The welfare state
Rights and Responsibilities

Philip Collett Simon Francis
IntoWork Conference 2015
Who do we support?

- Charities and training Providers
- Colleges
- Prisons and YOI’s Police
- Local Councils and regen.
- Leaving care/NEETS
- DWP Work Programme
- Drug Action Teams
- Housing Associations
We will cover

• Background Evolution of the welfare state
• The issue
• Where are we now?
• Opportunities
• Step Up pilot
• Discussion
“No Society can work unless its members feel responsibilities as well as rights”

Richard Layard
Key discussion points

- Rights vs. responsibilities (Social Contract - Rousseau Relationship between state and individual)
- Worthy or unworthy
- Universal vs. targeted provision
- Welfarism and dependency
- Are people generally good or bad (Hobbes Leviathan)
- Is welfare a reflection of the values of the society, or are our values determined by what we observe.
- Dual evolution of benefit and employment policy 20th century
- Its politically attractive, can we get beyond politics?
you're all short, nasty & brutish.
Previously....

- Medieval Church run “hospitals”
- Elizabethan - Parishes, had a responsibility to their poor.
- 1834 Poor Law principle built on Utilitarian principles of less eligibility.
- 19th century, Welfare through voluntary provision,
- 1911 Unemployment insurance, 1911 Act. 7d for 3d.
Post War Consensus

• In 1942, the Liberal politician William Beveridge, report suggests were five "giants on the road to reconstruction":
  • poverty
  • disease
  • ignorance
  • squalor
  • idleness
• To defeat these giants, he proposed setting up a welfare state with social security, a national health service, free education, council housing and full employment.
SOCIAL INSURANCE AND ALLIED SERVICES

Report by
SIR WILLIAM BEVERIDGE

Presented to Parliament by Command of Her Majesty
November 1942
Welfare Benefits

• **Family Allowances Act (1945)** - 5s a week for each child after the first.

• **National Insurance Act (1945)** - unemployment pay for six months and sick pay for as long as you were sick.

• **National Insurance - Industrial Injuries Act (1946)** - extra benefits for people injured at work.

• **National Assistance Act (1948)** - benefits for *anybody* in need. 'The Times' described it as: 'the last defence against extreme poverty'.
TACKLING THE FIRST GIANT

"WANT is only one of the five giants on the road of reconstruction." — **The Beveridge Report.**
1976 Onward

• Stagflation increase in unemployment
• End of the full employment goal (Thatcher)
• Shift from insurance paid benefits to means tested benefit
• Growth of personal pensions
• Welfare benefits linked to employment JCP
• Work for those who can support for those who cant.
• Ongoing expansion of people claiming sickness benefits
Consensus on full employment?

- Labour Exchange Act 1909 - workforce mobility 25% success rate
- JM Keynes's - the "General Theory of Employment, Interest, and Money" (1936) -
- **Marshall Aid (1948)** - the government used Marshall Aid to get industry going.
- Shift in consensus from 1976 Oil crisis IMF
- Unemployment a reasonable price to pay for low inflation 1980s
- Full employment returns as a social policy aim mid 1990s
- Contracting out of provision Work Programme
“ILLNESS IS NEITHER AN INDULGENCE FOR WHICH PEOPLE HAVE TO PAY,
NOR AN OFFENCE FOR WHICH THEY SHOULD BE PENALISED,
BUT A MISFORTUNE, THE COST OF WHICH SHOULD BE
SHARED BY THE COMMUNITY.”

ANEURIN BEVAN
"FATHER" OF THE BRITISH NHS
A changed consensus?

• Welfare state was "an arrangement under which we all largely cease to be responsible for our own behaviour and in return become responsible for everyone else's. TE Uttley 1980
Critique of welfare state

- Welfare was seen not merely as a means of meeting need, but also as a tool for building good character.
- 1960s lack of both will and mind to change
- Public opinion in the UK supports a reduction in welfare spending,
- Negative public perceptions are founded on exaggerated assumptions on spend on unemployment and fraud
There are misconceptions about welfare - Folk Devils?

TUC poll Misconceptions about welfare

On average what people think

- **41%**: Proportion of the entire welfare budget that goes on benefits to unemployed people - **3%**

- **27%**: Proportion of the welfare budget that is claimed fraudulently - **0.7%**

- **48%**: Proportion of those claiming Jobseeker’s Allowance who go on to claim it for more than a year - **27.8%**

On average people think that an unemployed couple with two school-age children would get **£147** in Jobseeker’s Allowance – more than 30 per cent higher than the **£111.45** they would actually receive – a **£35** over-calculation.

Source: TUC
Thinking the unthinkable

• Expansion of responsibilities
• Universal Credit
• Claimant commitment
• In work rights and responsibilities
• Welfare cap
• Activation of people claiming sickness benefits
Universal Credit

• Means tested benefit for working age people
• Simplify the welfare benefit system, aim is to make work pay for
• Aim to make work pay –eases transition into and out of work, benefits tapered
• Paid in and out of work
• Additional elements, carers, childcare, housing, children
• Limited capability for work
Conditionality

Underpinned by claimant commitment

- No work requirement
- Work Focussed Interview requirement
- Work preparation requirement
- All work requirement
- **In work conditionality**
- Sanction cuts in benefit if claimant commitment not met (good reason), could ultimately face a sanction of up to three years.
Step Up - 150 claimants
Step Up (in work poverty)

Eligibility

- Working for minimum 1 year
- 16 – 30 hours
- Receiving in work benefits
- Not improving earnings
- Willing to take part in research
- Voluntary
Programme

• Engagement (not funded)
• Group taster
• 2 x 5 hour group GOALS Step Up sessions
• Average 3 x 1:1 GRIT Coaching sessions
• On-going support
• Challenging and Compassionate
• Independent evaluation
The purpose of **STEP UP** is to help you get *more* of what you want and *less* of what you don’t want
The Four Stages of Learning

Unaware
Don’t know something you’re doing is wrong:
Unconscious Incompetence

Aware
Know which habit isn’t working:
Conscious Incompetence

Practise
Practise new behaviour/habit:
Conscious Competence

Mastery
Automatically doing the right thing:
Unconscious Competence
What is stopping you from getting the job or life you really want?
10 Keys

- Acknowledge & affirm strengths
- Clarify vision & values
- Plan your future
- Visualise & affirm your success

Positive self talk

Acknowledge & complete the past

Act to create it

Feedback

Persevere

Reap the Rewards!

Self Esteem

Responsibility
TAKE 100% RESPONSIBILITY/ABILITY FOR YOUR LIFE
4 Secrets of becoming luckier

• expect good results
• notice opportunities
• listen to gut feelings
• cope well with negative situations

‘It’s not luck, it’s pluck!’

Jack Petchey
Key 1

Acknowledge and complete the past

In order to be more successful, you will first need to let go of the negative past.

Any person capable of angering you becomes your master; he can anger you only when you permit yourself to be disturbed by him.

Seneca

Anger is never without a reason, but seldom a good one.

Benjamin Franklin

What doesn’t kill you makes you stronger.

Nietzsche

Anyone can become angry, that is easy. But to be angry with the right person, at the right time, for the right reason, and in the right way, that is not easy.

 Aristotle

SOME PEOPLE GO THROUGH LIFE AS IF THEY’RE DRAGGING A HEAVY ANCHOR WITH THEM!
Key 4

Clarify your vision & values

In order to get what you want, you first have to know what you want.
Challenges

• 16 hour promise – no time limit
• Learned helplessness
• Low self-esteem
• Stuck in a rut
• Old certainties diminishing - a secure job, family support, sense of community No more 9-5
• Generally under achieving
• Don’t believe – don’t trust
Challenges

- Difficult to schedule sessions
- Fear of change/loss
- Common mental health disorders
- Family issues/tears
- Not mandated
- Recruitment
- Employers subsidised low pay
A new paradigm

- Build Trust 40%
- Identify Needs 30%
- Present Solutions 20%
- Tough Love 10%
Who is best suited to do the work?

- Jobcentre Plus?
- Housing Associations?
- Local Authorities?
- Current Work Programme primes?
- NHS?
- Local Social Enterprises PBR
Any Questions?

Philipcollett@goalsuk.org
Simonfrancis@goalsuk.org
020 7388 9899