

PERTH & KINROSS COUNCIL**18 May 2016****ESTABLISHING A FAIRNESS COMMISSION****Report by Senior Depute Chief Executive, ECS (Equality, Community Planning & Public Services Reform)****PURPOSE OF REPORT**

At its meeting on 24 February 2016, Council approved the establishment of a Fairness Commission (report:16/74). This report sets out the proposed organisational arrangements and seeks approval for the membership and aims of the Commission.

1. BACKGROUND

- 1.1 At its meeting on 24 February 2016, the Council agreed the need to establish a Fairness Commission for Perth and Kinross to build consensus across public organisations, employers and communities of the need to tackle poverty and stubborn inequality, to transform people's lives.
- 1.2 Work has now been undertaken in relation to the establishment of the Commission and this report outlines the proposed aims and membership of the Commission for Council's approval.

2. PROPOSALS

- 2.1 As previously agreed, the Commission will meet on a regular basis and progress their work over a finite time period. The Senior Depute Chief Executive, ECS, was remitted to establish the Commission, to include representatives from local communities, those with national experience, a business representative, as well as Community Planning Partners and the Third Sector. Proposed core membership is as follows (further details in Appendix 1):
 - Professor Carol Tannahill, Director, Glasgow Centre for Population Health
 - Grahame Smith, General Secretary of STUC
 - Dr. Drew Walker, Director of Public Health, NHS Tayside
 - Andrew Jarvis, Managing Director, Stagecoach East of Scotland
 - Director, Poverty Alliance (Director to be confirmed)
 - George Dodds, Director of Health Equity, NHS Health Scotland
 - Local Community Representative: Rural
 - Local Community Representative: Urban
 - Elected Member, Chair of the Commission
 - John Fyffe, Senior Depute Chief Executive, PKC

- 2.2 It is proposed that the Commission is supported by two independent Advisers, Dr. Jim McCormick, Associate Director of the Joseph Rowntree Foundation, who will author the report and Shirley Laing, Depute Director, Scottish Government: Housing, Social Policy and Regeneration. Both have significant expertise around the context of poverty and its impact, at a national and UK level. The role of the Advisers is to offer guidance and support to the Commission, as work progresses, and for the lifetime of the group. This may take the form of offering insight, experience and advice in relation to the gathering and interpretation of evidence, and the development of recommendations to feed into the final report.
- 2.3 Consideration should be given to the appointment of an appropriate Chair for the Commission. It is proposed that the Chair is an elected member, and nominations should be sought.
- 2.4 Together, the Commission members will:
- Consider the nature, extent and impact of poverty, both in an urban and rural context
 - Identify and investigate the key causes and consequences of poverty
 - Look at key policy and practical measures which could be used to alleviate poverty
 - Seek the views of local people and organisations with first-hand experience of poverty and inequalities
 - Consider the approaches of other areas in tackling poverty and inequalities and whether these are relevant to Perth and Kinross
 - Prepare a report for the Council and the Community Planning Partnership with recommendations for action
- 2.5 In order to achieve this, the Commission will focus on collecting evidence around the key factors associated with poverty. The process of gathering evidence and ideas may include, calls for evidence, public meetings, satellite or bilateral meetings, policy roundtables and other forms of research.
- 2.6 It is envisaged that this evidence will be taken in various localities around Perth & Kinross. Evidence will also be heard in the form of reports and presentations from both local and national speakers around early years, education attainment and positive destinations, health inequalities, employability and skills, housing and income.
- 2.7 Following the collation of evidence, a report will be brought to the Council and the Community Planning Partnership outlining findings and recommendations.

3. RESOURCING

- 3.1 Other local authorities which have held Commissions have allocated a budget to cover the costs of holding public events and meetings, producing communication media and in some cases for an adviser to provide support for the authoring of the final report. All Commissioners have offered their time on a voluntary basis – they will however be recompensed for reasonable travelling expenses.

- 3.2 Given the transformational nature of this work, in terms of delivering better outcomes for those experiencing poverty and inequalities, it is proposed that up to £15k be allocated from the Council's Change and Transformation fund to support the Commission's work.
- 3.3 The Commission will also need the support of a local authority officer to act as a key contact and ensure that all arrangements are in place for the Commission to undertake its work. We have identified a suitably qualified officer to do this.

4. RECOMMENDATIONS

- 4.1 It is recommended that the Council agree to:

- (1) The proposed core membership of the Fairness Commission as set out in Section 2,
- (2) Appoint an Elected Member to serve on the Commission,
- (3) Consider nominations for the Chair of the Commission,
- (4) Allocate up to £15k from the Change and Transformation Fund to support the Commission's work.

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Approved

Name	Designation	Date
John Fyffe	Senior Depute Chief Executive, ECS	9 May 2016

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	Yes
Corporate Plan	Yes
Resource Implications	
Financial	Yes
Workforce	None
Asset Management (land, property, IST)	None
Assessments	
Equality Impact Assessment	Yes
Strategic Environmental Assessment	None
Sustainability (community, economic, environmental)	None
Legal and Governance	None
Risk	None
Consultation	
Internal	Yes
External	Yes
Communication	
Communications Plan	Yes

2. Strategic Implications

Community Plan / Single Outcome Agreement

- 2.1 The report supports the overall delivery of the Perth and Kinross Community Plan / Single Outcome Agreement.
- (i) Giving every child the best start in life
 - (ii) Developing educated, responsible and informed citizens
 - (iii) Promoting a prosperous, inclusive and sustainable economy
 - (iv) Supporting people to lead independent, healthy and active lives
 - (v) Creating a safe and sustainable place for future generations

Corporate Plan

- 2.2 The report relates to the overall achievement of the Council's Corporate Plan Priorities:
- (i) Giving every child the best start in life;
 - (ii) Developing educated, responsible and informed citizens;
 - (iii) Promoting a prosperous, inclusive and sustainable economy;
 - (iv) Supporting people to lead independent, healthy and active lives; and
 - (v) Creating a safe and sustainable place for future generations.

3. Resource Implications

Financial

- 3.1 It is proposed that up to £15k is allocated to support the work of the Fairness Commission, and that this cost is met from the Council's Change and Transformation Fund.

Workforce

- 3.2 It is intended that any additional workload will be absorbed within existing resources.

Asset Management (land, property, IT)

- 3.3 There are no land, IT or property implications arising from this report.

4. Assessments

Equality Impact Assessment

- 4.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Equality Impact Assessments will be carried out as required for specific initiatives and policies, as part of the evidence gathering process, and as the recommendations of the Commission emerge.

Strategic Environmental Assessment

- 4.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals. No further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

Legal and Governance

- 4.3 There are no legal issues arising directly from this report.

Risk

- 4.4 No risks have been identified within the context of the establishment of the Commission, as set out in this report.

5. Consultation

Internal

- 5.1 Depute Chief Executives and Directors have been consulted on the preparation of this report.

External

- 5.2 There is regular and ongoing dialogue with other Councils who have delivered / are establishing Fairness Commissions, to ensure learning from experience, and support the development of useful professional networks.

6. Communication

- 6.1 A full Communications Plan (with an internal and external focus) will be developed to support the work of the Commission.

7. BACKGROUND PAPERS

Working in Localities to Tackle Inequality – Council, 24 February 2016:
Report 16/74

8. APPENDICES

Appendix 1: Advisers and Core Commission Members: Biographies

Appendix 1

Advisers

Dr. Jim McCormick

Dr. Jim McCormick is Associate Director Scotland to the Joseph Rowntree Foundation, a member of the Social Security Advisory Committee (SSAC) and co-founder of research partnership McCormick-McDowell. He is a member of the Scottish Business in the Community's Board and The Stroke Association's Scotland Committee, and has advised government, the voluntary sector and independent funders.

Previously he was Director of independent think-tank the Scottish Council Foundation (SCF) and a Research Associate with the Institute for Public Policy Research (IPPR) in London. His main work interests include tackling poverty, the changing jobs market and wellbeing in later life.

Shirley Laing

A career civil servant, Shirley joined the then Scottish Office in 1993 and has worked in policy areas spanning from environment & rural, to health, education, early years and the Prison Service. She has also been Private Secretary to a Cabinet Minister.

In February 2016 Shirley took on the new role of Deputy Director for Social Justice and Regeneration with a focus on two priorities of the Programme for Government: tackling inequalities and building stronger, safer communities. This includes the Government's anti-poverty work and regeneration strategy as well as taking forward the discussion on what a Fairer Scotland might look like.

Commissioners

Professor Carol Tannahill

Carol is the Director of the Glasgow Centre for Population Health, having been involved in establishing the organisation and leading its development since 2004. She contributes to a range of the Centre's programmes and is a Principal Investigator on the GoWell programme, investigating the impacts of urban regeneration on health. Carol is currently on secondment part-time to the Scottish Government as Chief Social Policy Adviser and is a member of the Advisory Boards for IPPR Scotland, What Works Scotland, and Policy Scotland. Carol has contributed to many international, national and local public health policy and strategy developments. She is a Fellow of the Faculty of Public Health and of the Royal Society of Edinburgh, and Honorary Professor with the University of Glasgow and Glasgow Caledonian University.

Appendix 1

Grahame Smith

Grahame Smith is General Secretary of the Scottish Trades Union Congress (STUC). A graduate of Strathclyde University, where he obtained an Honours Degree in Economics and Industrial Relations, he has worked at the STUC since 1986. He was previously Deputy General Secretary and headed the STUC's Policy and Campaigns Department before being appointed General Secretary in December 2006. Grahame is a Board member of Scottish Centre for Development and Industry (SCDI), a member of the Joint Skills Development Scotland/Scottish Funding Council Skills Committee, and a Commissioner for the UK Commission for Employment and Skills. Grahame is also the Chairperson of Scotland Europa.

Dr. Drew Walker

Dr. Walker is Director of Public Health for NHS Tayside. Dr. Walker's appointment commenced in 2000. He is an executive board member on NHS Tayside and a member of the clinical and care governance committee.

Andrew Jarvis

Andrew Jarvis began his career in the bus industry in 1990 as a booking clerk for the company his father worked for at the time - tour operator Smiths Shearings in Wigan. Having later set up his own bus company, Blue Bus in Horwich, his father employed Andrew as cleaner and shunter, then during Andrew's studies at Huddersfield University he gained his PCV license, enabling him to drive for his father and local operator.

As part of his work experience for university, Andrew set up his own branch of his father's company, Blue bus, creating Yorkshire Blue Bus. Upon graduation, Andrew was soon offered a place on Go-Ahead Group's graduate trainee scheme and spent 18 months with Brighton & Hove. Within a year he was appointed Garage Staff Manager at the company's Whitehawk depot but in 1998 he moved to the group's Go North East subsidiary to work as a business development manager. Andrew missed the operations side of work so a year later he left the group to join Wilts & Dorset as District Manager South where he remained until 2002.

In 2001, Stagecoach had sold its operations in Bolton, Burnley and Blackburn to Blazefield and his father had immediately started competing with the new owners in Bolton. Andrew therefore returned to the North West and he helped to grow the Blue Bus fleet from 60 to 100 vehicles. Blue Bus was sold to Arriva in 2005, and Andrew transferred to over to the new owners as an Area Manager. Not long after, in 2006, Andrew joined Stagecoach as Operations Director for Stagecoach South, enjoying the opportunities for growth and development in the area and across the UK.

In 2010, he headed to Scotland with a promotion to Managing Director, initially running the group's Aberdeen-based Stagecoach Bluebird before taking the reins at Kirkcaldy-based (and now Dunfermline-based) Stagecoach East Scotland from 2013 until the present.

Appendix 1

Director, Poverty Alliance

The Poverty Alliance was formally established in 1992, and grew out of an informal network of groups and individuals active since the mid 1980s. It is a membership organisation with a range of varied experience in addressing issues related to poverty and social exclusion. Membership is made up of a wide range of organisations including grassroots community groups, individuals facing poverty, voluntary organisations, statutory organisations, policy makers and academics. The Poverty Alliance acts as the national anti-poverty network in Scotland, working with voluntary organisations, policy makers and politicians at Scottish, UK and European levels.

George Dodds

George Dodds joined NHS Health Scotland February 2011. He is now Director of Health Equity and previously spent 25 years working in Local Government within health and social care and policy and corporate strategy. His experience also includes health inequalities, neighbourhood management, community cohesion, partnership development, performance & service improvement, children and young people, scrutiny, procurement, outsourcing, communications, digital and community safety. George also worked in the UK Civil Service at the Department for Communities and Local Government (DCLG) where he was Deputy Regional Director at Government Office North East. He was responsible for Local Partnerships and Place. He has over 34 year's public sector experience relevant to his role. He is passionate about stronger collaboration, tackling inequalities, improving peoples' lives and the places they live and recently contributed to the Fairer Fife independent Commission.

Local Community Members

Membership details to be confirmed.

John Fyffe

John Fyffe has been a Corporate Director in Perth & Kinross for over 9 years where he has successfully led sustainable service and corporate initiatives to the benefit of clients and service users. As Senior Depute Chief Executive with strategic lead responsibility for Children's Services, he is a member of the Council's Corporate Management Team and contributes to the overall managerial and strategic leadership of the Council.

John was elected President of the Association of Directors of Education in Scotland (ADES) in 2013 for a period of 2 years and co-wrote its 20-20 vision-strategy paper which has been adopted by national and local agencies. He has sat on numerous boards and working groups and is currently a member of the Scotland's Attainment Challenge Advisory Board, the Developing Scotland Young Workforce National Advisory Board, the ministerial working group on Child Sexual Exploitation and Co-Chairs the National GIRFEC Implementation Group.