

## **Laridae CIC and Healthwatch - Fairness and Social Values Statement and Commitments**

### **Statement**

Laridae CIC was founded on the principles of equality. We are committed, both as an organisation and through the Healthwatch Liverpool service we deliver, to ensure the principles of fairness, equality and social value remain central to what we do and the decisions we make.

We will recall and work towards the aspirations of the Liverpool Fairness Commission Charter Principles:

1. A City that respects and cherishes all its citizens and people, and where no-one experiences discrimination as a result of their ethnicity, gender, age, sexual orientation, belief or disability.
2. A City that directs its resources to overcome and minimise inequality and disadvantage.
3. A City where every person is valued and every voice is heard.
4. A City where no child grows up in poverty.
5. A City in which every young person receives the best education and training they need to gain worthwhile and fulfilling employment.
6. A City that provides the best opportunity to work for everyone.
7. A City where pay differentials and rewards are proportionate and reasonable to reflect work and responsibility and where everyone can receive a real Living Wage.
8. A City where everyone has access to safe, decent and affordable housing.
9. A City where every citizen will enjoy good health and life expectancy at least on a par with anywhere else in the UK.
10. A City where people care for each other and their neighbourhood.
11. A City where no one fears growing old because of lack of care or insufficient income.
12. A City with a clean, green safe and healthy environment for all those who live and work here.
13. A City that will be an energetic advocate for fairness, will use its economic and moral influence to promote fairness and respect for human rights.

We recognise that we have opportunities to help the city move towards making these aspirations a reality as an employer, a local voluntary sector organisation and in our Healthwatch activities.

## Commitments to Fairness and Social Value

	Capacity	Action
1. A City that respects and cherishes all its citizens and people, and where no-one experiences discrimination as a result of their ethnicity, gender, age, sexual orientation, belief or disability.	Employer Healthwatch	<ul style="list-style-type: none"> <li>• A firm commitment to fairness and equality in our recruitment and staffing processes and to encouraging a diverse workforce and volunteer pool.</li> <li>• Our values include equality, diversity, and inclusion and we will endeavour to ensure all communities in Liverpool are represented in our work.</li> </ul>
2. A City that directs its resources to overcome and minimise inequality and disadvantage.	Healthwatch	<ul style="list-style-type: none"> <li>• We will ensure that our work is attentive to the inequalities in provision, access and outcomes in health and care and that these are not overlooked when strategic decisions are made for the city.</li> </ul>
3. A City where every person is valued and every voice is heard.	Healthwatch	<ul style="list-style-type: none"> <li>• Providing people with the opportunity to give honest feedback about local services, whether good or bad, to help influence change and improve standards;</li> <li>• Helping ensure local people are engaged and properly consulted in decisions about health and care services particularly seldom heard from groups and those who experience health inequalities;</li> </ul>
4. A City where no child grows up in poverty.	Healthwatch	<ul style="list-style-type: none"> <li>• Providing information and signposting to support services including through our partnership work with Citizen Advice Liverpool's Advice on Prescription scheme.</li> <li>• We know that poverty detrimentally affects children's health and, where families face difficulties in accessing services/receive a different level of care, we will raise this with services and commissioners to try to improve access and quality.</li> </ul>
5. A City in which every young person receives the best education and training they need to gain worthwhile and fulfilling employment.	Healthwatch Employer	<ul style="list-style-type: none"> <li>• After a focused project in 2019-20, we will continue to listen to the experiences of young people with SEND and their families and feed this into strategic decisions about their care and support.</li> <li>• Providing placement, engagement and training opportunities to young people, including those with barriers to employment.</li> </ul>
6. A City that provides the best opportunity to work for everyone.	Employer Local VSO	<ul style="list-style-type: none"> <li>• We aim to provide a positive work environment, supporting our staff to succeed and thrive.</li> <li>• We have a union recognition agreement and provide facilities to support union involvement.</li> <li>• We have Disability Committed Employer status, working towards</li> </ul>

		<p>Disability Confident status.</p> <ul style="list-style-type: none"> <li>• Through our work with volunteers of all ages and backgrounds and access to training, participation, engagement activities and work placements, we hope to provide opportunities for local people to develop and gain skills and experience to help them move into work (where appropriate) or onto further education and training, whether with us or elsewhere.</li> </ul>
7. A City where pay differentials and rewards are proportionate and reasonable to reflect work and responsibility and where everyone can receive a real Living Wage.	Employer	<ul style="list-style-type: none"> <li>• We are accredited as a Real Living Wage employer. This applies to directly employed staff and those employed by agencies to deliver regular services (e.g. cleaning). We aim to pay wages that reflect work and responsibility.</li> </ul>
8. A city where everyone has access to safe, decent and affordable housing.	Healthwatch	<ul style="list-style-type: none"> <li>• After a focused project in 2019-20, we will ensure we continue to make outreach activities a priority to speak to and gather the experiences of those at risk of or experiencing homelessness and share findings with services/commissioners</li> </ul>
9. A City where every citizen will enjoy good health and life expectancy at least on a par with anywhere else in the UK.	Healthwatch	<ul style="list-style-type: none"> <li>• We will use our role on strategic boards and with services to support and encourage the health and care sector to address health inequalities. Through our work we aim to help services deliver the best care they can and take a preventative approach.</li> <li>• We will encourage recognition of the social determinants of health.</li> <li>• We will always remember that some people and communities need different approaches or more support to make use of services, screening and health promoting activities and that addressing the health inequalities within the city needs to include a focus on this.</li> <li>• We will continue to actively recruit volunteers and support them, through participation and engagement activities, to improve their own health and wellbeing.</li> </ul>
10. A City where people care for each other and their neighbourhood.	Healthwatch	<ul style="list-style-type: none"> <li>• Through our work with social prescribing link workers and the Wellbeing Liverpool web directory, we raise awareness of community assets and activities and ways of being more involved and connected in local life.</li> <li>• We raise awareness of issues affecting people locally,</li> <li>• We ask people to share our information with friends and neighbours.</li> <li>• We promote and encourage community participation and engagement through our volunteer programme and opportunities.</li> </ul>
11. A City where no one fears growing old because of lack of care or insufficient income.	Employer	<ul style="list-style-type: none"> <li>• We provide a 6% employer pension contribution to help our staff make provisions for later life.</li> </ul>

	Healthwatch	<ul style="list-style-type: none"> <li>• Our social care engagement work raises awareness of the importance of social care provision and gathers people’s experiences of this to inform the development and management of care services. This includes visits to care settings and focused projects on different areas of social care.</li> </ul>
12. A city with a clean, green, safe and healthy environment for all those who live and work here.	Local organisation	<ul style="list-style-type: none"> <li>• We aim to operate with regard for environmental principles and to play our part in helping maintain a clean, green, safe and healthy environment <i>See Environment Policy Statement for details</i></li> </ul>
13. A City that will be an energetic advocate for fairness, will use its economic and moral influence to promote fairness and respect for human rights.	Healthwatch	<ul style="list-style-type: none"> <li>• We commit to providing as inclusive a service as possible to ensure fairness and equity of access to our enquirers</li> <li>• In all our engagement activities we ask if people feel they are treated fairly in relation to the service they are using and feedback to providers with recommendations for improvement where needed.</li> </ul>

Agreed 14/1/20

Review date Feb 21