



Warwick District Council's Strategic approach to Health and Wellbeing 2018 - 20

Warwick District Council
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Section 1

Strategic approach to Health and Wellbeing

Introduction

The Council's Fit For Future (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.

In line with the vision, this document outlines how the Council will play its role in to improve the health and wellbeing of the communities within Warwick District and to address the health and wellbeing needs of our own staff. It defines our strategic priorities and presents an action plan – covering the period 2018-20.

Why do we need a strategic approach to Health and Wellbeing?

In 2016 the Council undertook a multi-faceted review of its approach to Health and Wellbeing. The results of the review led to a number of conclusions which will assist the Health Scrutiny & Overview Sub-Committee and Council to have a greater input into the health and wellbeing arrangements of Warwickshire and therefore improve the health and wellbeing of people who live in, work in and visit Warwick District. As a result of the review the following priorities were agreed a part of the Council's approach to health and wellbeing:

- 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

Director of Public Health Report

In 2017 the Director of Public Health Report stated that in Warwickshire they want everyone to experience good health and wellbeing. However to make this a reality, it was recommended that the attention needs to focus on those who are at greatest risk of harm and enable them to achieve aspirations. The Director of Public Health report focused on vulnerable groups due to the concern that whilst the health and wellbeing of the Warwickshire population in general has been significantly improved over the years, the health and wellbeing vulnerable groups continues to lag behind.

Although at a Warwickshire level, health and wellbeing is generally reported as good compared to England. It does mark significant variation in different areas across the county. Warwickshire is ranked in the 20% least deprived local authorities in the country but some of the health outcomes do not reflect this relative affluence. A number of health inequalities exist within the county and require interventions to ensure health and wellbeing needs are met.

The areas within Warwick District which have been identified as statistically significant in 2017/18 were as follows:

- Breastfeeding initiation as 69.1 (per 1,000) compared with the Warwickshire average of 72.1
- Hospital admissions of 125.1 (per 10,000) compared with the Warwickshire average of 124.7
- Incidence of TB 8.1 (per 100,000) compared with compared with Warwickshire average of 8.1
- Suicide rate (aged 10+) 14.4 (per100,000) compared with the Warwickshire Average of 14.4

Health and Wellbeing Board Priorities & Warwickshire Health and Wellbeing Strategy

The Health and Wellbeing Board is a Forum for Councillors, commissioners and communities to work with wider partners to address the determinants of health, reduce health inequalities and strengthen our communities. One of the key benefits of the health and wellbeing board is to increase the influence of local people in shaping services. The role of the Health and Wellbeing Board is to help lead and shape the health and wellbeing agenda.

The Health and Wellbeing Board through a series of workshops have agreed to focus on a number of specific areas which support wider priorities. The specific areas for 2018/19 are as follows:

- Making prevention everybody's business (including Out of hospital, Public Health and Community Capacity elements)
- Improving housing and wellbeing
- Ensuring early help for vulnerable children
- Integration and co-location of services
- Adding value to acute service design

How the strategic aims and objectives will be selected and achieved

The strategic aims and objectives have been determined using the Director of Public Health's 2016 and 17 reports, the Warwickshire Health and Wellbeing Strategy and the priorities of the Health and Wellbeing board overlaid with specific data and statistics related to key health performance, social and economic factors related to the district.

This information was then analysed to see where the district council could assist in securing improvements in the health and wellbeing of the residents and those who work or visit the district.

The Plan will be updated on an ongoing basis, to reflect updated information and new opportunities as they arise.

It is recognised that some matters cross over between different council strategies and approaches. i.e. financial inclusion. Where the case the matter has been included in both with a reference to the location of data going forward.

Monitoring and reporting

Monitoring of progress made towards meeting the aims and objectives of this strategy will be the responsibility of the Localities and Partnership Officer, reporting through the Head of Health and Community Protection to the Senior Management Team on a half-yearly basis. The strategy will be reviewed annually. The next review is due in September 2018.

Section 2: Health and Wellbeing Approach 2018-2020

Our priorities	Objectives	Indicators	What success looks like
To embed H&WB at a strategic level	<ul style="list-style-type: none"> Ensure our policies, strategies, plans, projects and key decisions address H&WB Engage & enable staff / elected members to incorporate H&WB into their roles Ensure that we are working in partnership to deliver HWB objectives Ensure that the H&W arrangements between stakeholders are working correctly and that feedback loops are established. 	<ul style="list-style-type: none"> Percentage of major decisions subject to health impact assessments (HIA) Percentage of major plans & projects considering health throughout the process Percentage of staff and elected members receiving information and training on HIA Outcomes of interventions delivered by SWWG 	<p><i>By 30th September 2018:</i></p> <ul style="list-style-type: none"> Staff and elected members have received relevant information and training, and plans are in place for the ongoing identification of training needs Training provided to staff as to how to undertake a Health Impact Assessment Policy is determined for how these will be undertaken and for what decision Ensure that Health and wellbeing is part of the process of recommissioning voluntary community support contracts and grants. <p><i>By 30th September 2019</i></p> <ul style="list-style-type: none"> An HIA process has been put in place for key decisions <p>By 30th September 2019</p> <ul style="list-style-type: none"> The South Warwickshire Wellbeing Group is delivering successful interventions Every key decision, policy strategy and project plan is subject to HIA
Promote Health & Wellbeing in the wider district	<ul style="list-style-type: none"> To ensure that we are contributing towards the outcomes of the Warwickshire Health and Wellbeing Board Strategy and Health and Wellbeing Boards priorities. To have direct and or in direct contributions towards the health indicators of Warwick residents. To map and highlight the contributions that the District Council can have both directly and indirectly on the health of Warwickshire through the routine service delivery. 	<ul style="list-style-type: none"> Director of public health annual report Health performance indicator statistics Number of persons receiving training. Number of businesses/ public buildings now recognised as friendly Increased uptake in the peer support programme. Number of Health champions conversations on mental health Number of persons 	<p><i>By 30th September 2018</i></p> <ul style="list-style-type: none"> Training provided to frontline staff in supporting the district achieving the UNICEF Baby Friendly Award Public Buildings throughout the District are recognised under the UNICEF Baby Friendly Award Working with CDW and partners to the NCT's Birth and Beyond Community Peer Support Programme across 4 targeted geographical areas of Lillington East, Brunswick, Sydenham and Warwick West To facilitate work with the Business Community to encourage them to 'sign-up' to the UNICEF Baby Friendly Award Scheme The Council Champions 'Positive Mental Health' (including dementia) To roll out mental health training with frontline workers To work with Housing Advice/ Allocations to address any gaps

		<p>undertaking mental health training</p> <ul style="list-style-type: none"> • Outcomes of the work with housing teams to support mental health • Production of directory of services • Range of interventions delivered to support those with vulnerabilities • Outcomes of intervention for suicide reduction, mental health and social isolation. • Successful Changes to services to increase support of those with mental health issues. • Active persons survey • Footfall at everyone active • Participation figures for clubs, activities and classes. • Housing conditions surveys. • Enforcement action taken by private sector housing team • Number of homeless in the district • Qualitative data surrounding impact • EPC Project outcomes. • Footfall in parks and use of leisure centres/ sports clubs • Reduction in the number of adults classed as overweight or obese • Reduction in self 	<p>that exist in terms of supporting residents with vulnerabilities. i.e. mental health issues</p> <ul style="list-style-type: none"> • Create a directory of services to support HWB, councillors and community in their roles • Ensure that community organisations are being supported to deliver community resilience activities to support health and wellbeing. • Overlap successes – improvement of the current condition of housing stock, Fuel poverty strategy in place (Sustainability Approach) <p><i>By September 2019</i></p> <ul style="list-style-type: none"> • <i>Develop a range of activities with partners to support those individuals/ groups that are at increased risk of harm/ display vulnerabilities.</i> • <i>Empower communities to deliver support to tackle mental health and suicide rates and social isolation</i> • <i>Understand the impact that service delivery has on mental health of customers and reflect this understanding in service delivery</i> • <i>The benefits of physical activity are promoted and there is an increased participation, particularly those classed as inactive</i> • <i>Improved uptake/ use of services which reduced inactivity</i> • <i>Overlap successes – Reduction in fuel poverty(Sustainability Approach)</i> <p><i>By September 2020</i></p> <ul style="list-style-type: none"> • <i>Improved housing conditions in which residents live</i> • <i>Introduce a range of interventions to address homelessness within the district</i> • <i>The health messages that are being promoted to staff are being demonstrated in their families and friends</i>
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		harm figures <ul style="list-style-type: none"> • Reduction in depression diagnosis 	
To address the H&WB of our own staff	<ul style="list-style-type: none"> • To deliver the health and wellbeing elements of the People Strategy • To reinforce the health champions role. 	<ul style="list-style-type: none"> • Continuous Improvement with respect to assessments against the Workplace Wellbeing Charter • Delivery of special projects which contribute to one of more of the priorities of the documents to which we have regard. • Active role played by the Health champions • Variety of Health and wellbeing events held for staff. • Number of staff wellness events • Number of visitors to the intranet pages • Number of staff attending mental health training • Decreased sickness absence as a result of mental health related issues • Increased number of staff participating in activity/exercise • Increased participation in challenge events • Increase in make every contact count 	<p><i>By September 2018:</i></p> <ul style="list-style-type: none"> • Achieved Workplace Wellbeing Charter renewal • Reviewed & reinvigorated the Health Champions role • Held priority Awareness & Health Check Events • Held staff health and wellbeing challenge events • There is active use of the Health and Wellbeing intranet pages • Training is provided to staff regarding improving and recognising their own and other mental wellbeing <p><i>By September 2019</i></p> <ul style="list-style-type: none"> • Links established with partners to deliver staff health and wellbeing activities and or improvements • Move by staff towards more active lifestyles • Active make every contact count ethos in place

Section 3: Action Plan

Strategic Aim 1 - Embedding Health and Wellbeing at a strategic level with the organisation

Priorities –

Ensure our policies, strategies, plans & projects address health and wellbeing

Engage & enable staff/ elected members incorporate health and wellbeing into their roles.

Indicators measures and success:

Ref	Action	Timescale	Status	Indicator Measures	Successes
1.1	Staff and elected members have received relevant information and training, and plans are in place for the ongoing identification of training needs	30 th September 2018		<ul style="list-style-type: none"> Percentage of major decisions subject to health impact assessments (HIA) Percentage of major plans & projects considering health throughout the process Percentage of staff and elected members receiving information and training on HIA Outcomes of interventions delivered by SWWG 	
1.2	Training provided to staff as to how to undertake a Health Impact Assessment	30 th September 2018			
1.3	Policy is determined for how these will be undertake and for what decision	30 th September 2018			
1.4	Ensure that Health and wellbeing is part of the process of recommissioning voluntary community support contracts and grants.	30 th September 2018			
1.4	An HIA process has been put in place for key decisions	31st September 2019			
1.5	The South Warwickshire Wellbeing Group is delivering successful interventions	30 th September 2020			

Ref	Action	Timescale	Status	Indicator Measures	Successes
1.6	That every key decision, policy strategy and project plan is subject to HIA	30 th September 2020			

Strategic Aim 2 – Promote health and wellbeing in the wider district

Priorities-

- Achieving the UNICEF Baby Friendly Award
- Public Buildings throughout the District are recognised under the UNICEF Baby Friendly Award
- Champion Positive Mental Health including dementia

Indicator Measure and successes:

Ref	Action	Timescale	Status	Indicator Measures	Successes
2.1	Training provided to frontline staff in supporting the district achieving the UNICEF Baby Friendly Award	30 th September 2018		<ul style="list-style-type: none"> • Director of public health annual report • Health performance indicator statistics • Number of persons receiving training. • Number of businesses/ public buildings now recognised as friendly • Increased uptake in the peer support programme. • Number of Health champions conversations on mental health • Number of persons undertaking mental health 	
2.2	Public Buildings throughout the District are recognised under the UNICEF Baby Friendly Award	30 th September 2018			
2.3	Working with CDW and partners to the NCT's Birth and Beyond Community Peer Support Programme across 4 targeted geographical areas of Lillington East, Brunswick, Sydenham and Warwick West	30 th September 2018			

Ref	Action	Timescale	Status	Indicator Measures	Successes
2.4	To facilitate work with the Business Community to encourage them to 'sign-up' to the UNICEF Baby Friendly Award Scheme	30th September 2018		<ul style="list-style-type: none"> training Outcomes of the work with housing teams to support mental health Production of directory of services Range of interventions delivered to support those with vulnerabilities Outcomes of intervention for suicide reduction, mental health and social isolation. Successful Changes to services to increase support of those with mental health issues. Active persons survey Footfall at everyone active Participation figures for clubs, activities and classes. Housing conditions surveys. Enforcement action taken by private sector housing team Number of homeless in the district Qualitative data surrounding impact EPC Project outcomes. Footfall in parks and use of leisure centres/ sports clubs Reduction in the number of adults classed as overweight or obese Reduction in self harm figures 	
2.5	The Council Champion's 'Positive Mental Health' (including dementia)	30th September 2018			
2.6	To roll out mental health training with frontline workers	30th September 2018			
2.7	To work with Housing Advice/ Allocations to address any gaps that exist in terms of supporting residents with vulnerabilities i.e mental health issues	30th September 2018			
2.8	To create a directory of services to support HWB, councillors and community in their roles	30th September 2018			
2.9	Ensure that community organisations are being supported to delivery community resilience activities to support health and wellbeing.	30th September 2018			
2.10	Develop a range of activities with partners to support those individuals/ groups that are at increased risk of harm/ display vulnerabilities.	30th September 2019			
2.11	Empower communities to deliver support to tackle mental health and suicide rates and social isolation	30th September 2019			
2.12	Understand the impact that service delivery has on mental health of customers and reflect this understanding in service delivery	30th September 2019			

Ref	Action	Timescale	Status	Indicator Measures	Successes
2.13	The benefits of physical activity are promoted and there is an increased participation, particularly those classed as inactive	30th September 2019		<ul style="list-style-type: none"> Reduction in depression diagnosis 	
2.14	Improved uptake/ use of services which reduced inactivity	30th September 2019			
2.15	Improved housing conditions in which residents live	30 th September 2020			
2.16	Introduce a range of interventions to address homelessness within the district	30 th September 2020			
2.17	The health messages that are being promoted to staff are being demonstrated in their families and friends	30th September 2020			

Strategic Aim 3 – To address the health and wellbeing of staff

Priorities:

To achieve the workplace Health and Wellbeing Charter

To reinforce the health champions role

To develop event to that promote health and wellbeing amongst staff

Indicator Measure and successes:

Ref	Action	Timescale	Status	Indicator Measures	Successes
3.1	To achieved Workplace Wellbeing	30 th		<ul style="list-style-type: none"> Continuous Improvement with respect to assessments 	

Ref	Action	Timescale	Status	Indicator Measures	Successes
	Charter renewal	September 2018		against the Workplace Wellbeing Charter <ul style="list-style-type: none"> • Delivery of special projects which contribute to one of more of the priorities of the documents to which we have regard. • Active role played by the Health champions • Variety of Health and wellbeing events held for staff. • Number of staff wellness events • Number of visitors to the intranet pages • Number of staff attending mental health training • Decreased sickness absence as a result of mental health related issues • Increased number of staff participating in activity/exercise • Increased participation in challenge events • Increase in make every contact count conversations. 	
3.2	To reviewed & reinvigorate the Health Champions role	30th September 2018			
3.3	To hold priority Awareness & Health Check Events	30th September 2018			
3.4	To hold staff health and wellbeing challenge events	30th September 2018			
3.5	To encourage active use of the Health and Wellbeing intranet pages	30th September 2018			
3.6	Training is provided to staff regarding improving and recognising their own and other mental wellbeing	30th September 2018			
3.7	To establish links with partners to deliver staff health and wellbeing activities and or improvements	30 th September 2019			
3.8	To encourage the move by staff towards more active lifestyles	30th September 2019			
3.9	Active make every contact count ethos in place	30th September 2019			

