

Appendix 'B' (Detailed response to recommendations)

The Lancashire Fairness Commission made the following recommendations to the county council to improve fairness over the life course

Starting Well

- 1 We call on agencies who provide childcare in Lancashire to endeavour to raise standards: and specifically to develop ways to equip those working with young children to support parents in developing their children's early learning, especially with regard to speech and language skills.
- 3 We recommend that options be explored to develop greater fairness in early year's education, linked to the work of community groups, volunteers and the use of income generating self-sustaining activity such as the provision of affordable childcare.
- 4 We recommend that every effort is made to raise the status and educational qualifications of those working with younger children in Lancashire. We call on Government to implement the recommendations of the independent Nutbrown Review published in July 2014 which calls for guaranteed minimum standards of provision of childcare and education.
- 6 We ask local authorities as far as they are able to promote the inclusion in PHSE (Physical, Social and Health Education) of a 'curriculum for life'. We also ask them, in the interests of fairness throughout society, to do all they can to promote and increase the value of vocational skills.
- 8 We recommend that individual transition plans for vulnerable children and young people should be developed and resourced to assist the move from young peoples to adult services.
- 9 We recommend that the provision of Free Bus Passes for under 16's be explored to increase participation rates in after-school activities.

Our vision is that every child born today in Lancashire and every citizen will grow up and live in a community and an environment that enables them to live healthier for longer, have a job when they leave education and achieve their full potential throughout life.	Contributes to recommendation 1, 3, 4
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Between September 2015 – Feb 2016 our troubled families support team has identified and worked with 1300 families who have benefited from improved access to support and to parenting programmes some of which specifically offer communication development

1, 3

Our new Prevention and Early Help is a way of working with children, young people and families, offering help and support at the earliest opportunity. This prevents problems from getting worse and in turn, prevents children, young people and families requiring more intensive/specialist help. By working with families Early Help aims to build their resilience, increasing their ability to manage challenging circumstances before they become a problem. Early Help offers children, young people and families more than just a solution to a specific problem; it offers them help to develop the skills needed to deal with a similar problem if it arises in future.

1,3,4

The school improvement service is working with Early Years providers such as Nurseries and Childminders to help them train staff and improve the quality of provision. The proportion of settings which are delivering a good quality of education and care is increasing and is better than the national average. We are also working with Children's Centres, Early Years settings, schools and families to ensure that two year olds from disadvantaged backgrounds access Free Early Education and the take-up is rising, with around 75% of these children taking up the offer. The positive impact of the work on helping disadvantaged children to be ready for school is evident in the increasing proportion of these children who reach a Good Level of Development at the end of the Reception Year in school. Currently 53% of disadvantaged children in Lancashire reach a Good Level of Development compared with 51% nationally, and 48% in the North west.

1,3,4

We are working closely with schools to support them in raising the achievement of pupils who are eligible for Free School Meals and this includes challenging schools about the progress and attainment of Free School Meal (FSM) pupils and sharing best practice between schools. We are also working with schools in areas with the highest levels of disadvantage to help them further develop their strategies for family support and use of the Pupil Premium Grant. The proportion of disadvantaged pupils reaching the expected standards at the end of primary school has continued to rise in recent years and is in line with the national average at 66%. At the end of secondary school the attainment gap to the national average has closed but the proportion of FSM pupils gaining 5 or more, good GCSEs including English and mathematics still remains over 2% below average at nearly 31%.

6, 19

[The Lancashire Skills and Employment Strategic Framework 2016/21](#) has now been finalised. European Social Funding is being directed to support young people who are at risk of or who are not in employment education or training (NEET) – this includes an opt-in with the Big Lottery 'Building Better Opportunities' which will target NEET young people with multiple disadvantage and an opt-in with the Skills Funding Agency which will target young people from 15 years of age who are at risk of becoming NEET, as well as young people who are NEET.

The economic success of Lancashire both depends upon, and supports, a new approach to housing growth. The Growth Deal provides the opportunity to bring forward housing growth ambitions in areas that were previously characterised as failed housing markets. The strategy addresses both the challenges in supporting employment growth and the need to strengthen the existing business base through a better skilled workforce. The priorities are:

- Young People's attainment: improving the attainment rate of schools students to above the national average, with a focus on those schools where students are seriously lagging behind.
- Careers Advice and Guidance: provision of advice and guidance to young people and adults, underpinned by robust labour market intelligence, highlighting the career opportunities in the County and employability in a changing economy.
- Apprenticeships and work-based training: increasing the number, range and quality of apprenticeships and encourage greater levels of provision at higher and degree level, reaching more employers in sectors with high replacement demand and growth.
- Graduate and Higher-level skills retention: developing new and innovative mechanisms including increasing internships and graduate placements across the Lancashire business base, increasing the number of workers with higher level skills.
- Construction: given the need to complete major infrastructure works and increase residential development, develop new initiatives to address requirements and skills challenges in construction and increase the number of partnerships in skilled trades.
- Skills Provision: working with Further Education Colleges, private providers, universities and employers to target professional and technical education at areas of high replacement demand and future employment growth in-line with local labour market information and trends.

<p>Lancashire County Council's Transition Team provides a dedicated service to help prepare those young people with the most complex needs, with an Education Health and Care Plan, for the transition in to adult services. They start to work with young people in Year 9 (age 14) and continue to work with them until they are settled in their post education destination. The expectation is that wherever possible the young person will be maintained in universal services, this support is delivered by Lancashire County Councils Young Peoples Service who strive to secure positive destinations with young people and avoid them becoming NEET (Not in Education, Employment or Training). The Transition Team also works with the most vulnerable beyond the age of 18yrs and into supported living if that is required. Once the young person is settled, if that is in education, social care provision or in supported living transition is complete. The service work with the young person based on the fully costed EHC Plan and the care element is then assessed for any adult social care requirements</p>	
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Living well

- 11 We recommend that local finance solutions be developed including a high-street presence for credit unions or community development finance institutions (CDFI) to increase access to affordable credit and financial advice; for individuals and growing businesses.
- 14 We recommend that The Lancashire County Pension Fund should be asked, within the legal constraints of its fiduciary responsibilities, to develop responsible investment within its portfolio and seek to shift a proportion of the fund to the local economy including investment in renewable energy and affordable housing.
- 19 Low energy homes can reduce energy costs, as well as tackling climate change. To address fairness now and into the future through the provision of good sustainable housing, we ask the public sector, Lancashire Enterprise Partnership, and the industry to work together to promote new technological solutions to sustainable building design, with clear industry standards linked to good which training and apprenticeships.
- 21 We recommend an increase in the number of sustainable locally-led community projects such as community food growing, co-operatives and 'grow, cook and eat' projects to produce, distribute and share quality, healthy food.

	Contributes to recommendation
<p>Our core purpose is for all Lancashire's citizens:</p> <ul style="list-style-type: none"> ➤ To live a healthy life ➤ To live in decent home in a good environment ➤ To have employment that provides an income that allows full participation in society. 	<p>11, 19, 21</p>
<p>When Cabinet signed off the budget for the authority it approved a new Wellbeing and Prevention Fund. This will developed as part of a wraparound service to improve the resilience of people living in Lancashire. Funds will be available to continue to mitigate some of the impacts of ongoing austerity for the most vulnerable people; and this will have clear criteria based on fairness and Marmot (proportionality) principles, within the priorities of the Corporate Strategy. The service will provide a hand up and not a hand out, with a referral into the Lancashire Wellbeing Service to work with individuals and families on the issues which brought them to the crisis, to ensure they are able to cope in the future.</p>	<p>11</p>
<p>Lancashire County Pension Fund has, and is continuing to develop an approach to Responsible Investment which includes; enabling investments which also contribute socially desirable outcomes and enabling a proportion of the fund to be placed into local projects where these are compatible with and support the fund fulfilling its fiduciary responsibilities to members. Examples of investments made by the Lancashire Pensions Fund include:</p> <ul style="list-style-type: none"> • £14m investment in a 253-bedroom student accommodation complex in Preston • £14.3m investment in Cathedral Square Blackburn comprising a 60-bedroom hotel and restaurant • £180m commitment to a social housing partnership which will increase the supply of affordable shared ownership housing in the UK • £12 million investment in a UK solar co-operative • £112m in the recovery of methane gas from landfill sites and coal mines for electricity generation • £60m in biomass electricity generating plants in Australia which run on sugar cane and wood by-products and waste 	<p>14</p>

<ul style="list-style-type: none"> • £30 million investment in a clean energy fund focussed on wind energy assets • £15m committed to a Hydro-electric project as part of a global infrastructure fund investment • promoting the installation of photo-voltaic panels across all suitable roofs within a £500m commercial property portfolio • £120m investment in windfarms in Southern Europe <p>£1m of the £5m Green Energy Deal funding has been agreed to challenge the sector to develop innovative technological solutions locally.</p> <p>The Lancashire Energy HQ, at the heart of the Blackpool Enterprise Zone specialises in energy, is an important part of the Lancashire Enterprise Partnership’s ambitious strategic programme to transform Lancashire’s economy, growing it by £3bn and creating tens of thousands of jobs over the next decade. The energy hub will train the skilled workforce this sector needs which, in turn, will encourage energy firms to invest in Lancashire.</p> <p>In order to tackle key underlying issues, such as food poverty and improving access to healthy food, we are taking an asset approach through building on the skills of local residents and the strength of local groups. We are working with Fareshare to save good food destined for waste and distributing it across the county to charities and community groups who transform it into nutritious meals for vulnerable people. We are also improving access to networking and sharing of best practice resulting from programmes funded through our food poverty grants, as well as providing time limited specialist support to kick start allotment developments and food growing. This approach should present more sustainable communities for the future</p>	<p>19</p> <p>6, 19</p> <p>21</p>
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Ageing Well

23 We recommend the creation of an Older People's Charter: All partners in Lancashire should sign up to developing and implementing an older people's charter (by, for example, adapting existing charters e.g. Hyndburn Borough Council, Age UK) which recognises:

- that because people are now living longer, there is now both a third age (characterised by plenty of time, energy, and relatively good health when retired) and a fourth age, mainly those in entering their 80s (with poorer health, limited mobility and a need of increased support).

- the skills and experience acquired by older people and a commitment to utilise these in communities and volunteering opportunities across all sectors.
- that older people are looking for engagement in arts, education, leisure and new technologies.

24 We recommend access to alternative transport where public and private services are no longer accessible, affordable or operating when appropriate. Public sector organisations should invest more in community bus schemes.

	Contributes to recommendation
<p>The councils' new draft Corporate Strategy and our approach to support all life stage incorporates the elements outlined in the Fairness Commission recommendations. Currently our Age Well team are developing strategies and commissions to support older people including Day Services, Intermediate Care, Dementia and Extra Care.</p>	<p>23</p>
<p>Our public health team are leading a number of service and initiatives to engage, support and utilise the skills of older people including the Lancashire Wellbeing Service, Time Credits and Volunteer Services. Discussions with Clinical Commissioning Groups have taken place to explore how the wellbeing workers can work collectively in neighbourhoods as part of the new models of care being developed by the NHS as a fully integrated approach to keeping people well and improving health and wellbeing.</p> <p>Public health work across the whole population in Lancashire to reduce the inequality of life expectancy, maximise the time in healthy life expectancy through work on NHS Health Checks, take up of cancer screening programmes, and other key public health programmes. Through the healthy new towns development site in Fylde learning will be shared across Lancashire to ensure that the housing needs of people with poor mobility or care needs across all age ranges are managed through better home design such as lifelong homes and not necessarily through entering the care home system in the future.</p>	<p>23, 19</p>
<p>Our older People's Service delivers services which are person centred, support well-being, recognise individuals, carers and promote personal budgets. This involves developing plans with people using our services, all our staff are trained to provide person centred care.</p> <p>We have introduced memory boxes outside every residents bedrooms in homes with dementia units</p> <p>All residential dementia units have undergone a dementia mapping exercise and have received a report, this</p>	

<p>is fully embedded within the service and is carried out every year on a rolling programme. We have 72 fully trained Dementia Care Mappers, and each establishment has a dementia champion</p>	
<p>In all our residential care homes we support the apprenticeship, work-start, trainee, and looked after children scheme, this is part of our workforce strategy to encourage younger people into careers within the Care Sector.</p>	<p>6, 8</p>
<p>The county council is working innovatively to redesign the way Special Educational Needs and Adult Day Care Transport is provided by combining the current fleet and drivers who perform both sets of journeys into one service by extending the peak period of transport so allowing vehicles and crew to deal with both sets of journeys. This will ensure that the provision of transport to day care centres for vulnerable adults can continue.</p>	<p>24</p>