

LIVERPOOL CITY REGION FAIRNESS AND SOCIAL JUSTICE ADVISORY BOARD

ANNUAL REVIEW 2020/21

CONTENTS

	Page
Foreword by Fairness and Social Justice Advisory Board Chair	3
Fairness and Social Justice Advisory Board impact 2020-21	4
Fairness and Social Justice Advisory Board activity 2020-21	5
Fairness and Social Justice Advisory Board – Looking ahead 2021-22	25
Fairness and Social Justice Advisory Board members	26
Fairness and Social Justice Advisory Board Terms of Reference	35

FOREWORD

FASJAB has been in existence for over 3 years now and it's been my pleasure to chair the group during this time, albeit I handed over the baton to my colleague Ellen Loudon for a 15-month period whilst on secondment to the Combined Authority. This foreword therefore incorporates the thoughts of both of us about our work over the year 2020-21

The work of the Board has never been so important as the pandemic has both shone a light on existing inequalities, but also has the potential to add to and create new problems.

From the impact on our young people, whose aspirations have been knocked by digital inequality and the disproportionate impact of home schooling and predicted grades, to our older citizens, many lost to the disease and others feeling the impact in terms of social isolation.

During 2020-21 FASJAB sought to dig deep into the impact of the pandemic whilst at the same time kept its focus on its 'critical friend' role - hearing from those developing policies, practices and projects in the city region and ensuring the lived experience of our residents and communities helped to shape their work.

We have been pleased to support and help with the work of the Combined Authority on Race Equality, developing a Fair Employment Charter and building on our input into the Local Industrial Strategy to ensure the LCR Economic Recovery plan works for all. I know colleagues at the Combined Authority appreciate our input - in a recent Equality, Diversity and Inclusion Survey one commented "I enjoy going to FASJAB meetings; they ask me difficult questions"

As we come out of the pandemic our agenda remains packed full of challenges some of which you will find in the 'Looking ahead' section of the report, and our own personal challenge to ourselves will be to 'raise our heads' more and promote the work we do more widely.

FASJAB is unique and the wealth of experience its members brings enriches the work of the Combined Authority. We look forward to providing annual updates on the work of the Board going forward

Chair - Lynn Collins

FAIRNESS AND SOCIAL JUSTICE ADVISORY BOARD IMPACT 2020-21

During 2020/21 the Fairness and Social Justice Advisory Board and its members have had the following impact:

- FASJAB members joined the Economic Recovery Panel and helped to shape the LCR Recovery Plan
- FASJAB members participated in the stakeholder panel for the Fair Employment Charter which launched in February 2021
- A FASJAB member sat on the assessment panel for the Future Innovation Fund, ensuring that issues of equality, diversity and inclusion were enhanced in the assessment process
- Worked with Poverty and Life Chances Standing Action Group to develop its priorities of sustainable and affordable food, and foundation years
- Hosted consultation events for the LCR Spatial Development Strategy
- Co-hosted a virtual assembly with the VS6 Partnership, the third sector umbrella body, entitled 'Seeing Inequalities through a BAME lens', chaired by FASJAB member Tracey Gore
- FASJAB members participated in a stakeholder panel as part of the selection process for the Combined Authority Chief Executive appointment process
- FASJAB members were interviewed as part of the independent Equality Audit process commissioned by the Combined Authority
- FASJAB members provided feedback on the development of the Combined Authority's Active Travel campaign, particularly in relation to issues of inclusion and inclusive communication
- Recognised as a model of best practice by IPPR North in their report 'Women in the North - Choosing to Challenge Inequalities'

FAIRNESS AND SOCIAL JUSTIVE ADVISORY BOARD ACTIVITY 2020-21

Meeting : 12 June 2020

On Friday 12 June FASJAB held its first meeting since the outbreak of the COVID-19 and did so by virtual means. Much of the meeting was taken up with members' feedback and observations about the pandemic, and their fears about the unequal impacts.

The top line observation is that COVID-19 has added more layers of disadvantage upon our already disadvantaged minority groups, hence the enthusiastic support from the Advisory Board for the 'Build Back Better' approach.

However, there was also a strong desire to see more specificity about just what we mean by 'Build Back Better', with the suggestion being made that there need to be measurable outcomes that relate not just to business needs but to people, and Equality and Diversity indicators. Indeed the UN Sustainable Development Goals (SDGs) could provide a suitable starting point for a framework to articulate LCR's ambitions.

Whilst much of the CA's activity already supports these SDGs, their vital importance has also been underlined by the impacts of COVID-19 and, in terms of reduced inequalities, Black Lives Matter and the murder of George Floyd.

Other key points and concerns from the discussion were:

- BAME communities are experiencing a higher death toll from COVID-19, heightening the challenges of shielding and protecting BAME employees responsible for service delivery. BAME people have literally been giving their lives caring for others in hospitals and care homes. We have a duty to ensure we tackle the structural injustice and discrimination BAME communities continue to experience.
- Food poverty and financial insecurity are two key social (in)justice issues emerging due to COVID-19. With 157,000 LCR residents furloughed, many of whom are likely to be women and/or from BAME communities and/or low paid because of the sectors most affected, this poses a potential social and economic calamity for LCR. On food poverty, whilst there has been excellent community action to meet the increased demand since COVID-19, we need a focus on developing a long term and sustainable solution so that a tripling of the level of demand we have seen does not become the new normal. This is because we can see that COVID-19 is having a devastating local impact on child poverty such that too many children only eat thanks to

their families receiving food parcels and this can't be right.

- Learning support for children not at school/lost learning. Parents have struggled with home schooling despite the best efforts of schools and teachers. Children are reluctant to spend time on work sheets and many parents do not have the skills needed to home school. This is particularly true of the new maths that is quite baffling for many people. Organisations in communities/youth clubs are pitching in with small grants for home teaching aides/photocopying where families lack tech equipment (digitally excluded), but again there is going to be a significant legacy particularly for more vulnerable children and those from low income families from the pandemic, exacerbating the challenges we already had. Children who have had no contact with school friends have become anxious and depressed, and this is even worse for children in homes where there is domestic abuse. Police call outs and referrals to domestic abuse services have increased exponentially, as have emergency child protection orders and removal of children.
- Furthermore, children should be playing, running around in the playground and being educated but they're not, whereas we are opening the shops again! This seems like the wrong priority.
- Isolation is a significant issue, again particularly where people have no tech. Lockdown has been tough for people with dementia and accessing support services during COVID-19 has been a challenge for them and their carers. For older people generally, and those responsible for their care, there is a fear of putting elderly people into a care setting because of the impact the pandemic is having in that sector in particular.
- Mental health and support for those with alcohol/substance dependencies or needs related to neurodiversity, who have seen the withdrawal of face-to-face support and its replacement with telephone or online support. Whilst this is understandable at the same time it is inadequate to the task and this will leave a legacy. In addition the prospect of widespread unemployment is likely to pose another mental health 'ticking time bomb'. Similarly on sexual health, the lockdown has posed real challenges in terms of trying to remain connected with young people who are vulnerable and exploited. In so many ways, we are in all likelihood still only at the beginning of this crisis and its impacts, and there are both immediate and urgent needs, together with a need to develop longer term strategic approaches.
- Changes to Health and Social Care system for disabled people. There is a fear that the Covid Act is a harbinger of what's to come, with no duty on

Local Authorities/Clinical Commissioning Groups to carry out assessments. In addition there is a major disparity between shielded and non-shielded people as in those who can resume 'normal' life/working in the economy and those who can't, leading to a growing inequality within the labour market and in terms of access to health/education. We therefore need to reimagine social policy to be really inclusive/accessible, drawing for example on the UN Convention on the Rights of Persons with Disabilities. There is a real opportunity for LCR locally to be progressive on this agenda, because the pre-COVID situation wasn't very inclusive. Disability needs to be seen as a social justice issue rather than a medical issue and we can take a lead on this.

- BAME students on ESOL courses - college staff have continued to work from home but their students do not have laptops or PCs, and teachers have found it impossible to contact their students as they change their phones/numbers all the time and so are not contactable. Students who may only have very little English need face to face contact to enable them to learn proficiently. College staff are fearful that despite their best efforts and hours of work trying to contact their students, there will be cuts to staffing levels at Liverpool City College.
- International BAME students have been effectively stranded in Liverpool by lockdown with inadequate/no support systems.
- We need a green recovery that enables us to hold on to the environmental gains arising from COVID-19.
- The management of COVID-19 is currently highly centralised and this is going to cause problems particularly as areas risk a 2nd peak of infection. Management of the crisis therefore needs to be more devolved as we have the local knowledge that will enable us to respond most appropriately. This will also give us the local ability to ensure issues of equality and diversity are addressed.
- Community wealth building, social value, social impact and impact investment provide routes for us to help ourselves out of the mire we may otherwise face as a result of COVID-19.

Meeting : 10 July 2020

At the FASJAB meeting on Friday 10 July 2020 discussion again focused on COVID-19 and recovery. Key points raised were:

- Given the rightful focus on Black Lives Matter, it was disappointing to find

no specific mention of race in recovery planning documentation.

- A further BAME dimension to the COVID-19 pandemic is the consequential discrimination being experienced by Asian people, particularly those of Chinese ethnicity who can be quite isolated and trapped within their homes. This community is likely to face further challenges with the re-opening of schools and this needs to be planned for.
- During the first wave of COVID-19 the response to the needs of the BAME population was pretty appalling with scant account taken of the fact that BAME people make up some 40% of the workforce in the health and care sector. Work is being done in Wirral to ensure this isn't the case for the widely expected second wave, but this needs to be replicated across LCR. There are other models of best practice in terms of BAME community needs in places like Leicester and Bradford. This underlines the argument for being able to manage the response locally instead of a 'one size fits all' national approach.
- One of the greatest risks in terms of economic impacts is widespread youth unemployment, with those who need to shield facing a further form of jeopardy and uncertainty. A whole raft of opportunities has been wiped out and an emphasis on work experience is only a short-term fix and insufficient. FASJAB also has an important role to play in ensuring there is a holistic/intersectional rather than a fragmented response.
- The last 10 years has left a legacy of a welfare benefits system that operates on the basis of stigma and draconian sanctions rather than providing support. This is a ticking time bomb in terms of COVID-19 for disabled people who need to shield and those who will now have disabilities as a consequence of having had the disease. Furthermore, the COVID Act has removed local authorities' duty to assess the needs of disabled people, in addition to which councils are now facing even more chronic financial crises.
- In addition to disabled people, we also need to be conscious of disproportionate impacts in terms of BAME communities and women of furloughing and redundancies/job losses. These may occur in sectors where employment is already precarious and low paid. But we also need to watch for potential erosion of the gender pay gap.
- There is some evidence of a rise in domestic violence, particularly where women have switched to working from home. This needs to form part of a wider agenda as we recover from COVID-19. There is a government



consultation on employment protections for victims of domestic abuse which we should consider making an LCR submission to.

- Some concern was expressed that the Recovery Plan seems somewhat generic, academic and theoretical, and lacks LCR 'DNA'. Use of case studies may help to bring it to life and give it relevance. It needs to be a people and place strategy. We really need to make our mark, rather than producing dry documents like so many that have gone before. However, how does the LCR Recovery Plan sit with those being prepared by individual constituent authorities such as Liverpool and Sefton? It looks like once again LCR is not joined up and united around a single vision and purpose. Is there a danger of not being taken seriously by central government? But at the same time it is therefore important to ensure that our approach is geographically inclusive as well as in terms of equalities.

Meeting : 7 August 2020

The FASJAB meeting on 7 August 2020 held a discussion on Modern Slavery, led by Olly Kennedy from the University of Liverpool Business School.

Modern Slavery Act passed into law in 2015 and provided the UK's first legal engagement with the issue and made provision for the support of its victims. The focus of the University's work and of this research is Section 54, which relates to Transparency in Supply Chains (TISC). It provides that organisations must ensure there is no slavery or slave-like practices within their operations or supply chains. They are expected to provide an annual Modern Slavery Statement that details their efforts to counter Modern Slavery. However, the legislation only applies to private sector organisations with a turnover in excess of £36 million, although others particularly in the public sector have also adopted the practice.

There is a debate to be had about the efficacy of the approach of having statements, which leaves wide scope for interpretation. However, this is not the purpose of this research project.

Fashion, agriculture, construction and manufacturing are the sectors that attract most attention in terms of analysis as they present the highest risk in terms of Modern Slavery. 'Place' provides an alternative approach to 'sector'. The University of Nottingham are leading work to understand Modern Slavery in the context of place. University of Liverpool research is going the next step and looking at a business-to-business (B2B) environment, and whether there can be a regional solution to the issue.

Whilst it would be valuable to know the extent of Modern Slavery in the city region, the issue of measurement is clearly fraught with difficulty, not least

because it is a criminal enterprise. We therefore need to agree a principled approach that no level of Modern Slavery is acceptable.

The University's research has taken a place-based approach to examining the pressures that force organisations to adopt behaviours – isomorphism, meaning we all become the same, or in this context, why over time companies will adopt the same behaviours. There are seen to be three categories of isomorphic behaviour; legislative, mimetic – market/competitive, and normative – moral imperative. This research aims to identify the trigger for normative isomorphism, that is, what drives organisations to act in a certain way because they feel they 'ought' to. How do we get to a point where everyone sees Modern Slavery as a problem and therefore something that everyone should address? How do we become a moral leader as a city region?

The research was conducted with semi-structured interviews and focus groups, in all boroughs. Engaged with all sectors and sizes of organisation, covering dominant and marginal voices.

Amongst the findings, it is clear that there is no collective understanding of Modern Slavery, or shared definition. Some organisations took an internally focused approach whilst others recognised the significance of their supply chains. Some see Modern Slavery as relating to Corporate Social Responsibility programmes. But in reality it is a complex, systemic and deep-seated social issue that relates to how we buy, where we buy and who we buy from.

Most of peoples' awareness comes from the media and little training is undertaken. Therefore nail bars and car washes seen as most visible/obvious examples.

Respondents felt political leadership on the issue, awareness campaigning, platforms for sharing best practice, safe spaces to learn and some form of regional co-ordinating resource would help, whereas bureaucracy/paperwork/boxes to tick, overload of information, blanket approach, or actually having to do much extra work. In other words this is not seen as a human issue and organisations do not see that they 'ought' to do this. The moral imperative is missing. They are asking what they need to do, not why they should care.

The question is therefore how to provoke that moral imperative to care? It needs to be seen as a human issue rather than a regulatory issue. Recovery funding for construction provides both a threat and an opportunity

due to use of transient labour. This is a chance to demonstrate we care and why.

At the conclusion of the presentation the following points were made in the ensuing discussion:

- The approach to procurement is too often a race to the bottom with price as the main driver. Therefore leaving the EU and moving away from the OJEU is an opportunity to forge a more quality based approach. Leicester clothing manufacture exposed risks being taken with COVID-19 but also exploitation more generally and the consequences of a 'throw away' society, including environmental. We need an assertion of moral leadership. Social value weighting at 5% of a procurement contract is woefully inadequate. Needs to be both higher and meaningful, not the usual tokens.
- Overwhelming majority of businesses in LCR are SMEs. These include social economy, night-time economy, gig economy and construction. Modern Slavery Act doesn't apply to any of them so a massive communications job is required, making the moral case, in order to become the safest place in the country for Modern Slavery.
- The danger of going into potentially the worst recession ever known is that it will prompt a further drive down on cost. The research is pointing to a nativist attitude of 'we understand their may be exploitation in our supply chain but as long as 'our' people are OK....'. We therefore need the principle to be one of zero tolerance of exploitation, one person exploited is one person too many.
- Looking at Modern Slavery in procurement tends to be at beginning (tick the Modern Slavery Statement box) and the end, whereas the highest risk is during the middle, particularly if there is pressure to adhere to tight timescales. Because it is invisible, complex and illegal it creeps into supply chains, even for those trying to avoid it.
- Fair Trade is about consumers buying things that help people, is there an analogy? The car wash app attempts to empower consumers but it remains difficult for consumers to spot Modern Slavery. So if individuals struggle how much more difficult is it for organisations looking at their supply chains?
- The ETI (Ethical Trade Initiative) is active in this space. Fair Trade empowered people who were being exploited whereas Modern Slavery empowers already powerful organisations who then control the agenda, the opposite of Fair Trade. This process has also happened to an extent with

Fair Trade (a multi-stakeholder initiative) and the imitation of this initiative by hegemonic supermarkets introducing their own schemes, making it a rubber stamping exercise. We therefore need all consumption to be ethical.

- Modern Slavery is a form of 'hidden harm' where there are issues of trust and reporting, similar to hate crime, domestic violence etc. where identity is used as a factor to undermine victim credibility. Third party reporting mechanisms are important, as is building trust with victims. Also an issue of intersectionality which creates unique experiences for victims, for example an illegal migrant who is a woman and disabled. This potentially adds to the precariousness and danger. Indeed some victims internalise their oppression, not seeing themselves as victims, whilst the NRM (National Referral Mechanism) expects victims to identify themselves as such. Campaigning initiatives providing examples is one way to counter this effect.
- There is no effective policing of Modern Slavery Statements or misleading assertions contained therein, and no penalties for directors. The intent of the legislation was right but companies have a lot of power and have used it to neuter legislative action. Due to COVID-19 the obligation to publish statements has been waived this year, sending the opposite signal of what is needed, hence the need for a focus on the moral imperative.
- A Sandcroft-Tussell report in 2017, two years after enactment of the Modern Slavery Act, found that only a third of major companies were compliant with the legislation.
- We need a common approach to procurement amongst CA, councils, and anchor institutions towards Modern Slavery.
- The planned spending needs to be targeted at reducing poverty. A similar approach was applied to clinical commissioning in Wirral, providing the care needed rather than seeking savings, and by providing what was needed, savings were made in the longer term.
- Preston is an exemplar for a social approach to procurement and community wealth building that we should draw upon.

It was agreed that Modern Slavery needed to form part of the forthcoming discussion with the Metro Mayor, albeit he has already identified this as a priority he was looking for FASJAB to advise him on. It was further identified that the investment team should be engaged with to understand the opportunity for Modern Slavery to feature as a requirement within their



funding agreements.

Meeting : 18 September 2020

The FASJAB meeting of 18 September 2020 considered arrangements for the handover from Acting Chair Dr Rev Canon Ellen Loudon to Lynn Collins following a period of secondment into the CA, together with arrangements for the forthcoming induction event for new members. Priority issue updates were also considered in relation to:

- Modern slavery
- Women in leadership
- Disability network
- Poverty and life chances

Meeting : 16 October 2020

The meeting of 16 October 2020 was structured as an induction session for the new members. It received a briefing on the role of the Combined Authority, the fairness and social justice challenges faced in the City Region, and was addressed by the Metro Mayor.

Members were also invited to identify their suggestions for FASJAB priorities, which resulted in the following list:

- Mental health recovery and counselling services and capacity as a result of COVID
- Race Equality in employment and neurodiversity in employment
- Task and Finish group on the role of the Combined authority alongside the UN convention on rights of people with disabilities
- How to empower communities to become part of economic/social/health recovery and the commissioning process
- Poverty and life chances – focus on best services for children
- Housing and gaining employment
- Digital exclusion and isolation – equality of internet access
- How to enable citizens to be more active in how services are provided
- Shielding and Learning Difficulties

- Young Persons health and providing support
- Providing English lessons for parents in ethnic families to prevent exploitation

Meeting : 6 November 2020

The FASJAB meeting of 6 November 2020 considered the list of priorities arising from the new member induction session and distilled them into the following observations:

- We are looking forward to hearing about the CA's work on **Race Equality**, and mobilising the lived experience of Board members on this important issue.
- Similarly with the LCRCA **Equality Audit**, where it is good to see the input Board members will have the opportunity to have in the process
- **Sustainable/affordable food** together with work on developing an **LCR Early Years strategy** will be taken forward by the Poverty and Life Chances Standing Action Group chaired by Ellen Loudon
- **Disability and neurodiversity** will be taken forward on a self-organising basis with the support of FASJAB, with Miro Griffiths providing the link. Promoting the UN *Convention on the Rights of Persons with Disabilities* and developing an inclusive social policy for LCR are likely to be key themes of this work
- On **domestic abuse**, liaise Mayoral Adviser on violence against women and girls to see how we can work together to take advantage of the fact that we have a number of members of the Board who have professional and lived experience of domestic abuse
- **Mental Health** is clearly a growing area of concern due to the impact of the lockdowns and COVID-19 related public health measures. We are exploring how FASJAB can contribute.
- There was a lively and enthusiastic discussion about **participatory democracy** and we will be considering how we can contribute to the CA's thinking
- We look forward to continuing to be involved in the development of the CA's **Modern Slavery** Statement.

Meeting : 18 December 2020

Metro Mayor Steve Rotherham addressed the FASJAB meeting of 18 December 2020. Mayor Rotherham began his update by stating that he had a genuine desire to use devolution to do things differently and provided some background on the creation of the Combined Authority. It was explained the Combined Authority was narrowly constituted to only include the Metro Mayor and each of the Leaders of the Local Authorities. It was explained that at an early stage there was a priority to seek to address the gender imbalance by appointing Deputy Portfolio Holders and as the Leaders were all male. This measure was in addition to the appointment of mayoral advisers, a majority of whom had been female, although the Metro Mayor was delighted to observe that the CA's membership currently includes two women as full members.

The Metro Mayor explained that FASJAB was set up as a standing body which was the first of its kind. It was emphasised that FASJAB was not a task and finish group and would stay commissioned throughout the Metro Mayor's time in office. It was reported that ideas that had originated from FASJAB had shaped and influenced multiple policies across the Combined Authority, with the Metro Mayor highlighting that FASJAB provides a major platform to resolve key issues within the City Region.

It was explained that FASJAB provides Members with the opportunity to tweak work programmes which will have a significant impact on the City Region as well as raise any questions or concerns. The Metro Mayor hoped other organisations were able to use FASJAB as an exemplar to set up similar bodies.

The Metro Mayor concluded his update by stating that he fully supports FASJAB and welcomed any questions or comments from Members.

Board Members discussed the importance of the Public Sector supporting local SME's especially during the pandemic and therefore queried what could be done as a Combined Authority to spend more money locally and support SME's.

The Metro Mayor explained that the Combined Authority had recently pledged £9.5million to support individuals and businesses that had not received any Government support since the start of the pandemic. It was also explained that the Combined Authority's £1.4billion Economic Recovery Plan sets out how the Combined Authority plans to support SME's.

Addressing what needs to be done in the future, the Metro Mayor commented that opportunities must be maximised. Stating that the Green Economy would be

sizeable for the Combined Authority, it was reported that there were plans to train local individuals and support businesses to gain the license required to install loft insulation and boiler upgrades to over 10,000 homes in the City Region.

The Board discussed that many employees were likely to be made redundant due to the on-going impact of Covid-19. However the Board recognised that with a small amount of upskilling they could be at the forefront of delivering the green agenda.

The Metro Mayor outlined four key priorities – retain, retrain, upskill and reskill. It was reported that the Combined Authority regularly engaged with the Unions to ensure that they are able to maximise any opportunities and had arranged mechanisms to feedback any ideas.

The Metro Mayor detailed that work was underway on the Fair Employment Charter to protect workers terms, conditions and rights, adding that there was also extensive work being carried out on recruiting from underrepresented groups and improving social mobility within the City Region.

The Board discussed that people with disabilities had been some of the hardest hit by the Covid-19 pandemic and therefore asked for a commitment of support from the Metro Mayor.

The Metro Mayor guaranteed that people with disabilities had his full support and provided an example of his commitment by stating that the new rail rolling stock were the most accessible trains in the UK, after a wide consultation process. Platform and Station upgrades were also underway to ensure they were accessible to all.

The Metro Mayor explained that Councillor Thomas provided a voice for people with disabilities at the Combined Authority and Councillor Thomas wished to add that she had been fully committed to this area from the outset and was working tirelessly to ensure that any discrimination in any sector is tackled.

Update on FASJAB priorities

Disability Advocacy Network

An update was provided on the development of a Disability Advocacy Network and stated it was still in the early stages and had been delayed due to the pandemic. It was reported that Board Members had suggested that a future VS6 assembly could look into the issue of social care and Ellen Loudon had confirmed she was

happy to promote this through the VS6. Discussions were underway to see if the assembly could be held in the New Year and such an event may provide a useful catalyst to support the creation of a network.

Digital Inclusion

A detailed summary on Digital Inclusion had been circulated to Board Members prior to the meeting outlining that the Combined Authority was currently undertaking a research project looking at Digital Inclusion in the City Region. It was stated that the report would be available in the New Year.

The Board discussed the issues around Digital Poverty in the City Region and recognised the challenges it can bring. The Board made particular reference to the difficulties faced when working with young people who do not have access to technology or a safe space to engage with their support workers. Board Members emphasised the importance of digital and social expansion for the City Region.

The advisory board was informed that the City Region were making an investment in Digital and a commercial partnership was due to be formed in January 2021. The Board were informed that the Combined Authority were aiming to drive competition with market operators in order to reduce the cost of connectivity as well as working with social housing providers.

Domestic Violence

Following a suggestion at the last meeting, a Sub Group had been arranged with Councillor Emily Spurrell, Mayoral Advisor, on the subject of violence against women and girls.

The Board recognised that external organisations such as MDVS were keen to engage with FASJAB's work on domestic violence. Lynn Collins explained that after the initial Sub Group meeting with Emily Spurrell the intention was to work with external organisations.

Modern Slavery

An update was provided on the Combined Authority's draft Modern Slavery Statement which had been circulated to Board Members prior to the meeting. It was explained that the statement was currently undergoing the internal decision-making process and had also been shared with collaborators from the University of Liverpool and internally within the Combined Authority.

It was reported that feedback from the University of Liverpool had suggested that the statement needed to go further whereas feedback from the Legal Department had suggested the statement needed to be more conditional.

The Combined Authority wanted to be an ethically driven organisation and therefore the Modern Slavery Statement needed to be bold in order to make a stand. It was explained that the Legal Department had concerns that the statement was setting bold objectives that were hard to achieve due to the complex nature of the issues. The next draft would seek to reconcile these competing but not necessarily incompatible concerns.

Race Equality

The final priority area identified at the previous meeting was Race Equality and the meeting was provided with an overview of the LCRCA Race Equality Programme.

Overview of LCRCA Race Equality Programme

The presentation detailed the vision of the programme as well as explaining the key areas the Combined Authority were able to influence and have the biggest impact on within the City Region.

The Board were presented with the Governance Structure of the programme and it was highlighted that the structure involved senior level commitment with the Combined Authority's Chief Executive, Frank Rogers, being Chair of the Race Equality Board. Lorna Rogers also explained that an LCR BAME Staff Network had been designed following a request to have a significant group for BAME colleagues, the Network was open to the whole City Region and it was hoped the first meeting would be held in February 2021.

A Declaration of Intent was being devised for the programme in order to be transparent and to allow individuals to hold the Combined Authority to account. The Declaration of Intent set out tangible achievements within a five-year time frame.

The presentation included a detailed plan of key milestones over a 12-month timeframe and it was explained that the Combined Authority had planned to be in the engagement and evidence gathering phase until March 2021. With the aim that in the next Financial Year their Business Case was able to secure funding and recommendations would move into the delivery phase.

Work was underway gathering evidence and drafting multiple Case for Change projects which were due for consultation in January 2021. The Board were

informed that the Combined Authority had started to pilot projects including the Nia Business Hub, an action in research pilot looking at a black-led business support services, and the Positive Action Employment Infrastructure Review.

The Board were presented with data on employment and skills and the problems faced by the BAME Community. It was explained that the barriers to employment often experienced by the BAME community were not skills related and data showed that BAME graduates were more likely to be unemployed than their white counterparts. Further work was being undertaken to understand discrimination around employment.

It was explained that the Combined Authority had recently launched a Business Diversity Survey and Board Members were encouraged to respond and share the survey to provide intelligence. Board Members agreed they were happy to support the survey and asked for the link to be shared.

It was queried whether the other characteristics from the Equality Act and unrepresented groups would also be included as part of future equality programmes. The advisory board was informed that was the aim and the Combined Authority's Equality Audit report, which was due in the New Year, would detail a number of recommendations which the Combined Authority would need to address. It was also highlighted that the recommendations for the Race Equality Programme such as collecting data and equality impact assessments were complimentary work areas that support positive action across all characteristics.

Meeting : 22 January 2021

On Friday 22 January the main discussion was on the subject of mental health as it had been identified as a particular priority by both our new and existing members. Whilst we were fortunate to have Dr Andy Turner in attendance, we adopted the approach of going around the screen and asking members for their issues and observations on mental health during the pandemic and inviting Andy to respond, rather than asking him to go first. The following is a summary of the mental health related issues and concerns members raised:

- Loneliness and social exclusion that existed prior to the pandemic has worsened. Some people will also struggle to reconnect with society given nervousness around leaving their homes. We are essentially social animals and lockdown has put us in an unnatural state.
- There is a risk that those who entered the pandemic with mental health or neurodiversity conditions feel abandoned due to lack of in-person support and extended waiting times for mental health facilities due to the increase in demand, and that in consequence their conditions will have deteriorated.

- People can struggle to 'log off' when working from home and have a proper work/life balance. Some employers are better than others in supporting their home working employees e.g. granting furlough to parents of young children. Legal protections for employees are weak. People can struggle with new technology and feeling undervalued and overworked. They may experience reduced privacy and expectations to be available around the clock. Some may experience detriment from the loss of commuting time and the benefits of a de-stressing period and physical exercise.
- Women in lower paid/lower skilled jobs risk becoming isolated e.g. carers. TUC report on Working Parents identified 90% as saying balancing home and work had a negative effect on their mental health. Home schooling can add to these pressures, particularly for women, so that their day can never stop due to also shouldering most of the unpaid work in homes.
- Young people's mental health and pressure similarly caused by no end to the college day or separation between school and home. Further exacerbated by exam uncertainty and lost learning due to home schooling.
- Concerns over COVID outbreaks in workplaces and pressure to self-isolate or make a wage can all impact mental health. Uncertainty around furlough and pressure to find the other 20% of people's wages alongside the added costs of food and heating is all impacting on working age people. Some are facing both increased costs and reduced income and are therefore struggling to make ends meet.
- Self-isolation can be tough, both for single people and the impact it can have on families.
- For those who have suffered bereavement in this period there is the issue of how people are coping with grief in isolation.
- Vaccine anxiety is another issue that has the potential to add to people's anxiety and stress during the pandemic, especially for those with needle phobia.
- Mental health should not be allowed to be a barrier to employment. It can help people to cope and recover not only by building self-esteem but hopefully by removing anxiety about finances.
- Reduced support for pregnant women and new parents during the lockdown is a worry, especially for first-time mothers and the ability of in-person

health visitors to spot post-natal issues. Reportedly some aren't even getting a phone call.

- Concerns about the Mental Health White Paper that seems to retain a dominant medical model focus, failing to bring to an end the fundamental breach of human rights represented by involuntary detention in psychiatric hospitals and forced treatment. It draws inadequately on promising international developments elsewhere and the full human rights set out in the [UN Convention on the Rights of Persons with Disabilities](#).

Andy responded that whilst health is not part of our devolution deal, the CA is nonetheless pursuing a 'health and wellbeing in all policies' approach. He acknowledged how the pandemic and its uneven impact was underlining the link between social and economic inequality and poor mental health. This had driven the CA to set its mission as creating a socially inclusive, environmentally sustainable and globally competitive LCR, rather than to simply focus on achieving increased GVA, which may never even benefit local communities. The ambition is to achieve system change so that the focus on health and wellbeing reduces the factors that contribute to poor mental health and that achieving this rather than economic growth per se becomes the measure of success. But such change is complex and takes time. People's engagement is also vital so that the work is done with rather than to neighbourhoods. Andy said it had therefore been powerful to hear the observations for Advisory Board members.

Advisory Board members believe that the Combined Authority can support mental health in the following ways:

- Advocacy to remove the stigma, promotion of success/best practice and providing a platform to discuss how LCR is going to deal with the crisis of mental health we face
- By being a model employer, leading by example
- Pan-sector convening, leadership and co-ordination

We also discussed the Fair Employment Charter and the following observations were made:

- The Charter should be closely linked to the Combined Authority's approach to Social Value, which in turn should inform investment and procurement decisions
- It is important for the Charter to be a vehicle for culture change as far and



wide as possible across employers, not just a badge for those that already achieve a high standard. To this end linking the Charter to forms of support is the right approach

- Although the pandemic made circumstances tough, the Charter has to be a key element of how we 'Build Back Better'.

Meeting : 26 February 2021

On Friday 26 February the advisory board received two housing policy related updates, the first on housing retrofit and the second in relation to housing first.

On housing retrofit FASJAB members were very keen that, in addition to the clear benefits in terms of reducing the fuel poverty experienced by an estimated 92,000 LCR households, and working towards net zero carbon, social value should also be a key consideration. Whilst appreciating the constraints imposed by government spending deadlines, this is a potentially massive programme the economic benefits of which should also be harnessed for the local economy, including the social economy, and particularly groups that experience inequality in the labour market such as BAME communities. We would urge you to ensure these opportunities to develop our local supply chain are not missed in future phases of the programme.

FASJAB is keen that the successful Dynamic Purchasing Scheme bidder becomes an aspiring member of the Fair Employment Charter.

On Housing First, FASJAB members were excited and enthusiastic about the real impact this project is making on rough sleeping and homelessness in relation to a group with some of the most complex needs. Members were therefore very concerned at the prospect of MHCLG's funding coming to an end in August 2022, at a critical point in the transformation and system change that housing first is intended to achieve. The advisory board therefore hopes that every effort will be made to sustain Housing First beyond August 2022.

Meeting : 19 March 2021

The 19 March 2021 meeting considered the final report and recommendations of the equality audit of the Combined Authority commissioned from Housing Diversity Network (HDN). We were told that this was undertaken to identify any shortcomings in current practise and to chart the journey required to achieve the stated ambition of becoming a beacon of equality, diversity and inclusion (EDI) excellence and a workplace that represents the diversity of the population that it serves.

HDN advocate that EDI is a business imperative for an organisation with the



purpose of the CA, not a 'nice to do'. EDI therefore needs to be embedded in the organisation in order to be more responsive to residents' needs, to access the full talent pool within LCR, and to become an employer of choice.

HDN highlighted the Race Equality Programme as an example of excellent practise and commented on the enthusiastic engagement with EDI of the CA staff they met.

HDN recommend clear accountability in relation to EDI, with matching investment and resourcing. They say there are no shortcuts to embedding EDI and that the CA's stated ambition cannot be achieved where it is taken forward solely on the basis of existing resource with people being expected to deliver EDI work in addition to their core roles. Whilst a culture shift is required so that everyone sees EDI as integral to their roles as part of 'business as usual', HDN say this needs to be supported by adequate and dedicated resourcing. HDN also observe embedding EDI from the top to the bottom of the organisation requires visible leadership from across the higher echelons of the organisation, it cannot be delivered by the visible dedication of one prominent leader alone.

With reference to the CA's Equality Impact Assessment (EIA) process, HDN recommended rapid action to ensure the process is understood by those completing EIAs, and that the nature of the CA's obligations under the Public Sector Equality Duty (PSED) are more widely appreciated. Albeit HDN say addressing the EIA process is only one step to achieving overall EDI excellence. In our discussion of the equality audit we agreed:

- FASJAB wants to be a critical friend to the CA as the organisation skills up for its EDI journey, supporting the process of ensuring EDI features from project inception, not just as a paragraph at the end of a report. EDI needs to be in the CA's DNA. In fairness we recognised that FASJAB has engaged with policy leads on significant issues such as the investment strategy and Housing First, and that in future perhaps this engagement should be captured in EIAs.
- FASJAB would welcome a practical session on the CA's work on EIAs and discussion of how the Advisory Board can work alongside the organisation to ensure the appropriate rigour.
- EDI should be part of the procurement process and the CA should set an example for how to go beyond diversity and inclusion just being a tick-box exercise by using an outcomes-based evidence base. We acknowledge that as EDI is a prominent strand of the Fair Employment Charter the CA is already fashioning an important tool in this regard.

- The Advisory Board would be grateful to receive a 3-month progress update from the project sponsor on how the organisation is utilising HDN's audit and measuring success.

This meeting also welcomed an update report on Households into Work, which seems a real LCR success story.

There was also a brief discussion about conducting a survey of the constituent authorities to ask what initiatives they are taking in areas of deprivation in relation to food poverty, educational attainment and economic development, and meeting the needs of looked after children. The intention is that this would be an exercise in highlighting and spreading best practice.

Meeting : 23 April 2021

The FASJAB meeting on 23 April 2021 considered the findings from the 2021 member survey. This will inform the forthcoming review of FASJAB's Terms of Reference and opportunities will be sought to highlight the innovative work of the advisory board both within and beyond the City Region.

The meeting also received a presentation on transforming employment for individuals with learning disabilities. The following key points were made in discussion of this topic:

- More needs to be done to promote inclusion, such as the availability of Supported Internships
- It is vital to avoid tokenism
- It is important to be mindful that this agenda also relates to people who become disabled.

FAIRNESS AND SOCIAL JUSTICE ADVISORY BOARD **LOOKING AHEAD 2021-22**

The Fairness and Social Justice Advisory Board Annual Review 2020-21 is being presented to the Combined Authority on the cusp of a new mayoral term of office.

Clearly therefore the next period will see a process of reshaping as the Advisory Board adjusts its priorities to reflect the new mayoral programme, recognising that the Board was established first and foremost to provide advice to the Metro Mayor and the Combined Authority in relation to their strategies.

It is nonetheless opportune to draw attention to a number of issues highlighted in a recent survey of Advisory Board members that may assist in maximising the benefit of the Board's work:

Early engagement

Advisory Board members believe they can achieve greater impact by having the earliest possible engagement with emerging strategies and initiatives, and that conversely this opportunity is forgone where FASJAB is presented with policy at the end of the development process. Nonetheless, it is appreciated that the Combined Authority is sometimes constrained by tight timescales imposed by Government.

A strong preference was expressed for interactive engagement with issues and two way dialogue, rather than simply Powerpoint presentations.

Greater visibility

Advisory Board members are keen to ensure greater visibility is given to their work, which they believe would help enhance the reputation of the Combined Authority within the City Region and beyond.

External engagement

Related to the above, Advisory Board members believe that they are part of an innovative and unique approach to embedding fairness and social justice within the work of the Combined Authority. As such they are keen to identify opportunities to evangelise for this approach, in addition to forging links in other areas in order to learn from relevant experience elsewhere. The Combined Authority's help in identifying such opportunities would therefore be much appreciated.

FAIRNESS AND SOCIAL JUSTICE ADVISORY BOARD MEMBERS

Lynn Collins – Chair

Liverpool

Lynn has headed up the Trades Union Congress in the North West since 2013, the first woman to hold that position, representing the region's 800,000 unionised workers in over 50 different trades unions. Prior to her appointment as TUC Regional Secretary Lynn worked as an IT specialist in Manufacturing Industry and as a senior trades union official, playing an active role promoting equality and tackling disadvantage and poverty.

Lynn has served on the Women's National Commission, and Poverty Commissions in both Greater Manchester and Liverpool City Region. In 2019/20 Lynn was seconded into the Combined Authority to pursue a number of fairness related initiatives, during which period she vacated the chair.

She lives in Liverpool City centre with her two teenage children.

Evie Angel

Knowsley

Evie has extensive experience of working in drug and alcohol rehabilitation services and is also involved in a project that works to support families and young people who have been impacted by any type of violence, including domestic abuse and knife crime.

Evie's own lived experience includes being a survivor of domestic abuse. As a carer for her partner she has been involved with Carers Vision at Knowsley Carers Centre for the past 3 years helping to deliver carers awareness training to professionals. Evie also works as a Career Connect Coach in the Liverpool City Region.

She lives with her partner, daughter and grandson in Knowsley, and also has a son living independently who has Asperger Syndrome. She advocates tirelessly to highlight domestic abuse awareness as a public speaker, workshop facilitator and is a published poet.

Debbie Brannan

Sefton

Debbie began her career in local government prior to becoming a trade union official.

She is Deputy Regional Secretary for Unite the Union which represents union members across all sectors in the North West and Liverpool City Region.

Debbie was formerly a foster carer, in Sefton and was involved in supporting other carers and delivering training for Barnardo's.

Thomas Case

Knowsley

Thomas is a passionate campaigner on autism and learning disabilities. He was instrumental in the introduction of the autism attention card (each card has a unique reference and provides a recognised mechanism for identifying the holders' autism) with such organisations as Merseyside Police, Merseyside Fire and Rescue Service, NW Ambulance Service and Cheshire Autism Practical Support. Thomas is a volunteer for the National Police Autism Association working to promote neurodiversity and inclusion in the UK police service. He has also worked in raising disability awareness on local transport networks and actively campaigns on social media.

Jane Eme-Power

Liverpool

Jane has over 30 years' experience of working within a HR capacity, within both the voluntary and public sector. She has worked in both operational and strategic roles, and has led on organisational change initiatives that have been instrumental in delivering successful outcomes for companies.

More recently Jane has been working within the education field delivering a range of Human Resources related programmes, including Equality, Diversity and Inclusion, Coaching and Mentoring and Leadership and Management Development. Within this role Jane has developed a strong appreciation of the value and importance of continuing professional development. She has been a member of Chartered Institute of Personnel and Development (CIPD) since 1992, is a Chartered Fellow of CIPD, and an active member of the Merseyside and North Cheshire CIPD branch.

In 1999 Jane was appointed as a lay member of Employment Tribunal Service, hearing and adjudicating on a range of employment related matters.

Stuart St V Fitzgerald

Liverpool

Stuart is CEO of a number of SMEs – Socialised Ltd (a management consultancy specialising in the UN SDGs, social value, social impact & CSR); My Odd Job Guys Ltd (a handyman business staffed by armed forces and bluelight veterans) and I Am Moore Ltd (a learning brokerage). In 2014, Stuart authored and launched the Social Value Charter for Liverpool incorporating the 10% More for Liverpool initiative he architected to encourage public and private sector organisations to keep the Liverpool Pound local by prioritising the commissioning of LOCAL businesses... a ground-breaking approach formalised into statute by central Government in September 2020.

As an entrepreneur and maven of his City, Stuart is a thought-leader on the power of connecting the business sector with the public, charity and voluntary sectors. He is also the Liverpool City Region Ambassador for Investors in Community, a unique digital platform designed to leverage the engagement of employers and their staff in delivering truly long term sustainability to local charities and social enterprises engaged in supporting local communities. He is Chair of Speke Training & Education Centre; Founder and Chair of MANWELL, a men's health & wellbeing charity; and trustee of Merseyside Domestic Violence Service. Stuart is a passionate advocate of the LCR's local and social economies and profoundly committed to tackling injustice wherever it exists.

Stuart is married to Jane, a father of five grown-up children and grand-dad to 3.

Anthony Griffin

Sefton

Anthony Griffin is a multi-national and international award winner for innovative practice across his specialisms of equalities and human rights. Anthony has worked for over forty years in some of the most challenging inner city communities across Merseyside. He was the responsible for the community enterprise blueprint for the Granby/Toxteth triangle which brought economic, education and housing opportunities to the communities living there. In recent times Anthony has worked as a consultant across the NHS and as a specialist advisor to the CQC. Anthony is a much sought after lecturer and trainer who delivers customised training across the public sector especially around the Hate Crime agenda and Dignity at Work/Human Rights violations especially for people who identify as LGBTIQ.



Dr Miro Griffiths MBE

Wirral

Miro is a Leverhulme Research Fellow at the University of Leeds, with a particular interest in disabled people's activism and participation in social movements. He is a UK government adviser on the design and delivery of health and social care provision and former member of the Equality 2025 strategic and confidential advisory body to the government. This led to Miro joining the UK delegation at the signing ceremony of the United Nations Convention on the Rights of Persons with Disabilities. Miro has advised the European Commission on disability hate crime strategies. He is a board member of various local, regional, national, and international disabled people's organisations.

Harry Giorgiou

Liverpool

Harry is a passionate young advocate on disability issues, particularly those affecting wheelchair users where he was part of a successful campaign to introduce a by-law promoting improved safety. A former Young Liverpool Lord Mayor and representative on the Schools' Parliament, Harry has also been very active on cultural projects with DaDaFest, Sandfest and National Museums Liverpool, as well as working with BBCNW and Channel 4.

Tracey Gore

Liverpool

Tracey has been Director of Steve Biko Housing Association since March 2003. SBHA is a community-based housing association, providing quality, affordable homes and services primarily, though not exclusively, for Black & Racial Minority (BRM) people in housing need. SBHA also provide managing agent services for Granby Community Land Trust, an organisation that was developed by local residents who campaigned against the wholesale demolition of their area.

Tracey is an advocate for young people and has been campaigning to rid the community of guns and knives following the murder of 18 year old Yusuf Sonko.

Tracey previously worked in the Regeneration Portfolio of Liverpool City Council having started her career in the Social Housing Sector in 1978 at Neighbourhood Housing Services (A Secondary Housing Co-operative) working there for 7 years, then 13 years at Riverside HA.

As of July 2020 Tracey is seconded to chair Liverpool City Council's Race Equality Taskforce.

Dean Leake

Knowsley

Dean is an A-Level student from Knowsley who attends college in Halton. He serves as the chair of Knowsley's Youth Cabinet, and is a Knowsley Young Advisor. Dean is passionate about mental health, neurodiversity and disability, and strongly feels that FASJAB can support the Combined Authority to achieve its vision of inclusivity and accessibility for the Liverpool City Region.

Lesley Martin-Wright JP DL

Liverpool

Lesley is Chief Executive Officer of Knowsley Chamber of Commerce. She is a member of the Knowsley Better Together Board and one of the founders of the Knowsley Foundation, which is involved in pioneering work being done by the local authority and the private sector and captures social impact and social return on investment. Lesley works with local schools to support young people into the world of work, and is engaged with the city region Social Economy Panel. She is a promoter of diversity and inclusion, and works to encourage more women and those from BAME to start their own businesses.

Gill Moglione MBE

Liverpool

Gill is chair of the Women's Organisation and runs her own training business. Previously she worked for the TUC education service and the Workers Education Association, pioneering women only courses for women trade union members in the 1980s. Gill was closely involved in the Merseyside Objective One process and chaired the informal advisory group on equality. She became Deputy Director of the Women's Technology Scheme which trained socially and economically excluded women in ICT, and was integral to the £5m redevelopment of Blackburne House Women's Centre in 1994.

Dr Shyamal Mukherjee MBE

Wirral

Shyamal is now retired after a long and widely respected career as a Wirral GP and NHS medical director serving the peninsular. In addition he has a distinguished record of community and charitable service, for example as a founder member of Wirral Multicultural Organisation, and a founding trustee of The Reader, which inspires and supports vulnerable people to develop through reading great literature aloud together.

Beth O'Donnell

Wirral

Beth works as a youth arts worker for Wirral council, having grown up in the borough in Birkenhead and used the service she now provides. In her work Beth uses art to explore issues of gender, sexuality, disability and between different generations. She is also a longstanding member of Wirral Voice, which aims to capture the voices of all the young people in Wirral that might not be able to speak up or isn't listened to.

Eileen O'Meara

Halton

Eileen O'Meara is the Clinical Lead for Population Health in the Cheshire and Merseyside Health Care Partnership. She is also Director of Public Health and Public Protection for Halton, in which capacity she has been heavily involved in the response to the Covid-19 pandemic. She is responsible for public health, environmental health and trading standards. Eileen has over 20 years national and international experience working at a senior level for the NHS, PHE, WHO, UNICEF and as an independent consultant. She is the Association of Directors of Public Health North West representative, the Chair of Cheshire Local Health Resilience Partnership and a Fellow of the Faculty of Public Health of the Royal College of Physicians.

Fatimah Osi-Efa

Liverpool

Fatima describes her life as a reflection of a multi-racial Liverpool. Her father is Black British, her mother Arab British. Her mother and father's siblings married into the Chinese community, West-African community and Irish community; all therefore reflecting the melting pot that Liverpool has been for the last 100 years or more. Her background has meant that she has always believed in equality of opportunity for all.

Nonetheless Fatima says that as a Black, Muslim woman she has experienced racial prejudice, sexism and Islamophobia. She can often find herself in situations where she is the only black person or Muslim or woman, and at times even all three. One such time was when she attended a coding summer programme which was filled with white middle class boys. She remembers constantly being underestimated in the classes as the only woman and she had to work all the more harder to prove herself not only equal, but better. She recalls feeling that this has to change but realised that she couldn't wait around for there to be change, she had to work to bring it about herself. Hence why Fatima answered the call to join FASJAB.

John Perry

St Helens

John is a Blind person who has worked in both the Private and Voluntary Sectors for many years. He now runs his own company called [Focus Employment Hub](#). John is a very active member of various committees: Advisory Member of the Health and Safeguarding Select Committee (Liverpool); advisory member of the Health and Safeguarding Scrutiny Panel (Liverpool); Deputy Chair and Chair of Liverpool Disability Network; Co-Chair of Merseyside Coalition for Inclusive Living; Trustee of Merseyside Inform; Advisory Member of Merseytravel Transport and Access Panel; Member of Direct Payments Local Implementation Group (St, Helens); Member of Liverpool and St Helens LINKs and Healthwatch; and Vice-chair of Helena Partnerships (now Torus). He is currently a member of Halton and St Helens VCA and Social Inclusion Network.

John is currently presenting a radio show on LCR 106.7 In Focus, and a podcast focusing on disability and equality issues and is very happy to hear from individuals, groups and organisations, who may wish to help with content.

With such an extensive background in social and economic inclusion, John is passionate to ensure solutions designed to achieve fairness and social justice are informed by real life experience and practical considerations.

Leah Priestley-Black

Halton

Leah has been a member of Halton's Youth Cabinet for three years, striving to ensure the voices of young people are heard. She has been actively involved in the work of the Canal and River Trust in her borough. Leah is particularly passionate about public transport in Halton and the role it plays in ensuring fairness and social justice for those who don't have access to their own car.

Zarah Ross

Liverpool

Zarah has a wealth of experience in youth work in both paid and voluntary capacities, including supporting children in care, disabled young people and those with additional learning needs.

During the pandemic Zarah has been instrumental in uniting all synagogues in the city, Merseyside Jewish Community Care & The Merseyside Jewish Representative Council (MJRC) to form a response to Covid-19, training volunteers and managing a helpline for the community, supporting the community across the city region and into Cheshire.

The Venerable Pete Spiers

Sefton

Pete serves as an Archdeacon in the Diocese of Liverpool and has worked as a parish priest in Liverpool, Sefton and Knowsley, ministering to a diverse cross-section of local communities. In the 1990s he was a founder member of Browside Credit Union in Everton and is currently a trustee of Sefton CVS. He is on the steering group which formed the innovative 'New Realities' partnership uniting the local authority and the voluntary, community and faith sectors in a 'can do' collaboration.

Having experienced disability through Thalidomide, Pete has a heightened sense of injustice and will also provide an invaluable voice for the perspective of our faith communities.

Dr Gee Walker

Wirral

Dr Gee Walker's 18-year-old son Anthony was murdered on 29 July 2005 in an unprovoked racial attack at a park in Huyton, Merseyside. Out of her grief the Anthony Walker Foundation was born, a charity working to promote racial harmony through education, sport and the arts. The foundation works with both the victims and perpetrators of hate crimes, celebrating diversity, challenging prejudice and promoting forgiveness in line with Gee's deeply held values. Gee is also a fellow of the Winston Churchill Memorial Trust & Senior Fellow to Hope University.

Winnie Yu

Liverpool

Winnie is a student at St Hilda's CofE High School and, in addition to being a keen cyclist and badminton player, she is also committed to contributing to the vision for an environmentally responsible, socially inclusive City Region through her membership of FASJAB. Winnie's involvement in sports and as a team captain have given her an insight into gender inequalities within this realm that stem from wider society, and wanting to tackle this injustice is an important driver for her wanting to join FASJAB.

Winnie's other passions include achieving zero carbon emissions by 2040 by making homes, transport and our energy sources more environmentally friendly.

Along with her three siblings, Winnie is the first generation of Chinese in her family to be born in the UK. As such Winnie says they have faced social justice challenges, hence her determination to help build an inclusive city region.

EX-OFFICIO MEMBERS

Reverend Canon Dr Ellen Loudon

Liverpool

Ellen is Canon Chancellor at Liverpool Cathedral and Director of Social Justice for the Diocese of Liverpool. She is independent chair of VS6 (a partnership of 14 support organisations working with 8,600 voluntary, community, faith and social enterprise (VCFSE) groups operating across Liverpool City Region, in which capacity she was appointed as Mayoral Adviser for the Voluntary and Community Sector. During the course of her career within the Diocese Ellen was a curate at St Peter's and St John Chrysostom in Breckfield and Vicar at St Luke the Evangelist in Walton. Ellen has a PhD from the University of Liverpool in music hall.

Ellen assumed the chair of the Advisory Board during Lynn Collins' period of secondment to the Combined Authority.

Councillor Carla Thomas

Carla serves as the Deputy Portfolio Holder to Metro Mayor Steve Rotheram and is a Sefton councillor representing St Oswald ward. Carla was appointed to FASJAB as an ex-officio member as part of strengthening the feedback loop between FASJAB and the Metro Mayor and Combined Authority.

Carla also serves as Deputy Senior Governor at Clatterbridge Cancer Centre and in 2017 achieved a fundraising milestone of £10,000 for the We Love Manchester Emergency Fund to commemorate the first anniversary of the Manchester Arena terror attack where her sister sustained life-changing injuries.

FAIRNESS AND SOCIAL JUSTICE ADVISORY BOARD

TERMS OF REFERENCE

Purpose

1. The purpose of the Liverpool City Region Combined Authority Fairness and Social Justice Advisory Board (hereafter referred to as ‘the Advisory Board’) is to provide an honest and trusted voice to groups that represent a diverse cross-section of society from each part of the city region, including people with protected characteristics, members of faith communities, trades unions, together with the perspectives of the social economy and local business community.
2. The Advisory Board will provide a forum dedicated to highlighting issues of fairness and social justice, and ensure that voices and perspectives which may have historically gone unheard have a platform.
3. The Advisory Board will act as an advisory body to the Combined Authority (hereinafter referred to as ‘the Authority’), so as to provide an independent fairness and social justice input from the perspective of people with relevant lived experience. The Advisory Board will provide an evaluation of current policy development from a fairness and social justice standpoint, and advise on the direction of future policy, to ensure the social, economic and physical conditions across the City Region enable all people to reach their full potential.
4. The Advisory Board will provide advice and guidance to the Liverpool City Region Metro Mayor. Although the Advisory Board is non-statutory and not part of the Authority’s formal decision making structure, and therefore has no veto or formal right to be consulted, it will nonetheless use the Authority’s Forward Plan of forthcoming significant decisions to inform its own work planning. This will ensure that it is able to provide timely insight into the fairness and social justice implications of the matters coming before the Authority. It will also work to develop a joint agenda with the Authority’s Scrutiny Committee in order to avoid duplication and ensure the best use of time and resources.
5. Furthermore, the Advisory Board will meet with the Metro Mayor on a six monthly basis, at the beginning of the municipal year and at the mid-way

point, in order to discuss the Metro Mayor's priorities and progress in working towards them. This process too will inform the Advisory Board's agenda and relevant 'lines of enquiry'.

6. In addition, the Advisory Board may determine to produce an annual report for presentation to the Authority, to which the Authority may produce a formal response. The Board will also endeavour to produce a 12 month forward plan of work, so as to ensure key issues are addressed, and that calls for information and evidence can be managed effectively
7. Over time the expectation is that the Advisory Board will move from reacting to the Authority's existing agenda to playing an important role in shaping the future agenda around fairness and social justice.

Membership

8. Members of the Advisory Board will be directly appointed by the Metro Mayor, on the basis of being able to provide an analytical perspective and collectively speak for the whole community, rather than a specific group within it.
9. The Advisory Board will consist of between 18 and 24 members, including the Chair.
10. The Chair will be selected by the Metro Mayor, in consultation with the Advisory Board.
11. The term of office for all members of the Advisory Board will be 2 years, renewable for a further 2 years. In order to continue to ensure diverse representation, failure by a member to attend three successive meetings will be taken as resignation.
12. Future recruitment of members will be run by the Advisory Board itself, which will appoint a panel consisting of the Chair and two other members. The panel will be responsible for sifting applications via a standard expression of interest form and conducting interviews, with a final recommendation being made to the Metro Mayor for approval.
13. The Chair of the Advisory Board will serve as the Mayoral Adviser on Fairness and Social Justice, the term of office of which will run concurrently with membership of the Advisory Board.



14. In the interests of transparency Nolan Principles will apply to members of the Advisory Board:

- 1. Selflessness
- 2. Integrity
- 3. Objectivity
- 4. Accountability
- 5. Openness
- 6. Honesty
- 7. Leadership

15. Whilst the Metro Mayor and Combined Authority will endeavour to operate in a spirit of openness and transparency, there may nonetheless be circumstances where sensitive information is shared with Advisory Board members, who will therefore be asked to respect confidentiality. Acceptance of office will be taken as agreement to this principle.

16. Membership is entirely voluntary and no member will receive recompense, although reasonable and necessary expenses to facilitate participation in the work of the Advisory Board will be reimbursed by the Authority. This recognises that service on the Advisory Board is in a personal capacity rather than as a representative of an organisation.

17. Membership can be removed from any member upon a majority vote of the other members, when the actions of the specific member are not aligned with the stated purpose or the intended spirit of the Advisory Board. The vote can be requested by any member of the Advisory Board. Membership of the Advisory Board may in exceptional circumstances be removed by the Metro Mayor.

18. All members will hold equal status and have equal chance to participate.

Accountability

19. Advisory Board recommendations should be offered in the spirit of being a critical friend and be evidence-based. Advisory Board members are requested to adhere to principles of collective responsibility in any public commentary. Again acceptance of office will be taken as agreement to this principle.

20. The Authority will, so far as is reasonably possible, ensure that Advisory Board members are able to access the information required to support their role.

Meetings

21. The Advisory Board will meet formally on a bi-monthly basis. Informal development sessions may be held at the discretion of the Chair.
22. Papers will be circulated 5 working days before scheduled meetings.
23. The Combined Authority will provide the secretariat and budget for the Advisory Board. Nonetheless, given the resource constraints faced by the Authority there is currently an expectation that Advisory Board members will mainly be self-researching or will engage with those institutions, such as the universities, which wish to engage with the work of the Advisory Board.
24. Meetings will be held in private with a note outlining the discussion being shared with the Metro Mayor and placed on the Authority's website. Advisory Board reports and recommendations will be public documents.
25. If the Chair of the Advisory Board is absent then the members will appoint an acting Chair for the meeting. Alternatively the Advisory Board may resolve to appoint a permanent Deputy Chair.

Working methods / ways of working:

26. The Advisory Board will adopt an evidence-based select committee approach to review areas, taking written and oral evidence from the Metro Mayor and from other stakeholders within the Liverpool City Region, in order to inform their final recommendations.
27. The Standing Action Group on Child Poverty and Life Chances will become a permanent sub-committee of the Advisory Board, following the amalgamation with the previous commission of that name.
28. Other 'Lines of Enquiry' may be formed into Action Groups, if appropriate on a 'Task and Finish' basis, to examine issues in more detail before reporting back to the main committee, enabling members with greater availability to become more involved in the Advisory Board's projects. Action Groups will also draw on expertise from the wider network of those on the Advisory Board

database who have expressed an interest in advancing the agenda of fairness and social justice across the city region, or those with specific expertise.

Quorate and voting

29. A quorum will be deemed satisfied with at least a third of the existing membership present.
30. Should any matters require a vote then all Panel members will have one vote. In the event of an equality of votes the Chair will have a casting vote.

Review

31. These terms of reference will be reviewed annually in consultation with the Metro Mayor.

Date: October 2019