

Appendix 3 – 12 Month Progress Update on Scrutiny Committee Recommendations

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<i>Recommendation</i>	<i>Agreed?</i>	<i>CEB response provided by the Board Member for Finance, Asset Management and Public Health – March 2017</i>	<i>12 month update provided by the Policy and Partnerships Manager – March 2018</i>
<p>1. That the recommendations of the Health Inequalities Panel that have been identified as being most relevant to district councils are supported as far as possible by the Council within existing resources.</p>	<p>Yes</p>	<p>Before tabling specific responses, I wanted to preface this commentary with a note of great sadness that these recommendations were amongst the last projects of Cllr Van Coulter before his sad passing. Van was a great colleague, with a huge passion in this area and a real eye for detail, but also detail which would make a concrete difference to people’s lives. It is tragic that Van will not be able to scrutinise our council’s progress in this area – I know he would have been a thoughtful, challenging, critical friend to work in this area. See separate progress updates in papers attached “OCCG Inequalities Commission Recommendations Relevant to Oxford City Council”</p>	<p>Delivering this agenda within existing resources is becoming more of a challenge. The policy and partnership team manager attends the health inequalities group and Health inequalities commissioning group In addition specific project areas are being developed that require leading and shaping. There are 60 recommendations including our commitment of funding £100K matched funding to one area. A current health mapping exercise across the council will identify in detail the amount of capacity currently being deployed to this work area. And what will be required moving forward.</p>
<p>2. That the Council supports reducing health inequalities and will adopt the ‘Health in All Policies’ approach, which is supported by government and the World Health Organisation.</p>	<p>Yes</p>	<p>The policy review process, which new and renewed policies go through, requires a consideration of impacts and equalities. We will investigate how we can widen this consideration to incorporate health more explicitly and make a recommendation to the programme boards who manage this process.</p>	<p>The new policy development template and process does consider health within its early scoping stages. This will be cited within the programme boards for consideration and further thinking and challenge. Strategic leadership is needed if this is to be implemented across all organisations. The policy team are currently doing an internal mapping project of all our health-related initiatives; this will enable us to track progress of health in all policies process and to identify gaps for strategic priority within the Corporate Plan.</p>

<p>3. That the Council looks at how it can improve monitoring the health and wellbeing impacts of key services that impact on health and wellbeing.</p>	<p>Yes</p>	<p>As part of the Leisure and Wellbeing Strategy a range of indicators are being developed such as: Leisure Centre Usage by Target Groups (p 22)</p> <p>The policy review process has been revised and will now include a section on monitoring and evaluation that considers the impact of the policy over a set period. We will further encourage service areas to include health measures in their policy evaluation via the policy development toolkit.</p>	<p>Community Services indicators have been developed and we continue to identify methodology and tools to demonstrate impact and Social Return on investment (SROI).</p> <p>An independent Social impact study of our leisure facilities was completed in 2016, this identified that in one year there was an overall Social Impact gain of £18,287,000.</p> <p>Leisure and Wellbeing Strategy 2015/20: Measures; Page 22, Table 6</p> <p>Leisure and Wellbeing Strategy 2015/20: A world-class leisure offer; Page 23, Table 7</p> <p>Leisure and Wellbeing Strategy 2015/20: Objective 2 – Our focus sports – more people, more active, more often; Page 24, Table 8</p> <p>Leisure and Wellbeing Strategy 2015/20: Objective 3 – Partnership working; Page 25, Table 9</p> <p>Furthermore, our leisure provider has key targets within its Annual Service Plan for Oxford leisure facilities to increase participation by our key target groups and those less active.</p> <p>Our Service teams continue to develop their Team plans, with demonstrating impact a key theme.</p>
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<p>4. That consideration is given to whether more could be done within existing resources to tackle loneliness and isolation among the city's growing elderly population through community services, with reference to the work of the Jo Cox Foundation's Loneliness Commission.</p>	<p>Yes</p>	<p>Through the community grants programme we have and will continue to fund community and voluntary organizations whose work contributes towards alleviating isolation and loneliness for many people in Oxford.</p> <p>This includes funding The Clockhouse project based in Greater Leys who provides activities for older people, the Parasol Project in Northway that provides inclusive leisure and play activities for disabled children and young people and Open Door that works from East Oxford community centre which is a drop in service for refugees and asylum seekers.</p> <p>Of the community associations leasing community centres at peppercorn rent many provide lunch clubs that target older people in their local community and put on family activities all helping towards reducing isolation and loneliness.</p> <p>The OSP of which the council is a partner, is looking to add value to work that reduces loneliness and isolation. For example the council, via the OSP has contributed funding to an AGE UK event in May, linked to the Jo Cox loneliness commission, bringing together organisations to look at what more can be done in Oxfordshire around loneliness. The OSP will also be looking at ways to influence partners to encourage more staff to volunteer their time via organisations such as Ami https://www.withami.co.uk/ that works to reduce loneliness and isolation. As a member of the OSP the council can look at</p>	<p>Once again the community grants programme has funded community and voluntary organisations whose work contributes towards alleviating isolation and loneliness for people in Oxford.</p> <p>Details of successful grant applicants are being announced later than usual this year due to the review of the grants and commissioning programme, so I can't detail them here but they will reflect our genuine support for the excellent work of the charity and voluntary sector in reducing isolation.</p> <p>We have also continued to support Community Associations leasing community centres at peppercorn rent to help them develop their governance and general practice, as well as how they support their volunteers to run effective groups and programmes.</p> <p>Health and Wellbeing Partnerships take place in Regeneration areas of the city which bring together key local stakeholders to provide a local response to health issues, with isolation amongst the elderly a consistent theme. This local work is supported and guided by the Stronger Communities group meeting (a sub-group OSP) to ensure good practice is shared across areas and that opportunities are fully exploited. I</p> <p>As part of the services we commission from OCVA we have worked together to support the 50+ network to increase their independence and become self-administering, making them more resilient and sustainable.,</p>
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		<p>what more can be done to encourage our own staff to volunteer via organisations such as Ami.</p> <p>We will consider whether this area can be further supported when commissioned grants are next reviewed.</p>	
<p>5. That the Council continues to support and encourage advice agencies in helping people to claim the benefits they are entitled to.</p>	Yes	<p>Ensuring that people suffering from poor health and disabilities have access to the right benefits plays a key role in reducing health inequalities. The council funds four advice agencies that provide a range of support to some of our most vulnerable residents. Recent work has supported people moving from Disability Living Allowance to Personal Independence Payment around understanding the changes and in some circumstances challenging decisions. The Council gathers monitoring information on the client group of advice agencies including those who are disabled, and will be reviewing the service in advance of new contracts in 2018. There is no intention to reduce funding but the review will ensure the Council commissions the right service to ensure the needs of our most vulnerable residents continue to be met.</p> <p>We will be interested in discussing collaboration with the CCG in this area as well, and assessing the outcomes of the <i>Benefits in Practice</i> pilot.</p>	<p>Services have been recommissioned for three years from 2018-21. This process was informed by an independent review of advice services which was carried out last year. The overall funding of services has increased by £20k p.a. This and an additional £25k p.a. Has been reserved for projects to deliver the recommendations of the review. In the first six months of 2017/18, 40% of advice centre clients reported having a disability or life limiting illness.</p>

<p>6. That consideration is given to how the 1001 Critical Days Manifesto, which focuses on the importance of the conception to age 2 period, is relevant to the work of the Council, including support provided to children's centres in the city.</p>	<p>Yes</p>	<p>The vision of the 1001 Critical Days Manifesto is here http://www.1001criticaldays.co.uk/sites/default/files/1001%20days_oct16_1st.pdf . While the council is not directly responsible for services for 0-2 year olds, we support them in other ways for example; funding and supporting community centres that host a range of pre and post-natal activities for parents and babies; improving air quality in the city which has a direct impact on children's' health; ensuring we have appropriate safeguarding processes in place to identify risk to children; continuing to fund grants to the voluntary sector who provide a range of services that support young children and their families. This year's budget also included some support for "stay and play" provision, which is sadly being withdrawn by the Oxfordshire County Council in almost its entirety.</p> <p>Oxfordshire County Council will be presenting on children's services at the next OSP meeting in May. At this meeting the OSP will identify ways in which partners, can add value to their work. Through this process we will be able to highlight if the council can add any further value to this area of work.</p>	<p>Our new Children's and Young People's Strategy Our vision is that every child and young person can fulfil their potential and become happy, safe, successful, healthy and active citizens. This strategy shows how we will use our resources and work with our partners to achieve this. It uses the Ready by 21 Framework which places being 'healthy and safe' as one of three key outcomes of the strategy. ' Whilst the City Council does not provide statutory early years provision nor cannot replace the statutory children's centre services, Oxford City Council has been actively looking to support those community-led Children's Centres that are based in the city. To that end we have invested £50,000 into supporting the network of Children's Centres. This money has been used in a way that it will have a long-lasting effect, add capacity to the City's Community-led Children's Centres and to develop Oxford City Council's vision for children 0-5. Our shared impact framework for 0-5 is being used to guide this work.</p>
<p>7. That the Council looks again at whether it could provide funding for struggling city</p>	<p>Yes</p>	<p>The City Council has been involved with the strategic school partnership and is attending their meetings to gain a better understanding of the position of schools and to work with partners to identify appropriate support and actions. The City Council is</p>	<p>Oxford City Council works in partnership with Catalyst Housing to provide a Teachers Equity Loan Scheme. Catalyst Housing jointly fund and administer the scheme and they proactively promote the scheme within Oxford schools. Qualifying criteria for the scheme was changed in January 2016, and in March 2017 the locations/areas where</p>

<p>schools with poor levels of attainment, perhaps focused on sports provision or other activities that can reduce health inequalities.</p>		<p>represented on the vulnerable learners group which is developing a strategy to support vulnerable learners. We are also engaged in a number of projects to promote attainment such as;</p> <ul style="list-style-type: none"> - supporting the legacy project to enable teachers to learn from best practice, following on from the learning and leadership programme - support to pupils on the pupil premium to access cultural opportunities (May evaluation forthcoming) - a range of youth ambition projects that promote and support improved educational attainment. <p>A key concern is around recruitment and retention of key staff, and we are part of an open dialogue with schools about housing projects, and have kept funding in our capital programme to support loans for senior teachers to help with purchasing a property.</p> <p>We share the panel's frustration at areas of poor attainment, and will keep the role we can play under close review.</p>	<p>teachers could buy property were relaxed to give more choice. Although 8 applications have been received since the scheme commenced, only two have advanced to a property purchase. An evaluation/review of the scheme is planned for 2018/19.</p> <p>Our new Children's and Young People's Strategy outlines that whilst the City Council's role in improving educational attainment within schools is very limited, we believe the best way we can support schools is to use the services we provide to make their lives easier, allowing schools to spend more time focusing on attainment.</p> <p>To create our School Partnerships we, therefore, have worked with a number of the city's head teachers to create a menu of services (Appendix 5), under the following headings: 1) <i>Strategic support</i>; 2) <i>Readiness for work</i>; 3) <i>Sport, Recreation, Arts & Culture</i></p>
<p>8. That the Council redoubles efforts to publicise, promote and enhance the visibility of the Oxford Living</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. Because of the high costs of living in Oxford, we have set a separate Oxford Living Wage based on the Living Wage. We pay this to all our staff and agency workers working for us and it is above the Living wage 2. We also require all contractors with contracts over £100,000 to pay the Oxford 	<p>City Executive Board has now agreed a series of recommendations to ensure that Real and Oxford Living Wage accreditation is encouraged through procurement and contracting and business engagement. The Council will undertake engage with businesses on this agenda and is setting up an inclusive economy task and finish linked to the OSP Economic Growth Board. This will look at pay and other employment practices that can support more inclusive</p>

Wage scheme (as well as other good employment practices), given that the new Westgate Shopping Centre will reopen in autumn 2017.

Living Wage to their staff and subcontractors.

3. We believe this benefits staff, employers and the wider Oxford economy.

4. The Oxford Living Wage is currently **£9.26** an hour. For someone working a 38 hour week, this would mean annual pay of **£18,303**.

Currently more than 2,000 employers are signed up to the Living Wage scheme, which offers a number of business benefits to employers:

- 80% of employers believe that the Living Wage has improved their staff's quality of work
- Better loyalty and customer service, and fewer complaints
- Absenteeism down by a quarter
- Better retention of staff and lower HR costs
- 70% of employers think that the Living Wage has increased consumer awareness of their commitment to be an ethical employer
- Living Wage accreditation is confirmed by a license signed between the Living Wage Foundation and an employer.

As a Council we advertise the OLW within all our recruitment activities and also apply 1 above. In addition there is the requirement at 2 above however the council could consider reducing this figure (for example down to £50,000). There is also potential to advertise it further within Oxford and have our own 'Council Accreditation' scheme

economic growth.

		<p>although the legalities of this would need to be explored. As we have a high employment rate there may be some attraction to businesses locally</p> <p>We will continue to seek out new avenues to promote the OLW and are very open to suggestions.</p>	
<p>8. That the Council redoubles efforts to publicise, promote and enhance the visibility of the Oxford Living Wage scheme (as well as other good employment practices), given that the new Westgate Shopping Centre will reopen in autumn 2017.</p>	Yes	<ol style="list-style-type: none"> 1. Because of the high costs of living in Oxford, we have set a separate Oxford Living Wage based on the Living Wage. We pay this to all our staff and agency workers working for us and it is above the Living wage 2. We also require all contractors with contracts over £100,000 to pay the Oxford Living Wage to their staff and subcontractors. 3. We believe this benefits staff, employers and the wider Oxford economy. 4. The Oxford Living Wage is currently £9.26 an hour. For someone working a 38 hour week, this would mean annual pay of £18,303. <p>Currently more than 2,000 employers are signed up to the Living Wage scheme, which offers a number of business benefits to employers:</p> <ul style="list-style-type: none"> · 80% of employers believe that the Living Wage has improved their staff's quality of work · Better loyalty and customer service, and fewer complaints · Absenteeism down by a quarter · Better retention of staff and lower HR costs 	<p>City Executive Board has now agreed a series of recommendations to ensure that Real and Oxford Living Wage accreditation is encouraged through procurement and contracting and business engagement. The Council will undertake engage with businesses on this agenda and is setting up an inclusive economy task and finish linked to the OSP Economic Growth Board. This will look at pay and other employment practices that can support more inclusive economic growth.</p>

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We will continue to seek out new avenues to promote the OLW and are very open to suggestions.

<p>9. That the Council uses procurement as a tool for tackling poverty and to extracting measurable social value, drawing on good practice from Manchester City Council, and reinforces rules for contractors to pay Oxford Living Wage</p>	<p>Yes</p>	<p>The City Council aims to seek social value where it practically can through procurement. Where services or works are delivered within Oxfordshire we already encourage suppliers to pay their staff at least the Oxford Living Wage. Social value considerations are included where relevant and are subject to evaluation. An example of social value being delivered under a construction contract is for the Oxford Tower Refurbishment project with circa £900k of social value being committed by the contractor; there are lots of examples of the different types of social value being offered including apprenticeships, training and educational opportunities, supporting local community projects etc. The Procurement Team are working with the LEP to review our Ethical & Sustainability guide which forms part of our Corporate Procurement Strategy to include more guidance around social value. Over the next financial year the importance and benefits of social value will be promoted to officers through the Procurement Champions network.</p>	
<p>10. That the Council continues to engage constructively with partners, including through discussions about the emerging local NHS</p>	<p>Yes</p>	<p>Oxford City Council is actively engaged in the Health & Wellbeing Board, the Health Improvement Board and the Children's Trust and a number of working groups. Through this process the council works closely with other agencies to deliver health services in the community. For example; supporting the homelessness pathway; strategies to reduce obesity; promotion of health initiatives, and fuel poverty. On each</p>	<p>Oxford City Council continues to be a strong partner in both the Health and wellbeing board and the health improvement board. We have submitted a thorough response to the review of the health and wellbeing board and been actively involved in influencing the work plan for the Health Improvement board for the year ahead. We have both officer and Cllr representation on both. Adult pathway for homeless people is currently pool-funded by councils and CCG for 3 years. City Council funding for additional provision has been announced (Sept 17) including</p>

Sustainability and Transformation Plan, about delivering more health services in community facilities and improving access to health and other services in estates.

of our estates we have a health partnership that supports the health needs of the neighborhoods and is underpinned by an action plan.

In addition to the day to day work the council undertakes to support the health of the population, we are working closely with Barton Health Town to pilot innovative approaches to health. The council is also supporting the food poverty programmer which may lead to a food project being delivered on one of our estates. The council are responding to the OCCG consultation on their transformation plans.

Our community centres are a tremendous resource for healthcare facilities and we hope that at Barton and Rose Hill, there will be a significant and ongoing offering of health facilities. We are extremely open to including health partners in discussions about community buildings to ensure they can offer services in them.

additional government funding.

Trailblazer project to prevent homelessness on hospital discharge and release from prison is being implemented. CCG re-procuring homeless medical provision (Luther Street)

Health Improvement Board monitors reports of rough sleeping as part of the performance framework.

A map showing the location and accessibility of Food Banks and other providers was published on the Good Food Oxford website^[1] in summer 2017. This complements the Feeding the Gaps report and other work of Good Food Oxford.

[1] <http://goodfoodoxford.org/good-food-for-everyone/food-access-services-map/>

There are now very well-established Community Partnerships in The Leys, Barton, Rose Hill, Littlemore, Wood Farm and Northway. Most also have very active Health and Wellbeing Partnerships who focus on projects and prevention initiatives in their area. There are also Youth Partnerships in many of these areas. These partnerships each have local action plans and community newsletters, coordinated by the Communities and Neighbourhoods Team at the City Council.

The Stronger Communities group regards these local community partnerships as a valuable vehicle for important work to address local inequalities. They are the key to working with local people and agencies on local issues. They are the bridge between strategy and action.

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