

Fairness Commission – BSL video (Part 4)

Learning to earn

The city needs to do more to encourage people to learn and develop their skills so they can earn more. We need more, high quality apprenticeships and on-going learning for older people. We need to support local community-based training providers to help people who wouldn't go to a college to get qualifications.

We are making recommendations to public sector partners, colleges and businesses that will help create fair employment and good work for all and provide support to particularly disadvantaged people.

Firstly, we would like the city council to support the Brighton Chamber of Commerce to work with employers to create a Fair Employer Charter that recognises employers that:

- Pay the Brighton & Hove Living Wage
- Publish their pay ratios
- Promote flexible working
- Offer quality part-time jobs
- Use and promote the sharing of parental leave
- Offer work trials, work experience or apprenticeships
- Support measures to promote employment of those with protected characteristics under the Equality Act 2010: such as anonymised recruitment practices, making reasonable adjustments, promoting support available through Access to Work grants
- Supports adults with mental health issues to access meaningful work placements and employment in partnership with the new DWP Work and Health programme providers.

We think that employers and specialist providers should work together to increase the number of paid Supported Internships to help the transition between education and work for residents with Special Educational Needs or Disabilities (SEND).

Finally, we would like learning providers to work more closely together to develop more courses and informal learning opportunities that would help improve their health and well-being and cultural awareness and tolerance.

Working with Communities

All the public bodies in the city need to change the way they work: they need to work WITH communities and help them to identify their own needs and solutions. They need to remove the barriers to this and reduce bureaucracy. They need to work together with residents as equal partners.

This will require an investment in the training and development of public sector workers to ensure that these new ways of working are put into practice.

When public agencies and the community and voluntary organisations don't work together, it has a negative impact on people and there is a lot of duplication which wastes public money.

Working with the Community and Voluntary Sector

Residents told us that the work of community and voluntary organisations were genuinely changing peoples' lives: helping to lift them out of poverty, grow confidence and self-esteem, improve health and support people into work – often much lower costs than public services. They were also helping the city by keeping money local, growing the skills, confidence and knowledge of the workforce, providing good value for money through the use of volunteers and getting considerable additional money from outside the city.

Early intervention

We know that early intervention delivers better results and stops people falling into crisis. It also costs less in the long term and a greater emphasis is needed in 'invest to save' in all areas.

Recommendations

To deliver services in the way people want and to get better results, we think that all public sector agencies should:

- Give more power to communities through and ensure that all staff are trained and coached so that they understand and commit to a new way of working.
- Recognise the value for money delivered by the Third Sector, keep supporting it and work in partnership with the sector.
- Be clear about how strategies are to be implemented and put in place processes that will demonstrate openly progress against the.
- Invest in early intervention to avoid crisis and prevent costly late interventions.

Taking it forward

We call on all partners to accept our recommendations and commit to their implementation. We will develop a fairness measurement tool, based on the one developed by the London Fairness Commission, to enable straightforward and easy communication on the progress being made and how Fairness is developing in Brighton & Hove.

Our commitment

- To ensure that our recommendations are taken forward we, as a commission, undertake to continue to meet and have a formal review of progress on an annual basis for the next 3 years.
- To help drive the change, we recommend that an independent, voluntary Fairness Chair is identified as a figurehead and convener for 3 years.
- That we start an 'open to all network' for anyone who is interested in helping to implement the recommendations.