

## Overview and Scrutiny Management Committee

15 June 2021

### Kirklees Inclusion Commission: progress report

**Purpose of report:** To provide an update on the work undertaken by the Shadow Kirklees Inclusion Commission (SKIC) to lay the groundwork for the formation of the formal Kirklees Inclusion Commission.

<b>Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?</b>	Not applicable
<b>Key Decision - Is it in the <u>Council's Forward Plan</u> (key decisions and private reports)?</b>	Not applicable
<b>The Decision - Is it eligible for call in by Scrutiny?</b>	Not applicable
<b>Date signed off by <u>Strategic Director</u> &amp; name</b>	Rachel Spencer-Henshall – 1 June 2021
<b>Is it also signed off by the Service Director for Finance?</b>	Not applicable
<b>Is it also signed off by the Service Director for Legal Governance and Commissioning?</b>	Not applicable
<b>Cabinet member <a href="#">portfolio</a></b>	Cllr Pandor

**Electoral wards affected:** all

**Ward councillors consulted:** indirectly via Council discussion October 2020. Leading Members discussion in February 2021. Shadow Commission communication to all members in advance of and after the first SKIC meeting to provide an opportunity for input via Shadow Commission members.

**Public or private:** public

**Has GDPR been considered?** Yes

## 1. Summary

This report provides an update on progress since Cabinet agreed and Council endorsed the formation of an Inequalities Commission (since renamed Inclusion Commission) in October 2020. It sets out progress to date by the Shadow Kirklees Inclusion Commission and identifies next steps.

## 2. Information required to take a decision

2.1 In October 2020, Cabinet approved and Council endorsed the formation of a member-led Inequalities Commission that will work closely with partners and communities to make recommendations and instigate action, focus on a better understanding of the issues faced, and take forward clear actions to advance equality in Kirklees.

2.2 The Cabinet and Council papers set out some key principles for the formation of the Commission:

a) Purpose of the commission:

- Hear the voices of those with experience of inequalities and those representing organisations that have influence within the system in Kirklees
- Hear progress reports at the quarterly meetings and make recommendations for action
- Hold the system to account
- Influence at a local, regional and national level to address issues outside of the Local Authority's direct control.
- Gain insight and understanding, bring together buy in and support, and drive action

b) Areas of focus

Some potential areas of focus are included (housing, health, education, skills and employment, people, and tackling poverty). These are only examples, the final choice rests with the formal Commission. Under each of these themes, the formal Commission will consider the impact of the following statutorily protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation.

Alongside these, the Commission will also be considering socio-economic status and/or class

c) Membership and frequency

- Cross-party and member-led
- The Commission will call for the views of subject matter experts, people representing organisations that have influence within the system in Kirklees, and people with experience of inequalities to identify risks, issues and opportunities.
- Meeting four times in the year to provide oversight and challenge to findings and actions produced by the various strands of enquiry across the Commission.
- Initial timeframe for the Commission is 12 months, with an evaluation of progress against identified actions after 18 months.

2.3 The importance of this work, in both setting a long-term course to make generational change, and a lead role in driving the economic and social recovery of Kirklees in a way that puts inclusion at its heart, remains critical. The ongoing impact of the pandemic means that there has not been organisational or leadership capacity to instigate a first meeting of the Commission at the beginning of 2021, as originally planned.

2.4 Following discussion with Leading Members in February 2021 it was agreed that a Shadow Kirklees Inclusion Commission (SKIC) would be formed to be charged with overseeing the preparations for the launch of the Commission in Summer 2021.

2.5 The terms of reference for the SKIC are attached as an appendix – its broad areas of responsibility are to confirm:

- Terms of reference, mission statement and name of the Commission.
- The potential to involve independent experts.
- Engagement methodologies including drawing together key partners to be involved when the Commission formally meets.
- Development and confirmation of deep dive topic areas, drawing on intelligence including the Director of Public Health's report (DPH report) into health and inequalities, further analysis of inequalities in Kirklees, and the Shadow Commissioner's own knowledge of what issues are important to people living and working in Kirklees.
- Success measures.
- The ways in which the Commission models a strong approach to inclusion.

2.6 The Shadow Commission members agreed Cllr Pinnock as the Chair. The members of the SKIC are:

- Cllr Pinnock - Labour
- Cllr Taylor - Conservative
- Cllr Greaves - Independents
- Cllr Munro – Liberal Democrat
- Cllr Lee-Richards - Green

2.7 The SKIC met for the first time in March. It subsequently paused its activity during the lead up to the elections to accommodate councillor commitments and has subsequently had two further meetings. It is due to complete its work by the end of June 2021.

2.8 To date SKIC has:

- Agreed its own terms of reference and draft work programme
- Received intelligence via the [Director of Public Health's report into health and inequalities](#)
- Considered options for an operating model for the Commission including stakeholder engagement
- Considered areas of focus for the Commission

2.9 The SKIC will be considering evaluation and success measures and the refinement of the operating model at its meeting on 16 June, and finally plans for the formal Commission start at the end of June.

2.10 To date the Shadow Commission has recommended:

- An operating model that focuses on collaborative working, engagement with people and groups not usually reached, in ways that are flexible and varied, and deliver within the timescales, utilising language that is engaging rather than disenfranchising.
- To maximise links to existing partner activity on tackling inequalities and work with those groups and organisations that are part of the system that needs to change.
- As an alternative to a single independent expert, the option of a number of co-optees to the Commission should be developed further.
- Additional input from partners into the selection of the areas of focus.
- A direction on topics that require further intelligence and analysis.

2.11 The Shadow Commission's final recommendations will be reported to Leading Members, and ultimately the formal Kirklees Inclusion Commission to inform its formation.

### **3. Implications for the Council**

#### **3.1 Working with People**

The SKIC has drawn on intelligence from engagement with communities in forming its recommendations regarding the areas of focus for the formal Commission, including the knowledge of the elected members about what issues are important to the people of Kirklees.

The model proposed for the operation of the formal Commission includes drawing on engagement to date and active additional engagement with communities, including those with direct experience of the inequalities faced by people living and working in Kirklees.

#### **3.2 Working with Partners**

Given the remit of the formal Commission to make recommendations that tackle inequalities across the system in Kirklees, it is the view of shadow commissioners that

partner engagement is essential. Partners have been engaged in the planning for the formation of the formal Commission, and the operating model recommended by the Shadow Commission includes actively involving partners in the formal Commission's operation.

### **3.3 Place Based Working**

Inequalities in Kirklees are experienced differently in different places and deprivation often has a place-based dimension. The formal Commission will draw on place-based intelligence and take account of the differences (and similarities) between the diverse places of Kirklees as it goes about its work and makes recommendations.

### **3.4 Climate Change and Air Quality**

Opportunities to ensure a join up across the Inclusion Commission and the Climate Commission also being formed are being explored by officers.

### **3.5 Improving outcomes for children**

The formal Commission will receive intelligence which takes a life course approach, identifying the issues faced by people at all stages of their life and reflecting the fact that inequalities faced at an early age can often have ongoing impacts throughout a person's lifetime. These factors will be taken into account in the work of the Commission and its final recommendations.

### **3.6 Other (e.g. Legal/Financial or Human Resources) Consultees and their opinions**

Additional staff capacity is being recruited to support the formal Inclusion Commission and the Council's wider programme to tackle inequalities. This includes:

- Head of Inclusion
- Project management support
- Intelligence analysts (joint recruitment with the University of Huddersfield)

Communications on the work of the Shadow Commission have been shared with partners and all councillors. Plans for communication around the launch and delivery of the formal Inclusion Commission are currently being worked up for consideration by the Shadow Commission.

Resources have been identified from Council reserves to support the delivery of the Inclusion Commission and the priority actions identified by Cabinet in October 2020.

An integrated impact assessment is being developed for both the Inclusion Commission and the priority actions identified by Cabinet.

## **4. Next steps and timelines**

SKIC will be considering evaluation and success measures and the revised operating model (including the potential for co-optees) at their meeting on 16 June, and finally plans for the formal Commission start later the same month.

The anticipated start date for the formal Commission is July 2021.

OSMC members may wish to consider how they would like connections between the work of the Inclusion Commission and the various and scrutiny panels to operate.

**5. Officer recommendations and reasons**

To note the work to date of the Shadow Kirklees Inclusion Commission.

**6. Cabinet Portfolio Holder's recommendations**

To commend the work of the Shadow Kirklees Inclusion Commission to date, and welcome further inputs in the formation of the formal Kirklees Inclusion Commission.

**7. Contact officer**

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**8. Background Papers and History of Decisions**

[Cabinet report: 20 October 2020](#)

[Council report: 21 October 2020](#)

**9. Service Director responsible**

Naz Parkar, Service Director: Homes and Neighbourhoods

## Appendix

### Final Terms of Reference – Shadow Kirklees Inclusion Commission

#### 1. Shadow Commission role and responsibilities

The Shadow Commission will confirm:

- Terms of reference and mission statement for Kirklees Inclusion Commission.
- The potential to involve independent advisors.
- Engagement methodologies including drawing together key partners to be involved when the commission formally meets.
- Development and confirmation of deep dive topic areas, drawing on intelligence including the DPH's report into health and inequalities and broader data on other inequalities experienced in Kirklees.
- Success measures.
- The ways in which the commission models a strong approach to inclusion.

The Shadow Commission may also be involved in the recruitment to the Head of Inclusion post.

Shadow Commissioners will liaise with their political groups and group leaders in the development of their work and recommendations.

Shadow Commissioners will play an important part in publicly championing the Commission's work.

On conclusion of their work, the Shadow Commissioners will reflect on their roles as Commissioners and provide a record of their actions and lessons learned in the exercise of their functions.

#### 2. Principles and Values of the Shadow Commission:

The Shadow Commission will be guided by a set of principles which will apply to the individuals and to the collective. Learning from other Commissions/Panels, the guiding set of principles and values that all Shadow Commissioners are asked to sign up to are:

- Evidence-based and outcomes focused<sup>1</sup>
- Listening and person-centred<sup>2</sup>

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<sup>1</sup> Basing recommendations on robust data and intelligence, and making proposals and recommendations that deliver the outcomes agreed by Shadow Commission.

<sup>2</sup> Keeping people, their lives and potential, at the centre of their work, speaking up and amplifying the voices of those who are not often heard.

- Collaborative<sup>3</sup>.

### **3. Membership**

Five councillors (representing all main political parties on the Council and independents)

### **4. Chair**

Members of the Shadow Commission will agree their own chairing arrangements. On this basis, Cllr Pinnock has been agreed as Chair of the Shadow Commission.

### **5. Attendance / Substitution / Frequency / Duration**

- Members should attend as many meetings as possible, and where unable to attend should submit their apologies in advance of the meeting.
- Each member should aim to identify a nominated substitute to allow continuity between meetings.
- Two consecutive incidents of non-attendance without justification and/or substitution creates the potential for the Chair to remove the member from the Shadow Commission.
- The Shadow Commission will meet approximately twice a month.
- The Shadow Commission will run from March 21 to the inception of the formal Kirklees Inclusion Commission in Summer 2021.

### **6. Support**

The Shadow Commission will receive dedicated officer support from Council officers as part of planning and delivering its work.

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<sup>3</sup> Every attempt should be made to reach a consensus. Where this is not possible an approach will need to be agreed to manage such instances.