

Better Together Communities Scrutiny Board

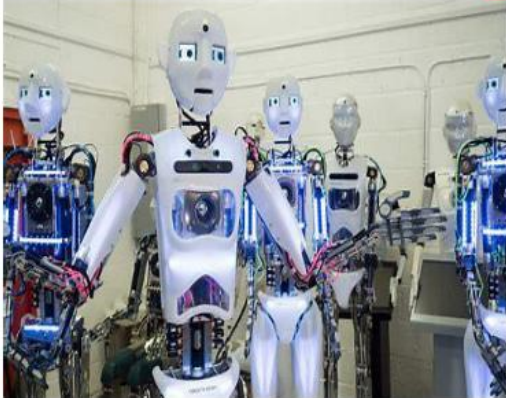


What is Better Together?

- An organisation wide transformation of our working culture that will see the biggest organisational change in the history of Derby City Council.
- We will change the way we work with our colleagues, communities, members and partners to enable cultural change within our organisation which in turn will enable social change and improved outcomes for our communities.
- This is not a stand alone Communities project led by one person, it impacts on the whole organisation and the way we do things around here, regardless of your specialism.



Our Context -The Challenges



Our Context - Our System



Our Context - Our Financial Reality



What does GOOD look like?

- **System Change** – We will champion change – working **WITH** not **TO**
- **Collaboration** – work across organisation and community boundaries – informed by individuals, aspirations and needs – **NOT** service delivery models
- **Asset Based Approach** – seeing communities and individuals as a strength – **not a deficit** to be fixed – offering the opportunity for meaningful relationships, choice and informed decisions
- **Developing Resilience** – using the strength of **combined partnerships** to support communities
- **Resourceful** – working together to identify resources and recognise our **collective skills and reach**.



Building Resilience



**Empowering
Communities**

**Resourcing
Communities**

**Creating a Culture of
Collaboration**

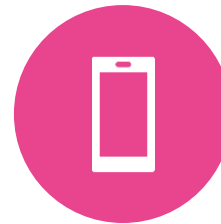
Building Resilience by changing HOW we work as a council



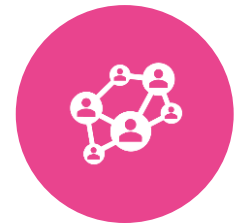
WORKFORCE



CULTURE



PLATFORMS



CONNECTIONS

- To move away from short term initiatives and interventions
- Stop being the “parent” sorting out immediate issues triggered by complaints and Member queries
- Stop policing our partners, and being a conduit for handing out funding and paperwork for completion as evidence of activity
- We operate internally as separate functions that intervene with communities – the Council needs to be one body and one voice
- Obvious solutions are often missed due to a lack of ownership and collaboration

**The reason why
– the need for a
shift in focus**



- embrace innovation & forgive mistakes
- working collaboratively internally and externally and at pace
- focusing on delivering the best outcomes for the city
- being a major partner with our colleagues and communities across the city to deliver together

The Vision



Improving the life experience of our communities by working with them to focus on addressing the root causes of wicked issues such as:

- Loneliness & Isolation
- Unemployment
- Low pay
- Financial exclusion
- Drugs and alcohol
- Domestic violence
- Digital exclusion
- Family breakdown
- Welfare dependency
- Poor urban environments
- Anti-social behaviour & crime
- Hunger and food insecurity

The new focus



Where we need to get to

- Bringing together our services that support our communities, collaborating with clear plans of activity that deliver a consistent and effective approach
- Changing the way our Members interact with officers and the community to find solutions to problems that drive longer term social change
- Facilitating the work of our partners, not leading but working with them to effect social change
- Engaging differently with our communities, identifying key influencers and gaining buy in to the change in approach. Helping communities to help themselves and change their outcomes



What's in it for you?

- Improved relationships and collaboration internally and externally
- Less repetition of activity
- Longer term cost savings
- A positive shift in relationships with members
- A more planned approach with longer lead in times for Support Services to work with us e.g. procurement, finance, legal, HR & OD
- Being joined up and improving the Council's reputation with our citizens

MAKING A REAL DIFFERENCE

Initial thinking on Better Together

Looking forward – outcome based

Community led - Universal offer

Must Do (Efficiency) Adopt strength based universal offer – to build community resilience (reduce demand for core service). Embed ‘ Neighbourhood/ Place’ across council to reduce inefficiency/ duplication. Map existing ‘ staff teams’ / estate portfolios in Neighbourhoods to enable rationalisation and reduction in duplication	Shaping the Future (effectiveness) Utilise Derby Direct as single front door Provide core funding support to Community Action Derby – to unlock VCS capacity and capability to drive community resilience Understand ‘demand ‘ across services – at neighbourhood level Analyse local partner/ VCS capacity
Customer (impact) Adopt ‘community resilience/strengthsbased model – what you can do for yourself across DD and thus all service offers Embed citizen ‘ place ‘ perspective – problems / issues are not servicespecific.	Opportunities (innovation) Build Neighbourhood strength-based profiles Re-design Neighbourhood Boards Director ‘place ‘ leads Link in partner resources

Possible workstreams?

Culture

- Internal communication & engagement
- Review of risk appetite
- Place based leadership
- Community engagement / Alliance model

Universal offer

- Understanding of demand (single view of customer)
- Scoping of strength based offer
- Process redesign
- Realignment of services/ teams
- Evaluation of impact

Assets

- Mapping and profiling
- Application of strength based approach
- Rationalisation of assets

Governance

- Policy framework
- Commissioning of VCS
- Data sharing / IG
- Partnership / ICS landscape
- Place based funding v outcomes

Delivery of Change

- Cross Party member Working Group in place
- Strategic Outcome Board – Portfolio Management
- Re-shaping Locality Teams underway
- Whole member workshop planned for 2022
- Continued conversations