Glossary

Introduction

This glossary details some of the key concepts and terms referred to in the Companion. It provides an extension to its sister volume, P. Alcock, E. Erskine and M. May, eds (2002) The Blackwell Dictionary of Social Policy, Oxford: Blackwell. In consulting it you should be aware that policy analysts may vary in their use of some concepts and terms, or emphasise different aspects.

Key Terms

- **Academies**

  These are schools in England funded directly by central Government that are free from local authority control. They can set their own pay and conditions for staff, change the length of terms and the school day, and have some freedoms regarding the delivery of the curriculum allowing a focus on particular specialisms. They are funded at the same level that that would apply if they were maintained by the local authority, with additions to allow for the services no longer provided by the authority and greater budgetary freedom. Academies were initially promoted by the Labour governments from 2002 as part of its programme to raise educational standards particularly in low-performing schools, and established and run by sponsors. The 2010 Academies Act enabled all state schools in England to apply to become academies. They can be single entities or run as part of an ‘academy chain’.

- **Acquis Communautaire**

  The short-hand term for European Union Law, encompassing the body of common rights and obligations binding on European member states embedded in treaties, legislation, case law, declarations and resolutions adopted by the Union, and certain agreements and instruments.

- **Active Citizenship**

  The concept that individual citizens should take their obligations to society into account alongside their rights. At its broadest, all are invited to volunteer time and money, participate in public affairs, particularly at a local or neighbourhood level and become involved in their communities. More narrowly, it has become the focus of various projects targeted at the young and long-term adult unemployed promoting their employment and community engagement. Differing versions have been advanced by policymakers and advisors of different politico-ideological persuasions, with, for example, Conservatives accentuating individual engagement and community self-help and problem-solving, themes reflected in the notion of a Big Society in the UK, and those on the centre-left emphasising collective solidarity. (See Big Society)

- **Active Labour Market Policy/Activation**

  Governmental measures aimed at improving the operation of the labour market and enabling the unemployed to find work, as distinct from a passive labour market policy that focuses on ensuring subsistence while they are out of work. These measures focus on: the provision of information on vacancies; advice and support over job searching and recruitment processes; training; support and advice for those with particular problems or needs; subsidised employment and job creation.
schemes. Such services may be offered through public agencies or contracted to non-statutory providers, and sanctions may also be applied. (See New Deal; Sanctions; Conditional Welfare; Welfare-to-Work; Workfare)

- **Affordable Housing**

A term used to describe two types of low-cost accommodation: (a) that provided at below-market rents by local authorities and housing associations, often referred to as social rents; and (b) ‘intermediate affordable housing’, where the rent or price is set above a social but below market rents or prices, and which can include shared equity or other low-priced purchasing schemes. It is also used more generally and often loosely to refer to rented or owner-occupied accommodation costing below a level thought to be viable, for instance, a certain proportion of household income.

- **Any Qualified Provider**

A scheme in England aimed to extend patient choice, enhance provision and stimulate innovation whereby patients with certain conditions can opt for a provider from a list of suppliers that meet NHS service quality requirements. The power to commission such provision rests with Clinical Commissioning Groups. (See Clinical Commissioning Groups)

- **Apprenticeships**

A form of paid, full-time employment that includes on- and off-the-job training, the successful completion of the contract for which leads to nationally recognised qualifications in a range of occupations. They incorporate the same work entitlements as other employees, with pay linked in various ways to the national minimum/living wage. A recognised apprenticeship has to meet certain minimum standards and the qualification that can be gained extends (in England) from the equivalent of five GCSEs or two A Levels to degree level. Up to the 1960s and 1970s apprenticeships were a key form of post-school vocational training in many industries. After a period of steep decline successive Governments across the UK have sought to revitalise and expand provision, including in England the introduction in 2014 of Degree Apprenticeships allowing apprentices to gain a full bachelor’s or masters’ qualification. In and Northern Ireland, Scotland and Wales apprenticeship also involves qualifications across a range of levels. (See Apprenticeship Levy; National Minimum Wage; National Living Wage)

- **Apprenticeship Levy**

A UK-wide charge placed on large employers’ bills above a specified threshold. Implemented from 2017, it is designed to provide employer-led funding for the expansion of approved apprenticeships, replacing the previously largely Government-financed system. Most of the levy is to be spent in England with the rest divided between the three devolved administrations to spend on policies of their choice.

- **Automatic Enrolment**

(See Workplace Pensions)

- **Barnett Formula**

The method devised in the late 1970s that is used to determine yearly changes in the block grant from the UK Government for funding the devolved administrations. It does not determine the total block grant, but is aimed to ensure that if funding for a service in England is altered a comparable
devolved service receives the same pounds-per-person adjustment. Once granted spending from the block grant is determined by the devolved Governments. Its use has been questioned on the grounds that it bears little relation to differences in need and for enabling what some construe as inequities in public spending between the nations of the UK.

- **Basic State Pension**

  (See *Single Tier Pension*)

- **Basic Income** (also referred to as ‘Citizen’s Income’, ‘Guaranteed Minimum Income’ or ‘Social Dividend’)

  A form of social security provision designed to replace that based on social insurance or means testing with a non-withdrawable, unconditional benefit paid as a citizen’s right to all members of society irrespective of their status or income. It would be administered by the state and financed out of taxation on earned income or wealth. (See *Social Insurance*)

- **Bedroom Tax**

  The popular term for the deduction in the Housing Benefit entitlement of working-age social tenants living in accommodation held to be too large for their needs. Implemented under provisions in the 2012 Welfare Reform Act it is also termed the ‘removal of the spare room subsidy’.

- **Behavioural Economics**

  An approach to the study of individuals’ behaviour that draws on psychological theorising to consider the personal and social factors that influence their decisions rather than, as in neo-classical economics, assuming they pursue their self-interest and make rational choices accordingly. It is closely associated with the development of ‘nudge’-based policies and the notion that, rather than being compelled, people can be steered towards appropriate decisions and ways of improving their well-being if options and opportunities are offered to them.

- **Benefit Sanctions**

  These can be applied when a claimant for a particular benefit is considered to have failed to comply with a condition for its receipt. They constitute a long-standing element of the UK and other social security systems and may take the form of a cut in the benefit for a certain period or its withdrawal. Controversially their use has been extended with the introduction in 2012 of new conditionality rules for certain benefits. (See *Welfare Conditionality; Universal Credit*)

- **Big Society**

  A contested and nebulous catch-all phrase that was initially part of the 2010–2015 UK Coalition government’s agenda. It is generally seen as signifying a movement away from and reconfiguration of state services. It involves: localisation; an increased role for voluntary, community, mutual and social enterprise organisations in public service delivery and provision; the promotion of volunteering and citizen involvement in their communities; and decreased reliance on the state. (See *Localism*)
Cash Transfer Programmes

A form of social assistance implemented in many developing countries since the 1990s with the aim of reducing extreme poverty and promoting human capital development through the provision of non-contributory cash payments to individuals or households. Typically, they focus on those most vulnerable to poverty, such as children, elderly people and people with disabilities, and are designed to raise the beneficiaries’ income to enable a minimum level of consumption including access to social services. The support provided varies in scope, and in some countries payment is conditional on the recipient meeting one or more education, health or nutrition requirements (such as enrolling children in school or taking them for regular health checks).

Charities

Organisations are legally defined as charities if they operate for public not private benefit and independently of Government or commercial interests. They can be established as unincorporated associations, trusts or companies limited by guarantee. Charity law in England and Wales was simplified and the definition of a charity tightened by the 2006 Charities Act. Charitable purposes are defined as: preventing or relieving poverty; advancing education; advancing religion; advancing health or saving lives; advancing citizenship or community development; advancing the arts, culture, heritage or science; advancing amateur sport; advancing human rights, conflict resolution or reconciliation, or promoting religious or racial harmony, or equality and diversity; advancing environmental protection or improvement; relieving those in need, by reason of their youth, age, ill-health, disability, financial hardship or other disadvantage; advancing animal welfare; promoting the efficiency of the armed forces of the Crown, or the efficiency of the police, fire and rescue or ambulance services; and any purposes that may be reasonably regarded as analogous to, or within the spirit of, any purposes falling within the preceding. Charitable status, if granted to organisations, brings substantial tax exemptions and privileges but also restricts political activity. Charities in England and Wales with a yearly income exceeding a specified amount must register with the regulatory body, the Charity Commission. Following the 2005 Charities and Trustee Investment (Scotland) Act, organisations in Scotland, with its different legal framework, must meet a ‘charity test’, showing they have only charitable purposes and benefit the public and register with The Office of the Scottish Charity Regulator. Under the 2008 Charities (Northern Ireland) Act, the registering body in Northern Ireland is the Charity Commission for Northern Ireland and charities must meet one of the public benefit purposes specified in the legislation. Other than those relating to the security services these are the same as those for England and Wales.

Children’s Centres

(See Sure Start)

Clinical Commissioning Groups (CCGs)

Bodies responsible (under the 2012 Health and Social Care Act) for commissioning the majority of NHS services in England, including emergency, elective hospital and primary health services. All general practices are obliged to join the CCG for their area, which is managed by a Board.

City Deals

These are tailored provisions negotiated between the Government and certain local authorities giving them greater autonomy over specific planning and financial matters with the aim of promoting local economic growth and employment. The first wave was agreed in 2011 and has been followed by a succession of others in mainland Britain. (See Devolution Deals)
**Combined Authorities**

Combined authorities are legal entities in England that can be established by two or more local authorities that take on responsibility for any powers they agree to amalgamate and those transferred to them by central Government. Their formation may involve the institution of a directly elected mayor with varying powers. The first such body was the Greater Manchester Combined Authority formed in 2011. (See Devolution Deals)

**Community Rehabilitation Companies**

These are organisations set up in 2014 to which most probation work is contracted out on a payment-by-results basis. They replaced publicly-run Probation Trusts and since 2015 most have been led by private sector providers working in partnership with voluntary agencies. They run alongside the public sector National Probation Service also set up in 2014, which is responsible for high risk offenders and supporting the courts.

**Communitarianism**

The notion that collective interests and action are best developed at the level of local communities. Communitarian approaches can exist alongside public welfare, but strong adherents argue that community activity is always preferable to state provision.

**Compacts**

Formal agreements about the principles that should govern relationships between the Government and the voluntary and community sectors. They have been developed nationally in England, Northern Ireland, Scotland and Wales and at local Government level since 1998.

**Conditionality**

(See Welfare Conditionality)

**Co-production**

Denotes both the extent to which the effectiveness of welfare interventions depend on user participation and engagement (e.g., a patient completing medication, a pupil undertaking set work) and, more broadly, the notion that service users and the public more generally should be fully involved in service design and delivery as equal partners with provider agencies and practitioners. (See Personalisation; Personal Budgets)

**Corporatism**

A pattern of state-controlled interest mediation and decision-making, usually involving top-level representatives from employer organisations, trade unions and state officials.

**Corporate Social Responsibility**

Sometimes termed ‘corporate citizenship’ this is an umbrella term for forms of corporate governance and the range of voluntary activities undertaken by companies that take into account their social and environmental impact and the needs of employees as well as shareholder interests. They can be of considerable benefit to the organisation and may contribute to countering or
reducing social risks and improving individual or social well-being; but their place in welfare provision is hotly contested.

- **Corporate Welfare**

Denotes the range of Government policies and provisions that directly or indirectly support and subsidise private businesses meeting their needs and/or preferences and which, in effect, cushion the hazards of investment, entrepreneurship and profit-making.

- **Credit Unions**

Non-profit making membership organisations run on democratic lines that provide a variety of savings, loans and other financial services. These include alternatives to those provided by commercial retail banks, particularly flexible savings and small loan schemes and they are often viewed as having a key role in reducing financial exclusion. (See *Financial Exclusion*)

- **Cultural Capital**

The bundle of culturally specific information, knowledge and skills that is possessed and passed on within a particular social class or group that enables its individual members to access resources, opportunities and institutions. The concept is sometimes applied in explanations of the differential experiences and life chances available to members of different classes or groups.

- **Dependency Culture**

A term used pejoratively to describe those wholly or partially reliant upon benefits (especially means-tested support) and who have, supposedly, accepted their status as welfare recipients too willingly.

- **Dependency Ratio**

The ratio of people of retirement age or below the age of employment in relation to the number of individuals of working age in a given population. The term assumes that all people over retirement age are dependent, usually for their pensions and care, on those of working age.

- **Desert**

An approach to the allocation of resources base primarily upon a moral or ideological judgement rather than upon an *a priori* principle such as need or equity. There is a long tradition in social policy of categorising those seeking assistance into groups on this basis, focusing support on those deemed ‘deserving’ (such as young children or individuals unable to support themselves because of a disability) and restricting provision for those deemed ‘undeserving’ (who could support or contribute to supporting themselves).

- **Devolution Deals**

A short-hand descriptor of the devolution of certain powers and resources from the UK central Government to local authorities or areas in England, often involving combinations of two or more local authorities. Initiated in 2014 (with the Greater Manchester Combined Authority deal) it is seen as a parallel to greater devolution for Scotland, Wales and Northern Ireland, and intended to raise local responsibility for economic development, improve the efficiency and responsiveness of public services and foster civic engagement. The powers devolved vary but generally include: business
support services, funding adult skills provision, transport and land management, and in some deals, health services. The deals also often involve the establishment of a directly elected mayor. (See City Deals)

- **Direct Payments**

A scheme first introduced under the 1996 Community Care (Direct Payments Act) and subsequently extended, whereby individuals assessed as being eligible for adult social care support have the option of taking cash payments from the local authority to purchase the support they choose instead of relying on services contracted on their behalf. The support can be bought from non-statutory providers and/or include the direct employment of personal care workers. The offer of such payments is mandatory for English local authorities. (See Personalisation; Personal Budgets)

- **Empowerment**

The process through which people gain power and control over their own affairs. It can mean individual citizens taking responsibility for their own well-being and that of their families and consequently reducing their demands on state provision, or the use of collective action by previously disempowered groups. In welfare provision, the latter often involves a shift of power from service providers to users. Conditions conducive to empowerment exist where citizens have: access to information; education or training is available; organisational structures support citizen participation; and they are able to influence policy decisions.

- **English Baccalaureate (EBacc)**

First implemented in 2010 this is a schools performance measure in England designed to ensure pupils study the core subjects of English, maths, history/geography, the sciences and a language at GCSE.

- **Financial Exclusion**

The consequence of unequal access to financial services such as banking, automatic credit, savings products, insurance and advice. This often results, particularly among those on low incomes, in a range of financial disadvantages and exclusion from financial security and protection.

- **Financialisation**

A concept often linked with neo-liberalism, used in varying ways to sum up a range of changes in the national and global economy since the 1970s. At one level it refers to the shift away from manufacturing to service industries and within these to the increasing significance of financial services and the financial market in a country’s economy and internationally. Beyond this it denotes a range of associated developments in financial market structures and activities, particularly: their liberalisation; the primacy placed on maximising shareholder value; changes in banking; the promotion of new financial products and instruments and the hedging of commodity trading. In a broader usage it also refers to the growing influence of financial institutions, processes, elites and considerations on company decision-making, and on society and policymaking in general and the (deleterious) implications for employment, inequalities, individual and social welfare.

- **Fiscal Framework**

The body of rules, procedures and related institutions underpinning the way a Government determines, coordinates and carries out its budgetary policies.
Flexicurity

A concept amalgamating the notions of ‘flexibility’ and ‘security’, where the former denotes labour flexibility and the latter security for workers. It was first developed in Denmark in the 1990s and has since been promoted by the European Commission as part of its wider economic and employment strategy. In practice the term is used, often loosely, to encapsulate varying provisions designed to encourage employment security rather than job security. Such initiatives centre on balancing the promotion of flexible labour markets, organisations and workforces with security in unemployment in the form of contractual arrangements, training, work–life balance policies, adequate income maintenance and back to work schemes. (See Active Labour Market Policy)

Free Schools

State-funded, non-profit-making, independent schools in England set up following an application process by parents, teachers, charities, community and faith groups, or other suitable proposers who have demonstrated they are meeting a clear local demand. Like Academies they are centrally funded on a similar basis to state schools, are outside local authority control and have freedom to vary the curriculum, teachers’ pay and conditions, the school day and terms. They also have some additional freedoms, such as teachers not necessarily needing to have qualified teacher status.

Foundation Trusts (NHS)

Independent, self-governing legal entities responsible for managing most hospitals in England that have powers to raise capital and retain any financial surpluses. They are required to consult and engage with patients, staff, the general public and partner organisations through a board of governors.

Fuel Poverty

In general terms this descriptor is used to denote households that are unable to meet the cost of maintaining reasonable warmth in their homes or face considerable difficulty doing so. More specifically in England since 2013 it refers to households that have to spend more than the median amount on fuel to keep their homes at a reasonable temperature and where this means their income falls below the poverty line (a measure termed the Low Income High Costs Indicator). In the rest of the UK fuel poverty refers to households having to spend more than 10 per cent of their income on maintaining a satisfactory heating regime.

Generational Contract

A term used to denote the relationship between the ‘old’ and the ‘young’ implicit within the social security system and related welfare arrangements, whereby the employed ‘support’ their non-working elders through taxation and insurance contributions. Demographic change, rising longevity, the associated restructuring of retirement pensions and wider shifts in employment patterns have led to concerns over this contract and the extent to which older people gain an unfair proportion of welfare spending to the detriment of younger age groups. Changes in the funding of post-compulsory education and tight housing markets have added to concern over issues of intergenerational equity and justice.

Governance

Refers to the processes of governing, and in particular to the manner and mechanisms by which political power is exercised. It includes not only the functioning of central and local Government...
and other public bodies, but that of non-governmental entities and commercial and voluntary organisations that implement public policies or administer public provision.

- **Gross Domestic Product (GDP)**

The monetary value of all the finished goods and services produced in a country over a specified time period that is used to measure its economic performance.

- **Gross National Product (GDP)**

GNP is nearly identical to GDP except that it includes the income accruing to a nation’s residents from investments abroad (minus the income in the domestic economy accruing to non-nationals from abroad).

- **Health and Wellbeing Boards**

Established by the 2012 Health and Social Care Act these are statutory committees of upper-tier local authorities in England responsible for overseeing local commissioning and the coordination of health and social care with a view to promoting service integration, reducing health inequalities and enhancing the health and well-being of the local population.

- **Household Benefit Cap**

This is a limit on the level of total entitlement to certain social security benefits that can be claimed, with the level set being higher for couples and single parents than single adults. It was introduced in mainland Britain in 2013 and Northern Ireland in 2016 and forms part of the UK Coalition and subsequent Conservative government’s programme for reducing the budgetary deficit whilst also increasing work incentives and fairness between taxpayers in work and recipients of out of work benefits.

- **Housing Associations**

Independent, not-for-profit, bodies that provide low-cost accommodation for people in housing need, with any surplus generated being used for maintenance and to help fund acquisitions and new builds. Their main activity is the provision of accommodation for rent, but they are also involved in the provision of shared ownership and housing for sale, supported housing schemes, regeneration and community activities.

- **Human Capital**

A composite term denoting the fact that individuals can increase their future earnings or value to society by undertaking training or education. It is akin to an investment as it generates a future return in the form of higher earnings for the individual as well as benefiting the wider economy.

- **Human Development Index**

A summary measure first introduced by the United Nations Development Programme in 1990 to facilitate intra-and inter-country comparisons and provide a frame of reference for gauging social and economic development along three basic dimensions: health (indicated by life expectancy at birth); education (indicated by the mean years of schooling for those over 25 and expected years of schooling for children of school-entering age up to 18); and standard of living (indicated by the per capita Gross National Income).
Indexing of Benefits and Tax Credits

The process of linking the monetary value of benefits and tax credits to a gauge that either tracks the cost of living (prices), or the living standards of the non-beneficiary population (wages). Generally, social security benefits in the UK are uprated annually. Since 2011, this has been based on the Consumer Price Index (CPI) rather than the Retail Price Index (RPI) and Rossi index previously used to uprate universal and means-tested state benefits, respectively.

Internal Market

The simulation of market conditions within state services, involving the separation of purchasing from service provision. (See Marketisation)

Keynesian Welfare State

The term used to describe the economic and social policies pursued by a number of social democratic Governments in the period from 1945 to the mid-1970s. A combination of Keynesian economic policy and increased spending on the welfare state was seen as a way of countering the inequalities associated inherent in the market economy. In essence, the aim was not to abolish capitalism but rather to control the market through fiscal and monetary measures and ensure both economic growth and full employment.

Laissez-faire

A term based on the French phrase ‘allow to do’ that encapsulates the notion of minimal state intervention in defence or public order and opposition to/refrainment from state action in all other spheres, especially in the economy and market operations.

Less Eligibility

A concept dating back to the 1834 ‘New’ Poor Law system under which relief (or public assistance) was to be made conditional on entry to a workhouse where conditions were to be worse (or less eligible) than those experienced by the lowest classes of independent workers earning their own living.

Life Chances

A multi-dimensional term denoting people’s likely life expectancy, experience of morbidity (the incidence of illness) and the extent to which their social origins influence their education, employment and material rewards.

Living Wage

An hourly rate of pay determined annually by the Living Wage Foundation by reference to the basic cost of living in the UK. It is paid voluntarily by some employers and differs from the National Living Wage, which is based on median earnings. (See National Living Wage)
Localism

An ambiguous term, often used interchangeably with ‘localisation’, that encompasses a range of theories upholding the devolution of power and governance from the central state to local agencies and communities. In the UK it is associated with the 2010–2015 Coalition and the subsequent Conservative administrations’ programme for transferring power in England from central Government to local authorities. This is seen as giving them more power to: capitalise on local knowledge; shape and vary their provision according to local circumstances and needs; diversify the supply of public services; strengthen local accountability; and give communities and citizens a greater say in local policymaking. (See Big Society)

Mandatory Legislation

Enactments that place an obligation on welfare (and other) entities compelling them to provide specified services or engage in certain measures.

Mandatory Work Activity

A short-term ‘work for your benefit’ scheme for Job Seekers Allowance claimants of 18 and over aimed at enhancing their employment prospects by providing extra support with job-searching and skills development. Non-participation could lead to the benefit being stopped or cut.

Marketisation

A summary term for the manifold ways in which public services that initially were planned, funded and run by central or local Government have been subject to market forces and principles, with provision being opened up to competition within the public sector and between public providers, commercial enterprises and voluntary agencies. (See Internal Market)

Millennium Development Goals

Adopted under the United Nations Millennium Declaration in 2000 and agreed to by the world’s countries and leading development institutions, these comprised eight goals to be achieved by 2015: the eradication of extreme poverty and hunger; the attainment of universal primary education; the promotion of gender equality and the empowerment of women; the reduction of child mortality; the improvement of maternal health; combating HIV/AIDS, malaria and other diseases; ensuring environmental sustainability and creating a global partnership for development. (See too Sustainable Development Goals)

Mutualisation

Denotes the establishment or conversion of an existing organisation (including those in the public sector) to one owned by its employees, members (usually customers) or both. In the case of the latter, this involves the transfer of assets to the new entity. By empowering and engaging staff directly in their operations, the creation of employee-owned mutuals in particular has been upheld as a way of increasing the efficiency and quality of public services, adding to the provider mix and enhancing choice. In England and elsewhere in the UK mutualisation is being encouraged by arrangements enabling both ‘spinouts’ from existing services and start-ups involving merging previously separate provisions or creating new entities. Legally they can take several forms, including: limited-liability partnerships; charities; community interest companies (a limited company carrying out a social activity); and cooperative societies (organisations that must be for
the mutual benefit of their members and whose members must receive benefits mainly from their participation in its business). While widely endorsed, there is concern that without legal safeguards, mutualisation could open the way to subsequent demutualisation and takeovers by commercial providers.

- **National Living Wage (NLW)**

This is a rate of the national minimum wage (NMW) applying to people aged 25 and over from 2016. It was initially set directly by the Government, but from 2017 determined like the NMW in the light of recommendations by the Low Pay Commission. (See National Minimum Wage; National Living Wage)

- **National Minimum Wage**

Established by the 1998 National Minimum Wage Act with hourly rates set in the light of the Low Pay Commissions’ recommendations. Until 2016 it applied to all those over school-leaving age, with different rates for different age groups and young apprentices. Thereafter it applies to those over school age and under 25.

- **NEET**

Refers to young people aged 18–24 who are neither in employment, education nor training.

- **NEST (National Employment Savings Trust)**

The workplace pension plan established by the Government to support the introduction of automatic pension enrolment by ensuring employer access to a scheme that met the pension rules. It is overseen by the NEST Corporation, a non-departmental public body.

- **New Deal (UK)**

The popular term for welfare-to-work policies introduced by the Labour government after 1997. It emphasises paid work as the central element in the attempt to reduce poverty and entailed a more conditional approach to social security provisions, with a strong emphasis on the obligations individuals owe in claiming their rights to welfare. There were different New Deal programmes for the main groups of unemployed people (young adults; the long-term unemployed; disabled people; and lone parents)

- **New Social Risks**

A term used to emphasise the additional insecurities facing the current UK population. In the post-war decades, people were largely faced with labour market and lifestyle risks such as: the costs of child rearing; disability; ill-health; unemployment; the death of a spouse; and retirement. These were met through a system of social protection largely involving the state provision of benefits. Such hazards, it is argued, now coexist with a more diverse range of uncertainties that are not met by the equivalent levels of Government support. These new risks emanate from: demographic change; shifts in household structures; rising female employment; flexible labour markets; fiscal constraints; and the expansion of non-statutory welfare. They include increasing demands on individuals and families to: reconcile caring, family life and work; reskill and adjust to fast-changing, flexible, labour markets; navigate a more complex system of welfare services and benefits; and meet the requirements of longer working lives.
Normative Theory

Whereas Positivist and Empiricist theories describe their purpose as establishing and explaining the nature of social reality, normative theory goes beyond seeking to describe or analyse and sets out to link the descriptive with the prescriptive. It is concerned not only with what is (and why) but what ought to be.

Nudge Policies

(See Behavioural Economics)

Pension Flexibilities

Also referred to as ‘pension freedoms’, this refers to provisions under the 2014 Taxation of Pensions and 2015 Pensions Schemes Acts. Implemented in 2015 these allow individuals aged 55 and over with a defined contribution (DC) pension scheme to make withdrawals from their savings ‘pot’ when and how they choose. Previously pension legislation limited their choice to buying an annuity (the option taken by the majority), the main alternatives being ‘income drawdown’, whereby they could withdraw an income from their ‘pot’, leaving the rest invested, or for those aged 60 or over with a small ‘pot’ taking it as a lump sum. In the case of the former unless they had other pension income above a certain threshold the amount they could withdraw annually was capped and the small pot was also set at a low level.

Pension Freedoms

(See Pension Flexibilities)

Personal Budgets

An arrangement introduced in England in 2007 and which became mandatory in 2015, whereby individuals (or their carers) entitled to publicly funded adult care are allocated a sum of money to buy the services they consider best meet their needs (in line with a social care support plan agreed with care professionals). The allocation may be taken in cash, in the form of a direct payment or administered managed on their behalf by the local authority. It may be used to purchase support from individuals, private, voluntary or public providers, or combinations from these sectors. Similar provisions have also been developed elsewhere in the UK. (See Direct Payments)

Personal Health Budgets

A type of personal budget providing patients with a long-term illness or disability with a sum to spend on services to meet their health and well-being needs as distinct from treatments or medication supplied by a doctor. Since 2014 adults eligible for NHS continuing healthcare and children receiving continuing care in England have had a right to such a budget, the amount being agreed and provided by their Clinical Commissioning Group.

Personalisation

This is a notion that is subject to differing interpretations. In essence it centres on transforming the ways in which adults with care needs are supported with the aim of ensuring they can control and choose that support whatever their care setting. In the UK it is meant to involve a shift away from a ‘one-size fits all’ service-driven approach to self-directed needs assessment, provision and independent living, with individuals commissioning and buying customised services that suit their
needs and engaging in a form of service co-production. It is associated with the development of personal budgets, but also with measures to align or integrate social and health care, improve information and advice services, promote flexible provision, strengthen preventative services and minimise or delay the need for care. (See Personal Budgets)

- **Personal Independence Payment**

  A benefit to help meet some of the extra costs faced by those aged 16–64 with a long-term illness or disability that need assistance with daily living or mobility. It replaced Disability Living Allowance starting with new claimants from 2013.

- **Population Health Group Systems**

  An approach to health policy based on the view that health improvement and the reduction of health inequalities could best be achieved by recognising the range of socio-economic, environmental and other factors that influence health and adopting a holistic approach joining up the range of local services that affect different dimensions of people’s health.

- **Private Finance Initiative (PFI)**

  This is a means whereby private funds can be used to supplement public investment in capital projects such as hospitals, schools or housing. It was initiated by the Conservative government in 1992 and taken up by the subsequent Labour administrations. Typically it involves a contract between a private company and a public agency for providing facilities over a given time (often 30 years) with the latter specifying the requirements and paying a fee for the provision. In inception, this was seen as a way of transferring the risks associated with public sector projects fully or in part and reducing the Government’s borrowing needs.

- **Productivism**

  The view that the development of social policy in East Asia was primarily determined by economic considerations and geared to promoting economic growth, productivity and human capital investment rather than social protection or redistribution.

- **Public Expenditure**

  The monetary value of the goods and services purchased by the state over a specified period. It includes those bought by central and local government and other public agencies.

- **Public Goods**

  An economic term for products or services that cannot be bought or sold on the market and are ‘non-excludable’ in that individuals cannot be prevented from consuming them. They may also be ‘non-rival’ (i.e. they can be provided/consumed without denying someone else access).

- **Public Service Mutuals**

  Organisations with various legal structures in which employees have substantial control formed by outsourcing or ‘spinning out’ certain public services which are delivered on a contractual basis. (See Mutualisation)
Pupil Premium

An additional form of funding for schools in England aimed at boosting the attainments of disadvantaged pupils of all abilities, initially launched in 2011.

Rationing

The allocation of scarce resources. In the case of public services and benefits it entails limiting access according to constructions of entitlement or need. The mechanisms deployed vary in their visibility and are generally seen as ranging from the non-provision or capping of certain services (rationing by denial); limiting access and eligibility criteria, or, in the case of health interventions for instance, confining provision to those deemed most likely to benefit from them (rationing by selection or desert); the use of waiting lists and other forms of deferral (rationing by delay); the use of various’ gate-keeping’ practices or charges (rationing by deterrence); to diversion and ways of reducing aspects of provision (rationing by deflection and dilution).

Re-ablement

A form of short-term domiciliary care developed in England that is designed to minimise longer-term support needs and boost the independence of individuals referred for home care, whether directly or on discharge from hospital.

Residual Welfare

Refers to the selective provision of public welfare services and benefits providing modest levels of support and targeted at the poor and others without alternative sources. It entails actively encouraging self-provision, family self-help, private welfare and support provided by voluntary organisations with statutory forms of support offered only as a safety net.

Residualisation

In its broadest sense, a term describing the move away from and measures minimising collective welfare provision and leading to a safety net welfare system. In the UK it is also used to describe the processes transforming public-sector housing (i.e. local authority/council housing) from general provision to accommodation concentrated on those with the fewest resources, often facing multiple disadvantages and deprivation. (See Residual Welfare)

Restorative Justice

An approach to criminal justice that focuses on reparation for the victim and communities affected by criminal behaviour rather than the traditional concern with the punishment of the offender. It involves provisions to bring the two parties together with the aim of making an offender aware of the harm done and for her/him to make amends through, for instance, cash payments and/or community service.

Right to Buy

A scheme introduced by the 1980 Housing Act providing a right for secure, principally local authority (council) tenants with a minimum period of tenancy to buy the property in which they lived. It gave them rights in relation to the process of purchase and the price at which they bought, including generous discounts. Further legislation in the 1980s extended eligibility for the scheme.
and the discounts, though the 1997–2010 Labour governments, while supportive, scaled back its scope in England. Since 2010 a series of measures intended to reinvigorate it have been implemented, including cuts in the qualifying period for purchase and an increase in the discount. The Conservative government elected in 2015 also opened the way for extending the scheme to housing association tenants. The Northern Irish, Scottish and Welsh administrations, however, have sought to curb its use.

❖ **Selectivity**

Targeting services or benefits on a means-tested basis selectively between those in most need. However, selectivity may be used to mean focusing support on particular groups or individuals though other criteria, such as family status (lone parents) or age (pensioners). In Social Policy it is generally contrasted with Universalism and the provision of the same level of support or service to all, irrespective of means or circumstances.

❖ **Single Tier Pension**

Introduced under the 2014 Pensions Act for new pensioners from 2016 the single-tier pension is an attempt to simplify state provision. It replaced the Basic State Pension (open to everyone and paid in full after a thirty years National Insurance record) and the State Second Pension (based on a complicated formula linked to earnings) with a one-tier scheme paying the full pension after a thirty-five years National Insurance record. It was set above the basic level of means-tested support and does not involve special provisions for marriage, bereavement or divorce.

❖ **Social Assistance**

Generally refers to those aspects of social security provision where benefit entitlement is based on means testing in contrast to Social Insurance (National Insurance in the UK) where benefits are paid in return for contributions. The term also has a wider meaning, especially in Europe where it denotes interventions aimed to relieve poverty through providing a minimum income (or equivalent) for those deemed in need. Such support differs from insurance or universal provision, which aims to provide income protection or guaranteed services to a wide range of the population. (See **Social Insurance**)

❖ **Social Capital**

The concept that social networks (connections between individuals based on reciprocity and trust) have value, strengthening community relations and improving societal well-being.

❖ **Social Dialogue**

A central feature of the European political process in which different bodies (e.g. employer and employee representative organisations, Government and EU agencies) reach agreement to work together on policies and strategies. The social dialogue can take place at European, national or sectoral levels. (See **Social Partners**)

❖ **Social Economy**

Embraces the range of organisations operating outside the public and commercial sectors in pursuit of goals other than profit-making. Such organisations tend to adopt democratically based decision-making systems and range from voluntary organisations, community and self-help groups, religious
organisations, co-operatives, mutual and social enterprises to other not-for-profit social-distribution organisations.

- **Social Enterprises**

Sometimes used rather loosely, but a phrase that is generally taken to refer to businesses that, rather than being driven by profit maximisation for owners and shareholders, are established primarily to meet a social purpose. Such entities operate on commercial lines and compete with other businesses. Any financial surplus, however, is principally reinvested to further their social objectives either in the business or the community and they are managed in ways that involve staff, consumers/users, localities or other stakeholders. They can be set up as for-profit or as non-profit organisations and, in the UK range from community interest companies, social firms (job-creating organisations) and Housing Associations to credit unions, co-operatives and the trading arms of charities. (See also *Charities; Credit Unions; Housing Associations*)

- **Social Housing**

A ‘catch-all’ phrase that has come into use since the 1990s to denote accommodation where rents are below the levels that would apply in the market and which is provided by two types of landlords: local authorities and Housing Associations. It is sometimes referred to as the social rented sector. (See *Housing Associations*)

- **Social Insurance**

A form of contributory social security (termed National Insurance in the UK) providing benefits for defined contingencies (e.g. unemployment; retirement; sickness; loss of a spouse/partner; maternity). The premiums may be flat-rate or earnings-related and there is generally an upper earnings limit to the amount paid that is fixed in relation to average wages. Unlike private insurance, the contributions collected are not invested but used each year on a pay-as-you-go basis to meet the needs of those entitled to benefits.

- **Social Investment State**

Usually contrasted with classical conceptions of consumption-led state welfare in which benefits are used to buffer hardship and counter social disadvantage, the social investment state seeks to re-focus welfare on investment in human capital, enhancing people’s capacity to participate in the workforce through, for instance, education, training, employment support, work–life balance schemes, and improved child-and healthcare. (See *Active Labour Market Policy; New Social Risks*)

- **Social Partners**

Are organisations that represent the interests of European workers and employers in negotiations on industrial, economic and welfare policy at sectoral, national or European level. They are key participants in the social dialogue that is central to policy formation and its implementation within the EU. (See *Social Dialogue*)

- **Social Wage**

A term coined in the 1960s to denote the goods and services received from the state in terms of social protection ranging from social security benefits to heathcare, education and housing.
The Structural Deficit

An underlying imbalance in the Government’s budgetary receipts and expenditure.

Sure Start/Sure Start Children’s Centres

A scheme initially launched in England in 1998 with the aim of reducing child poverty by providing one-stop integrated services and support for families and children in disadvantaged areas. It was subsequently rolled out across the UK with local authorities becoming responsible for running Sure Start Children’s Centres more widely and, in effect, forming a new public service. It was wound down by the 2010–15 UK Coalition government.

Sustainable Development Goals

Agreed to at an extraordinary United Nations General Assembly Summit in 2015, these successors to the Millennium Development Goals (MDGs) comprise 17 goals envisaged as applying to both developed and developing countries. They encompass tackling the root causes of poverty, gender inequality, achieving sustainable production and consumption patterns, and reducing waste. The goals are buttressed by a global indicator framework with member states determining its application to their particular context and expected to develop national and sub-national strategies based on widespread consultation. They are also expected to undertake regular progress reviews. (See Millennium Development Goals)

Sustainable Social Policy/ies

A notion grounded in environmental and related concerns that emphasise the need for socially just, redistributive welfare arrangements compatible with a low or non-growth economy, that have a minimal impact on the environment. Such provision can be seen in global as well as national terms. It is also increasingly used to refer to ways of maintaining established welfare protection in the face of fiscal constraints and the development of a more mixed economy of provision.

Studio Schools

Schools for 14–19 year olds in England that offer a range of academic and vocational qualifications and paid work placements and, albeit few in number, form part of the wider attempt to enhance vocational education. (See University Technical College)

Tax Credit

In the format introduced in the UK in 2003, tax credits are means-tested payments designed to support working people in low-paid jobs (Working Tax Credit) and families with children, whether in or out of work (Child Tax Credit). Their primary purpose is to lift people out of poverty and, in the case of the former, to also incentivise working. (See Universal Credit)

Universal Credit

A form of UK social security integrating certain previously distinct in and out of work means-tested benefits and tax credits for working age households. More specifically it replaces the Working Tax and Child Tax Credits, Housing Benefit, Income Support, income-based Jobseeker’s Allowance and income-related Employment Support Allowance. It provides a basic allowance with additional elements for children, disability, housing and caring. Rolled out gradually from 2013 it is intended
to reduce poverty among low-income groups and provide a less complex system with more effective work incentives, but its provisions have been subject to extensive criticism.

- **University Technical College**

  Introduced in England in 2012 with the aim of increasing choice and enhancing vocational education provision these cater for 14–19 year-olds by working with employers and universities to offer certain technical specialisms alongside academic studies. They are run as academies and are not required to follow the national curriculum or employ staff with qualified teacher status. Like Studio Schools, which form part of the same strategy only a few have been established. (See Academies; Studio Schools)

- **Uprating of Benefits and Tax Credits**

  (See Index of Benefits and Tax Credits)

- **Welfare Cap**

  This was instigated by the 2010–2015 UK Coalition government’s 2014 Budget and similarly is a component of its Conservative successor’s bid to reduce public spending. It is a ceiling set for five years on the amount the Government forecasts is to be spent on a specified range of social security benefits and tax credits. If it is deemed to have been exceeded the Government is obliged to: propose measures to cut welfare spending; gain parliamentary approval to raise it, or provide an explanation justifying the breach.

- **Welfare Conditionality**

  Is a viewpoint linking welfare rights (e.g. to benefits) to obligations (e.g. to behaving in particular ways or undertaking certain tasks). Those advocating conditional welfare arrangements would maintain that where individuals do not meet these requirements (e.g. the unemployed do not undertake job re-training, or parents do not ensure their children attend school), then sanctions should be imposed as in reducing or removing their right to support.

- **Welfare to Work**

  The generic term used to refer to policy measures designed to move people off benefits into employment. Welfare-to-work schemes include job-search assistance, training or education, work-experience arrangements, wage subsidies for taking on unemployed people and intensive counselling, advice and guidance. Compulsory participation in a programme is a condition in some schemes. Sanctions such as reductions in or the loss of benefits can also be applied. (See Work Programme)

- **Work Capability Assessments**

  A two-stage assessment of whether a claimant is eligible for an Employment and Support Allowance (ESA), which provides an income-replacement for individuals with a disability or health condition that means they are unable to work. The first stage focuses on whether s/he ‘has a limited capability for work’ and is capable of ‘work-related activity’; the second decides whether s/he should be in a ‘Support Group’ or a ‘Work-Related Activity Group’, which may entail participating in work-focused interview and work-related activity, with sanctions for failing to take part. The assessments which are contracted out have been subject to heavy criticism and revision. (See Work Programme; Universal Credit)
Work Programme

This is a Government welfare-to-work/‘work for your benefit’ programme introduced in Great Britain in 2011. Its aim is to get the long-term unemployed back into work through support and training schemes contracted on a payment-by-results basis, with providers being paid in stages (on placing and on keeping a participant in work). The scheme is due to be give way to the Health and Work Programme in 2017, although contracted provision will continue until 2020–21.

Workfare

Originally developed in the United States, workfare makes the receipt of social security benefits conditional on unemployed people accepting temporary work, participating in training or attending pre-experience courses.

Workplace Pensions

The phrase is used to denote the pension schemes run by employers for their staff. What had previously been a voluntary benefit became compulsory under the 2008 Pensions Act. It required employers to enrol jobholders who were over 22 years and earning above £8105 (since raised to £10,000) into a qualifying pension plan or into the National Employment Savings Trust scheme. The only exceptions were to be those jobholders who choose to opt out. Enrolment began with the largest organisations in 2012 and the process is due to be completed with the workers of small and micro enterprises by 2018. (See NEST)