Commission of Inquiry - Vision for Hampshire 2050
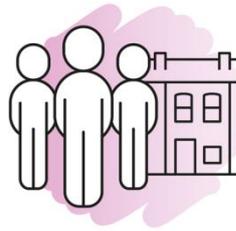
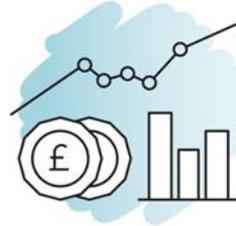## Hearing summary report

Cross-Cutting Themes

15th March 2019

HAMPSHIRE 2050
VISION FOR THE FUTURE

Demographic
and societal
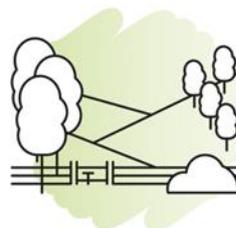challenges

Economy

Work, skills
and lifestyle

Environment
and quality
of place

Mobility,
connectivity
and energy

Rural
Hampshire

Contents

1. Agenda & Attendance List

Item	Timing	Lead
Arrival, coffee and pastries	09.00-09.30	-
Welcome & Introductions	09.30-09.40	Cllr Perry
Housekeeping	09.40-09.45	Stuart Jarvis
Youth Engagement	09.45-10.20	Eric Halton
Discussion & Key Recommendations	10.20-10.40	All
Keynote Address (Digital)	10.40-11.20	Dame Wendy Hall
Q&A	11.20-11.40	All
Refreshments	11.40-12.00	-
Deprivation	12.00-12.25	Frances Martin
Discussion & Key Recommendations	12.25-12.45	All
Diversity	12.45-13.00	Mike Culver
Discussion & Key Recommendations	13.00-13.15	All
Hearing Summary & Conclusions	13.15-13.30	Frances Martin
Hearing Close & Lunch	13.30-14.00	Cllr Perry

Attendance List

Apologies

Lord Wakeham	Previous Leader of the House of Commons and House of Lords
Mr Tali Atvars	Winchester Student Union President

Commissioners

Professor G Baldwin	Vice Chancellor, Southampton Solent University
Ms Lorraine Brown	Former Chair of the Southern Region Flood and Coastal Erosion Committee
Cllr David Clifford	Leader Rushmoor Borough Council
Mr Tim Colman	FSB National Procurement Spokesman
Cllr Mark Cooper	Hampshire County Councillor for Romsey
Mr Stewart Dunn	Previous Chief Exec Hampshire Chamber of Commerce
Ms Dee Haas	Chairman Hampshire CPRE
Mr Ranil Jayawardena MP	MP for North East Hampshire
The Very Revd Catherine Ogle	Dean of Winchester
Ms Elizabeth Padmore	Commissioner - Chairman Hampshire Hospitals NHS Foundation Trust
Cllr Roy Perry (Chair)	Leader Hampshire County Council
Sir Jonathan Portal	JP Directors

Mr Peer-Jada Qureshi	Founder of Court & Tribunal Solutions
The Rt Rev D Williams	Bishop of Basingstoke
Speakers	
Eric Halton	County Education Manager – Professional Learning
Dame Wendy Hall	Regius Professor of Computer Science
Hampshire County Council Officers	
John Coughlan	Chief Executive
Stuart Jarvis	Director Economy, Transport and Environment
Ian Langley	Strategic Lead Troubled Families
Warwick Currie	Major Programme Manager
Ivan Perkovic	Economic Business Intelligence Manager
Jess Bull	Senior Research Officer (Demography)
Minnie Moore	Intercultural Centre Manager
Frances Martin	Assistant Director, Planning and Environment
Chitra Nadarajah	Environment Strategy Manager (and Commission of Inquiry)
Mike Culver	Commission of Inquiry Project Delivery Manager
Amie Heath	Commission of Inquiry Project Support Officer
Alison Taylor	Communications Manager
Nigel Barker	Graphic Designer (Photographer)
Others	
Alistair Sackley	Web Science Institute, University of Southampton

2. Introduction

Throughout the six Commission of Inquiry hearings, a number of cross-cutting and recurring themes have emerged, these include

- Youth
- Digital
- Deprivation
- Diversity

The Commissioners expressed interest in exploring these issues in more detail. A dedicated hearing was therefore organised to provide an opportunity to consider evidence and discuss how these cross-cutting and recurring issues will be taken into account by the Commission.

3. Hearing Summary

The hearing was divided into four sessions, one for each of the themes outlined above.

Session 1 - Youth

Engaging with youth for the Commission of Inquiry was prioritised by Commissioners as key to the outcomes of the Commission, given that children between the ages of 11-16 would be the decision-makers and workforce of 2050.

Hampshire County Council's Childrens Services were asked to develop an approach to engage with secondary schools and colleges from a wide mix of socio-economic backgrounds to support this theme with a view to incorporating the feedback into the Commission findings.

The cohort of Children and Young People (CYP) sampled for this work numbered 100 students from 10 educational settings across the county of Hampshire. The ages of the students ranged from 7-19 years.

The inquiry tool used with the focus groups comprised a series of 48 questions loosely grouped under four main headings; Personal, Place, Community and Futures.

Eric Halton, County Education Officer (Professional Learning) presented a summary of the findings from the engagement exercise. Students from Thornden school also attended the hearing to give their views and answer questions.

The presentation provided an overview of what the CYP's main influences and hopes are which were quite similar to what you would expect from older generations:
- Enjoy a wide range of sporting, creative and academic activities
- Aspire to a work life balance and job satisfaction
- Desire to travel, be healthy, achieve career goals and address social problems
- Parents/carers are the people they most admire and respect
- Hope for partners and children of their own in the future

CYP often don't feel they are included or heard with:
- 30% felt they were not listened to in a family setting
- 35% felt they were not listened to in their friendship group
- 44% felt they were not listened to at school
- 91% felt they were not listened to in the wider community

These figures are a concern and is something the Commission should consider.

In terms of Hampshire and their sense of place, the CYP placed great importance on the natural environment, local amenities and sense of community. They expressed concerns about population rise, litter and pollution, lack of public transport, limited opportunities to socialise and new house building – but these answers differed

depending on where they lived (i.e. rural vs. urban). The majority of the CYP interviewed believed their future would be living away from Hampshire.

The CYP were also concerned about inclusion and diversity, most of whom felt that belonging to a minority group would affect their future negatively. They were also keen that stereotypes were challenged, and vulnerable groups be given more support.

The CYP highlighted the following as their top challenges:
- Housing
- Employment
- Relative poverty
- Health
- Facilities
- Drugs
- Online threat

Some of these align with the Commission findings but some are new and need further consideration.

The CYP also wanted better careers advice, links with potential employers, to travel and work abroad, to be part of a team and have well paid employment and access to the natural environment.

In summary some key areas for consideration by the Commission included:

- Increased opportunities for participation
- Intergenerational connection
- Safe, accessible spaces
- Access to high quality independent information, advice and guidance
- Equity of access to experience and opportunity

Students from Thornden were then asked to give a brief presentation and answer some questions from the Commissioner (see Appendix 1 for presentation).

The presentation and the questions from the Commissioners covered several areas including:

- Lack of facilities – access to information – how to supply this through Apps for example
- Access to safe spaces – where they can be free to be themselves but not in danger
- Environment – reduce pollution through better public transport, walking and cycling, how fares impact accessibility
- New housing – should provide green spaces even with affordable housing, consider flats and apartments not just traditional houses especially in brownfield sites
- Business should work closer with schools to help students understand options and opportunities
- Affordable housing and encouraging older generations to move out of big houses – option of intergenerational living

The Commissioners were very grateful for the chance to hear directly from the students and thanked them for their time and professionalism. They also very much welcomed the views of the CYP overall and felt that they were encouraged that many of the issues raised aligned well with those identified as priorities by the Commission so far. Ongoing engagement with the CYP of Hampshire is something that the Commission will need to consider with respect to the validation of the Commission's Vision and recommendations.

Session 2 – Digital

Dame Wendy Hall gave a keynote presentation to the Commission on Artificial Intelligence (AI) Futures.

The presentation began with a brief history of the internet over the past 30 years as a comparison to the history of AI. AI is machine learning and was born before the internet in the 1950s. The UK have excellent AI research groups all across the country and in Southampton.

Neural networks are the foundation of AI and gave rise to activities like image and speech processing and machine learning and natural language programming which is the essence of AI today.

Ideas get to the stage where we have intelligent machines that can do one thing (e.g. chess) but what we don't have is general AI. We are very far away from general AI like those presented in science fiction world. Stephen Hawkin said that if we could develop general AI that can become as intelligent as us, they will evolve faster! However, we are still a long way off that future.

There are a range of opportunities for AI:

- Opportunities from data and supercomputers are huge, especially in health like cures for diseases and customising medicine
- Transport AI will bring major changes – this is the last generation that will learn to drive which could completely change transport systems and how we plan our roads
- Smart Cities & Smart Transport – integrating sensors, humans and AI / intelligent software is where things go wrong; although these three elements coming together is what will run autonomous vehicles
- Education – teachers will not be replaced, but personalised education could become something every child could have
- Energy – systems will become more responsive to needs, and more efficient etc.
- Jobs – AI will replace some jobs, especially repetitive jobs

There has been a recent government review of job creation by AI. History has shown that technological revolutions create more jobs than they eliminate although where do we spend the money to create jobs and help the UK grow economically?; the government have pledged £1 billion towards AI.

Key Recommendations from the review were:

- Improving access to data including the establishment of "data trusts" to encourage data sharing

- Improving supply of skills including programmes to significantly increase the number of AI PhDs, industry-funded AI MSc scholarships, Turing AI Fellowships, diversity campaign (including women)
- Establishing the Alan Turing Institute as the national institute of AI and data science
- Supporting the uptake and adoption of AI in the UK across the public and private sectors through industrial strategy challenge fund

There are however number of ethical, societal and diversity issues;

- How do we manage AI and ensure it is responsible and explainable? With machine learning it is impossible to know how they make decisions so we have to ensure they are safe and built in an ethical way. For AI this is critical as these systems will manage and control peoples' lives. We need to develop auditing practices for AI (AI algorithm auditor will be a new job in the future).
- The Government has set up centre on data ethics and regulation but need to ensure it is flexible and does not stifle innovation.
- Women in computing – we have to have diversity in everything we do – it will be fundamental to train un-biased algorithms (which again links to future jobs).
- Diversity across the board is important – we need philosophers, historians, geographers, psychologists etc within interdisciplinary teams from a range of diverse backgrounds.

We have to maximise every aspect of education at every age range on AI and create a diverse pipeline; data science also needs to be introduced. There is a lot of money for training computer science teachers which Hampshire could take advantage of. Training is being delivered in schools.

The Commissioners expressed their gratitude to Dame Wendy for her insights and thought-provoking presentation and were keen that messages are somehow translated into the final report.

Session 3 – Deprivation

Deprivation in Hampshire is mainly generational, and place based, explaining why the levels of deprivation, in some cases, haven't changed in decades; deprivation may get worse and the 'gap' between the "have and the have nots" may widen into the future, especially, for example, given the changing skill requirements of the future. Commissioners wanted to explore opportunities to change these long-established trends in deprivation.

This session focused on providing information on deprivation in Hampshire – setting the context, key statistics and issues, and outlining what actions have been taken in Hampshire, what has worked and what the ongoing challenges are.

A voice over video presentation prepared by the Economic & Business Intelligence Service (EBIS) in Hampshire County Council, covered the issues above. The key points of the presentation are outlined below.

Context & key statistics for Hampshire:

- Hampshire is one of the least deprived authorities in England (ranked 12th least deprived in England for upper tier local authorities).

- There are a few concentrations of deprivation in urban areas, with some 60% of the most deprived areas in Hampshire found in the two cities. Only 28% of deprived areas are in the Hampshire County Council Area, and over half of this is in Havant.
- Studies have highlighted the significance of 'hidden' deprivation in affluent areas.
- Neighbourhoods experiencing high levels of multiple deprivation suffer from employment and income deprivation but as a rule of thumb they are also affected by education, crime and health.
- Access to housing & services deprivation is more pronounced in rural areas.

What actions are being taken:

- Income, employment, education and barriers to services are four types of deprivation where LAs can have greater impact through employment opportunities and skills initiatives that improve income, and also working to ensure rural communities are served by amenities, public transport and even broadband.
- Income, employment, health & crime deprivation are the types of deprivation more closely associated with for example the 'Supporting Families' Programme.
- There has generally been a Government policy focus on individualised, the so-called 'people-based' factors and initiatives, rather than broader place-based initiatives aimed at tackling deprivation.
- The focus of government policy through welfare policy and targeted programmes such as Sure-Start and Supporting Families has therefore been mostly been informed by an individualised policy approaches.
- The programme consists of two phases; the first took place between 2012 and 2014/15 whilst the second phase began in 2015/16 and is due to end in 2020.
- STEP 1 targeted approximately 600 families per annum in 2012 and in 2014/15, while STEP 2 targeted over 1,000 families in both 2015/16 and 2016/17.

Ongoing challenges:

- One of the main causes of deprivation is the lack of education and skills among the most deprived members of the society which can then prevent them from engaging in the labour market.
- Policy initiatives that directly or indirectly tackle poor educational attainment and skills are often cited as the most important people-based policies that can ease deprivation or prevent people from falling into deprivation.
- The Index of Multiple Deprivation is about deprived places, but most policies target individuals.
- Future funding will be challenging.

Following this presentation, a short video was shown featuring interviews with individuals who have been affected by deprivation and people who work with deprived communities from Charities and Supported Families.

The discussion and questions following the presentation covered several areas including:

- How do we tackle place-based deprivation? Resources used to be focused on place regeneration and now it is focused on people – need to find the right balance.

- We have a moral duty to change the current situation and there is a leadership role for Hampshire.
- Do we want to set aspirational targets such as food banks will no longer be needed by 2050?
- Employment is important, but with a fair salary.

Session 4 - Diversity

During the Commission hearings that have taken place, issues relating to diversity specifically around the nine protected characteristics from the Equality Act 2010 have been raised and discussed by the Commissioners[1]. As a result, the Commissioners have identified the need to engage with networks representing these communities in Hampshire as it will be an important consideration for the implementation of the Vision and supporting recommendations resulting from the Commission.

The Commissioners also felt it was important to provide opportunities for these communities to set out their priorities to be considered alongside the Commission evidence across the six key themes.

The Commission of Inquiry invited members from networks that represent communities from the nine protected characteristics to engage with the Commission through a dedicated workshop session held on the 12th March 2019.

15 delegates attended from a range of organisations representing different community groups on the 9 protected characteristics including:
- Chrysalis – Gender Identity Matters
- Shepherds Down School Outreach
- Community Engagement Specialist, Eastleigh Borough Council
- Inclusion and Diversity Officer, Basingstoke and Deane Borough Council
- Basingstoke Multicultural Forum
- Hampshire Parent Carer Network
- Autism Hampshire
- Carers Together
- Age Concern

A summary of each of the theme hearings was provided at the workshop as well as key priorities and findings. The workshop then explored the synergies between the priorities and findings from each of the theme hearings and communities' priorities and aspirations. Feedback from the workshop can be found in Appendix 2.

Feedback sessions were also held to cover two key questions:
- what do you want life in Hampshire to be like in 2050 for the communities represented?

---

[1] The nine protected characteristics, as defined in the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

- what do you think are the main barriers to achieving that?

The key messages from the workshop were presented by Mike Culver, Commission of Inquiry Delivery Manager which were:

- Accessibility and coverage of public transport is a concern, particularly for rural Hampshire and ageing populations – reductions can increase isolation.
- We need to help young people engage and connect more with their communities; mental health issues and drug and alcohol use is increasing.
- A digital workforce is good but what about carers / social workers – pressure will increase with an ageing population and there is currently no career.
- We need to build communities, not just houses – new infrastructure needs to be provided.
- Cuts to services are impacting everything from mental health, Police, education etc. and a huge reliance on the voluntary sector is not sustainable.
- Catering for diversity is critical – if not the result will be increasing divide and isolation.
- Need to engage with citizens – a citizens' panel could be helpful to validate outcomes.
- How will the outcomes of the Commission be implemented and resourced and for how long? – need to be clear about the commitment.
- Consider what is the baseline in Hampshire – agree what is good now that we want to maintain and what isn't good and needs to improve.
- It may be useful to set aspirational targets for each priority / theme – e.g. Maslow's Hierarchy of Needs.

Discussion following the presentation focused on the voluntary sector and the need to provide more support - financial in the short term; but what is the long-term solution?. Training of volunteers was also identified as a priority.

Overall it was felt that the Commission would benefit greatly from engagement by gaining key insights into what can be done in Hampshire to improve the quality of life of diverse communities in the Hampshire area by identifying community aspirations, needs and priorities for 2050.

4.   Conclusions

Youth
- Great capability to think about their current situation and future
- Many of the issues that were raised resonate with what the Commission has been discussing
- Influences and hopes – media presentation not the same as reality and influence of family members as role models
- Issues around being heard & their influence
- Strong sense of place as custodians of the earth
- Many felt they wouldn't be living in Hampshire in 2050

- Safety – cyber vs real – challenges about how we think about 2050 in terms of supporting CYP
- Unique pressures like social media
- Intergenerational connection, safe spaces, equity of access

Digital
- AI is very different to the internet
- Importance of machine learning and importance on society
- Data creation and ownership
- Sensors, technology and human interactions
- Future jobs created by AI and what should Hampshire do;
  - Data trusts
  - Skills and resources in Hampshire like Southampton University
  - Role of local government in adopting AI
- Job creation not just in computing

Deprivation
- Place vs people based
- The many causes of deprivation – economy, health, housing, crime etc. how local government can make a major contribution but there are capacity and capability issues
- Employment – Hampshire is affluent and as a County; we should aspire to not have any deprivation by 2050

Diversity
- Explore more of the detail in the feedback we have received to date
- Continue engagement through a Citizen's Assembly

Overall
- The next sessions in April and June will be facilitated by John Denham from the Southern Policy Centre
- For the conclusions of the Commission – we need general rather than specific suggestions that we can deliver in partnership
- Need to think through how the final report will be developed between June - September
- There are gaps in the evidence – if the Commissioners are going to collectively endorse then it needs to be robust – timeframes are very tight – do we want to suggest case studies of where something works?
- A Citizens Assembly is also being considered

Appendix 1 - Presentation from students of Thornden School.

With recent events in the media highlighting youth violence, for example, Jodie Chesney being stabbed whilst hanging out with friends in a children's play park: one of the issues we would like to talk about this morning is the lack of facilities available for teenagers. We need somewhere safe, affordable and easily accessible to hang out, and we need access to more information about what is available for us in our area. We think that social media could be utilized in the form of an App which lets teenagers know of places and events in their local area which are aimed at them. This would provide a focus for young people, help to keep them safe but still allow them to socialise with their peer group.

For the future, we would like to improve the environment and reduce pollution by reducing traffic on the roads. We want to see cheaper public transport that is readily available to both young and old. In future planning we would like to see more cycle paths and safer crossings on roads to encourage communities to walk and cycle more. From a young person's point of view current bus and train fares impact the choices we make for Further Education. These measures would improve air quality, congestion, health and activity levels and reduce traffic accidents.

We would like the council to ensure that when there is planning for new housing development in the future, these new sites have easy access to green spaces. We want our own children to be able to play outside in safe environments and to enjoy the opportunities that we have had in terms of parks, woodland and recreational areas.

As young people, we are very concerned that we will not be able to stay in our local area due to the lack of affordable housing. We would like to have more flats and apartments to rent or buy as this would lessen the impact on our green spaces. We would like the council to invest in housing association properties that are more affordable. Many elderly people occupy larger properties that may be too much for them. We think they should be offered incentives to move to smaller places and given support to do so.

To safeguard our future in Hampshire, we would like to have more information about local job opportunities. One of the ways to do this would be to have better links between schools and businesses. To increase aspiration in the younger generation we would like to know more about different careers and the various pathways into them. We need to be more informed about the world of work.

Young people have a lot to say but don't always know where to say it. We are concerned and interested in issues that will impact on our future. There needs to be a variety of different platforms which allow everyone but especially young people to

have a voice, and more needs to be done to capture the diverse perspectives and views of the Young People of Hampshire.

Appendix 2 – Notes from Diversity Workshop, 12th March 2019.

The following summary of feedback (in no particular order) was captured from delegates on flip charts provided on the tables during both the workshop sessions and throughout the event. Feedback has been themed in line with the six strategic themes of the Commission, and as key overarching points – although please note much of the feedback is cross-cutting.

Key overarching points

- How will social care be funded?
- What "As-Is" in 2019 do we want to retain in 2050? (this requires a baseline)
- Nothing covered has been 'new ground'; but good to have it validated
- Need to engage with Central Government, Local Councils and the Voluntary Sector
- Need to strive for equity, not just equality
- Need to focus on grassroots
- Commission should be reflective as well as looking forward
- Develop a Hampshire wide framework - but work in localities in different ways
- Diversity is missing in the process (in relation to policy makers, views and perspectives)
- Too many 'traditional avenues' are being explored; need more non-traditional examples (eg not going to University, English as 2nd/3rd language)
- Not many people in Hampshire have heard of the Commission of Inquiry; need to increase engagement
- Invest in local organisations/groups to provide solutions and input
- 70% of the interconnection between voluntary bodies and action groups is unknown
- Co-production with youth as decision shapers/makers
- Find ways to incentivise people to do things differently
- Use volunteers in more organised are different ways – use their skills and knowledge
- Health and wellbeing is a key priority
- We need more face to face communication and local information
- Commissioning services blocks innovation and excludes local businesses because of impossible criteria – also need to avoid large contracts (which can be soulless, expensive and impersonal)
- We need to work with other local stakeholders, people, groups and organisations (Rotary and federation of small businesses, Police involvement? – and what also are Southampton City Council's priorities?)

Demography and societal challenges

- The (theme) findings and current direction would increase the marginalisation of the ageing population, ethnic, cultural, gender diverse and faith groups and differently abled

- Need to set up future events for people with disabilities, carers, older people, community groups and local organisations
- Hampshire Partnership Solutions are already working with Community Hubs
- We need base support for vulnerable people
- Social care needs to work in partnership with health and the third sector
- Public health needs to place more emphasis on prevention (including mental health)
- End admission to mental health units
- More early intervention (through GPs)

Economy

- The slant of what has been covered seems to be attracting talent and investment rather than organically growing them
- The Economy theme is heavily focussed on growth and the working population
- Economy (airports and ports) vs. Green/environment/pollution
- Rates burden falls disproportionally on shops

Work, skills and lifestyle

- Re-skilling and learning is ongoing, irrespective of age
- Young people interpersonal skills and knowledge vs. social isolation
- Manual labour shrinking vs. push to be innovative/educated
- Technology of writing and speaking vs. social/motor skills
- Head (computer) vs. Heart (human being)
- What skills do local businesses want that local schools do not provide?

Environment and quality of place

- We need mixed housing options (affordable, supported living etc.)
- Maintain and increase green open spaces
- Better recycling
- We need housing to incorporate solar panels and be environmentally innovative
- Gated communities lead to segregation/ignorance
- Need to build communities, including services, rather than just the houses
- Housing boom could lead to population being asset rich/cash poor
- Service needs to be consistent no matter when you live

Mobility, connectivity and energy

- We need integrated, accessible, timely (i.e. evenings) and extensive public transport
- Enable free access to the internet for low income
- Invest in public transport – subsidies from business? – and continuation of park and ride
- Connectivity for young people – need for youth clubs, sports clubs and volunteering

- Broadband speeds are very important

Rural Hampshire

- Use community-based services in rural and urban areas
- Need for less intensive farming
- Look after biodiversity
- Reduce meat consumption - less but better produced (links to health and wellbeing)