Tackling Inequalities

A Fairer Stockton-on -Tees: A Framework for Tackling Inequalities 2021 – 2031

The challenge…

Council Plan 2021-2024: Key priority

Fighting inequality

Inequality is a challenge in the Borough. We have affluent areas alongside areas of deprivation. Nine of our 26 wards are in the 10% most deprived wards in the country and there is a gap of 21 years in average life expectancy amongst men between the most and least deprived wards. We're committed to fighting this discrepancy and making sure more people enjoy a healthy and happy life here.

2021-2024 Council Plan

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Develop a new approach to tackling inequality in the Borough and to ensure that we deliver targeted support and help to those currently living in poverty to improve their outcomes, including around health inequalities and emotional health and wellbeing

What does inequalities mean?

Key drivers in Stockton-on-Tees

No universal definition – one we began with: **"avoidable and unfair differences in status between groups of people or communities"** - in reality, inequalities can be a feature of nearly all aspects of someone's life. The working group decided to focus on three drivers:

- **Income from work and other sources** – an ability to afford essentials and more

- **Wealth and resources** – an ability to build up resources to generate further; have a stake

- **Power and control** – not having enough say in key life events; reliance on others, sense of powerlessness

Leading to…marginalisation, exclusion and injustice

What can we build on?

Positive things are already being done that will have a direct or indirect outcome on tackling inequalities, such as:

- Community Partnership engagement work

- Social values in procurement processes

- We pay the living wage to employees

- Public Health campaigns + commissioning

- Learning & Skills help people into employment

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The process

- What does inequalities mean?
- Identifying deprived areas
- Disadvantaged communities
- What is our role as an organisation?
- What are we doing already?
- Engagement and consultation plan
- What capacity do we need to deliver this?
- Actions, areas and measuring outcomes

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Strategic approach

- Undoing some of the consequences of the fundamental causes of inequality: the unequal distribution of income, wealth and power.

- Preventing some of the more harmful environmental causes and influences which combine to prevent some communities taking advantage of the support and resources available.

- Mitigating the negative impact which individuals experience as a result of the fundamental causes and environmental conditions.

- Action everywhere, more targeted action where the gaps are widest.

- It will not be enough to either just focus on geography or the needs of specific 'communities of interest' but which must do both.

- A specific set of actions for the Council as a key employer, commissioner and provider of services, building on what we already do in this area, such as around the recruitment of apprentices and on local social value and giving this a sharper focus on inequalities.

- A need to be additional investment, but also that much can be achieved by the alignment of existing resources, focusing our efforts to deliver this framework consistently, and with purpose over a long term timescale.

A strategic framework

Five key areas of focus:

1) Tackling fundamental issues across the Borough as a whole

2) A focus on reducing the inequalities faced by identified disadvantaged communities

3) A focus on deprived neighbourhoods

4) A focus on the most marginalised

5) An emphasis on the Council as a major employer, commissioner and purchaser

Borough wide action

- Income maximisation through benefit take up and opportunities for good work

- Poverty reduction through a specific focus on child poverty. This strand will be addressed through the Children and Young People Select Committee's work on child poverty in 2021

- A renewed emphasis on the best start for children and a specific focus on speech, language and communication issues

- Debt management and credit schemes, which tackle the issues faced by those most impacted by lack of credit, debt and economic exclusion

- Local supply chain development to support local enterprise

- Local co-production, engagement and decision making

- Local control over assets, building on previous experiences through asset transfer to progressively shift the opportunities for local communities to own, control and maximise the potential of community assets

Disadvantged communities

This element will identify, work with, profile and develop detailed approaches to work with a number of specific communities:

Acute need

- *Those who are homeless or fleeing domestic abuse;*

- *Those who misuse substances.*

Learning difficulty or disability

- *Those with learning disabilities*

- *physical disabilities*

- *mental health difficulties*

- *sensory impairment*

Additional vulnerabilities

- *Refugees and asylum seekers;*

- *BME communities;*

- *English is an additional language;*

- *In receipt of adult social care support*

Families in need

- *Families living in poverty*

- *Children in need (CIN or child protection)*

- *Families with a young carer*

Deprived areas

- Index of multiple deprivation to identify

- Working with communities to profile and prioritise

- Area identification using data to highlight specific locations
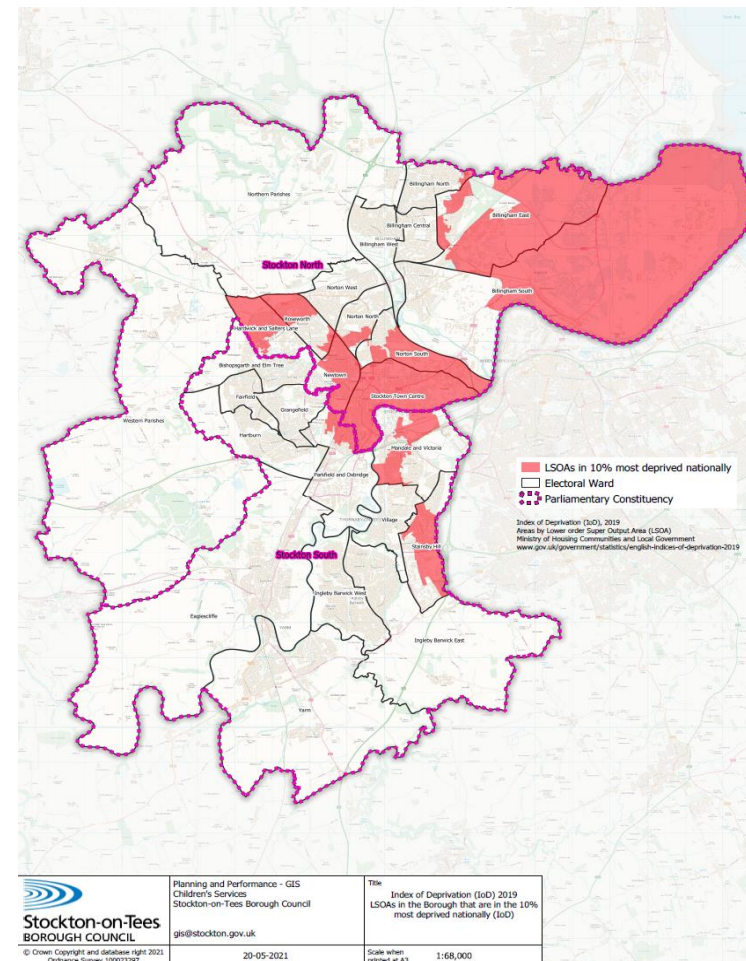
Six key gaps

- good and stable jobs

- learning and skills development

- housing and physical environment

- family, social and cultural networks

- health outcomes

- access to services.

The most marginalised

Our strategy will also seek to identify and work with a small number of individuals and families who may require different approaches to the delivery of support and services. This work will also focus on the impact of lived experiences, abuse and trauma, which lies at the heart of exclusion and marginalization for many individuals.

These will be families and individuals with complex lives and this work will focus on the personalization and intensity of support and challenge, working restoratively, targeting 'high-risk' individuals and providing very personalized and intensive support to those who need the most help.

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What is our role as an organisation?

- How do we hook our inequalities work into our daily business and, if we do it, how do we analyse the impact?

- Is there anything we can do to tackle inequalities in our commissioning or procurement processes?

- What can we do as an employer?

What does success look like?

Domain	Measures
Income	% below 60% of median income
Wealth	% with savings or assets Levels of debt
Power	% who feel they have control over their lives
Work	% in work % in 'good jobs': pay, stability; progression
Learning	Educational attainment gaps % take up of early years entitlement Highest skill levels
Housing and physical environment	% in decent housing and private rented sector standards? Energy efficiency Access to open space
Social and cultural networks	% feel engaged in their community
Health	Life expectancy gaps Years of healthy living
Access to services	Customer experience and use data

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Engagement plan

Development of a partnership register including:

- Our communities / our forums

- Voluntary, community and social enterprise sector (VCSE)

- Community partnerships

- SBC organisation internally

- Business Community – targeted work

- Complemented by formal consultation

Help us…

- Have we got our priorities right?

- What do we need to do to deliver on our key drivers?

- What are our key challenges and how can we over come these?

- How can you help us deliver on our key drivers?

- Is there anything obvious missing?

- www.stockton.gov.uk/afairerstockton

Next steps

- Agree actions/measure to be used and where in the Borough

- Agree capacity and resources to deliver

- Finalise framework

- Business planning

- Regular updates on progress – impact of actions will be measured

Thanks for listening

- ## Any questions?

- ## General feedback?