

Luton's Fairness Taskforce - Launch 17 November 2021

Event Summary Feedback:

Thank you for attending the Fairness Taskforce on the 17th November 2021. Your involvement and insight as citizens, organisers, and community and voluntary sector leaders is vital to help create a force for change in the town.

At the meeting we committed to three initial actions to follow up:

1. Updating you with the key themes that emerged by the end of November
2. Working with partners to co-design and start developing the Fairness Taskforce
3. The next Fairness Taskforce follow through event on the 10th March 2022.

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Section A – Exec Summary and Key Themes

The information below covers those three points, with further information available on the Social Justice Unit website.

1. Key Themes

Throughout the day you were asked to share your ideas and thoughts on the main challenges for making Luton fair for all. Over 90 comments were also submitted on Menti to the question of what a fairer Luton meant to people in the room.

Below are the main themes we have identified from responses:

Equal Opportunities-Equality/Diversity/Inclusion

Employment & Skills

Transport

Poverty

Partnership working

Housing/ Homelessness

Youth

Crime/Anti-Social Behaviour

Town Centre

Environment

Health

Mental Health

Older People

Community / Systems and Representation

2. Breakout Sessions:

Some of the top challenges were taken into the breakout sessions for further discussion:

- Housing/ homelessness
- Poverty
- Youth
- Employment and skills
- Community Voice/ representation

Delegates were asked to consider and work through the challenge using the FTF key principles as below.

How do we ensure we are:

- Hearing Citizens' Voice
- Really understanding what needs to change
- Making the change together (as equal partners)

Below are the top points identified from the session on Community Voice/representation in relation to the three key questions which were asked (the full feedback across the other 4 themes will follow shortly in a final summary):

Community Voice/ Representation:

- **Hearing Citizen's Voice**

- Better communication between groups, citizens and anchor bodies (such as the NHS, Council, Police etc). The visibility of resources should be widely known amongst partners.
- Trust and power dynamics and who actually should hold the power for decision making. Trust should be both ways, that the council trusts voluntary sector bodies to do what they do well and leave them alone, and the citizens and voluntary sector should trust the council more to deliver.
- **Understanding what needs to change**
 - Inclusivity, a town where everyone's voice is heard on an equal footing and not just those who shout the loudest or have friends in high places.
 - We collectively need to improve Luton's image and reputation externally but also internally, so citizens are even more proud of being Lutonian or living here.
- **Making the change together**
 - Work through those who are already doing the work, making the most of partnership working and not recreating the wheel. Everyone needs to be equal partners.
 - Be proud and celebrate successes and raise aspirations of citizens in Luton.

Section B – Post it notes and Menti feedback

What makes a fair Luton? (Post it notes)

Equal Opportunities-Equality/Diversity/Inclusion:

- Equal opportunities for all x2
- Equity not Equality
- Everyone has a voice x2
- Equal access to services
- Listen more and respond to need
- Equity-every voice is heard
- Where difference doesn't create disadvantage
- Services & systems that work for all
- Do the leaders of the council making decisions for the town live here? if not, why not?
- Families knowing or having ways to find out what support is available to them
- Understanding all cultures and religions
- Does funding reach the most disadvantaged groups? Who is benefiting from funding?
- Human-centred rational ways of working
- The voice of minority groups within the town
- Participation for all in decision making & resource allocation as well as 'Voice'
- Talking about communities as 'hard to reach' ignores barriers some groups face
- Leadership is representative of the town, And decisions made/influenced by people who live here
- One where everyone lives in harmony
- Equal access to services
- Equal opportunities x2
- See individuals with their own gifts
- A town that acknowledges intersectionality
- A fair Luton is one with equality
- Fairness for all including refugees
- Inclusivity
- Inclusion but more importantly that means not being exclusive
- Everyone is treated as equals
- Access to help for people who need it
- One which gives everyone equal opportunities
- Where everyone feels they matter
- A town where difference doesn't create disadvantage
- A place where everyone can be the best version of themselves
- Where everyone has access to the same opportunities
- Everyone treated the same no matter who you are or where you come from
- A fair Luton means inclusion
- Equity where people get the same opportunity
- Giving voice to the voiceless
- Everyone to have fair access regardless of ability or background
- Equal access to opportunities
- Equity not equality
- Where those who need the support are able to see all the opportunities and help available to them
- Access to communication channels, especially for the 'non digital' – enabling people to use these channels

- Acceptance, not just tolerance
- A place where we can be different and unique
- Joined up fairness
- Initially it means confrontation and resistance wherever unfairness is found through coordination and action
- Understanding fairness to be fair
- Equality of opportunity
- Equity for the black community to bring us level with other communities

Employment & Skills:

- Work for all
- Raising skill levels
- Job opportunities
- Unemployment x3
- Employment
- Connecting schools with employers
- Proactive industrial policy to create sustainable and high quality jobs to ensure fairness in the face of profound economic and ecological change
- Digital skills gap
- Work opportunities for all
- Local jobs for local people to reflect Luton diversity at all levels
- Where all employers use the real living wage as a minimum
- Work yourself out of poverty and have a happy life
- Where people are paid fairly
- Financial inclusion
- Better training opportunities across all organisations to ensure universal values

Transport:

- Transport for disabled/elderly
- Accessible transport for all

Homelessness:

- Reduce homelessness x2
- Rental prices
- Housing as a right not a privilege
- Safe, secure and truly affordable housing for everyone
- A place where nobody needs to sleep outside on the streets

Poverty:

- Poverty x3
- Extremely low income
- Digital poverty
- Empathy
- Assumption that everyone has a smart phone
- A town with empathy
- Redistribution of wealth
- We need to work together to eliminate poverty
- Everyone has an income and enough income with some left over for 'fun'

Partnership working:

- Building strong community networks
- Establishing genuine partnership working between statutory and VCS organisations
- Unity in the mission statement brings unity to the mission
- Community self-organisation
- Develop real power to the community to encourage people's participation

Youth:

- Links between community, council, Council, companies with schools to raise aspirations for children
- Support available for children outside of school to provide sporting, drama, craft chances at a low/no cost
- Youth engagement
- Keeping children in organised sport/creative groups after leaving high school
- Young person centred leadership through listening
- Young people with high aspirations
- Listening to young people

Crime/ASB:

- Real solutions regarding crime and drugs
- Online hate crime and extremism
- Actively combat discrimination and hate especially in the online and digital domain where it is currently rife

Space:

- Creating an inclusive town centre space to be proud of

Environment:

- A safe, healthy environment
- Litter and street cleaning
- Creating safe routes for children to go to school e.g. walking, cycling
- Low pollution
- Low traffic

Health:

Mental Health:

- Action needed on mental health
- Improved specialist services for people with acquired brain injury
- Also recognising elderly, mental health and other disabilities living alone

Older People:

- Supporting the older generation who are the drivers of the younger generation. Don't forget about us!

Systems and Representation:

- More accountability and more diverse senior management
- Constructive challenge is welcome and acted on

- People of the town are represented and given a voice in leadership decisions relating to the town
- Initially it means confrontation and resistance wherever unfairness is found through coordination and action
- Understanding power and sharing power

Menti comments

- One where everyone lives in harmony
- Equal access to services
- Equal opportunities
- Equal opportunities for all
- See individuals with their own gifts
- Equality of opportunity
- A town that acknowledges intersectionality
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- Fairness of all including refugees
- Inclusivity
- Inclusion but more important that means not being exclusive!
- Safe, secure and truly affordable housing for everyone
- Everyone is treated as equals
- Access to help for people who need it
- One which gives everyone equal opportunities
- Where everyone feels they matter
- A town where difference does not create disadvantage
- More accountability. More diverse senior management.
- Everybody has a voice
- A place where everyone can be the best version of themselves
- Where everyone has access to the same opportunities
- Everyone treated the same no matter who you are or where you come from
- A fair Luton means inclusion
- Constructive challenge is welcomed and acted on
- Work opportunities for all
- Young person centred leadership through listening
- Equity – where people get the same opportunity
- Giving voice to the voiceless
- Everyone to have fair access regardless of ability or background
- A town with empathy
- People of the town represented and given a voice in leadership decisions relating to the town
- Equal access to opportunities
- Equity not equality
- Initially it means confrontation and resistance wherever unfairness is found through coordination and action
- Understanding power and sharing power
- Young people with high aspirations
- A place where nobody needs to sleep outside on the streets
- Where those who need the support are able to see all the opportunities and help available to them

- Understanding fairness to be fair
- How it should be
- Sharing the power
- Local jobs for local people – reflect Luton diversity at all levels
- Where everyone is able to participate in their unique way
- Visibility for everyone
- Where all Employees use the real living wage as a minimum
- Needs to be belief that change can happen
- Voice for everyone
- Where citizens come before institutions
- Covid proved how we work better together
- Where everyone can prosper from growth
- A town where we appreciate what each other brings to the table, even if it is done differently to how we would do it
- Everyone is listened to
- To acknowledge peoples' suffering
- To ensure funding is there to support young people
- Participation in policy making for citizens

Section C – Workshop feedback

i. Community workshops - Led by Scott Eastwood / Karen Perkins (italics)

Top 2 for each area:

Hearing Community Voice:

- Better communication between groups, citizens and anchor bodies. (twice)
- Trust and power dynamics and who actually should hold the power.
- *Visibility of resource*

Understanding what needs to change:

- Inclusivity
- Civic Pride / *Improve Luton's reputation*
- *Capitalising on the can do attitude*

Making the change together:

- Work through those doing the work already
- We need to be equal partners
- *Raise aspirations*
- *Be proud and celebrate success*

Further notes

Hearing Community Voice:

- Things needs to be translated, and simplified. We need groups and bodies to use plain English and avoid technical language and acronyms.
- We need to also understand the main spoken languages in the communities and translate as needed.
- Trust needs to develop and this is from both sides, trust in the council to do and trust in the community to be able to do.
- We are asked our opinions and nothing never changes or happens. It's a constant merry-go-round. This needs to be action and response led.
- All communities need listening to, some are deliberately ignored.
- *We need to change the way we communicate;*
 - *Go to them*
 - *People don't always want to go with meetings.*
- *People don't know about what's going on "We need to know what communities are doing".*
- *How can we as a sector/ groups play a role to bring communities into the conversation*
- *Who are the gate keepers to knowing what the communities need?*
- *Communication needs a reason/ purpose.*
- *Can community leaders invite the Local Authority leaders into the communities?*
- *Luton celebrates 100+ languages but where are they heard?*
- *Time and Time again groups brought together to raise issues aren't addressed*
- *Can we ensure all voices are heard?*

Understanding what needs to change:

- We need to be inclusive of everyone's views.

- We need to turn the negative position people take of Luton to positive ones. We need to big up the work in the town and what is going on. We need to shout about it more.
- *Structural barriers need identifying*
 - *Representation at senior levels*
 - *Languages / words matter esp. cultural meanings*
 - *Communication methods.*
- *Understanding symptoms and causes – Needs to change first.*
- *Invest in capacity in charity sector to do their work, especially small groups*
- *Invest in knowledge/ expertise*
- *To go forward, we need to look back*
- *Get community buy in, education is key, but schools are at capacity.*

Making the change together:

- We need to work through partner organisations who are already doing this work, rather than recreating the wheel each time. We have great work happening and great organisations, use them. The council can't do everything.
- We need an equal to all system that works for everyone.
- We need a sensible approach to risk taking. We need to be allowed to take risk, and learn from those risks if they fail. We cannot continue like we are now.
- Recommendation – We need a Pride IN Luton campaign, to get people to share what they love about Luton. "I OWN LUTON".
- *Empower groups to reach out to those who have/ want to have a voice.*
- *Communicating from/with the community*

ii. **Work Employment and Skills -Led by Helen Goulden / Lisa Hudson (*in italics*)**

Reflections:

- Employing local people is important
- Important of upskilling
- Reflecting the whole community
- Breaking down barriers to work across
- Avoid silo working
- Need a one-stop shop for people
- Need to better utilise assets – Luton Airport – ‘think big & better to make a differences’
- Knowing our assets better, supporting skills for employment
- Encourage local procurement
- Improve employment secure progressing
- Business support & investment
- Green agenda needs to be highlighted and developing
- How do we ensure a strategy – in the green space be meaningful
- Strategy needs to address deprivation gap and listen to young people
- Create a sense of urgency
- Local university for local people
- Connecting people and jobs together
- Raising aspiration to parents as well as young people

Hearing Community Voice:

- Agency, listening, job for the future
- Confidence / *A process that is trusted by communities*
- Raising aspiration / *All employers pay the real living wage*
- Engaging those in forefront of education & training
- Organisation that work excluded groups plus don't feel safe in to current statutory bodies
- Social capital / *more anchor institutions/ neighbourhood assemblies/*
- Building trust plus confidence plus relationship
- Advocacy taking people with you / *Listen more to employers needs*
- Non digitally competent

Understanding what needs to change:

- Change perception that Luton is a low skills town
- Raising aspirations and confidence / *System does not enable to progress*
- Hope link to equality and diversity / *In-work poverty*
- Transferable skills recognised / *Upskilling local people*
- Apprenticeships – growing your own locally committed e.g. kick start and own initiatives
- Level three government funded now you can't
- Understanding student debt in terms of culture and financial reality
- Flexibility
- Understanding career paths and progression routes
- WFH employed being looked – Bias
- *Unemployment*

- *Commitment to local economy*
- *Economy and minimum/living wage*

Making the change together:

- Funds for job interviews
- Foodbank/Work bank and Level Trust link up what's out there
- Work place more attractive
- Smaller organisation need support and know how to offer flexibility
- Living wages and under employable
- Platforms for employing freelance short term skills base
- Tools to hire local, grow your own – business charter
- Confidence
- Aspiration
- Normalise the work place and mentoring opportunities
- Everyone united to informal interview
- Clothes bank
- Time/access – are we all being paid today?

iii. Empowering Young People Led by Adam Divney / Dr Nasreen Ali

Hearing Citizen's Voice:

- We need to change the dialogue with young people and not assign young people to negative labels
- Youth services reported that young people are talking and have a voice, so now it's about taking these comments to people that will listen
- Young people want to feel that their voice can be used for influence and decision making. If young people feel that they matter then they will engage
- The way we communicate is always evolving so we need to match this movement to successfully engage with young people
- Communication with young people cannot be tokenistic and they must be able to trust that they are being asked to be involved in things because their voice matters
- Young people need to be trusted to and we are there to equip and guide them through making their own changes
- Young voices needs to be amplified beyond the local area so they can make systematic change

Understanding what needs to change:

- We need to prepare young people for the world they're entering into – plan ahead for employment trends, real world teaching, less of an emphasis on conventional academic routes to success
- Creating opportunities for young people and making these opportunities available to all. We need to promote aspirations and self-worth in every young person in Luton
- There is a responsibility for the wider community and employers to connect with the schools and make children aware of different life paths from an early age and early interventions to reduce the risk of young people heading down a negative path
- Investment in youth work and early interventions – youth work acts as a buffer between school, home and other areas of life to provide support
- We need to understand the demographic in the town, particularly around inter-generational connectivity, faith and culture
- We need to work with parents to make young people's home lives positive and safe places to be. There needs to be accessible support for parents for any of their own issues so that they can best raise their children
- We need to reduce pre-judgement and create spaces where young people can grow into their own person. We need to create platform for young people to thrive
- We need to change the language we around young people, be honest with them and to do that we need to have uncomfortable conversations with young people about the world around them.

Making change together:

- We need to be real and honest with young to be fair to them and realistically set young people up for life
- We need to map out where everyone can contribute to making change. We need to be aware of each other's strengths for joined up working
- We need to help young people understand how the town works e.g. teaching about local democracy, the role of Councillors and the Council
- Equal partners needs to mean that all partners have a say in funding decisions
- We need to change the language around young people and stop treating them as 'other'
- We need to deliver direct sessions like the launch event with young people to have their say

iv. Poverty -Led by Sofia Azia/ Maureen Drummond

Hearing Citizen's Voice:

- Change Systems
- Empower individuals
- Use Social Engagement
- Grassroots & community groups
- Individuality
- Removing barriers-transport, apprentices & Cultural
- Translation/Location
- Improving the services/customer experience
- Failure Points
- Combat Apathy
- Aspirational Town
- Removing isolation/shame
- Making our roles obsolete

Understanding what needs to change:

- Rewarding those who share their voices
- Upskilling
- Feedback positive messages
- Challenging embedded behaviours
- Target deprived wards
- Providing motivation
- Sanctions/Taxes
- Accommodation issues
- Train/Empower
- Pathways/support from organisations
- Maintain dignity

Making change together:

- Invite those who can make change/influence-MPs/Councillors

v. **Housing & Homelessness- led by Chimeme Egbutah**

Top 2 points:

- **Stress kills. Being homeless is stressful.**
 - Institutions like the council need to consider how they interact and apply policies and legislation to vulnerable and people who are homeless. Language such as 'intentionally homeless' puts the onus on the vulnerable. This is unfair as it does not recognise that people are stressed when the present to council offices. This language serves to alienate and blame people who are already vulnerable.
- **Use retired key workers and allied health professionals to engage and support homeless people.**
 - Important to understand that people experiencing homelessness may not be in the right place to be able to communicate and engage with statutory services.

Further notes:

Understanding what needs to change:

- Statutory services should be consider when interacting with people experiencing homelessness that people presenting may be in a phase of their life and homelessness is not a permanent state.
- Currently, the Homeless Partnership has trained advocates to support individuals who are currently homeless
- There needs to be recognition that there are no 'voiceless' people. Anchor institutions see only 'listen-less' people or 'refuse to engage' people.
- The NHS should be more holistic in its approach to homeless people and not just deal with the physical health problems.
- Homeless people need health services that are accessible. Example of a homeless person, town centre based with ulcerated leg, who could not get treatment because he did not know where to go and was unable to get the bus to the L&D hospital.

Response from anchor institutions

- Anchor institutions should enable safe spaces for vulnerable and homeless people to relax and 'get themselves together' before getting into conversation. Often, people who are homeless need a warm place, a cup of tea and a chance to become more comfortable before inter-acting with organisations. This should be understood by organisations.
- Anchor institutions should hire people with the lived experience. Sign-post have a policy that 'positively discriminates' hiring people into their workforce with lived experience. This is also applicable to NHS services.
- If lived experience is not possible, then staff should be taught to understand the issues of homeless people.

Section D – Notes from Beds Luton Community Foundation – PM Session led by Karen Perkins

Q1 What need/resources do your charities have that's without you couldn't operate?

- Funding
- Volunteers
- Partners
- Building or focal point/space
- Core and Project staff who are paid
- Energy supplies
- People/customers/clients
- Admin and IT systems
- HR and payroll
- Good governance
- Transport
- Reserves
- Media and comms
- Training
- Rent
- Storage

Q2 Where does the power sit with regards to those needs?

- Bigger bodies/organisations take all
- Funding too focused and short term
- Grant makers criteria give them a 'reason to say no'
- Landlord and rents are too high
- Gas and energy prices (companies hold the key)
- Community spaces quality isn't great always
- IT specialists are too expensive and doesn't always fit need
- Wages are too low across sector/roles not valued by others
- Those already in power have the power
- LBC/Cllrs/Elected members/Government

Q3 How could that power be shifted?

- Shared resources
- VCSE commissioned to deliver work
- More flexibility in funding
- More regular funding
- Funding for core costs/salaries
- Funding that's fairer and through new models of delivery
- Simpler funding access and applications
- Shared IT system
- Micro funding without unnecessary restrictions
- Shared spaces
- Shared admin and finance support
- Create a collective 'groups of similar organizations'
- Fairer wages paid
- Invest in skilling up people

- Shared expertise/knowledge

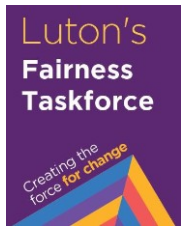
Q4 Where is your voice or voice of VCSE in decision making?

- Gatekeepers (sometimes a good and bad thing)
- Consultation only – no real outcome

Q5 How could voice be heard more?

- More networking
- More time to think and understand each other
- VCSE representation on key boards with 'equal status'
- Funders and bigger partners need to come out and see for themselves the work more
- Use members to inform work and be open to challenge and criticism
- Create pressure groups
- Use surveys to canvas ideas
- Collaborative working opportunities
- More support to advocate for VCSE sector
- Be open to hearing voice of small groups as valuable and not 'being difficult'. Bigger org being respectful and open

Section E – Feedback from The Young Foundation PM session led by Helen Goulden – To follow



Section F – Cllr Hazel Simmons MBE speech

Luton Fairness Taskforce – Launch 17/11/21

Thank you very much. I'm really pleased to see so many of you here this morning. It's great we can be together in this way once more. I'm also very pleased that we have started this conversation together today about building a town based on fairness. I'd like to start by thanking Pastor Adams for his inspirational words. Not just for the valuable experience he has shared with us, But also for his care and commitment over many years working for the whole community in Luton. There are as I am sure you would agree many others in this room who can equally offer rich insight And going forward, that is what the Fairness Taskforce is first of all here to do We sincerely hope it can provide a citizens' forum - Where we can learn together from this shared understanding of the struggle needed, and the ways forward to achieve equity and a fairer society for all. And looking around me, and listening to the initial feedback you have all just given on what a Luton built on fairness means to each of you

It's very clear to me that we already have at least the beginning of the answer to the question of why we need a town built on fairness here in the room, because I firmly believe that fairness – a commitment to change and equity - is at the heart of what motivates of all of us here. Whether you are a citizen, community leader or organiser, whether you work in the voluntary, private or public sector, everybody who works for the people Luton to make our town a better place to live - fairness for all has to be a common concern and aspiration.

It has always been a cornerstone of what it means to be part of the community in Luton. As a town enriched and built by the contributions of many communities, we have always understood the importance of diversity and harmony, and the phrase 'Many Voices, One Town' has helped us express this simply in ways everyone can understand.

But we also know that where there is unfairness, when inequality remains unaddressed, wherever poverty damages peoples' health and limits their choices, harmony cannot be fully achieved. This is why we have put the goal of a town built on fairness at the heart of the Council's 2040 vision. Robin is going to set the scene for this work in a minute.

But I just want to touch on a few points that I think are important background and context as we set out on developing the Taskforce together. The Inclusive Growth Commission first proposed the idea of a Taskforce of this kind in its report in 2019. Since then, we have been through what I sincerely hope is a once in a generation global crisis with Covid 19. What connects both these points are the majority of the people in this room.

Central to the Commission's recommendations were that the 'taskforce should have greater involvement of the voluntary and community sector to address the major impacts of poverty on physical and mental wellbeing, educational outcomes and employment opportunities'

And as we all know, and for which we are all eternally thankful, it was our community and voluntary sector that saw us through the darkest days of the pandemic.

So in this spirit we are building the Taskforce together with you through this forum. As Robin will set out, 2040 is a long term vision for change, and starting from now, we will commit to convening this citizens' forum quarterly going forward to help shape this vision. For this to succeed, as you will hear throughout today and at future sessions and events, we believe there are three key principles for creating a force for change in the Town that will need to underpin all our work.

First of all, Voice; The lived experience and voices of people in our community who still experience inequality, exclusion and discrimination needs to be our starting point. And we need to ensure that we really listen to this voice and understand the often very challenging messages it brings.

There are many examples of valuable work that colleagues have done to help bring these voices to the heart of our work to change the Town for the better. Most recently, our work with community researchers and the University of Bedfordshire on the 'Talk-Listen-Change' project which heard from more than 1000 local residents from Black and Asian backgrounds, about their experience of the disproportional impacts of Covid 19 and health services during the pandemic. I'm really glad that we'll be hearing more in a short while directly from community researchers Rifaat, Kamal and Nasreen from the University about the importance of this kind of approach to understanding lived experience and inequality.

I'm also really pleased to see the changes identified by local people starting to be addressed and implemented by colleagues in this room and through our wider partnerships. Which brings me to our second key principle for the Taskforce - making sense by identifying what needs to change. This is equally important for us to undertake together and through the work of the Taskforce. Alongside the University, one of our core partners supporting this important initiative is the Young Foundation, and I'm really pleased that Helen their Chief Executive is with us here today.

They recently published report (which Helen may touch on in her presentation shortly) about 'levelling up' looking at why many initiatives have not succeeded in reducing inequality. One of the recommendations is 'to propose new approaches that prioritise the self-determined needs of communities and engage them more deeply in the development processes.

I think this a great way of expressing what I feel the Taskforce is also here to achieve. And last but not least, the third principle we want to share is based on the famous saying of Albert Einstein which I'm sure you all know about the definition of insanity - which he helpfully described as 'doing the same thing over again and expecting different results'

So for our third principle, we know that to make the changes happen that are needed (and save us from insanity), we need to develop new approaches through community partnerships where we are equal partners. And on this note, this afternoon's 2 parallel sessions - one with Beds and Luton Community Foundation and voluntary and community organisations, and one with our key public and private sector partners, will start to look at how we bring resources together to enable this kind of change.

I'd also like to briefly mention at this point another core partner in our 2040 work and our mission to build a fairer Luton for all.

As many of you will know, it is wholly owned by the council, and our airport company is totally focused on improving people's lives and driving economic and employment growth for our community. From Women's Aid to Autism Bedfordshire to CHUMS, the airport has provided more than £120m to local third sector organisations and charities in Luton and beyond since 2004 - including many represented in this room. Next year, we will be asking for your support in ensuring this essential support can continue as we consult on our plans to expand the airport. This is not just for you and me, this is about future generations of Lutonians. As a model for a community airport, we have to think about how prudent investment in our stewardship of the airport will continue to benefit our children and grandchildren. You can see more real examples of the difference our airport has made in the downloadable pack available from today's event. For the future, with your help and support, we will want the benefits the airport provides for local people and organisations to be even more focused on tackling inequality and a town that is fair for all.

So, thank you again for your time and commitment today. I'm really looking forward to working together to shape the Taskforce and creating a force for positive change based on our shared principles.