



**Fairness & Wellbeing
Commission**

Recommendations update

an update on the progress of Doncaster's
**Fairness & Wellbeing Commission and the
presenting of the recommendations**

October – November 2023



Why a fairness & wellbeing commission?

The Fairness & Wellbeing 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 and Wellbeing Commission will help to develop policies that will make our society fairer for everyone in Doncaster.

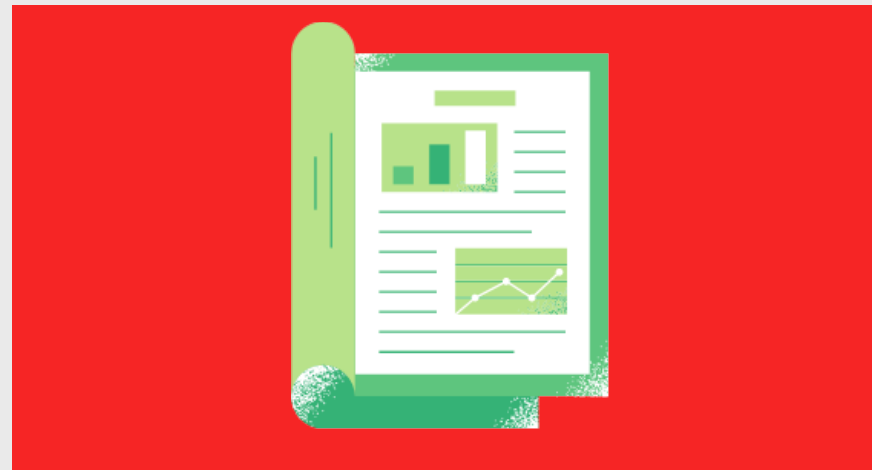


Purpose & scope

The Fairness & Wellbeing Commission aimed to.....



Explore data, insight & evidence



Produce a public commission report



Lobby & advocate

Meet the commissioners



"I am proud to be heading the Doncaster Fairness and Wellbeing commission, with the goal of improving the lives of residents across the city."

Chair of the Fairness and Wellbeing Commission
Dame Rosie Winterton MP




To find out more, visit:
[teamdoncaster.org.uk/doncaster-fairness-well-being-commission](https://www.teamdoncaster.org.uk/doncaster-fairness-well-being-commission)

Name	Organisation
Dame Rosie Winterton	MP – Doncaster Central
Rupert Suckling	Doncaster Council - Director of Public Health
Owen Dungworth	Young Advisor
Damian Allen	Doncaster Council – Chief Executive
Dave Richmond	St Ledger Homes
Sharon Thorpe	Department of Work and Pensions
Emma Norton	Doncaster Chamber
Catherine Witherington	Voluntary Action Doncaster
Anthony Fitzgerald	NHS Doncaster
Dolly Agoro	Doncaster Inclusion & Fairness Forum
Heather Boyce	Age Uk
Fran Joel	Healthwatch
Arshad Khaliq	Ethnic Culture Fusion Network
Eleanor Robertshaw	Anglican Church
Phil Metam	Lay Member
Ed Ferrari	Centre for Regional Economic and Social Research
Parveen Ali	University of Sheffield & DBTH
James Woods	CEO Doncaster Citizen’s Advice

Principles & values

The Commission members decided upon a number of key principles in which they wanted to approach the development of the recommendations.

‘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’

01

‘Resident Voice’ very important to the commission – however commission members recognise this comes through a variety of different media, data and presentations.

02

Involvement/input of intermediary organisations is useful to hearing resident voice but need to get to the ‘why’ as well

03

A ‘life stage’ approach to allow the commission to be person centred and understand the intersectionality of different inequalities and disadvantages on individual residents



Mixed methods approach

- Call for evidence - Resident voice
- Synthesis of existing resident engagement
- Public engagement
- Face to face conversations
- Online survey
- Resident workshops and forums
- HDRC rapid review of evidence
- Expert panels
- Front-line staff workshops-Data Walks
- Personas



Beth
t wants to feel safe



Andy
Wants things to go back to the way th



SMITA
gging to make ends meet



Dave
Needs employer suppo



27
hours of sessions

576
survey responses

20+
formal progress presentations

19
experts presenting

3
**“What Works”
evidence packs
produced**

600 +
post its recorded!

14
**formal evidence
submissions**

4
data walks

15
personas developed

**Journey in
numbers**

Findings



- Elevated rates of child poverty persist in Doncaster and that still we have children in Doncaster are regularly going hungry.
- The prevalence of fixed-term exclusions and suspensions in schools remains high, indicating a need for alternative approaches.
- Children and Young People's aspirations are either low or not supported.
- Concerning outcomes for children and young people's mental health
- Commissioners found that there were positive outcomes in schools that adopt a holistic approach, considering the unique needs and nuances of the entire community.
- Doncaster's approach to early prevention including our family hub offer with children and families leads to positive outcomes
- Doncaster has a number of forums for young people to have a voice and raise issues

-
- Residents expressed a need for proactive support during significant life-changing events or 'tipping points,' such as job loss, retirement, illness, bereavement, and more.
 - The benefits system, including Universal Credit and Local Housing Allowance, is currently not meeting the needs of those renting from the private sector.
 - There is a high demand on support and advice services in Doncaster
 - There is a breadth of opportunities provided by voluntary organisations for older people.
 - Implementing social prescribing has had a positive impact on outcomes.
 - The "Ageing Well" programme was a positive approach to providing a collaborative approach to improving older people's lives.



Findings



- In-work poverty is profoundly unfair. Residents are 'playing by the rules, but they are still not winning'
- Growing numbers of households face negative budgets after covering essential expenses.
- Not all residents have access to higher quality, higher paid jobs

- Doncaster is very well situated regionally and nationally to attract continued ongoing investment.
- There are a number of employers that provide good jobs and have fair employment practices that benefit employee's health and wellbeing.

-
- Many residents face challenges with an increasingly poor public transport system, making it difficult for residents to rely on it for transportation.
 - The shift of many services online leaves vulnerable groups feeling marginalised and excluded, exacerbating social disparities
 - Many residents report feelings of not being safe, social isolation, and a lack of pride in their local area.
 - Residents sometimes feel the decline in their communities is due to the loss of community assets.
 - Funding, resources, capacity, recruitment & retention all impact on the sustainability of the delivery of services.

-
- Hyper-local approaches to services have been effective, providing trusted advice and support from existing positions of care.
 - The quality and outcomes of many services are good through commitment of partners to improve but access can be poor.
 - Many but not all residents have a strong attachment to their neighbourhoods



Recommendations



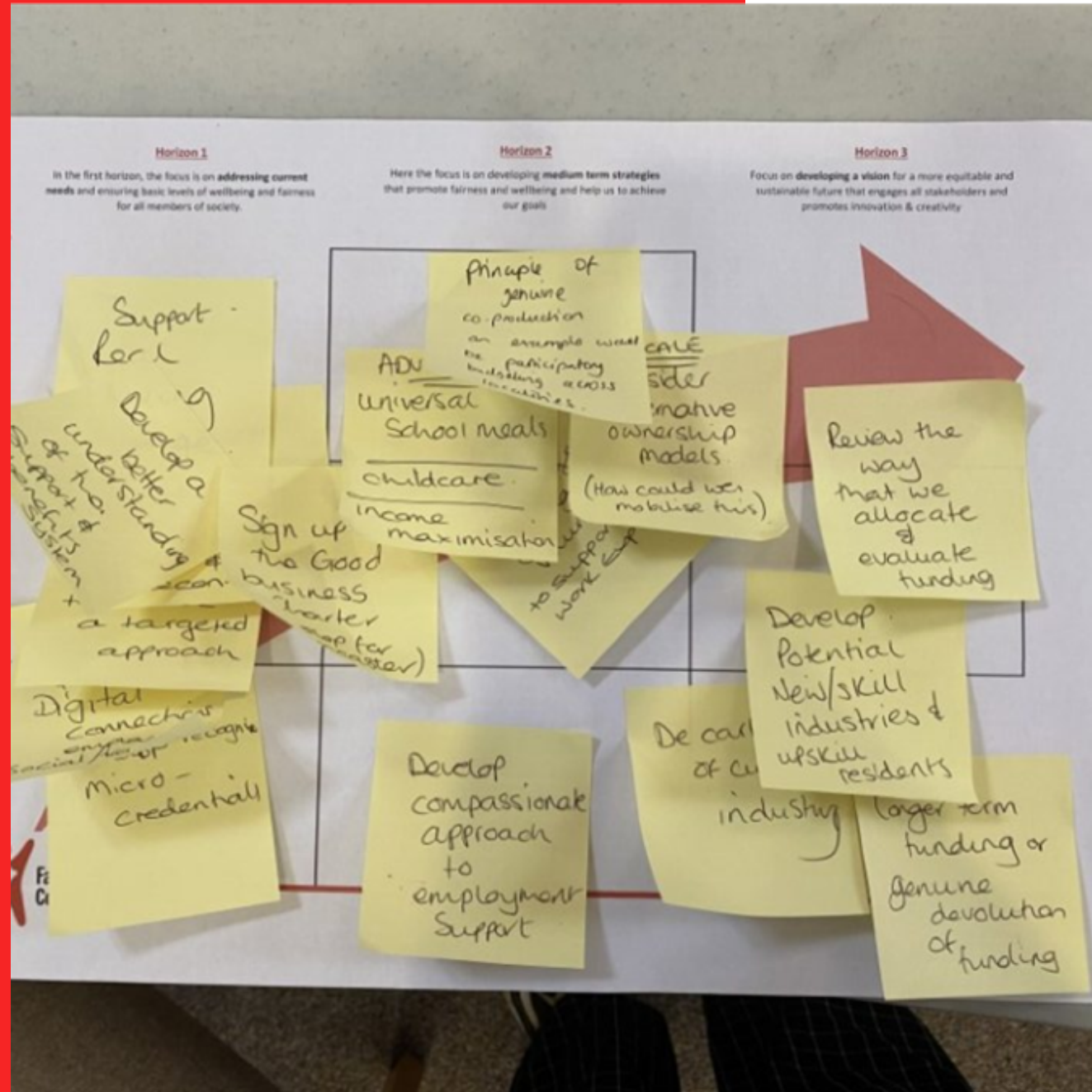
The Commissioners initially designed recommendations for each life stage and across three time frames – immediate, medium and long term.

These recommendations have undergone a refinement and check back process with commissioners.

Joseph Rowntree Foundation have provided early feedback on the recommendations.

The recommendations are intended not to offer specific, predetermined actions for implementation, but rather to emphasise the issues expressed by residents.

They are designed to stimulate reflection with stakeholders who can enact bold and innovative changes aimed at creating a fairer Doncaster.



Recommendations

01

Create a fair and empowering future for Doncaster's Young People.

Example of suggestion actions

1. Doncaster's educational settings should play a leading role within the community, encouraging civic pride and providing skills for life.
2. Doncaster champions inclusive education for all.
3. Doncaster children and young people have a voice in shaping policy and services.
4. Bridge the gap between education and employment in Doncaster.



- Educational settings should establish strong connections with existing community resources, extending their support to students, their families and the broader community
- Ensure shared standards, policies and information, including managing transitions between educational institutions.
- Collaborate with the Youth Council to create a 'Young Person's HealthWatch' dedicated to advocating for the health and well-being of young people in Doncaster.
- Educational settings should establish partnerships with local employers.



Recommendations

02

Early help for life's tipping points in Doncaster

1. Foster an “early community anticipation” approach.
2. Doncaster residents have the support they need.
3. Build trusted, sustainable support in Doncaster’s communities.
4. Ensure safe and healthy living conditions for all.



Example of suggestion actions

- Establish a network of peer support programs and translation services dedicated to addressing language barriers and assisting residents from diverse backgrounds.
- Promote awareness regarding legal rights and available resources by supporting the set- up of a local law centre that goes beyond the current level of free advice available in Doncaster.
- Review the collective funding allocation of VCFS sectors across Team Doncaster with a view to identifying longer term funding commitments and allocations – such as an ongoing percentage commitment.
- Team Doncaster should aim to elevate housing standards, including implementing the Doncaster Decent Homes Standard to all sectors.
- Team Doncaster should commit to improving perceptions of crime and safety across Doncaster through community-driven initiatives, fostering a safer and more closely-knit community for all.



Recommendations

Example of suggestion actions

03

Tackling In-Work Poverty to Improve the Lives of Doncaster Residents

1. Tackle in-work poverty and improve job security for Doncaster residents.
2. Doncaster businesses are fair and inclusive and focus on supporting the local community.
3. Create the conditions for social mobility.
4. Everyone in Doncaster has a fair chance to succeed and develop in employment.



- Implement the Real Living Wage & living pension contributions.
- Local employers have inclusive recruitment practices that promote diversity and flexibility to accommodate employees with family or caring responsibilities.
- Employers are well-informed about the Universal Credit offer for their employees who are entitled to the in-work benefits.
- Investigate how businesses can adopt a social mission to bolster local economic resilience, community engagement, and equitable wealth distribution. (e.g the adoption of a 'Good Business Charter').
- Align grant and funding allocation with specific social and environmental impact goals, encouraging businesses to prioritise fairness and sustainability.
- Enhance the Corporate Social Responsibility (CSR) approach in Doncaster where businesses and organisations in the area take responsibility for their impact on the community and adopt sustainable practices. social value as a significant proportion of contracting – e.g. 10-15%
- With a focus on diversity and intersectionality, conduct an in-depth analysis of residents and their unique employment barriers; to provide valuable insights into tailoring solutions across protected characteristics.
- Promote extended volunteering opportunities recognising the value of volunteering as a pathway for personal and professional skill development, offering an alternative to ill suited, low-skilled work.



Recommendations

Example of suggestion actions

04

Equity in access

1. Develop locally based trusted accessible support for residents.
2. Promote Kindness and Compassion.
3. Help Doncaster residents adapt and use modern technology.
4. Transform Doncaster's Public Transport.



- Establish community-based offers for physical and mental health services and additional well-being support for the public, enhancing accessibility for residents while alleviating the burden on acute services.
- Locate services in accessible, familiar community spaces to encourage engagement and reduce stigma, enhancing visibility through improved communications and outreach.
- Ensure the language used when discussing residents' challenges is appropriate and considered, avoiding stigmatising terminology that can perpetuate biases and stereotypes.
- Empower compassionate individuals in key frontline roles; individuals who prioritise people's well-being over rigid rules, recognising that their empathetic approach can lead to life-changing improvements for those in need.
- Adopt a comprehensive strategy to bridge the digital divide and empower residents in adapting to the digital era, ensuring universal access to online services and information.
- Promote policy interventions that stimulate a demand for sustainable transport as the preferred choice.
- Develop an integrated, affordable, and high-quality transport system, designed with residents, particularly those from deprived areas who bear a disproportionate burden of poor transport services.
- Embrace cleaner and greener public transport options for environmental sustainability and reducing carbon emissions.
- Collaboration between Team Doncaster and large business centres must be encouraged to enhance accessibility and reduce transportation barriers for employees / those seeking employment.



Recommendations

Example of suggestion actions

05

Enablers for change

1. Understanding Intersectionality of Inequality.
2. Building Trust and Community Participation.
3. Achieving Data Excellence.
4. Support a Team Doncaster 'Campaign for National Change'.



- Recognise that multiple factors, such as age, ethnicity, economic status, and health, intersect to create unique challenges for residents.
- Avoid stigmatising language to promote empathy, understanding, and de-stigmatisation in all communication (e.g trauma informed approach).
- Address community engagement fatigue and foster meaningful resident engagement by involving residents in service design and decision-making processes and seek input from a range of diverse communities to ensure that policies, programs, and services are reflective of the community's values and aspirations.
- Recognise the importance of capturing 'hidden resident voices,' especially from vulnerable populations, and identify approaches that build trust with these individuals to gather their input.
- Improve data quality and establish effective data-sharing mechanisms with partners to understand individual and community needs. E.g standardised data collection methods, ensuring accuracy and consistency, and establishing secure platforms for sharing information.
- Improve access and data quality for minority groups and those with protected characteristics to ensure their voices are heard.
- Continuously assess and analyse data related to fairness and wellbeing in Doncaster.
- Create a united lobbying voice through the Team Doncaster partnership to advocate for national policy reforms that support the wellbeing and fairness of the local community including voices from VCF and community sectors.





Acknowledging the gaps

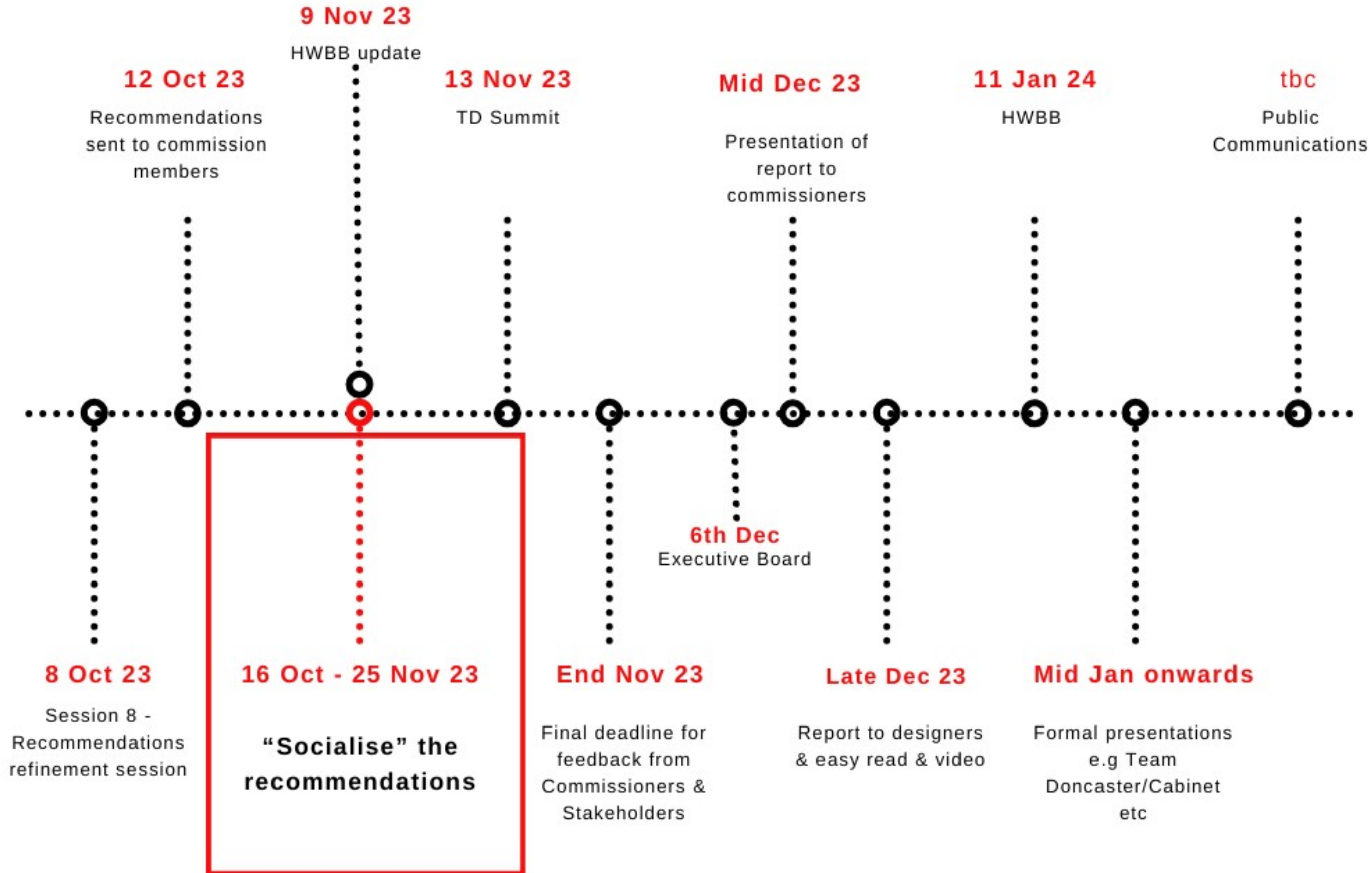
Our work in examining the scope, breadth, and depth of evidence related to fairness and well-being for Doncaster residents has been a challenging but necessary endeavor.

While we have made significant progress in understanding the complex factors at play, it is crucial to acknowledge that we have not covered every aspect comprehensively.

The multifaceted nature of this issue demands ongoing attention and exploration.



Timeline next steps



The HWB Board is asked to:-

1. Take note of the recent progress of the Fairness and Wellbeing Commission.
2. Provide any suggestions for opportunities to update other organisations and forums on the recommendations.
3. To attend the future informal session for HWBB members to discuss the Fairness and Wellbeing Recommendations





More details including summaries, data packs, evidence submissions can be found at:
<https://www.teamdoncaster.org.uk/doncaster-fairness-well-being-commission>

Informal and formal responses can be emailed to:
fairnessandwellbeingcommission@doncaster.gov.uk

