



**Title: Health and Wellbeing Approach 2018-19 Annual Update**

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<b>Wards of the District directly affected</b>	All
<b>Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?</b>	No
<b>Date and meeting when issue was last considered and relevant minute number</b>	
<b>Background Papers</b>	Nil

<b>Contrary to the policy framework:</b>	No
<b>Contrary to the budgetary framework:</b>	No
<b>Key Decision?</b>	No
<b>Included within the Forward Plan? (If yes include reference number)</b>	No
<b>Equality and Sustainability Impact Assessment Undertaken</b>	Yes

<b>Officer/Councillor Approval</b>		
<b>Officer Approval</b>	<b>Date</b>	<b>Name</b>
Chief Executive/Deputy Chief Executive		Andrew Jones
Head of Service		Marianne Rolfe
CMT		Andrew Jones
Section 151 Officer		
Monitoring Officer		
Finance		Mike Snow

Portfolio Holder(s)		Councillor Andrew Thompson
<b>Consultation &amp; Community Engagement</b>		
<b>Final Decision?</b>		No
<b>Suggested next steps (if not final decision please set out below)</b>		

## 1. SUMMARY

- 1.1 The report provides an annual update on the health and wellbeing approach and action plan.

## 2. RECOMMENDATION

- 2.1 That the committee note the work being undertaken.

## 3. REASONS FOR THE RECOMMENDATION

- 3.1 Members requested an annual update.
- 3.2 This report seeks to provide an update on the actions undertaken to deliver the Health and Wellbeing Approach.

## 4. POLICY FRAMEWORK

### 4.1 Fit for the Future (FFF)

The Council's FFF Strategy is designed to deliver the Vision for the District of making it a Great Place to Live, Work and Visit. To that end amongst other things the FFF Strategy contains several Key projects.

The FFF Strategy has 3 strands – People, Services and Money and each has an external and internal element to it. The table below illustrates the impact of this proposal if any in relation to the Council's FFF Strategy.

<b>FFF Strands</b>		
<b>People</b>	<b>Services</b>	<b>Money</b>
<b>External</b>		
<b>Health, Homes, Communities</b>	<b>Green, Clean, Safe</b>	<b>Infrastructure, Enterprise, Employment</b>
<u>Intended outcomes:</u> <ul style="list-style-type: none"><li>• Improved health for all</li><li>• Housing needs for all met</li><li>• Impressive cultural and sports activities</li><li>• Cohesive and active communities</li></ul>	<u>Intended outcomes:</u> <ul style="list-style-type: none"><li>• Area has well looked after public spaces</li><li>• All communities have access to decent open space</li><li>• Improved air quality</li></ul>	<u>Intended outcomes:</u> <ul style="list-style-type: none"><li>• Dynamic and diverse local economy</li><li>• Vibrant town centres</li><li>• Improved performance/ productivity of local economy</li></ul>

	<ul style="list-style-type: none"> <li>• Low levels of crime and ASB</li> </ul>	<ul style="list-style-type: none"> <li>• Increased employment and income levels</li> </ul>
<b>Impacts of Proposal</b>		
The report provides details on the interventions being delivered by the council towards the councils Health and Wellbeing approach.	Elements of cross over in this objective in the delivery of the council Health and Wellbeing approach	None
<b>Internal</b>		
<b>Effective Staff</b>	<b>Maintain or Improve Services</b>	<b>Firm Financial Footing over the Longer Term</b>
<u>Intended outcomes:</u> <ul style="list-style-type: none"> <li>• All staff are properly trained</li> <li>• All staff have the appropriate tools</li> <li>• All staff are engaged, empowered and supported</li> <li>• The right people are in the right job with the right skills and right behaviours</li> </ul>	<u>Intended outcomes:</u> <ul style="list-style-type: none"> <li>• Focusing on our customers' needs</li> <li>• Continuously improve our processes</li> <li>• Increase the digital provision of services</li> </ul>	<u>Intended outcomes:</u> <ul style="list-style-type: none"> <li>• Better return/use of our assets</li> <li>• Full Cost accounting</li> <li>• Continued cost management</li> <li>• Maximise income earning opportunities</li> <li>• Seek best value for money</li> </ul>
<b>Impacts of Proposal</b>		
Ensuring that Staff Health and Wellbeing is provided for	Ensuring that the Health and wellbeing interventions are built into service delivery	None

- 4.2 Each strand of the FFF Strategy has several supporting strategies and the relevant ones for this proposal are Health and Wellbeing Approach. This report demonstrates the interventions being undertaken across the council to deliver the councils approach

## **5. BUDGETARY FRAMEWORK**

- 5.1 There are no specific budgetary requirements

## **6. RISKS**

- 6.1 There are no risks proposed in this report

## **7. ALTERNATIVE OPTIONS CONSIDERED**

- 7.1 None

## **8. BACKGROUND**

- 8.1 The sections below detail the progress on actions made against each of the priorities in Council's Health and Wellbeing Approach

- 8.2 The Health and Wellbeing Approach details the Council's three priorities

- To embed HWB at a strategic level
- To promote HWB to the wider community (Warwickshire Health and Wellbeing Strategy priorities as sub-headings to this priority)
- To address the HWB of our own staff

### **8.3 Review of the Council's Health and Wellbeing Action 2018-19**

The action plan developed in January 2019 to support the delivery of the Health and Wellbeing Approach identified a number of key areas of work of focus, which were:

- Mental Health
- Breastfeeding
- Promoting activity
- Improving Housing
- Staff and strategy

Sections 8.4 – 8.6 provides a detailed update on actions against each of the Health and Wellbeing Approach priorities.

### **8.4 Work undertaken at strategic level – Objective 1**

- A draft Health Impact Assessment has been produced, the intention being for it to be included in the guidance for all committee reports to demonstrate how the report considers health and wellbeing.

- Training has been provided for staff on:
  - Mental Health First Aid - a programme designed to teach how to spot the signs and symptoms of mental health conditions and provide help on a first aid basis.
  - MECC (Making Every Contact Count) - designed to enable officers to sign post, where appropriate, impart key messages and awareness of the support available, the aim being to embed MECC culture throughout the council.
- The internal Health and Wellbeing Officers Group (HOG) has been up and running for over a year and regularly collates the interventions that are occurring across WDC which impact upon the Health and Wellbeing agenda. The group has been instrumental in evaluating the evidence of key health and wellbeing strategy documents and proposing future priorities and potential actions which WDC could be taking to further deliver against this agenda.
- In January 2018 the HOG action plan was developed with a number of HWB priorities. The priorities were identified through a review of the Director of Public Health's Report, Health and Wellbeing Board priorities and the outcomes of the last Joint Strategic Needs Assessment (2016) for the District. The aim of the action plan is to capture all the HWB activity from across the Council (see Section 8.3 Summary of the progress against the action plan).
- The South Warwickshire Health and Well Being Partnership has developed a 'South Warwickshire Integrated Care Partnership Concordat'. The vision for the Concordat is 'working collaboratively to enable South Warwickshire residents to pursue and achieve happy, healthy lives within well-connected communities'. A partnership mapping exercise is being undertaken to establish what contribution each partner can make to achieve the vision of the South Warwickshire Integrated Care Partnership Concordat.
- Work is to be progress by the Council's Sustainability Officer to look at the feasibility of 'drinking water fountains available' to residents. The Council will be working with Severn Trent Water, which is able to support the drinking water fountain installations.

## 8.5 **Work undertaken to promote HWB in Wider District – Objective 2**

- As part of the Walking for Health Scheme a number of regular Health Walks have been established in the District. A video has been produced as a way of highlighting the positive impact of Walking of Health and is being used to as a way of increasing the number of walking for health groups across the District.

- The Dementia Network has been launched as a mechanism for helping Warwick District become a dementia friendly community.
- Work was undertaken with the Specialist Health Visitor Infant Feeding from the NHS Foundation Trust to recognise Warwick District Council as a breastfeeding friendly Council. Training sessions were provided to all frontline staff based at Riverside House, the Town Hall, the Spa Centre and Pump Rooms.
- The NCT has now established a number of breast feeding peer support groups which are operating in Kenilworth, Warwick and Leamington.
- A Veterans Referral Point has being established at Riverside House to provide support to veterans, their families and carers. This commenced on 25<sup>th</sup> February with the first Royal British Legion Advice and Information session. Frontline staffs have been trained up to signpost veterans their families or carers visiting Riverside House to support where needed.
- Work is to be progress by the Council's Sustainability Officer to look at the feasibility of 'drinking water fountains available' to residents. The Council will be working with Severn Trent Water, who is able to support the drinking water fountain installations
- A number of Community Hubs across the District commissioned by the District Council have health and wellbeing as a key component of their contract.

For example:

- At Sydni Centre the Women's Group provides an opportunity for ladies to pop in for a chat and join in different activities each week.
- Crown Routes Community Café opens 3 times a week where people in the community can get a nutritious meal and access support.
- Brunswick Hub provides services for over 55's.
- Packmores Centre delivers activities and services including debt advice, holiday play-schemes and general advice and information.

## 8.6 **Work undertaken to address HWB of WDC Staff – Objective 3**

To ensure there is a co-ordinated approach to the Health & Wellbeing agenda we are supporting the following initiatives:

### a.) Thrive at Work - Wellbeing Commitment

West Midlands Combined Authority has created the 'Thrive at Work - Wellbeing Commitment' with criteria and guidelines to help create a workplace that promotes employee health and well-being. There are 3 accreditation levels: Bronze, Silver and Gold and 5 key themes to the award 'Enablers of health', 'Lifestyles', 'Mental Health', 'Musculoskeletal Health' and 'External Risks'. This will link

with our existing WDC Health & Wellbeing agenda to ensure that we meet the standards identified.

b.) Year of Health & Wellbeing 2019

The aim of Coventry and Warwickshire is to celebrate and promote the wide range of valuable local activity available to promote people's wellbeing, resilience and independence. The Year of Wellbeing aims to increase the number of opportunities for people to think about what good wellbeing means to them, and take positive action. The Council has pledged to support the year of Wellbeing through a number of actions within the Health and Wellbeing approach.

c.) Health & Wellbeing Scheme (BUPA)

Following the launch of the Health and Well-being (BUPA) Cash Plan membership scheme in June 2018 for WDC employees, 251 have enrolled to date, 50% of the establishment. As at 31<sup>st</sup> January 2019 the cost of the scheme to WDC is £7,600 and claims totalling £11,700 have been paid out to staff. Since the motivational BUPA Boost App was launched there have been 33 staff utilising the 'app' and achieving their goals. The 'app' has had 16,834,284 steps logged and 8462 goals logged which are a mix of relaxation, mindfulness, fitness and nutrition which are set by individuals for their own motivation.

This membership entitles staff to 'claim back' some (or all) of the costs incurred on everyday health costs through existing NHS services e.g. dental work, or other therapies such as physiotherapy.

The membership offers benefits such as: Dental and optical treatments and services; hospital stays - NHS or private; cashback on prescriptions; cover for WDC employee plus 4 dependants (up to the age of 24, not required to be in full-time education); a portal/app to ensure immediate reimbursement for services; partners or upgrades to the next level of the membership can be accessed directly with Bupa; confidential counselling for areas such as managing change, bereavement, stress, anxiety and depression.

Other actions that have addressed the objectives to date:

105 delegates attended the MECC – 'Making Every Contact Count' training so far in 2019. The training, run by Citizens Advice is designed to enable officers to sign post, where appropriate, impart key health messages and information as to types of support available with the aim of embedding the MECC culture.

Utilising funding from WCC Public Health, 71 delegates have attended either the 2 day Mental Health First Aid or the half day Mental Health First Aid Lite. This has provided staff and managers



with support, knowledge and skills to support both WDC residents and our own staff relating to mental health awareness.

The intranet 'Health and Wellbeing' page is now established to provide informative and interactive articles and signposting for users. The use of the page is being monitored and from May 2017 to Feb 19 it has achieved 450 views with an average of just over a minute spent reviewing it. The page gives links to Wellbeing Articles provided by external partners and colleagues, useful websites e.g. Breathing Space, Everyone Active, following the "five ways to wellbeing" principles of 'Give', WCC Wellbeing Portal and CSW Sport to name a few. We have also started a Health Events Calendar from information provided by colleagues on different events within the district.

There are now 9 Employee Support Officers (ESO's) to further support/signpost staff with both work-related and personal issues. The ESO scheme has now been in place for 11 years and has provided invaluable support to staff.

'Flu' jabs are available to all staff at a reduced rate. 52 staff received this inoculation in 2018, an increase from 27 in 2016. Relevant Health messages are also highlighted to staff via the intranet e.g. 'Preventing the spread of flu'.

The five ways to wellbeing is about what you can do to build the ways to wellbeing into your daily life which include:

- Be active – physical activity
- Connect – building connections and social networks
- Give – acts of giving and kindness
- Keep learning – learning new skills
- Take notice – being more aware of the present moment, including thoughts and feelings

Under the 'GIVE' way to wellbeing, staff are encouraged to share the volunteer and charity work they have undertaken in their own time. WDC promotes this on its intranet to demonstrate the different types of activities that individuals could take part in, but may not have considered.

Within learning and development there is a comprehensive calendar of learning opportunities which promotes the benefits of "keep learning" to staff, in addition there is a range of courses which will enhance the feeling of goodwill for staff as they carry out their work, such as lone working, IOSH Managing Safely & IOSH Working Safely.

## 8.7 **Moving forward key priorities for 2019-20**

### 8.7.1 **Refreshed Health and Wellbeing Strategy**

The Warwickshire Health and Wellbeing Board has recently refreshed its priorities for 2019 to reflect and respond to the rapidly changing context for health and social care. The refreshed strategy is aligned to the work of the Joint Coventry and Warwickshire Boards (the Place Forum) with a greater focus on prevention, better understanding of local need, and a more integrated approach to health care across partners. The high level priorities will continue to be:

- Promoting independence – to prevent ill-health, disability and dependence on services. A greater focus on prevention, self-care and early intervention is vital at all stages of life to support people to be more independent.
- Community resilience – communities are important for physical and mental wellbeing, where people support each other, and feel able to influence decisions about their area. Social isolation, unemployment, financial or relationship problems make it harder for people to cope. Stronger communities are needed with local people developing support networks and having a role in planning services they need.
- Integration and working together – services across sectors need to work together to provide support as effectively as possible, and with greater focus on prevention and early intervention.

The areas of focus for the Warwickshire Plan are:

- Prioritising prevention - including the Year of Wellbeing.
- Strengthen communities - with a focus on improving housing and wellbeing and early help for vulnerable children.
- Coordinating services - working better together i.e. out of hospital programme.
- Sharing responsibilities – work together to improve the health and wellbeing of communities.

### 8.7.2 **Director of Public Health report**

The Director of Public Health Annual Report shows the current health performance of Warwickshire and allows comparisons between the district and boroughs. It also indicates statistical significance compared to England and provides information on recent and published data that provides a health profile for the District (see appendix 2 for the Warwickshire Health Profile 2018)

### 8.7.3 Integrated Care System

Warwickshire County Council and the three Clinical Commissioning Groups (Coventry and Rugby CCG; South Warwickshire CCG and North Warwickshire CCG) are combining resources to work closely together to help people get the support they need in the right place and at the right time. The shared vision is about working collaboratively across Warwickshire all sectors to ensure support is available to local residents.

Warwickshire Cares: Better Together is a pooled budget that allows health and social care to commission services that are joined up. The Proactive and Preventative work programme, that is part of the Warwickshire Cares: Better Together, is focused on creating the system conditions to put prevention at the heart of health and social care.

This area of work will focus of 3 key strands:

- Information and advice
- Falls Prevention
- Health Champions

### 8.7.4 Social Prescribing

A series of Social Prescribing Workshops are currently taking place across the County. The aim of the workshops is to bring together people with an interest in social prescribing. Allowing participants to work together to discuss and agree what Social Prescribing should look like across Warwickshire and how partners should work together to make this a reality.

### 8.7.5 Joint Strategic Needs Assessments

In 2017 a new approach was agreed by Warwickshire Health and Wellbeing Board, with the focus of the JSNA moving from a theme-based to a place-based approach. The new programme of work will focus on understanding Warwickshire's health needs on a geographical basis. This is in line with the requirement to inform the Proactive & Preventative element of the Sustainability & Transformation Plan (STP) and the out of hospital programme, which seeks to build integrated services around populations of around 30,000 – 50,000.

Transformation programme relating to both adult and children's services and community hubs are also based on the need to understand service needs at a more local level. In Warwick District the assessment will be delivered over 3 waves and the current position is that South Leamington, Whitnash and Bishop Tachbrook was part of Wave 1, with Wave 2 Cubbington, Lillington and Warwick Rural East just about to commence.

## 8.8 **Year of Wellbeing 2019**

The vision for the year of Wellbeing is that 'People in Coventry and Warwickshire will be part of a strong community, and feel inspired and empowered to improve their own health and wellbeing, and that of others, in 2019 and beyond.

The focus will be on celebrating all the good work currently underway. The HWB Action Plan identifies how all the actions are spread across the priorities linked to the Council's Health and Wellbeing approach. Example of work that we are doing to contribute to the Year of Wellbeing is developed a communication plan, promoting various events and activities aimed at staff and communities and providing opportunities for the partners to showcase projects linked to Health and Wellbeing.

## 8.9 **WDC Action Plan 2019-20**

The 2019-20 WDC action plan continues to be aligned to priorities of the various reports and strategies to which the Council must have regard and especially those which are of particular relevance to Warwick district. They are:

- Mental Health
- Falls Prevention
- Promoting activity
- Improving Housing
- Staff and Strategy

The refreshed action plan once it has been completed will be shared with members of the Health Scrutiny Committee