

Local Access Leicester Strategy Café, 23 September 2019

Full write-up of group discussions exploring five vital questions

Question	Feedback (group)	Highlights (host)
<p>Our vision is for a healthy, safe, confident and enterprising City. What does success look like for this project?</p>	<ul style="list-style-type: none"> • Specific key aims/ outcomes/ measurable objectives - stats around outcomes • £600k pa is not a lot of cash/ hard work to make a profit • However great your product is, it is worthless without a paying customer • Visibility/ significant impact/ transition points? • New Zealand wellbeing budget • Measure confidence with recognisable scales/ empathy • Maybe doing too much • Lifelong learning/ reflection • Speech/ language/ communication • A cultural (sic) of celebration to go through this – NOT a deficit model • Strength-based social work • Collective voice/ agency • Physical (childhood obesity); Mental; Spiritual; Emotional ([how] happy do you feel); Cultural; Environmental* (levels of pollution); Empowering • *Bloom Group/ Urban Buzz/ Alternative curriculum education/ Best front garden • Our sum experiences • Places to meet • LAT • Scales: UCLA De Long [Gierveld Loneliness Scale]/ WEMWBS • Less hate crime/ police figures • NHS/ obesity rates/ environmental • Engagements – 10% tipping point connected • Community Hub • CBS model 	<ul style="list-style-type: none"> • Environmental health (nature/wildlife) • Involving local community/ engagement - people feeling they can express • Build on what already works • People living longer – blessing/ curse – stimulus/ sense of purpose/ focus – learning/ reflection • Communities where a lot is occurring – build • Communities where nothing is going on – empower and new • Full ownership among elected members of the vision • What does partnership mean with working with the council • NOT a deficit model/ strength-based social work • Leicester as LEARNING CITY (still a culture that the state should provide) – learning together/ learning to implement vision • Develop a culture supporting people feeling responsible/ collectively, throughout ones life • Empower communities to work <u>collaboratively</u> – A GENUINE PARTNERSHIP • Conflict is better than apathy • LOCAL development • Help the HEALTHY MINDS (support for adults/ older people) – secondary school pilot programme • 10 years – robust research during the lifetime of the project, e.g. fly on the wall

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		<p>documentary – follow people/projects – videos on website/ case studies. Evaluation partnerships with local universities, e.g. DMU</p> <ul style="list-style-type: none"> • Measure enterprises started/ enterprises sustained • Safe/Health/Confident/Enterprising • Not sure confidence is needed in the vision (belongingness?) • Common goal – hub – all communities feed in • Physical hub – BUS SHELTER – for young people • Putting £ in the hand of people who <u>make</u> the decisions/ Money in hands of people in the project/ sustainable • HANDBOOK FOR A POSITIVE REVOLUTION • Balance/ Contribution/ Sustainable – not handouts, must be enterprising • Money as a loan • Community benefit society (CBS model) – able to draw down money/ make money • Master organisation with themed groups • Enterprising – income diversification – not only grants (competitive) • Are we focussing on too much? Prioritising • Maybe separate not by age group but by subject, e.g. area (easier to measure) • Leicester Ageing Together – shallow approach for £5m – wanted to capture learning, worked in 5 wards – restricted • Use existing hubs – money has to be paid back, sustainable
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		<ul style="list-style-type: none"> • Social prescribing link workers – already funding one person • Social value element already required but not often used • Empathy • Physical hub could disappear into the city • SUSTAINABILITY – concerted effort to reduce hate crime figures • Surviving – local business involvement • Significantly larger VCS sector/ adding value/ partnership with government
<p>What does meaningful employment mean to you, at job, community and industry levels?</p>	<ul style="list-style-type: none"> • What industry links do councils and educational organisations have? • Retention • Having more than one job at the same time • Care work low paid but makes huge difference • Recognition • People skills • Having a community if lone worker • Meaningful to ethical • People skills • Purpose • Communicating down purpose • Choice • Gateway into roles • Respect in the workplace • Lifelong learning • Own worth and value • What do we want economy to look like? • Schools help shape communities • Better staffed schools • Raising expectations • Unrealistic expectations 	<ul style="list-style-type: none"> • 1 million jobs in retail will go • Is it ‘purposeful employment’ instead of ‘meaningful employment’? • Need to consider unwaged, volunteers/ carers/ motherhood, fatherhood • Transferable skills • Flexible working • Need for youth service that meets the needs of young people • Use volunteering to get to right job • Volunteering as route in • Transition – university to employment • Young graduates • Retention/ opportunities/ transferable skills • Investment employer puts into employees • Losing skills • Young people having no choice • Elitism • Equalities • Range at all levels

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	<ul style="list-style-type: none">• Social value• Volunteering• Purposeful, not meaningful• Not defining a person• Elitism• Job satisfaction• Group work at school• Locally controlled economy• Experience vs education qualification• Contribute• Zero-hour contracts• Training• Change/ break stereotypes of careers/ job roles• Industry – male dominated culture• How do we get the change?• Culture• Choice and opportunity• Belong to a group• Community hubs to work• Retire? Working for longer• Transferable skills – invest to upskill (education) vs groups – contribution, social skills, volunteering• Raise expectations! – opportunities are available• Schools – what is a good community/ culture• Skills meeting employers needs: Apprenticeships; Graduates; Work placements – mismatch of skills• Employment – waged/ unwaged• ‘Meaningful’ – gateway to other opportunities/ recognition (salary, contracts), respect• Meaningful at all levels – opportunities to progress wanted. Range of options. Not everyone wants to be CEO. Meaningful wrong word!	<ul style="list-style-type: none">• About individuals• Opportunities to upskill in current employment
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	<ul style="list-style-type: none"> • “Society” is too quick to deride certain jobs (or roles) as menial, rather than building them up as meaningful • Leicester place/ context/ SMEs – so lot of low-level economy. Wage opportunities. UBER/PT vs purpose. Unpaid roles/ universal income • Does “meaningful” necessarily = “well paid” • Purpose • Training opportunities • Learning to join in group work, exist creatively, leave groups • Community – belonging. Autonomy? Not always. Challenge 	
<p>How might local people be empowered to take an active part in the economy?</p>	<ul style="list-style-type: none"> • Positive thinking revolution: Effective; Positive/ forwards; Respect; Learning/ sharing; Contribution – yellow hand we all share* • Connecting • Confident citizens who can run their lives in partnership/ parallel with others to create a fairer society • Educational answers • Nature of volunteering/ less time – people encouraged, empowered, engaged to volunteer • Overcoming the invisible barriers that contribute toward inclusion • Encouraging empathy between different groups who may have significant differences • Recognising people’s intersectionality. No one is just one identity • Making excluded groups feel included; reaching the hard to reach • Learning/ asset mapping • Do you choose the community in which you’re most active? ‘Belonging’ to a community – proving yourself. ‘Valuing’ people. Barriers: Fear (of ignorance/ of consequence); Voice not being heard; Lack of confidence and belief. How would you change? • Connecting • Information • ‘Community leaders’/ sticky (sp) people • Communities: Family; School; Employing • Family volunteering; Flexible volunteering; Harnessing skills of older people • Volunteering: Pride in self; Pride in Place; Creating ‘social capital’ 	<ul style="list-style-type: none"> • Yellow hand* [similar hand image in trajectory] • Representation – challenges • Communities of locality; Communities of identity • Do you belong to a community? But if ‘excluded’? • Create safe environment for change • Lifelong learning ... what do we value (in schools)? Skills? • Volunteering barriers: Hours; HS; Process; Needs for flexibility (increasing working age) • CSR ‘volunteering’ – better to provide mentoring support • DMU Local – structured volunteering • Assets of international students • Social value • Shop locally – cyclical economy! Platform for local business • Incentivise volunteering – young people (certificates) • Look at value/ value chains • REVIEW APPROACH TO MANAGING RISK

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	<ul style="list-style-type: none"> • Develop culture of informal learning – where do people/ individuals want to go for their future • Change (you, home, street, areas, school, city, employment) • What is the role of the VCS sector to facilitate ‘social inclusion’? What ‘change’ is needed? • Provision of opportunities to try/ test skills • Encouraging volunteering through companies. Harness skills of newly retired • Social class • Accessibility • Impact! Measure? How! Visual • Networks • ‘Peer buddying’ • I like the yellow hand! 😊 • Missed communities – what are we going to do? • How are we hearing the voices of our many varied faith groups? • Value chain analysis • Communications – persuade people to support local business • Local economy (Carlisle) – pound going around (involve business) > local council – elect a party that changes structurally for equitable growth. 	
<p>Leicester is a diverse city. How do we harness diversity and inclusion as a fundamental asset?</p>	<p>Education and empathy are key Crossing barriers! Celebrate diversity; Respect through all communities however diverse Recognise diversity as an asset Work in and with the variety of communities What is our common bond – a shared future for us all What is unique to Leicester?? Diversity Common purpose: Interculturalism theory – learning from each other; Respecting people’s identity; Commonality is poverty; Inclusion = income; empathy is low; Tribalism/ segregation; More education required; Better Listening skills; Collaboration; Concern communication between diverse (ethnic) communities; Everybody has a voice at some point – variety of views; Harness and celebrate</p>	<p>Round 1:</p> <ul style="list-style-type: none"> • Need a common purpose • Respect people’s identity • Commonality is poverty • Concern over lack of communication • Diversity is seen as a “unique distinguishing feature” <p>Round 2:</p> <ul style="list-style-type: none"> • Empathy is low – leading to tribalism/ segregation • Inter-cultural theory suggested as a fundamental to understand this in context <p>Round 3:</p>

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	<p>Lots of people feel not involved. Look back – how has change happened (theory of change) – learn outcome; Nobody left behind; Council have vital role; City a one-part state – few hundred people run city</p> <p>How do we get voice from every community?</p> <p>Educating ourselves</p> <p>Kevin McCloud – get communities together to renovate a street so they have better homes – ‘common purpose’ to overcome barriers</p> <p>How do we react equally – not through legislation but through social change – to access/ promote/ enable equality with and across the very many communities within the city?</p> <p>Move on from “multiculturalism” into “interculturalism”</p> <p>As said by Ted Cattle academic behind concept of “multiculturalism” and its successor “interculturalism” – ‘ism is a thing of the past</p> <p>Interculturalism is harder to: Predict; Control; Manage; Direct – but more creative, more dynamic, more vital, more expressive</p> <p>Promote positive relationships in communities that are happening</p> <p>Promote employers who pay above living wage – living wage for all – education incentives to local employers different new and emerging communities</p> <p>Asylum seekers and refugees untapped resource</p> <p>Ask young people’s council how to harness diversity of city</p> <p>What has diversity ever done for Leicester (like the Monty Python sketch What have Romans ever done for us) – lots</p> <p>Learn from history; Celebrate; History multicultural; Change – harness diversity (Narborough Road food/ culture)</p> <p>Diversity and equality: Home > Street > Area > City</p> <p>Multicultural society – [lifecycle – considering] integration and segregation</p> <p>Promoting multicultural diversity in the workplace</p> <p>Need a Hub? Everyone feeds into opps – common purpose</p> <p>No-one left behind</p> <p>Problem: Poverty – could be a divide. Employers above minimum wage</p> <p>Chris Richards, CIC, Hindu backed – communication issues with different communities;</p> <p>Employment for those with special abilities</p> <p>Celebrate the diversity of Leicester City “Bring cultures together”</p> <p>Look at our similarities rather than our differences of religious beliefs/ non-beliefs</p>	<ul style="list-style-type: none">• Segregation is the reality• Collaboration needed• Common purpose• Shared project (<i>Build a Street</i>)• We can harness our diversity and celebrate• Address equality on a local level (not legislative)• Build a street/ self-build diverse street showcase project
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<p>How will the VCSE sector in Leicester have a more entrepreneurial impact? What are the financial opportunities for social investment?</p>	<p>Opportunities for collaboration Corridors £1m – VCSE support £2m – Grant £3m – Social Investment Needs to be repaid (plus 6%) interest (over 10 years – terms of paying back are not known) <ul style="list-style-type: none"> ✓ Community businesses ✓ Housing ✓ Libraries ✓ Pubs ✓ Shops Focus on enterprise not social! VCSE to recognise its own value to the city Are there ways to loosen the Procurement Rules – support local pubs to take over services?? Housing Funding models What is city ambition? Organisations need to modernise All projects need to have a trading arm and generate income to become sustainable Charities can be parochial Banker mentality Existing funding model results in organisations competing for funding Need to avoid just trying to pay back the loan Organisations would need to have a change of perspective, i.e. see themselves as a ‘business’ Green No: irrelevant documentation; waved sub (sp); keyworkers; bureaucracy Peer support, e.g. The Princes Trust</p>	<p>What areas doing well – joined up? Service doing great work – find new income stream Bring together collaboration Where people spend £ - BRAND Saying ‘no’ maybe right answer *Focus 1 generation young people include or build skills* Community Asset Transfer – need – independent not impartial Parks link green and blue and fill gaps (£?? food production commercial basis) wildlife corridors} young people and eco homes Opportunity break out parochialism – modernise – change mindset and governance Simple works Can’t rely small # people long term Eco-system – enterprise same fund – how link £ flow A shared commitment Communicate and affect decisions / social investment / UN / health 2029</p>
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