

**CAMBRIDGESHIRE'S INEQUALITIES CHARTER**

**To:** Cabinet

**Date:** 14 December 2010

**From:** Executive Director: Children and Young People's Services

**Electoral division(s):** All

**Forward Plan ref:** Not applicable      **Key decision:** No

**Purpose:** To comment on and agree the Inequalities Charter for Cambridgeshire. The wording of which has been agreed by members of the Inequalities Charter project team, which is made up of representatives from the County Council, Cambridge City Council, Fenland District, Cambridgeshire Horizons, NHS Cambridgeshire, Cambridgeshire Fire and Rescue, and Cambridgeshire Constabulary.

**Recommendation:** It is recommended that Cabinet consider the consultation questions (appendix A) in this report in regard to the Charter and agree any changes to it.

It is recommended that the Charter is adopted by Cambridgeshire County Council and integrated into its strategic planning process. Once adopted, it is recommended that it is promoted throughout the organisation.

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## **1. BACKGROUND**

- 1.1 There are areas and communities within Cambridgeshire where people tend to experience poorer opportunities and outcomes across a wide range of issues, including health and education. Tackling this inequality can be very difficult for the public sector because of the multiple factors involved. These multiple factors may lead to residents receiving numerous interventions from the public sector that are not as co-ordinated or efficient as possible.
- 1.2 The countywide partnership project, Making Cambridgeshire Count (MCC), which the County Council is a committed participant in, decided to examine our approach to tackling inequality in Cambridgeshire. Senior officers visited citizens who required extensive support from public services, and talked to them about how their lives could be improved. From these conversations, and through working with officers representing the range of public services in Cambridgeshire, the Inequalities Charter was created. It is designed to articulate a better way of working, and is proposed for adoption by the public sector organisations in Cambridgeshire. The Charter's priorities are intended to save money and improve performance by:
- Encouraging the redesign of our approach to tackling inequalities
  - A focus on one set of priorities
  - Using resources better
  - Examining whether preventative actions can reduce longer term problems and costs
  - Working closer together as a public sector to better coordinate services on behalf of residents.
- 1.3 Antoinette Jackson (Chief Executive of Cambridge City Council) and Alex Plant (Chief Executive of Cambridgeshire Horizons) are the project sponsors for the Inequalities Charter project.
- 1.4 In December 2009, the idea of the Inequalities Charter was presented to Members and non-executive board members from across the county. It was agreed as a worthwhile project that should be taken forward.
- 1.5 A draft charter has now been agreed for recommendation to Members by each of the Chief Officers of the organisations participating in MCC. The Charter is now in a position to be adopted by each public sector organisation committed to MCC.

## **2. WHAT IS THE CHARTER?**

- 2.1 The Charter itself (appendix B) is a one page document which sets out the key social, economic and environmental aspects of inequalities across the whole of Cambridgeshire. It advocates a holistic approach to reducing inequalities at less cost, which includes shifting resources, better joined up working between different public sector agencies and the importance of working with communities to ensure services are shaped around their needs.
- 2.2 The Charter provides a focus to the issue of inequality in Cambridgeshire. It is intended to promote awareness and set an expectation that organisations

adopting the Charter ensure that addressing inequalities through developing new ways of working is a key part of strategic and operational plans.

### **3. LINKS TO OTHER PROJECTS AND PLANS**

- 3.1 There are currently a number of policies, strategies and action plans in Cambridgeshire that touch on inequality issues to some extent. The Charter is not intended to duplicate or supercede these existing documents as all the principles in the Charter are separately delivered by other plans. The Charter provides a focus on and a summary of, Cambridgeshire's thinking on addressing inequalities.
- 3.2 Appendix C shows how the Charter links to the other strategies and action plans in the county.

### **4. PURPOSE AND MAIN BENEFITS**

- 4.1 The Charter is a tool designed to inform strategic and project planning within the County by illustrating the key inequality issues that exist within Cambridgeshire. It is deliberately short and simple, so that it can be displayed and be used as an aide memoir across the public sector in Cambridgeshire and borne in mind during strategic and project planning.
- 4.2 The Charter will reinforce the need for public agencies and communities in Cambridgeshire to work together in new ways to tackle inequalities. Its ideas should be applied throughout the Council's work and are especially relevant to the other Making Cambridgeshire Count projects.
- 4.3 If the Charter is adopted across the public services in Cambridgeshire and integrated into our organisational and countywide plans, then it should focus the efforts of public bodies in Cambridgeshire toward a more collaborative and more effective approach to tackling inequalities, delivered at lower cost.

### **5. REFRESHING THE CHARTER**

- 5.1 The priority issues within the Charter will change as we begin to tackle issues of inequalities more effectively. The Charter will need to be reviewed around every five years.

### **6. SIGNIFICANT IMPLICATIONS**

#### **6.1 Resources and Performance**

If the Charter is adopted by the County Council, and it is proposed and agreed as the inequalities strand of the Cambridgeshire Together Plan, then fully supporting it will require resources to be aligned to meet its aims. However, the benefit would accrue through better alignment of the existing resources that individual organisations give to tackling inequality.

#### **6.2 Statutory Requirements and Partnership Working**

The Charter was created in partnership with other public sector organisations across the county. Proposals are likely to be made that it forms the inequality strand of the Cambridgeshire Together Plan.

### 6.3 Climate Change

There are no significant implications.

### 6.4 Access and Inclusion

The Charter is designed to help tackle inequality in Cambridgeshire and should therefore contribute to reducing exclusion, crime and disorder amongst the most vulnerable in the county. It should also help to improve access to services amongst disadvantaged groups.

### 6.5 Engagement and Consultation

Some of the principles outlined in the Charter can be used to underpin our community engagement and consultation work. These principles are:

- Regularly informing our communities about the progress of our work
- Working with our communities to raise aspirations and shape our services around their needs
- Recognising that progress against our priorities requires action by our communities as well as by our own organisations.

Source Documents	Location
None	.

## **Consultation questions**

These consultation questions are intended to focus on the concepts within the inequalities Charter, rather than the specific wording. Representatives from across the public sector in Cambridgeshire have worked to agree the wording.

Through consultation it is hoped that the agreement can be reached on the principles underlying the Charter and the concepts contained within it. Key issues to address are:

1. Are the general approaches for working together across Cambridgeshire the right ones?
2. Are the three strands of the Charter the right ones? (Active and well; living in a safe and pleasant place; educated, skilled and in employment)
3. Are there any key ideas missing from the Charter?
4. Is there anything currently in the Charter that should be taken out?
5. How can we ensure that the Charter is used effectively and how can we promote the Charter within Cambridgeshire County Council?

# Cambridgeshire's 2010 – 2015 signposts to success

We will take action to ensure people in the most need have the opportunity to be:

## ACTIVE AND WELL

- Tackle health inequalities by reducing inequalities in the most deprived areas and amongst the most vulnerable
- Preventing health inequalities in our new communities.
- Make sure that all our communities are places where people from different backgrounds get on well together.

## LIVING IN A SAFE & PLEASANT PLACE

- Improve the provision of housing with a focus on deprived areas and vulnerable groups.
- Make sure that people who live in the 25 most deprived areas can access the services they need.
- Reduce the number of people who are homeless.
- Reduce crime associated with the most vulnerable people and in areas where it is highest.

## EDUCATED, SKILLED & IN EMPLOYMENT

- Ensure that children living in areas of relative deprivation get the best possible start in life and that the gap in educational attainment is narrowed.
- Target action to increase the number of people who continue in education and training after the age of 16.
- Work with other organisations to increase reasonably paid job opportunities in areas of higher unemployment.

**We're committed to working together to make Cambridgeshire a great place, with great people and prospects for everyone.**

Cambridgeshire's public services have agreed to publish this shared Charter of Priorities which sets out a new way of working together for the benefit of local people.

**We will develop new approaches and work differently together by:**

- Co-operating with each other to ensure that resources are aligned to where improvements in delivery and outcomes are most required
- Regularly informing our communities about the progress of our work
- Making it simpler for people to access services
- Working with our communities to raise aspirations and shape our services around their needs
- Support the role of elected representatives, ensuring strong leadership and accountability on behalf of local communities
- Making sure we make the best use of every pound we spend
- Focusing on outcomes for the community or individual, not on inputs and outputs
- Recognising that progress against our priorities requires action by our communities as well as by our own organisations

## Appendix C – How the Charter aligns with other strategies and plans

	Active and well			Living in a safe and pleasant place				Educated, skilled and in employment		
	Tackle health inequalities by reducing inequalities in the most deprived areas and amongst the most vulnerable groups.	Preventing health inequalities in our new communities.	Make sure that all our communities are places where people from different backgrounds get on well together.	Improve the provision of housing with a focus on deprived areas and vulnerable groups.	Make sure that people who live in the 25 most deprived areas can access the services they need.	Reduce the number of people who are homeless.	Reduce crime associated with the most vulnerable people and in areas where it is highest.	Ensure that children living in areas of relative deprivation get the best possible start in life and that the gap in educational attainment is narrowed.	Target action to increase the number of people who continue in education and training after the age of 16.	Work with other organisations to increase reasonably paid job opportunities in areas of higher unemployment.
Cambridgeshire's Local Area Agreement	✓	✓	✓					✓		
Cambridgeshire Vision 2007-2021	✓	✓	✓							
Cambridgeshire Police Authority Local Policing Plan 2010-2013							✓			
Cambridgeshire Constabulary Integrated Equality Scheme - 2008-2011			✓							
Cambridgeshire County Council Integrated Plan								✓	✓	✓
Cambridgeshire's Older People's Strategy 2008-2011	✓	✓				✓				✓
Cambridgeshire County Council Single Equality Strategy 2009/2012	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cambridge City's Sustainable Community Strategy 2008-2011			✓							
Fenland's Sustainable Community Strategy 2010	✓	✓			✓	✓	✓			
Fenland District Council's Corporate Plan 2010-13	✓	✓	✓	✓		✓	✓	✓	✓	✓
The Big Plan 2 - 2009-2012								✓		
Strategy to tackle health inequalities in Cambridgeshire A Framework for Action 2009-2011	✓	✓	✓							
Cambridgeshire Fire and Rescue Service's Prevention Strategy 2010-2015	✓		✓		✓		✓			
Cambridgeshire Fire and Rescue Service's Single Equality Scheme		✓	7							

