BRISTOL CITY COUNCIL

OVERVIEW AND SCRUTINY MANAGEMENT BOARD

21ST NOVEMBER 2013

Report of: George Ferguson, Mayor of Bristol

Title: Update on the Status of the Mayoral Commissions, including

the outcome of the Living Wage Referral

Ward: All

Officer Presenting Report: Paul Taylor, Head of Executive Office

Contact Telephone Number: 0117 3521195

RECOMMENDATION

To note the update regarding the status of the Mayoral Commissions.

Summary

The report details the current situation regarding the Mayoral Commissions, including the membership, timetable and work programmes. The report also summarises the outcomes of the Living Wage referral from the meeting of the Overview and Scrutiny Management Board on 11th July 2013.

Policy

1. The recommendations arising from the Commissions are likely to affect future policies.

Consultation

2. Internal

Not applicable at this stage.

3. External

Not applicable at this stage.

Context

4. In May 2013 I announced that I would be setting up four short life Commissions to conduct in-depth reviews of issues in the following areas;

Education and Skills Fairness Homes Sports

The Terms of Reference for each Commission can be found at Appendix A. Please note that with the exception of the Sports Commission, the TOR remain in draft, in anticipation of future sign-off.

- 5. High calibre membership has been secured for the Commissions, which includes leading local and national experts. In most cases the membership reflects some of the diversity of Bristol, but where necessary some Commissions will be liaising with relevant groups to ensure that all views are represented.
- 6. The Commissions have met at least once and all are due to finish their work by the spring. I originally envisaged that the Commissions would conclude earlier, but in some cases the experts involved have suggested that they need more time to resolve the complex issues being discussed.
- 7. I have considered the suggestion that meetings be held in public or that elected Members be permitted to attend, but stand by my decision that discussions are more fruitful when individuals can enter into a full and frank exchange of views.
- 8. I am keen, however, to seek the input of Scrutiny before the final recommendations are produced and sent to Cabinet, and I will recommend that each Mayoral Commission seeks your input in any areas where they would benefit from elected Members' expertise.
- **9.** Mayoral Commission members have a range of options available to enable them to engage with the public and outside bodies. Most are choosing to gather evidence by calling expert witnesses.

Living Wage Inquiry

- 10. Thank you to members of OSM and all those that took part in the Living Wage enquiry day, including the national experts who took the time to share their knowledge and expertise. I have considered the report and recommendations as presented on 11th July with particular reference to the Living Wage principles and key issues and concerns raised.
- 11. I concur with those principles that the Living Wage is about reducing health and wealth inequality, particularly for many that struggle even though in work. I recognise the boost it can give to a local economy and am reassured to hear that those that have already implemented it see positive benefits in terms of the returned commitment from staff.
- 12. However, I know also that many smaller organisations in particular have concerns about affordability and competitiveness and therefore I welcome the recent agreement between Business West and the TUC to help work with and support those organisations in Bristol that wish to explore the options and find out more.
- 13. I have referred the Living Wage report to the Fairness Commission for their further consideration and will welcome their conclusions and recommendations at the end of their work. I am pleased to advise that the membership of the Commission, as set out later in this report, will enable further expertise to be shared, additional evidence to be gathered, and updates to be heard about progress of this dialogue with local businesses.

Other Options Considered

14. None.

Risk Assessment

15. Risk assessments for each Commission were conducted at the start of the process and reported to the Overview and Scrutiny Management Board in September 2013 (the report can be viewed here; OSM Report). Further risk assessments will be completed once the recommendations are available.

Public Sector Equality Duties

16. Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following "protected characteristics": age, disability,

gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to;

- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
- ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to
 - tackle prejudice; and
 - promote understanding.

Equalities Impact Assessment

17. A Full Equalities Impact Assessment will be conducted on each of the recommendations arising from the Commissions.

Legal and Resource Implications

18. Legal

'The remit of each Commission referred to in this report is advisory and to make recommendations to the Mayor and others as identified. Should this change in due course further legal advice should be obtained.'

Advice provided by Penny Wilford, Team Leader (Corporate), Legal Services (Sept 13)

19. Financial

'I note that a number of Mayoral Commissions are proposed. Whilst their remit is constrained to coordination of existing plans and actions, there should be no financial impact for the Council. Should any action yet not approved be proposed, then such action would need to be reviewed using the usual process in place for all key decisions so that any financial impact can be assessed.

It would be prudent if the actions, outputs and recommendations from Mayoral Commissions were reviewed by Finance in case of financial consequences for the Council.'

Advice provided by Mike Allen, Finance Business Partner (Sept 13)

20. Land

Not applicable

21. Personnel

Officer support is being provided by existing members of staff.

Appendices:

Appendix A –Terms of Reference – note all remain draft except those relating to the Sports Commission.

Appendix B – A summary of the outcomes from the first round of meetings

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 Background Papers:

EDUCATION AND SKILLS (draft)

Mayoral Commission – Draft Terms of Reference, 7 Oct 13

Commission name	Education and Skills
Timescales	A task and finish commission to meet twice in the first instance, and provide an interim report: 14 October 2013 22 November 2013 With a 'second stage' envisaged: December 2013 January 2014 Final report end of January 2014
	The meetings will be held from 10am – 4pm.
Purpose	The Mayor has noted that the Education and Skills Commission will be responsible for 'strengthening the link between sustainable employment opportunities in our highly-skilled, knowledge economy; and the education and training our young people receive, whether at school, college or university. To compete in the global race, as David Cameron calls it, we cannot allow anything but the highest standards from the city's education system'. So as to have the greatest impact, the Commission's work will include a 'deep dive' into a specific aspect: how to support 14 – 25
	year olds into jobs it is envisaged will become available in the Bristol Temple Quarter Enterprise Zone, and use the learning from this to shape practice and policy across and beyond Bristol.
	We intend to build on the strong work already being carried out in this area by the Local Enterprise Partnership and other partners, and expect to explore a number of areas including how to most effectively support entrepreneurship, and to address the barriers faced by specific groups of young people including for example young women and BAMER groups.
Objectives	In order to achieve its purpose, the Commission will:
	 Agree the scope of the Commission's work, and consider channels for impact. Be provided with relevant information on national, regional and enterprise zone context and contemporary developments. Discuss issues and develop solutions; and specifically consider the challenges and barriers to employment and skills training for specific groups (eg young women / people from a BAMER background), in order to develop recommendations for changed or additional services. Consider best practice and relevant initiatives from around the UK.
Scope	Over its lifespan, the Commission will develop a number of recommendations for implementation. It is envisaged Officers will

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		report on progress made beyond this time to the Mayor and members of the Commission, at appropriate intervals.
		At the Mayor's discretion, further Education and Skills Commissions may be created in the future, drawing on the infrastructure developed for this Commission.
Membership	Lead Commission Team	Councillor Alastair Watson Councillor Brenda Massey Executive Support: Emily Kippax Bristol Futures: Stephen Hilton / Karen King CYPS: Gill Carter / Jay Mercer Scrutiny: Sian Parry
	Expert Panel – draft names	SKILLS PROVISION & SCHOOLS Chair: Professor Ron Ritchie, Pro Vice-Chancellor for Partnerships, Diversity and Civic Engagement at the University of the West of England; trustee of Ablaze; Chair of the Cabot Learning Federation Lynn Merilion, City of Bristol College Principal and Chief Executive Poku Pipim Osei, co-founder of Babbasa Youth Empowerment Projects (BYEP), VCS Advocate to the Bristol's Children & Young People's Attainment and Progression Board, and Voscur Trustee. Steve Taylor, Bristol Metropolitan Academy Jane Middleton, Director of Skills at the West of England Local Enterprise Partnership
		YOUTH Sanya Rajpal, Youth Select Committee
		BUSINESS: GENERAL Stephen Fear, Managing Director, the Fear Group and founder of the Fear Foundation
		CREATIVE Heather Wright, Executive Producer, Aardman Animations
		MEDIA Paul Appleby, Bristol Media Chairman
		LOW CARBON Martin Bigg, Professor of Environmental Technology, UWE & Director of Environmental Technologies Innovation Network (iNEt), UWE
		MICROELECTRONICS Rick Chapman, Microelectronics Innovation Network (iNet)
		CENTRAL GOVERNMENT Jon Bright, DCLG Locality Director Paul Lucken, SW Regional Director, Skills Funding Agency
	Witnesses	To be determined in response to need.
Supporting information and activity (primary and secondary key reference)		 Bristol City Council Education Policy Directions LEP programmes and Skills Plan 2013-15 On-going City Council Scrutiny Activity around: Role of council in education Youth links

	 Skills and the economy – Enterprise and Employment Strategy sub group's work Raising aspirations work
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FAIRNESS (draft)

Mayoral Commission – Terms of Reference

Commission name	Fairness Commission
Timescales	A task and finish commission Start - October '13 Final report – End of January 2014
Purpose	The brief issued at Full Council was:
	'The Fairness Commission; building on the blueprint of several other cities, with a remit including exploring making the case for a living wage, and to consider the city's level of community resilience to the government's welfare reform agenda.'
	The Mayor has also commented on the importance of fairness, particularly in a relatively prosperous city such as Bristol, citing the impact of housing costs as a particular pressure and the need to also focus on children in poverty.
Objectives	The objective of this commission will be challenge the Council to work with others across the city to take a step change that fundamentally changes the game on inequality in our city.(What kind of city do we want to be?) Bristol will be a city that works together to reduce inequalities through significant improvement in the life chances for its citizens. It will seek to do this through raising awareness of unfairness that currently exists, building collective capacity and supporting opportunity.
	 The outcomes from the commission will seek to: Recommend significant practical steps that can implemented quickly, alongside medium/longer term actions. Identify a series of fairness principles that can be applied across all council activity and be championed for greater adoption and support across the city. Make recommendations to Government where barriers exist to local implementation.
	 Building the Evidence Base Current Challenges in Bristol – the where and the what - considering the nature, extent, causes and impact of inequalities (Bristol's 'tale of two cities'), including through an illustration of issues faced in two of our most deprived communities; Lawrence Weston and Lawrence Hill; national and local factors. Explore good practice and innovative ideas to address the challenges highlighted (including through previous Fairness commissions/related work.) Considering how Bristol can move towards becoming a living wage city (including with SME's and VCSE sectors and for young people), and how this might be achieved (building upon work achieved to date). Building capacity and supporting opportunity: Consider how to build greater corporate

		responsibility and awareness of unfairness that currently exists within the City Examine how what we do provide, can have greater impact, such as commissioning that promotes resilience, programmes and policies support economic and social wellbeing and inclusion and are championed by the Council for greater adoption and support across the city (including through adopting a series of fairness principles) Seeking practical steps to support citizens to achieve more through improving access to services/facilities including regular and affordable transport options to access work, education, housing, other services (healthcare/shops), cash without charges, good food, play/social amenities etc).
Membership	Lead BCC	Fairness Commission
membersinp	Commission Team	 Cllrs - Geoff Gollop and Gus Hoyt Lead Officers - Gillian Douglas and Richard Billingham Supporting Officer – Deborah Kinghorn Scrutiny Officer – Jude Williams Welfare Reform and Customer service – Julia James Public Health – Liz McDougall
	Expert Panel	Fairness Commission membership:
		 Alison Garnham, Chief Executive, Child Poverty Action group – Chairperson Claudia Wood - Deputy Director of Demos Dr Michael Grady, principal adviser at the Institute of Health Equity, University College London (part of Marmot team) and working with BCC on Social Isolation project) Aliu Bello, Leading projects in United Nations Childrens Fund, Unicef (also Bristol link). Nigel Costley, SW TUC Prof Don Webber (Applied Economics), UWE Business School. (Fairness, employment, welfare reform major interests.) Tracy Rees, Head of Community Impact, England West, Business-in-the-Community (BITC) Mark Goodway, Founder and Director of The Matthew Trees Project, Bristol Also unable to contribute to commission full time but willing to offer support: Julia Unwin, Chair, Joseph Rowntree foundation. Richard Wilkinson - Spirit Level co-author

HOMES (draft)

Mayoral Commission – Terms of Reference (V4)

Commission name	HOMES Commission	
Timescales	A task and finish Commission.	
	Frequency of meetings:	
	Nov - inaugural meeting Dec to Mar – ongoing progress April– final findings	
Purpose	Housing, particularly provision of affordable housing, is one of the most challenging issues for Bristol and as such has been designated as a top priority for the elected Mayor. This has resulted in the formation of the Homes Commission to bring together experts, both local and national, to develop specific policy recommendations to meet the city's housing needs.	
Focus	Explore non-traditional and innovative models of housing funding (e.g. bonds, pension funds, community funding) to develop recommendations to enable the building of new units	
	Explore ways to influence traditional models of land ownership to lock in housing land use and prevent affordable homes being lost to the market	
	3. Unlock the development of sites for housing (including small/urban) by considering options such as bundling of sites or custom/self-build on sites.	
	It is suggested that the Commission use a specific site/sites to explore the above issues in-depth to then extend the learning across the city.	
Outcomes	Long term Each strand will result in a series of tangible policy recommendations. These recommendations must add value to the following objectives:	
	 Increasing the supply of housing/affordable housing in the city Maintaining, with the aim to increase, the supply of affordable housing in the city Making the best use of land assets within the city Empowering the council to explore alternative routes of funding and creating a market within the city for alternative investment 	

		Budget planning, where appropriateMost effective working with our key partners
		The commission's recommendations will feed into the future Bristol City Council Housing Strategy and the future work of Homes4Bristol.
		Short term Recommendations will be presented to the Mayor and Cabinet.
Membership Lead Comm- ission Team		Commission convenor - Cllr Mark Bradshaw Specialist Officer — Nick Hooper Executive Office Support — Lucy Fleming
	Expert Panel	Commission Members;
	ranei	 Nick Horne, Knightstone Housing – in the Chair Chris Brown, Igloo – Innovative Development Professor Martin Boddy – Pro Vice Chancellor Research &
		 Business Engagement David Ashmore – Former employee of GreenSquare Oona Goldsworthy, Homes for Bristol. David Warburton, HCA
		 Guy Timberlake, Homes4Bristol, Lloyds Bank Rachel Fisher, NHF Stephen Tegale, Galliford Try
		Notification of Commission • Ministers. Core Cities reps and local/national media – as appropriate.
Supporting information and activity (primary and		Other Housing Commissions: Southwark – Chaired by housing lawyer Jan Luba QC, http://www.southwark.gov.uk/info/200463/community_conversations/2999/lets_talk_about_the_future_of_housing/2
secondary key reference)		RICS – chaired by Michael Newey, RICS President Elect and CEO, Broadland Housing. RICS has established a commission to recommend ways of delivering the right homes, in the right tenure, in the right places. Report published 24 th June http://www.rics.org/uk/about-rics/what-we-do/influencing-policy/policy-positions/rics-housing-commission-report/
		Lambeth – Chaired by the Cabinet Member for Housing. http://www.lambeth.gov.uk/Services/CouncilDemocracy/Making-ADifference/HousingCommission.htm
		 Need to read across to the following: Fairness Commission Affordable Housing Delivery Plan HRA investment strategy
		 Corporate Strategy (draft) BOB Housing strand Budget Process

•	Property Board & Strategic Property outcomes Landlord Services

SPORTS (confirmed)

Commission name	Sports Commission
Timescales	 June 2013 - recruiting members of the individual Commissions and preparing draft terms of reference. October to December 2013 - Commission meets and gathers evidence. NB – Interim findings are to be provided to the Mayor in November 2013 for inclusion in his annual address. January - final recommendations presented to the Mayor.
Purpose	To advise the Mayor how he might seek to raise sporting aspirations in the City to the same level that secured Bristol the award of 'Green Capital of Europe 2015 ' and achieved its recognition as one of the UK's leading 'Creative and Cultural' cities. To take a strategic overview of the range of sporting services available in Bristol with the aim of raising participation across all demographic groups by; • Conducting a review of the facilities that are available across the Bristol region and establishing how to unlock them. • Confirming a strategy for securing and utilising investment from third parties, to improve facilities. • Considering the improvements required to prevent transport being a barrier to physical activities. • Reviewing the benefits of holding more major sporting events in the city and agreeing how to maximise future opportunities. • Discussing the options for building closer working relationships with the community and professional sports clubs. • Taking an indepth look at the strategic oversight of sport facilities and activities in Bristol, and the wider area, to consider recommendations for improvements. Footnote; The Sports Commission outcomes will align with the relevant priories as set out within; • The Bristol Strategy for Sport and Active Recreation 2013 to 2018 (due to be approved by Cabinet in November 2013); and; • The Corporate Priorities and Medium Term Financial Plan 2012/13 to 2014/15; and
Objectives	The 20:20 Plan To improve Bristol's rating in the national 'Active People'
	survey as measured by the following;

		 To increase the % of adults participating in sport at least once a week and participating in sport or active recreation at least 3 times a week. To decrease the % of adults classified as inactive by Sport England (those with zero days participation in 30 minutes of moderate intensity sport and active recreation). To increase the % of children and young people participating regularly in sport and active recreation. To increase throughput numbers at sport and leisure facilities in Bristol. To increase the number of major sporting events in the city.
Meeting Struc	cture	The following broad topics would be discussed. Full details
		of items could be found in the Work Programme;
		 1st meeting – 4th October - Setting the scene 2nd meeting – 22nd October 2013 - Facilities 3rd meeting – Date to be confirmed - Funding 4th meeting – 17th December - Transport
Membership	Lead	Councillor Simon Cook, Assistant Mayor with
	Commission Team	responsibility for Leisure, Tourism, Licensing and
	1 Calli	Community SafetySteven Wray, Partnerships Director (Creative
		Economy), Bristol City Council
		Jonathan Amphlett, Health Development Manager,
		 Strategy and Commissioning, Bristol City Council Lucy Fleming, Strategic Support Officer, Bristol City Council
	Expert	Colin Sexstone, Non-executive Director at
	Panel	 Gloucestershire County Cricket Club and Non-executive Director, Plymouth Argyle Football Club – in the chair Jane Ashworth, Chief Executive Officer, Streetgames Steve Brocklehurst, Owner and Director, Bristol Storm Jacob Burgess, Youth Select Committee David Constantine, Co-founder, Motivation (Sub Jennifer Howitt Browning, Programmes Development Manager, Motivation)
		Craig Figes, Former Captain of the GB Olympic
		Waterpolo teamMartin Jones, Chair, Bristol Clinical Commissioning
		Group
		Amy Kington, Community Director, Bristol City Football Club
		John Laycock, Shareholder and Ex-Chairman of Bristol City Factor of City Academy Bristol
		City Football Club and Sponsor of City Academy Bristol, whose specialism is Sport.
		 Charlotte Leslie, MP Bristol North West
		Steve Nelson, Chief Executive, Wesport
		Jan Pritchard, Extended Schools Networked Learning

•	Advisor, Bristol City Council Ian Rees, Head of Team Diabetes UK Jamie Sanigar, Gym Manager/Promoter, Bristol Boxing Club
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Summary of outcomes following the first round of meetings;

1. Education and Skills Commission

The first meeting of the Education and Skills Commission took place on Monday 14 October.

This was an all-day meeting attended by senior delegates from a number of high profile organisations including businesses, education and skills providers, and central Government. A list of Commission members will be made available presently.

With such a wide range of delegates, the day focused on agreeing the aims of the Commission, developing a baseline of understanding in the group, and unpacking the issues that the Commission needs to explore.

The Commission decided to focus on how to maximise the employability of young people in Bristol (including removing barriers) so they secure the jobs created in the Enterprise Zone, in Bristol and beyond; and on how to enable business, particularly those based in the Enterprise Zone, to engage with young people.

Over the course of the day the group identified both problems and solutions; and developed a number of lines of enquiry which will be explored by subgroups over the coming weeks. This includes understanding the experiences and needs of young people, and the contribution that government, employers and educational providers can and should make. The sub-groups will now gather data, evidence and best practice information to scrutinise in advance of the next full Commission meeting, which is due to be held on 22 November.

2. Fairness Commission

This Commission held its first meeting on 14th October. The Commission members represent significant expertise in the field and meetings are chaired by Alison Garnham, Chief Executive of the Child Poverty Action group.

The Commission are interested in focusing on the following areas (although still refining):

 Using the expertise of commission members - guidance on where they think council spend (and with partners/other stakeholders where appropriate – e.g. greater corporate responsibility,) can have the biggest impact for life chances

- Examples of this that commission may choose to explore more in depth include:
 - Opportunities for parental employment and skills and advice in wards where biggest need (as this can have major impact on family overall)
 - Early years and childcare support
 - o Enabling effective use of community assets to support opportunity
 - Considering how Bristol can move towards becoming a living wage city

To inform their work they will also be:

- Building the evidence base and understanding the current challenges – the nature, extent, causes and impact of Bristol's inequalities
- Reviewing good practice and the findings of other Fairness
 Commissions, and innovative ideas cities have adopted to challenge unfairness

3. Homes Commission

The first meeting of the Homes Commission took place on 8th November 2013.

Members agreed that they broadly supported the draft terms of reference that had been prepared with input from the Mayor and Councillor Bradshaw, so they confirmed that they would concentrate their efforts on increasing the supply of affordable housing within the city.

The Commission noted that a considerable amount of work had taken place/was planned to help improve access to affordable housing, and their role would be to review those proposals in depth with a view to creating a ranked list of priorities that could be tackled in the short, medium and longer term. Members agreed that their work would complement the Affordable Housing Delivery Framework by looking into the proposals laid out within the report in more detail.

During the course of the discussion, Members highlighted the following areas as priorities for further investigation;

- Gaining a better understanding of the factors leading to stalled sites and establishing how better working relationships could be formed with developers.
- The options for encouraging developers to undertake work on smaller sites.

• Finance initiatives including Backing Our Bristol.

Members felt that it would take up to six meetings to review all of the aforementioned issues in depth, so they requested that their reporting deadline be delayed until April 2014. Councillor Bradshaw, having heard the discussion, agreed that it would be appropriate to extend the original timetable if it resulted in high quality recommendations.

4. Sports Commission

The first meeting of the Sports Commission took place on 4th October 2013. Members had a detailed discussion about the current issues affecting sport and physical activity within the city, and beyond, in order to establish the changes that were needed to bring about increased participation across all demographic groups.

The terms of reference were agreed and the Commission identified an ambitious work programme to try to tackle the issues affecting sport and physical activity within Bristol and the surrounding area. The matters being considered would include;

- Making better use of the facilities that we have, including those owned by other institutions.
- Forming closer partnership working arrangements with other stakeholders.
- Considering whether improvements to the cost and accessibility of transport would make a difference to participation in physical activity.
- Establishing whether the current arrangements for strategic oversight of sport are satisfactory and likely to remain fit for purpose in the future.
- Reviewing the options for levering in external funding.
- Agreeing the economic benefits of holding more major sporting events in Bristol and identifying the steps required to make this a priority for the city.

Members agreed to hold meetings on the following dates, where the likely themes would be:

- 22nd October Facilities and Partnership Working
- 20th November Transport/barriers, Arrangements for Strategic Oversight and a Summary of the Draft Recommendations.
- 17th December Funding and Major Sporting Events