Resident Voice – synthesis of existing
- Public Engagement:
 - Face to Face conversations
 - Online survey
 - Resident workshops and forums
- HDRC - Rapid Review of Evidence – “what works”
- Expert panels
- Front line staff workshops
- Data walks





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Resident Voice: the use of evidence-based personas

Personas are used as a way to summarise and communicate the qualitative and quantitative evidence that has been submitted to the commission; designed to give commission members the opportunity to understand and empathise with their persona, each of which represents a significant proportion of residents.



Lisa & Aiden

“we are behind on literally everything!

Money comes in, money goes out and then we are left counting down the days until the next pay day. Trying to catch up where we can. It’s draining.”



Smita

“I know that I’m strong. I manage things, I’m, you know, a multitask person-flexible; I am that person. But I’m finding it hard. I’m unable to think beyond it.”



Andy

“As a person who was born in Doncaster, I now feel I no longer belong here when I go into the town centre. It’s feels like an Eastern European city in parts where if you are English, you are unwelcome and unsafe.”



Beth

“I would not live here if I had the chance....”



Dave

“Sometimes I just think about driving my car into a wall and not having to worry about any of this anymore”

The use of evidence-based personas is designed to assist in sense checking ideas and recommendations and help to avoid the pitfalls of designing future solutions based on anecdotal or extreme examples.



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**1. Setting the scene and
understanding the baseline in
Doncaster**

27th January 2023



2. Older Residents

Understanding lived experience
and prioritising challenges

31st March 2023



3. Older Residents

Recommendations and
Opportunities for Change

28th April 2023



4. Working Age

Understanding lived experience
and prioritising challenges

May 2023



5. Working Age

Recommendations and
Opportunities for Change

30th June 2023



**6. Children, Young People &
Families**

Understanding lived experience
and prioritising challenges

28th July 2023



**7. Children, Young People &
Families**

Recommendations and
Opportunities for Change

8th September 2023

**8. Review of recommendations
and priorities for final report**

6th October 2023

9. Final Report Presentation

Autumn 2023



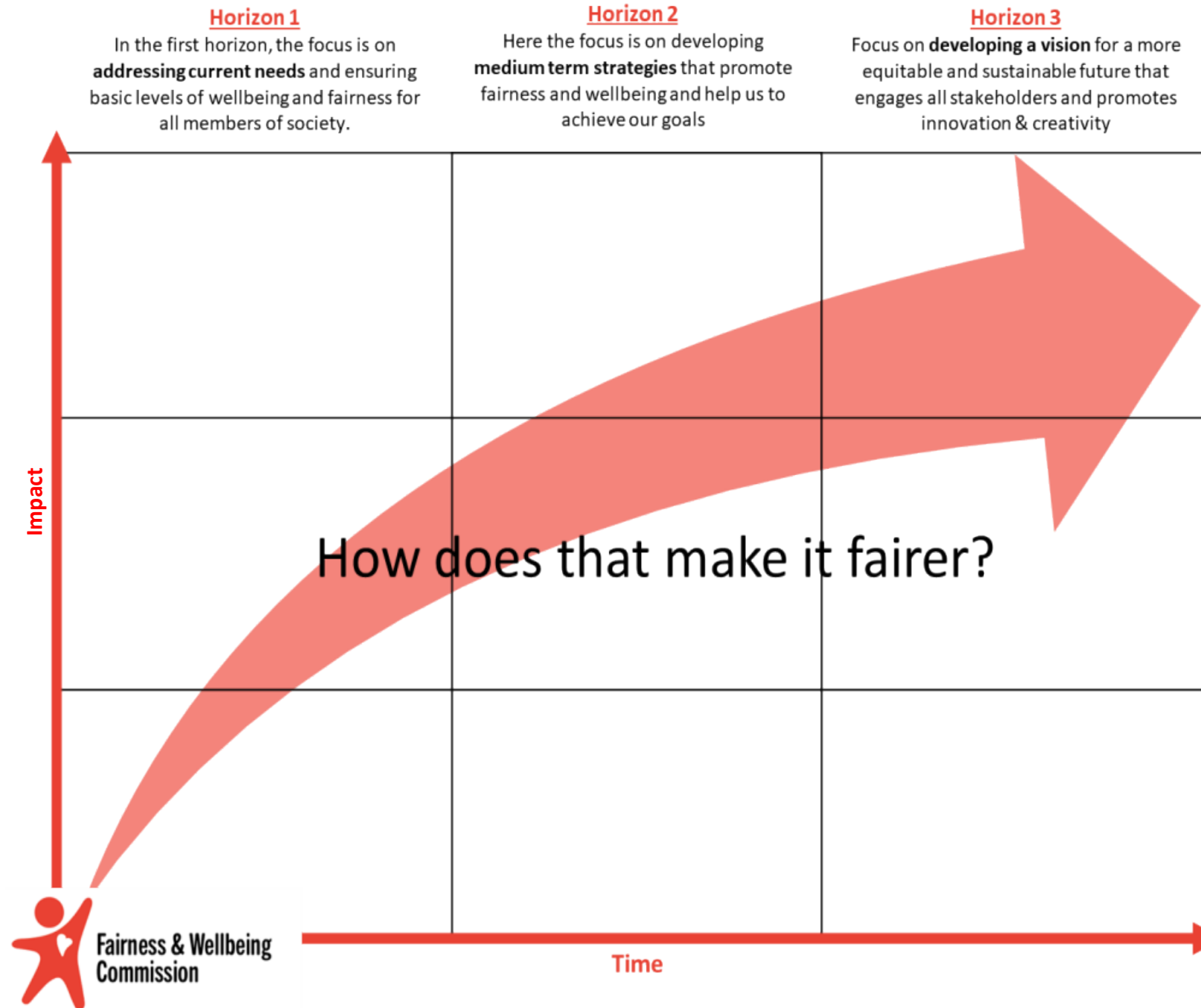
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Recommendations

Recommendations:

- Taking on board all the varied evidence they have been presented, commission members are designing recommendations for each life stage
- Some of these are inevitably relevant to all ages or wider age categories.
- The framework they are using remain the Three Horizons model
- Council teams have supported refining ideas and suggestions into recommendations so far.
- There are different 'types' of recommendations:
 - some are quite specific initiatives,
 - some are more principles
 - Some are things to investigate or research further





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Emerging recommendations

Horizon 1: Current state requiring immediate change

In this section, the report highlights recommendations that address the most urgent needs of the community. These initiatives focus on

- enhancing data quality,
- improving accessibility to services,
- promoting socio-economic inclusion,
- fostering compassion in support, and
- making evidence-based decisions.

Additionally, strategies for

- Improved transport system,
- equitable employment opportunities, and
- transparent funding mechanisms are emphasised.

Horizon 2: Transitional/Disruptive Initiatives

These recommendations identify emerging trends and take the opportunity to lay the foundation for transformative change:

- re-evaluating funding models for the voluntary and community sector,
- developing a corporate social responsibility approach, and encouraging community-led support systems,
- a digital age transition,
- extended volunteering opportunities,
- and innovative public transport interventions

are presented to bridge the gap between the present and an inspiring future.



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Emerging recommendations

Horizon 3: Transformative and Imaginative Approach

This section introduces a set of higher-level design principles that serve as a 'north star' to guide the transformational journey. Emphasising imagination, inclusivity, sustainability, equity, empowerment, innovation, and holistic well-being.

Stakeholders are encouraged to embrace bold ideas, co-create solutions with residents, and foster a resilient and just society.

- 1. Imagination and Aspiration:** Encourage residents and stakeholders to imagine and dream about the future they envision for Doncaster.
- 2. Inclusivity and Co-Creation:** Foster an inclusive and collaborative approach to decision-making and service design.
- 3. Sustainability and Resilience:** Prioritise initiatives that promote long-term sustainability, resilience, and adaptability to future challenges. Aim for solutions that have a lasting positive impact on the community.
- 4. Equity and Social Justice:** Address systemic disparities and work towards creating a fair and just society for all residents.
- 5. Empowerment and Ownership:** Empower individuals and communities to take ownership of their development and well-being.
- 6. Innovation and Learning:** Embrace innovation and continuous learning to stay responsive to changing needs and opportunities. Encourage experimentation and knowledge sharing to find effective solutions.
- 7. Holistic Well-being:** Promote a holistic approach to well-being that encompasses physical, mental, social, and economic dimensions. Recognize the interconnectedness of various aspects of life.



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Other considerations: local and regional landscape

Locally:

- Development of Health & Wellbeing strategy
- Fairness & Inclusion agenda
 - Choose Kindness movement
 - Protected Characteristics – locally adopted characteristics.
 - Inclusion & Fairness forum
 - Age UK – New Strategic Plan
 - Vol-Com infrastructure
 - Doncaster ICB Plan
- Community Prevention Model
- Year 2 ‘in focus’ groups (Homelessness, Env, Edu & Skills, Economy)

Regionally (& nationally):

- New SYMCA Governance Model; opportunities to influence new detailed business plans
- SY ICP Partnership plan
- Political opportunities – e.g. lobbying and advocacy



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Next steps: mid-point update

ELT Update	24th July
Horizon Policy and Design Group	15 th August
Health and Wellbeing Board	31 st August
Overview and Scrutiny	7 th September
Session 7: Children, Young People and Families; Recommendations and Opportunities for Change	8th September
Team Doncaster Exec	14 th September
Session 8: Review of Recommendations and priorities for final report	6th October
Exec Board	Oct/November
Final Report	Late Autumn