



Title: Refreshed Health and Wellbeing Action Plan 2019-20

For further information about this report please contact

Marianne Rolfe
 Head of Health & Community Protection

01926 456700
Marianne.rolfe@warwickdc.gov.uk

Bernadette Allen
 Localities and Partnership Officer

01926 456020
Bernadette.Allen@warwickdc.gov.uk

Wards of the District directly affected

All

Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?

No

Date and meeting when issue was last considered and relevant minute number

Background Papers

Health and Wellbeing Approach 2018-19
 Annual Update – 13th March 2019

Contrary to the policy framework:

No

Contrary to the budgetary framework:

No

Key Decision?

No

Included within the Forward Plan? (If yes include reference number)

No

Equality and Sustainability Impact Assessment Undertaken

Yes

Officer/Councillor Approval

Officer Approval	Date	Name
Chief Executive/Deputy Chief Executive		Andrew Jones
Head of Service	02/09/19	Marianne Rolfe
CMT		Andrew Jones
Section 151 Officer		
Monitoring Officer		
Finance		Mike Snow

Portfolio Holder(s)	04/09/19	Councillor Judy Falp
Consultation & Community Engagement		
An Audit/ mapping exercise was undertaken with key Service Areas - 28 th June 2019		
Final Decision?		No
Suggested next steps (if not final decision please set out below)		

SUMMARY

- 1.1 The report outlines the refreshed Warwick District Council Health and Wellbeing Action Plan for 2019-20 [here](#)

2. RECOMMENDATION

- 2.1 That the committee note the work to be undertaken around Health and Wellbeing during 2019-20

3. REASONS FOR THE RECOMMENDATION

- 3.1 A review of the Health and Wellbeing approach has been undertaken and as a result a refreshed Health and Wellbeing Action Plan has been developed.

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.

FFF Strands		
People	Services	Money
External		
Health, Homes, Communities	Green, Clean, Safe	Infrastructure, Enterprise, Employment
<u>Intended outcomes:</u>	<u>Intended outcomes:</u>	<u>Intended outcomes:</u>

<ul style="list-style-type: none"> • Improved health for all • Housing needs for all met • Impressive cultural and sports activities • Cohesive and active communities 	<ul style="list-style-type: none"> • Area has well looked after public spaces • All communities have access to decent open space • Improved air quality • Low levels of crime and ASB 	<ul style="list-style-type: none"> • Dynamic and diverse local economy • Vibrant town centres • Improved performance/ productivity of local economy • Increased employment and income levels
Impacts of Proposal		
The report provides details on the interventions being delivered by the council towards aimed at improving the quality of lives of our staff and local residents.	Elements of cross over in this objective is the positive impact having a green, clean and safe environment can have on the quality of life for our residents.	None
Internal		
Effective Staff	Maintain or Improve Services	Firm Financial Footing over the Longer Term
<u>Intended outcomes:</u> <ul style="list-style-type: none"> • All staff are properly trained • All staff have the appropriate tools • All staff are engaged, empowered and supported • The right people are in the right job 	<u>Intended outcomes:</u> <ul style="list-style-type: none"> • Focusing on our customers' needs • Continuously improve our processes • Increase the digital provision of services 	<u>Intended outcomes:</u> <ul style="list-style-type: none"> • Better return/use of our assets • Full Cost accounting • Continued cost management • Maximise income earning opportunities

with the right skills and right behaviours		<ul style="list-style-type: none"> • Seek best value for money
Impacts of Proposal		
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 one for this proposal are the 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 Health and Wellbeing Approach has three strands:

- 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

8.2 The section below details the progress made against each of the priorities in the Council's Health and Wellbeing Approach during 2018-19:

Work undertaken at strategic level – Objective 1

- A draft Health Impact Assessment has been produced, with the intention of including it in the guidance for all committee reports to demonstrate how any report considers the health and wellbeing impacts.
- 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 Health and Wellbeing 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 Health and Wellbeing activity from across the Council.
 - 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'.

Work undertaken to promote HWB in Wider District – Objective 2

- The Warwick District Walking for Health Scheme has developed a number of regular Health Walks 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 promote and increase 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 in partnership with the Specialist Health Visitor Infant Feeding Lead from the South Warwickshire NHS Foundation Trust for Warwick District Council to achieve and be recognised as a 'breastfeeding friendly Council'. Training sessions were delivered 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 been established at Riverside House to provide support to veterans, their families and carers. This commenced on 25th February 2019. Frontline staff have also been trained on how to effectively signpost veterans their families or carers visiting Riverside House to the range of armed forces support services where needed. In addition the Royal British Legion are delivering monthly Advice and Information session where veterans, their families or carers can meet someone on a face to face basis to raise any issues.
- A number of Community Hubs across the District commissioned by the District Council to deliver community services, have health and wellbeing included as a key component of their contract.

For example:

- At the 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.
 - The Packmores Centre delivers activities and services including debt advice, holiday play-schemes and general advice and information.
- working with Everyone Active across the district to offer wide range of activities to communities including those who otherwise may not lead active lifestyles.

Work undertaken to address HWB of WDC Staff – Objective 3

To ensure there is a co-ordinated approach to the Health & Wellbeing agenda the Council is 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.) Coventry and Warwickshire Year of Health & Wellbeing 2019

The aim is to celebrate and promote the wide range of valuable local activity available to enhance 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 31st 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.

It 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.

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. Everyone Active etc. 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 are:

- 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' theme, 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

8.3 **Key priorities for 2019-20**

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.

8.4 The Council has developed the Health and Wellbeing Action Plan detailing the contributions supporting the Warwickshire Health and Wellbeing Strategy.