

	Health Overview & Scrutiny Sub Committee – 4 July 2017	Agenda Item No. 6
Title: Health and Wellbeing Update		
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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Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?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	Nil	

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		Marianne Rolfe
CMT		
Section 151 Officer		
Monitoring Officer		
Finance		Mike Snow

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

1. SUMMARY

- 1.1 The report outlines the work that is being undertaken across the Council to improve the health and wellbeing of the communities within Warwick District and to address the health and wellbeing needs of our own staff.

2. RECOMMENDATION

- 2.1 That the committee note the report

3. REASONS FOR THE RECOMMENDATION

- 3.1 Members requested a rolling update on progress

4. POLICY FRAMEWORK

- 4.1 The report details the work that contributes to the vision of making Warwick District a great place to live, work and visit as set out in the Sustainable Community Strategy with specific reference to the key policy priority area of health and wellbeing.
- 4.2 The activities detailed in the report also demonstrate progress towards the outcomes of the Council's Health and Wellbeing 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 (Appendix 1) 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

This report seeks to provide an update on the work being undertaken by the Council to deliver against these priorities.

- 8.2 To embed HWB at a strategic level
- 8.3 The Health and Wellbeing Officer Group (HOG) draws representatives from all Council Service Areas in order to reinforce the corporate nature of our approach.
- 8.4 Colleagues will help to ensure that HWB is delivered across services provided by the Council, that it becomes a consideration in the development of policies and help to drive forward areas where the Council can have an impact.
- 8.5 The group will also be used to collate the examples of work being undertaken across the Council to enable comprehensive reports to be delivered to the Health Scrutiny Sub Committee and the Countywide Health and Wellbeing Board.
- 8.6 The HOG have now met on 3 occasions (2nd Feb, 26th April and 31st May) and have agreed a six weekly cycle of meetings. The focus of the initial meetings has been around building the knowledge capacity of the group by sharing information of the key strategic reports, published by other health and wellbeing partners and as to how they will set the context for the Councils health and wellbeing work moving forward.
- 8.7 The group is now beginning to function effectively and to ensure momentum is maintained a number of actions have emerged from the meetings which are as follows:
- Review the summary of H&WB Interventions from 2015-16
 - Identify which actions relate to your Service Area
 - Is the action(s) still current and what are the updates
 - Are there any gaps
 - To see if any of the actions can be linked to the Warwickshire Health Profile (Appendix 2 highlights how service areas' activities are contributing to health indicators)
- 8.8 In addition the group is working with ICT to develop a template to be used by the group as a living document to capture and keep updated all the Council's Health and Wellbeing activities from across each Service Area. This will be part of a dedicated HWB page on the Council's Intranet. The hard copy action plan from which the web based document has been created can be referenced in Appendix 3.

8.9 The Health and Wellbeing Officers Group met on 31st May and as a result of discussions at the meeting a number of priorities emerged for the group to focus upon. The agreed priorities were as follows:

- Mental Health – to identify work that each Service Area can do which can contribute to mental well being
- Breast feeding – to work towards the District being a breast feeding friendly area
- Health and Wellbeing Projects – to identify how health and wellbeing activities can be developed across service areas within the Council

8.9 The South Warwickshire HWB Partnership is still in its formative stages. A number of meetings have taken place to reach consensus on terms of reference, membership and shared priorities.

8.10 The last meeting on 26th April focussed on a master list of HWB indicators to identify those higher than the England average across both Warwick and Stratford such as:

- Killed and seriously injured on roads
- Recorded diabetes
- Mortality from Cancer (under 75)
- Mortality from Cardiovascular (under 75) and stroke prevalence (any age)
- Infant mortality and hospital admissions caused by deliberate injuries to children aged 0 – 4
- Hospital stays for alcohol related harm
- Excess weight – children and adults
- Utilisation of outdoor space for exercise/health reasons
- Excess under 75 mortality in adults with serious mental illness and suicide rate
- Elective admissions for hip replacement

8.11 In addition to considering priorities based on some of the above other areas highlighted were:

- Dual diagnosis
- Self-harm and eating disorders
- Child poverty
- Breastfeeding
- Social isolation and loneliness

8.12 The objectives for the next meeting in July are to:

- Finalise terms of reference (including membership)
- Gain consensus on shared priorities
- Discuss funding opportunities for delivery of priorities

- 8.13 The Director of Public Health normally publishes his 2017 Annual Report in June and it was proposed, when he last presented to Councillors in March 2017, that he repeats this briefing to update on the priorities of the new report.
- 8.14 Officers are working towards integrating Health Impact assessments into the procedures for decisions making/ projects /policy writing. This will ensure that all decisions/projects and policies take account of the positive and negative impacts upon those who live, work and visit the district. This is an ongoing piece of work which officers will bring forward a report at the appropriate time.
- 8.15 To promote HWB to the wider community
- 8.16 Appendix 3 demonstrates the work being undertaken across all service areas to promote and deliver HWB interventions in the community. This has become the action plan for HOG and is a live document that will be updated on an ongoing basis by the appropriate officers who sit on HOG.
- 8.17 The action plan demonstrates how the Council is contributing to the overarching themes of the Countywide HWB Strategy's which are:
- Promoting Independence
 - Community Resilience
 - Integration and Working Together
- 8.18 We are engaged in the Joint Strategic Needs Assessment process. This assessment reviews the current situation and health & wellbeing needs of individual places within Warwickshire. The needs assessment is used to support the public health priorities with evidence and allow the specific targeting of health and wellbeing resources to address needs This is the first time that the needs assessments will be conducted at a 'place' level (areas of populations 30-50,000 density).
- 8.19 To address the HWB of our own staff
- 8.20 Section 4 of the action plan highlights the work being undertaken to promote the HWB of WDC staff.
- 8.21 The purpose of the People Strategy is to support the Council's Fit for the Future (FFF) programme of work. Its aim is to ensure that the approaches to resourcing, learning and development, cultural change and organisational development are designed to deliver the workforce that the Council requires. The associated action plan is reviewed and updated on a regular basis and is based around six themes of which one of them includes Employee Well-being, Reward and Recognition. Governance arrangements include the People Strategy Steering Group comprising of officers and members, the Workforce Steering Group including SMT and

senior officers and the People Strategy Action Group. Update reports are regularly sent to Employment Committee on the progress of the plan including the Health and Well Being initiatives.

- 8.22 In March 2016 WDC was awarded the Workplace Wellbeing Charter. The Charter is an opportunity for employers to demonstrate their commitment to the health and wellbeing of their workforce. The Charter standards reflect best practice and are endorsed nationally by Public Health England.

Our Health and Wellbeing Intranet pages are updated regularly to ensure employees have access to websites and documents which could be beneficial to their health and wellbeing.

Various activities are planned throughout the year to further support employees i.e. mental health awareness sessions, health checks and flu jabs.

WDC Approach: Delivering the Health and Wellbeing Agenda

Our priorities	Objectives	Indicators	What success looks like
Priority 1 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 	<p><i>By 30th September 2017:</i></p> <ul style="list-style-type: none"> • An HIA process has been put in place for key decisions • staff and elected members have received relevant information and training, and plans are in place for the ongoing identification of training needs • the communication channels for health and wellbeing arrangements are established and working well • The South Warwickshire Health and Wellbeing Partnership has been established and agreed its priorities <p><i>By 30th September 2018</i></p> <ul style="list-style-type: none"> • Every key decision, policy strategy and plans is subject to a HIA
Priority 2 Promote Health & Wellbeing to the Wider Community	<ul style="list-style-type: none"> • To ensure that we are contributing towards the outcomes of the Warwickshire Health and Wellbeing Board Strategy. (Promoting Independence: Community Resilience: Integration and Working Together). • To have direct and or in direct contributions towards the health indicators of Warwick residents. • To map the contributions that the District Council can 	<p>Director of public health annual report</p> <p>Health performance indicator statistics</p> <p>Focus on children, obesity, mental health, dementia, cancer. Cardiovascular disease, weight management, smoking, substance misuse, alcohol, carers.</p>	<p><i>By 30th September 2017</i></p> <ul style="list-style-type: none"> • Contributory activities towards the reduction in the health performance indicators for: <ul style="list-style-type: none"> ○ Breastfeeding Initiation ○ Early cancer diagnosis ○ Suicide rates ○ Mental health • Contributory activities towards Continuing Improvement with respect to indicators relevant to residents of district: <ul style="list-style-type: none"> ○ Alcohol consumption in under 18s ○ Infant mortality ○ Road deaths and injuries ○ Smoking related deaths ○ Cardiovascular disease

Our priorities	Objectives	Indicators	What success looks like
	have both directly and indirectly on the health of Warwickshire through routine service delivery.		<ul style="list-style-type: none"> ○ Under 75 cancer deaths ○ Excess winter deaths <ul style="list-style-type: none"> • Contributory activities towards Improvements in other health indicators and needs outlined in the Joint Strategic Needs Assessment • Emphasis on joining up and working across different service areas to make effective contributions to the above mentioned indicators

Priority 3 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 • Review reasons for short term/long term absence to address areas of concern where relevant; link to other support mechanisms • Review 'Return to Work Interviews' to ensure consistency • Ensure on going health and wellbeing information is cascaded to all employees on topics such as healthy eating, smoking, alcohol, physical activity and mental health on a regular basis. Ensure better sign posting to support services and the development of an intranet health and wellbeing portal • Enhance the approach to preventing stress and raise mental wellbeing awareness • Develop and embed a Physical Activity Statement; this area needs to be developed with an on-going programme of activities 	<p>Continuous Improvement with respect to assessments against the Workplace Wellbeing Charter</p> <p>Delivery of special projects which contribute to one of more of the priorities of the documents to which we have regard.</p>	<p><i>By September 2017: (taken from People Strategy Action Plan)</i></p> <ul style="list-style-type: none"> • Developed a Health, Work and Wellbeing Action Plan included in People Strategy. • Health and wellbeing information is cascaded to all employees • Sign posting to support services and the development of an intranet health and wellbeing portal improved • The approach to preventing stress and raise mental wellbeing awareness enhanced. • Current policies reviewed to encompass mental wellbeing • Developed and embedded a Physical Activity Statement • Developed and embedded a Healthy Eating Commitment statement
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Our priorities	Objectives	Indicators	What success looks like
	<p>promoted and possible link to existing informal arrangements already in place</p> <ul style="list-style-type: none"> • Develop and embed a Healthy Eating Commitment statement to address any barriers to healthy eating in the workplace 		

APPENDIX 2

Warwickshire Health Profile Indicators – Contribution from WDC Service Areas

Indicator	Comments	Area
Deprivation Last measured in 2014 – likely to have changed following impact of welfare reforms and austerity	Money and Debt advice Rental Exchange Priority families casework Affordable warmth initiatives	Financial Inclusion
Child poverty CPAG figures indicate that over 61% of child poverty falls to those families that are working	Money and Debt advice Rental Exchange Priority families casework Affordable warmth initiatives	Financial Inclusion
Long term unemployment may have significant increase when UC rolled out to ESA cases	Money and Debt advice Rental Exchange Priority families casework Affordable warmth initiatives Promoting job clubs Looking at apprenticeships	Financial Inclusion Dave Butler Elaine Priestly
Suicide rate Has increased in Warwick – Public Health indicate that money worries are one of the key reasons for the increase	Exploring affordable credit options in the County Quids In magazine to be circulated quarterly to GP surgeries through Public Health Money and Debt advice Rental Exchange Priority families casework	Financial Inclusion

Indicator	Comments	Area
	<p>Affordable warmth initiatives</p> <p>Exploring development of Mental Health protocol for homeless people</p>	Housing Advice and Allocations
Violent crime	<p>We can provide personal alarms for victims of domestic violence and if there is a suspected intruder in/around their home</p> <p>Tenancy Officers support tenants at risk of domestic abuse to stay in their homes by "target hardening" measures such as safe rooms; alarms; crime prevention</p>	Lifeline services
Hip fractures in people aged 65 or above	<p>personal alarms and fall detectors ensure we can get medical help to the user in a timely manner</p> <p>Referrals to the HEART team (serving whole of Warwickshire) delivers single point of entry for aids, adaptation and disabled facilities grants.</p>	<p>Lifeline services</p> <p>HEART team</p>
Under 75 mortality rate cardiovascular	personal alarms ensure medical help is timely – other telehealth products can be connected to lifeline for monitoring	Lifeline services
Excess winter deaths	assuming falls and hypothermia – Lifeline equipment can monitor temperature of customers' homes and set off an alarm if drops to low, falls as above	<p>Lifeline services</p> <p>Tenancy officers</p>
Excess winter deaths	Property services has quick	Asset

Indicator	Comments	Area
	<p>response to boiler failures especially during winter</p> <p>Energy efficiency of properties are high with majority of properties being B,C and D</p> <p>New tenants are shown how to use the boiler efficiently when gas is uncapped – they will be developing crib sheets</p>	management

Warwick District Council Health & Wellbeing Action Plan 2017/18

PROMOTING INDEPENDENCE

Supporting Independent Living

- We have a programme of investments in the homes that we own and in the last financial year completed:
 - 41 minor adaptations
 - 22 major adaptations
 - 29 disabled showers fitted
 - Replaced window and/or door replacements to 206 properties
 - Installed 99 new kitchens
 - Installed 80 new bathrooms
 - Replaced 339 old boilers with new and efficient ones
- As of April'17 we are implementing, monitoring and evaluating the new Home Environment Assessment and Response Team (HEART) which delivers aids, adaptations and Disabled Facilities Grants for homes, through a single delivery vehicle which serves the whole of Warwickshire.
- WDC fund **Age UK** to carry out **home safety checks** and provide up to one and a half hours of handy man services fitting locks, handrails etc. This service helps keep people safe and independent in their own homes. In the financial year 2015/16 209 home safety checks were carried out
- The **Lifeline** service is operated from the Council's control centre 24/7, 365 days a year, providing an emergency alarm service to all residents in our sheltered schemes and in those homes designated for older people as well as to those in the private sector across both Warwick District and Stratford District. For our residents we also provide a 24/7, 365 year emergency response service. Giving people peace of mind, knowing that assistance is at hand at the touch of a button
- Tenants threatened by domestic violence or violent crime can access personal alarms. Tenancy Officers support tenants at risk of domestic abuse to stay in their homes by "target hardening" measures such as safe rooms; alarms; crime prevention
- We visit all our tenants on a cyclical basis, ensuring that we are having regular dialogue, in particular those who are difficult to reach and may have difficulties with the life skills required to maintain their tenancy. These issues are picked up in a pro-active way ensuring not only that people are looking after their homes, but are able to budget, and we know what support they may need or are receiving from other organisations. It

also helps us identify those tenants with issues such as hoarding and we work with the tenant to help resolve these problems.

Financial Inclusion

- We continue to support all of our tenants to live independently in their own homes in order that they can sustain their tenancy. We have our own team of financial inclusion officers and housing support officers, who can, when and where necessary, provide personal support depending on peoples circumstances such as help with budgeting, debt counselling (our officers are MIMA qualified members of the Institute of Money Advisers), and improve life skills. We help tenants apply for benefits and facilitate applications for grants from charities and other organisation in order to help them reduce debt and obtain white goods and carpets, totalling £70k and preventing 14 evictions
- Award of 25% council tax discount to single occupiers
- Award of council tax disablement reduction
- Award of housing benefits
- Award of council tax reduction (previously council tax benefits)
- Award of Discretionary Housing Payments
- **'Warwick Advice'** – jointly commissioned by WDC & Orbit Heart of England, delivered by Warwick District Citizens Advice, reaching people in most significant need who wouldn't normally present themselves directly to CA. 60 households supported in first 6 months - £102k income maximised, £50k additional benefits claimed, £90k of debt managed, £3,600 energy savings and increased access to health and social care
Now being expanded to cover Brunswick and Crown as well as West Warwick
- Housing work in partnership with **Act on Energy** and refer customers (not just tenants – this work is also delivered by private sector housing) to enable them to access the various grants available. Private Sector Housing has awarded discretionary grants to replace boilers and install heating systems, as well as arranging for boilers to be serviced and minor repairs undertaken, where customers fell outside Act on Energy/Energy Company Obligation at the time
- The **Rental Exchange** – a national initiative geared to improve tenants credit ratings by sharing their payment records with Experian in order to improve their credit ratings – We have had Executive approval to complete stage one (whereby Experian analyses tenants payment records to establish by how much their credit rating will improve by) – once that information is received we will take a further paper to Executive for approval to proceed with full integration

Implementing the Rental Exchange - sharing tenant's payment record with Experian in order to improve tenants credit rating and as a consequence potentially making goods and services more affordable

- We are working with **City Save Credit Union** to try and establish a high quality credit union in the area to deliver affordable credit to our financially excluded tenants. This will be a phased development that may mean a financial commitment by WDC. This decision will lie with the Executive
- WDC is running a pilot with The Priority Families Programme with the aim of Housing leading on the project rather than social care. The object is to support and challenge behaviours of families that may have been failing. The project has proved to be very successful
- We are undertaking a number of initiatives that are aimed at reducing the suicide rate in the District as Public Health have told us that the increase is largely driven by financial worries. Provision of timely money and debt advice (JG)Implementation of the Rental Exchange (JG)Promotion by Private Sector Housing of Private Sector Rental Exchange (ML)Priority Families casework (SS)Exploring development of mental health protocol for homeless people (LC)
- The Council supports the running of 3 **Employment Clubs** through the VCS Commissioning Contracts

Affordable Housing & Meeting Housing Need

- We carry out medical assessments which show how people's current housing circumstances could be impacting on their health. This helps us to prioritise housing need when someone is eligible to join the Housing waiting list for a move to a home that is more suitable for their needs.
- In 2016/2017 we enabled 237 new affordable homes with 52 for social rent, 144 for affordable rent and 36 for shared ownership. These were a mixture of one, two, three and four-bedroom properties and included houses, flats and bungalows. They were for the most part provided by housing associations but also included 81 apartments as part of the flagship council development for the active elderly at Sayer Court.
- We have delivered our joint Housing and Homelessness Strategy 2017-2020, agreed by Executive in March'17. The actions of this strategy shall be reviewed annually to ensure it meets its given objectives.
- We have agreed to produce a Student Housing Strategy and are currently exploring timescales for this piece of work and the appropriate method of delivery.

- We have secured approximately £275,000 funding from the government to be used for homelessness prevention and reduction over the two years, 2017-2018.
- We are part of a new countywide homelessness prevention project 'Preventing Homelessness Improving Lives' (PHIL). This project has a budget of £864,000 County wide over 3 years and is currently in the process of recruiting its team members, to include a prevention manager, 3 coordinators and 2 support workers. The project is aimed at early intervention; up-stream work, working with individuals and families prior to them being at risk of homelessness.
- In 2016/2017 we enabled 237 new affordable homes with 52 for social rent, 144 for affordable rent and 36 for shared ownership. These were a mixture of one, two, three and four-bedroom properties and included houses, flats and bungalows. They were for the most part provided by housing associations but also included 81 apartments as part of the flagship council development for the active elderly at Sayer Court.
- A major new affordable housing scheme in centres of Warwick and Leamington starts October 2016 - Print Works and Station Approach respectively which will deliver over 200 affordable housing units between them
- Caravan sites - we only have two park home sites in the district, which we ensure meet the statutory requirements to support the health and wellbeing of the residents.
- Gypsy and Travellers - we currently have no sites within the district. However, we have a commitment in the Local Plan to provide 31 permanent pitches to help meet the needs of Gypsies and Travellers.
- Private Sector Housing Strategy - the Private Sector Housing Strategy is contained within the WDC Housing Strategy 2014 – 17. The main priority is to raise housing standards throughout the Private Sector within the District. Poor housing which can be unsafe and lack adequate facilities clearly has a major impact on the health and wellbeing of the occupiers. Other key elements of the Strategy are providing information and advice about landlord and tenant's rights and responsibilities, investigating the extension of licensing for Houses in Multiple Occupation, raise housing and management standards and bring empty homes back into use

Digital Inclusion

- We provide IT suites in all of our sheltered schemes for older people. Tenants can access the tenant's portal on the WDC web-side to access information about their housing applications, rent account etc.
- WDC has made a significant financial contribution to the Coventry, Solihull and Warwickshire Superfast Broadband project (CSWSB). Using central government, local government and private sector funding, this project aims to bring broadband to communities where superfast broadband would

not be commercially viable. As of Feb 16, an additional 3993 properties in the district now have access to superfast broadband. Broadband is a critical enabler, allowing citizens to access a broad range of services.

- Between Feb 2016 and May 2017 a further 14500 properties in the district now have access to superfast broadband
- Building on the above, the Council's Digital Strategy is focused on delivering an increasing range of Council services digitally. This will assist those citizens who are unable to transact with the Council through traditional channels or are unable to travel due to personal circumstances or due to poor transport links.
- As the Smartphone becomes pervasive in our society, the Council is also committed to delivering its digital services on these devices. This will ensure that those who do not wish to invest in fixed line broadband can also benefit.
- The Council is also seeking to equip its staff with new technology that will enable staff to deliver a broader range of Council services outside the office including in citizens homes.
- Finally the adoption of these technologies will assist in removing unnecessary and avoidable contact from the Council. At a time of reducing resources, the aim of the Digital Strategy will be to create additional capacity within the Council for staff to deal with those citizens who, through personal circumstances or choice, need to access our services directly

Vulnerable & Older People

- We have secured approximately £275,000 funding from the government to be used for homelessness prevention and reduction over the two years, 2017-2019
- We are part of a new countywide homelessness prevention project 'Preventing Homelessness Improving Lives' (PHIL). This project has a budget of £864,000 County wide over 3 years and is currently in the process of recruiting its team members, to include a prevention manager, 3 coordinators and 2 support workers. The project is aimed at early intervention; up-stream work, working with individuals and families prior to them being at risk of homelessness
- As part of our action plan for the Housing and Homelessness Strategy 2017-2020; we are currently exploring the development of a Mental Health protocol for homeless people. Liaising with our partner agencies and health; we aim to improve the mental-health and well-being of those requiring support for homelessness
- The use of personal alarms and fall detectors ensures we can get medical help to the user in a timely manner

Referrals to the HEART team (serving whole of Warwickshire) delivers single point of entry for aids, adaptation and disabled facilities grants

- Reducing Excess winter deaths - assuming falls and hypothermia – Lifeline equipment can monitor temperature of customers' homes and set off an alarm if drops too low
- Reducing Excessive winter deaths via asset management: Property services has quick response to boiler failures especially during winter. Energy efficiency of properties is high with majority of properties being B, C and D. New tenants are shown how to use the boiler efficiently when gas is uncapped – they will be developing crib sheets
- The Benefits Department recognises that there are some citizens within our district who will struggle to access the Benefits Service due to vulnerability and/or old age. To ensure that they have equal access to our service a Visiting Officer will visit those tenants who require extra help to claim the right benefit. The Visiting Officer will help complete the appropriate forms and collect the right evidence to support the claim. The Benefits Department has very recently appointed a second Visiting Officer
- We run sheltered schemes for older residents within the district. Housing Support Officers are available to contact residents on a regular basis to ensure that they are well, encourage them to engage in social activities within the scheme and beyond, and refer to other agencies as needed and when there is a decline in health or need for more support or care. This service is also available to those tenants living in our flats and bungalows designated for older people.
- Activities are held at our sheltered schemes and community rooms for both residents and the wider community, including lunch clubs and coffee mornings, keep fit classes, whist, bingo and dominos and movie nights, which helps reduce isolation and improves well-being.
- We also let out our facilities to groups such as Age UK, the Alzheimer's Society and the Asian Elders
- Housing are members of the Warwickshire Housing Related Support Strategic Group, working with WCC, Public Health and Probation to ensure that the Housing Related Support contracts are managed and that support is made available and accessed by those who need it
- The Sayer Court development is a new Council housing scheme of 80 units for the active elderly equating to circa £13 million investment
- 63 customer facing staff in Housing, Finance and Cultural Services, are trained to be '**Dementia Friends**'. A **Dementia Action Plan** has been produced and submitted towards Warwick District becoming a **Dementia Friendly Community**

- WDC has been instrumental in recent years in helping to establish **Food banks** across the district for those experiencing hardship and crisis and provides continued support via various funding streams
- Winter Night Shelter – active partner in the multi-agency working group led by Warwick University Students Union which resulted in the establishment of additional winter support for the most vulnerable people in the district
- WDC's community development workers have worked with local volunteers to establish the Live Life & Activitea Projects. Both projects are aimed at tackling the issues of isolation and loneliness among older people in Warwick. The aim is to develop a co-ordinated approach to activities in Warwick
- The work of WDC's Arts Development Service is involved in a broad variety of projects that use the arts & culture to have a positive impact on community wellbeing and on the physical & mental health of older & vulnerable people e.g. working in partnership with Paintings in Hospitals (recognised by the Department of Health, NHS & Arts Council England as a leading provider of arts in health services) to make arts accessible in health & social care settings

COMMUNITY RESILIENCE

Building community capacity

- Eight years ago the Council established a dedicated team, the Community Partnership Team (CPT), their key role being to **'help communities to help themselves'**. They do this by:
 - Utilising hubs/networks to provide support to the most vulnerable groups via good neighbour schemes, befriending and volunteering
 - Providing opportunities for communities to make their voice heard e.g. community forums, estate action days & events
 - Providing access to funding opportunities for the voluntary and community sector and supporting groups with grant applications/bids
 - Leading, managing and delivering grassroots targeted community development within the 4 priority neighbourhoods based on local intelligence and data e.g. social inclusion index
 - Organising community events in each of its priority neighbourhoods bringing services, information and advice to those communities as well as fun activities and free food to help promote community pride and spirit
 - Acting as conduit between other service areas and the community facilitating consultation and engagement to improve service delivery and meet customer needs
 - Leading and supporting new and existing partnerships and engagement opportunities for people, groups and agencies to

connect with each other and engage in local discussions on issues and concerns facing local communities
Mapping community assets and community needs
Supporting elected members in their community leadership role

Access to services & resources

- VCS Commissioning Contracts 2015 - 2018 - £330k per annum allocated to community hubs, Citizens Advice and WCAVA to deliver services to the most vulnerable and disadvantaged
- Warwick District Council operates a Rural/Urban Initiatives Scheme which gives grants (£1,000 - £30,000) to local, not-for-profit community organisations which make use of volunteer labour towards capital projects within the Warwick district area. In 2015/16 11 awards were made totaling £156,000.
- The Council's Small Grants Scheme (£11,600) has funded 18 community projects during 2015/16
- The annual allocation of £35k to the 7 Community Forums in the district, together with county councillor contributions, has helped support 81 community projects during 2015/16
- In 2015/16 WDC allocated £11,800 of grant funding to 32 separate "sports and physical activity" projects and £14,000 of Arts Development Grant funding supporting 17 groups/projects
- Last year Housing provided grants to three resident association groups, in addition a programme of environmental improvement work requested by our tenants was carried out throughout the district on plants, shrubs, flower beds, benches, electrical lighting works, lighting in communal areas, and fencing works to curb anti-social behaviour
- The support of a WDC community development worker and start-up funding from the local community forum has enabled a Health Visitor session to run from one of the council's high rise blocks in Lillington to encourage the hardest to reach families with under 5's to engage. Families are WDC tenants and up to 10 families have been using the weekly session, which provides health visitor and peer support plus drinks toast and fruit
- WDC community development workers run a monthly coffee morning in one of the high rise blocks. Although small in number, it has generated individual casework and raised housing and community safety issues. Police and Housing officers attend. This was in response to a door knocking consultation which highlighted issues of isolation and loneliness and poor access to housing support, repairs and advice.
- £11,500 of **flood alleviation grants** awarded to residents of Eathorpe and Kenilworth for the purchase of flood defence equipment

- The **Armed Forces Community Covenant** (AFCC) is a voluntary statement of mutual support between a civilian community and its local Armed Forces Community. It is intended to complement the Armed Forces Covenant, which outlines the moral obligation between the Nation, the Government and the Armed Forces. WDC is a member of the AFCC sub-regional co-ordination group which was established to manage the operational direction; development and implementation of the AFCC within the sub region and to monitor delivery against the associated action plan. WDC organised an awareness raising event in November 2015 targeting the social housing sector and voluntary and community sector. An online Armed Forces Survey was launched at the November conference to establish how many Armed Forces personnel live in the district, ascertain their support needs and continue to raise local awareness of the AFCC. A local action plan will be developed based on the outcomes of that survey.

Influencing decision making

- **Community Forums** provide opportunities for residents to bring issues and concern directly to service providers, elected members and safer neighbourhood teams and the grants attached to forums have funded a multitude of community projects that promote health and wellbeing and help to build community resilience
- Key pieces of work have been recognised by the Electoral Commission in relation to the work WDC does with care homes and universities to ensure that people are registered to vote.
- Additionally and indirectly there are issues being addressed such as polling station accessibility, meeting accessibility and the principle of coterminous boundaries for all levels of local government so it is easy for electors/the public

Feeling safe

- We provide a broad range of services including CCTV, tackling anti-social behaviour, domestic noise nuisance, smells, accumulations, stray dogs and pest control. We also provide a service for public health funerals. We work closely with a number of voluntary agencies supporting the vulnerable and helping individuals to move on
- The South Warwickshire Community Safety Partnership (SWCSP) is the body responsible for reducing crime, disorder and substance misuse in the south of the county and current priorities are reducing violence, anti-social behaviour and re-offending. SWCSP is also responsible for carrying out Domestic Homicide Reviews. We work closely with the University of Warwick and the Students Union on our 'Going Out & Staying Safe' campaign and our unique off-campus **Leamington Street Marshall scheme**. We support and work closely with Leamington Street Pastors and provide a base for their voluntary work

- As part of the **Going Out and Staying Safe** initiative we host a number of Your Town, Your Choice events. There are 3 elements being high visibility, licensing enforcement and education.
- We engage with the target group (18-30yrs), the most likely to be victims of violence and most likely to be perpetrators of violence and rowdy behaviour. We close parts of the town to traffic and put on attractions including breathalysers, beer and drug goggles on a driving simulator and drinking time machine app. We take the chance to give advice on how to have a safe night out including the dangers of legal highs, drinking in moderation, sticking together and getting home safely. We are about to take this advice to sixth form colleges
- We have just submitted Leamington Town Centre for **Purple Flag accreditation** and were assessed in July. We are confident that we will achieve this standard for a safe, attractive and diverse town centre and will be continuing to work with key stakeholders to deliver improvements identified in the accreditation process
- We work together across the county in terms of supporting Priority Families, Safeguarding and anti-social behaviour through the E-CINS case management system
- WDC played a pivotal role, working with police, WREP, the local Gurdwara and Victim Support in organising a community event in July as part of the **#westandtogether** campaign to address concerns about hate related crime incidents and reassure communities in the aftermath of the EU Referendum
- **Event Safety Advisory Groups (SAGS)** are held for all WDC events and for a large percentage of the events run within the district. There were 40 SAGS in 2015/16. A multi-agency group meet to discuss the plans of the event to ensure the health, welfare and safety of those attending or affected by the events.
- The **Food Safety Team** undertook 1009 inspections and audits of food business in 2015/16. They provide all new food businesses (170) with two advice visits before they are entered into the formal inspection regime. These visits cover both food safety matters and health and safety. The team promote the use of safer workplace, better business and safe food. Better business assists businesses in complying with the requirements under the legislation and protecting persons from harm
- Food Safety Officers also attended 109 temporary events in 2015/16 and inspected 470 individual stalls
- WDC operates the Food Standards Agency Food Hygiene Rating Scheme and 77% of those businesses which are eligible for the scheme hold a 5 and 94.1% of food businesses are broadly compliant with the legislation

- The team dealt with 79 food alerts and 192Kg of illegally imported food in 2015/16
- In 2015/16 they investigated 166 cases of infectious disease notifications to identify source, provide advice and implement any necessary control measures. This has included a number of outbreaks of food borne illness
- The team undertook 3 health promotion campaigns in partnership with the FSA
- The team actively promote the Heartbeat Award Scheme. They issued 16 awards in 2015/16
- The team undertook 106 health and safety intervention with businesses in 2015/16. This included intervention on the following areas: Voluntary Bonfire and Firework Display Registration Scheme; Legionella in indoor water features; unregistered tattooists; fragile roofs and working at height; and goal post safety
- They dealt with 103 notified accidents and investigated 14 serious accidents
- The team dealt with 836 requests for information, advice or complaints for food safety and health and safety matters
- The team undertook the assessment of 730 applications for licences or notices under the licensing Act 2003. They also undertook 85 compliance inspections of businesses to ensure compliance with the licensing objectives
- The team undertook the assessment of 851 applications for licences under hackney carriage or private hire licensing regimes. They also inspected 209 vehicles to ensure compliance with the conditions required by their licence
- The team undertook 8 compliance inspections of gambling premises to ensure that the gambling licensing objectives were being met
- Child Sexual Exploitation and Safeguarding training has been delivered to staff and made available externally e.g. taxi drivers
- The team undertook a review of the Sexual entertainment licensing, street trading and taxi licensing regime policies

Improving the physical environment & promoting community pride

- WDC Housing has gifted land to community gardening social enterprise schemes to enhance the environment for local tenants, encourage the growing and eating of fresh fruit and vegetable and increase the number of volunteer gardeners

- The Community Partnership Team, Neighbourhood Services and Tenancy Engagement are working together on a number of community initiatives with local community hubs to address problems of fly tipping and littering and encourage community pride and respect for the environment
- There are regular **community clean up days** across the district facilitated and supported by the Community Partnership Team, Neighbourhood Services and Tenancy Engagement working with community groups, residents associations, volunteers and Warwick University
- The Councils' **Green Space Strategy** has resulted in improving access to key sites making the green spaces/parks usable for the whole community. It has brought improved and increased play options catering for all ages, offering more dynamic play opportunities bringing together all age groups, for being out and active, interacting with each other with improved inclusive equipment:
 - Cubbington Waterworks and Redland Rec – through improved footpath linkages and new equipment has increased the usage of the Rec bringing people out enjoying the green spaces through physical activity and social interaction
 - Gym Equipment at Eagle Rec and Cubbington Waterworks has targeted the 'get active' route and encouraged people to use the equipment providing a no cost method of getting physical exercise
 - Gym Equipment is going to be introduced in other sites such as Redland Rec, Millbank, Priory pools, Mason Avenue and others
- The Council has facilitated and supported the setting up of new '**Friends of' groups** for Midland Oak and Wych Elm Drive with the intention of two more groups for Redland Rec and Cubbington Works. There are now 16 such groups across the district.
- Ways that we encourage health & wellbeing in our parks:
 - Keeping parks and open spaces clean, safe and well-maintained.
 - People are more likely to use a nice environment which feels safe and has little evidence of graffiti and vandalism
 - Linking parks and open spaces together so that residents & visitors can walk between them e.g. Riverside Walk from Newbold Comyn to St Nicholas Park
 - Play equipment – inclusive play equipment for a range of ages (not just toddler or junior only) so that children are encouraged to play throughout their childhood (and therefore exercise!). Also incorporate play equipment for wheelchair users (e.g. roundabouts you can put wheelchairs on, swings you can lay down on)
 - Volunteering – Warwickshire Wildlife Trust run volunteering groups as part of their management of our Local Nature Reserves. These help keep our LNRs maintained at a good standard and encourage people to get involved in their community
 - Events – over 2000 people attend community ranger-led events each year. These events (which are educational in nature) often incorporate walking so that children (and adults) don't even realise they are exercising

School group visits – community ranger worked with over 850 school children last year. Schools visit Jephson Gardens to learn about the environment. The project bed in the Sensory Garden encourages children to grow plants. This year, Project Pumpkin involved 250 students from 10 local schools (ranging from nursery to 6th form). The students grew pumpkin plants for the Sensory Garden and the produce will be taken back to the schools when ripe. This encourages healthy lifestyles - growing your own food and eating fruit/veg

Friends Groups – help encourage social cohesion and get residents from different backgrounds communicating with one another. People can make friends through the groups, reducing loneliness. Groups also raise money through fundraising and grant applications to improve parks and open spaces. Provide a point of contact for people who might not feel they can talk to the local council

There are various exercise groups that use our parks (Park Run, Wheelie Fit, Military Fitness) and the sports facilities within them (tennis courts, bowls greens, footpath pitches etc.)

- Encouraging healthy lifestyles through education e.g. Project Pumpkin, where school children grew pumpkins for Jephson Gardens (pumpkins will be sent back to schools when ripe). Promotes gardening and growing food to youngsters
- The lottery funded project to rejuvenate the Royal Pump Room gardens is due to start in September 2017. The project will involve new footpaths, landscaping & bandstand improvements with aim to bring back it back to its Victorian layout.
Once the site has been improved a series of existing and new events will be held there bringing the community together and attracting visitors. This will bring the public outside experiencing the fresh air, interaction and improving well being

Healthy Lifestyles

- WDC has now outsourced the Leisure provision to an external operator (Everyone Active). The service specification underpinning the contract requires the operator to offer a range of sporting and physical activities with the view to increasing levels of activity in the local community. Officers will be monitoring activity via a number of agreed key performance indicators, which have where possible relevant targets set for Everyone Active to achieve
- The Council is also working with Leamington Football Club to identify a delivery model that could see the **construction of a Community Stadium** that will include a range of facilities available for community use
- WDC has excellent engagement with local Sporting National Governing Bodies through the Playing Pitch Strategy meetings held on a regular

basis. The representatives of the NGB's work closely with WDC officers to improve the provision of outdoor Sporting facilities in the District where it is needed and will create the best impact in terms of sporting participation. Executive has agreed to fund a refresh of the strategy, given it was last completed in 2013 and is now largely out of date. The work when complete will support the local Plan and ensure that the engagement with the local NGB's will continue to provide meaningful activity in the District.

- Warwick District will be undertaking the following park improvements this year: The Holt, Midland Oak, Mason Ave, Shrublands and Victoria Park (Leamington) Satisford Common & St Nicholas Park (Warwick) Ebourne Open Space & Bates memorial (kenilworth).
The aim is to increase accessibility, social interaction and provide new play experiences for children of various ages, there will also be the opportunity within the consultation process of forming Friends of Groups providing there is sufficient numbers. This will provide closer community ties and friendships
- The Community Ranger has organised a series of free events in Jephson Gardens and Abbey Fields. These include tomato growing, flower growing and Hive of Activity promoting wildlife and the environment.
It introduces children to healthier lifestyles and promoting the environment around them
- The Council is currently developing a master plan for St Marys Lands in Warwick to encourage greater use and improvement of a range of community and sports facilities
- Provision of a wide range of cultural and sporting activities makes a significant contribution to providing residents of the district with opportunities to lead healthy lifestyles. This is achieved through direct provision of services (leisure centres, sports activities, theatre, art gallery, museum), but also through the support provided by WDC officers to local arts and sports organisations who are a key element of this provision
- Specific physical activity projects target key sectors of the district where participation levels are low e.g. Active South Leamington Project in partnership with Warwickshire Association of Youth Clubs, Sky Blues in The Community and Support Sport Ltd. This project has been funded in the main by the Sport England Community Sport Activation Fund. WDC have funded £4500 over the 2 year project and awarded £1200 in May 2016 to support elements of project sustainability
- Sports Grants funding to clubs and groups across the district to develop, sustain and increase participation opportunities for Warwick District residents. Applications assessed bi-monthly throughout the year, maximum grants of £500, including on-going support to clubs and groups with funding advice and information

- Sport & Physical Activity Grants targeting projects in Sydenham, Brunswick, Willes and Whitnash. Funding to clubs and groups to develop, sustain and increase participation, with an emphasis on projects that increase participation for residents who do little or no physical activity. Grants assessed and awarded twice a year (April and September). Maximum grants of £2000 per project
- Delivery of sports play and multi sports activities during various school holidays throughout the year across venues in the district. Objective is to provide opportunities for young people to be active during school holidays and receive basic coaching
- Promoting a range of holiday activity providers in Warwick District - Compiling a database of external holiday activity providers in Warwick District and promoting the information on the WDC website, to schools, town councils, parish councils, community groups and local residents. Promotion via WDC Media Team, local press and Families Warwickshire publication. Objective is to raise the profile of the activities on offer across Warwick District to local residents
- Work with a range of partners (e.g. Coventry Solihull and Warwickshire Sport, Central Warwickshire School Sports Partnership) to fund and promote opportunities for residents to participate in sport and physical activity opportunities in the district. For example, organise coach education courses that support local sports clubs and groups, promote National Governing Body initiatives that are taking place in the district, facilitate participation through venue hire for school sports competitions/events
- WDC has an excellent record of mass events encouraging local participation:
 - National Bowls championships which brings health and wellbeing benefits to those participating and attending
 - 2 Castles, Regency Run and Half marathon (annual)
 - Women's Tour (June 2016)
 - Support for Park Run (over 300 per week at Newbold Comyn) and "Run Like a Girl"
 - Club Cycle Races (Victoria Park)
 - Warwick Annual Regatta, Canoe and Kayak events
 - European Race Walking
 - GB Series Archery
- WDC cultural services provide a range of services for children and young people:
 - Free swimming for Under 4's
 - Working with School Sports Partnership. We annually support our School Sports Partnership with funding and access to facilities to support the School Games competitions
 - Holiday activity programmes which provide a wide range of low cost activities. We also coordinate a programme each holiday

period which includes external partner information e.g. local clubs/groups

- WDC work in partnership with CSW Sport on specific projects under the **"This Girl Can" & "Run like a Girl"** projects. We trailed a swimming promotion 'Bring a friend for Free' to target and encourage women to increase participation in our swimming activities
- WDC has supported Bishops Tachbrook Parish Council in the development of their Health and Wellbeing Plan. A Working Group was set up by the Parish with Parish Council, Sports and Social Club, Primary School and District Councillor working in partnership with WDC to deliver a range of joined up projects for the parish as it grows
- WDC are providing project development support to Warwick Sea Scouts for their proposed new HQ and boatyard facility. The project is designed to enhance the sport and social benefits for young people and allows the Group to expand its numbers and impact upon the Warwick youth community.
- Family Weight Management Programme - Work with Rugby Borough Council to provide line management and hosting arrangements for a Family Lifestyle Advisor to work across Warwick District with target families to promote healthy lifestyles and physical activity across school and community venues. Delivery of nine week programmes for parents and children aged 4-12 years
- In collaboration with Warwick Hospital, funding from Public Health was secured to establish **'Measured Miles'** to encourage moderate activity for staff, patients and public
- **Social Prescribing** – WDC is working in partnership with WCC, Public Health, CCG and Brunswick Hub in development a social prescribing approach with the Waterside Medical Centre in Brunswick Ward. The VCS Contract with the Sydni Centre is also helping the support the delivery of similar with Croft Medical Centre serving the Sydenham area
- **Exercise Referral Schemes** - Working in partnership with "Fitter Futures Warwickshire" to deliver an Exercise Referral Programme to the residents of Warwick District. Also working with CSW Sport to deliver complimentary scheme with selected GPs to support targeted individuals to physical activity and provide the peer support to maximise the uptake on the scheme
- **Community Cafes** continue to thrive at community hubs across the district funded via the VCS contracts, community forum grants and the Council's Small Grants Schemes. These cafes are providing much needed social interaction opportunities for the most vulnerable and socially isolated people living in our most deprived areas

- The council's community development workers (CDW) have helped to promote the **Community Veg Bag Scheme** in both Warwick and Leamington, starting up the collection point in the Packmores Centre which is still running and promoting the Lillington collection point in the community newsletter
- The **"Canny Cooking Project"** arose from a networking group coordinated by WDC and Gap CDWs in Warwick and was a partnership of The Gap Community Hub, Saltisford Church, Foodbank and a local food project. A recipe book was produced with very simple recipes, many using the ingredients commonly given in food bank bags. Cookery workshops were also held and samples of food were given out at the launch. The booklet has been disseminated far and wide

INTEGRATION AND WORKING TOGETHER

- H&WB has been woven into the following **council strategic plans and projects** :
 - Local Plan
 - Leisure Development Programme
 - HQ relocation
- Health and wellbeing is an integral part of the new **Local Plan**. There is a section on "Health, Safe & Inclusive Communities" and this contains policies of a range of health and wellbeing matters.
- An H&WB **Overview Scrutiny Sub-Committee** has been established. It has reviewed topics which have included measures that WDC is taking to look after its own staff, how well the Council is promoting H&WB in the wider community and NHS provision of services. The Committee has a clearly defined Work Programme
- WDC audits and awards qualifying local employers with the **Workplace Wellbeing Charter**
- The Council is engaged in a wide range of local, county wide and sub-regional partnerships/groups which all address the wider determinants of health and wellbeing, examples being:
 - Warwick District Poverty Forum
 - Warwick District Faiths Forum
 - Warwick District Mental Health Forum
 - Priority Families – strategic board and local coordinating group
 - Warwickshire Financial Inclusion Partnership
 - Joint Healthy South Warwickshire Group
 - Warwickshire Food for Health Group
 - Armed Forces Sub Regional Forum
 - South Warwickshire Community Safety Partnership
 - South Warwickshire Community Development Network
 - Warwick District Communities Together Network

- WDC is a key partner on the Priority Families Board and there is regular input and involvement of Tenancy Officers, ASB officer and Environmental Health on the Priority Families Local Coordinating Group
- WDC has funded a **Priority Families Key Worker** located in the Tenancy Team which has resulted in a more joined up approach within the council in addressing the needs of challenging families and has facilitated earlier intervention to prevent problems escalating. The key worker also works closely with the Financial Inclusion Team to help support families in rent and/or council tax arrears
- The Council's VCS Commissioning priorities are aligned with the WDC Fit for the Future Strategy and the Sustainable Community Strategy. These priorities are focused on addressing the wider determinants of health with specific focus on mental health, reducing social isolation and financial exclusion
- WDC has been a key partner in the **Joint Healthy South Warwickshire Group** for the past 5 years and has contributed £10k per annum towards the associated grant fund to support local groups deliver health and wellbeing interventions
- WDC is an active member of the **Warwickshire Food for Health Group**, providing a food safety element of expertise to coordinate efforts to promote healthy food choice and affordability
- In Lillington we are working with 3 GP surgeries to see if we can help them set up a super surgery to better target an area of economic and social deprivation by using our land. Additionally we are supporting 2 GP surgeries to relocate to better premises as part of a joint programme in central Warwick
- Warwickshire Wildlife Trust run regular volunteer sessions in our Local Nature Reserves, encouraging people to integrate with one another
- Whitnash Community Centre is a community led project to construct a **Sports and Community Hub in the Town of Whitnash**. WDC has part funded a feasibility study for the project that would see the facility house a base for the Town Council, Library and One Stop Shop, Sports hall, community hall, café and drop in space for the Police. The project now has the full support and involvement of Whitnash Sports and Social Club and Whitnash Primary School. This will ensure an integrated and cohesive sport and social community project to meet the health and well-being requirements of the local community
- WDC contributes funding to the annual Public Health Warwickshire '**Big Day Out**'
- '**Breathing Space**' – Celebrating the second year of partnership working in Warwick District. Based at the Brunswick Hub an innovative way to deliver debt and money advice by working in partnership with Housing

Providers in the area to provide tenants and residents of Warwick District some “breathing space” between their problems and resolution.

HWB Interventions: Supporting our own staff in the workplace

- The Council was awarded the **Workplace Health and Wellbeing Charter** in February 2016 and will be re-assessed in late 2017 /early 2018
- The purpose of the People Strategy is to support the Council's Fit for the Future (FFF) programme of work. Its aim is to ensure that the approaches to resourcing, learning and development, cultural change and organisational development are designed to deliver the workforce that the Council requires. The associated action plan is reviewed and updated on a regular basis and is based around six themes of which one of them includes Employee Well-being, Reward and Recognition. Governance arrangements include the People Strategy Steering Group comprising of officers and members, the Workforce Steering Group including SMT and senior officers and the People Strategy Action Group. Update reports are regularly sent to Employment Committee on the progress of the plan including the Health and Well Being initiatives.
- The new **People Strategy (PS)**, incorporates the following H&WB objectives:
 - Review reasons for sickness and look at ways of preventing.
 - Awareness sessions i.e. Back Care, Infection control, Gastro enteric & respiratory infections
 - Health and wellbeing information is cascaded to all employees on topics such as healthy eating, smoking, alcohol, physical activity and mental health on a regular basis. Ensure better sign posting to support services and the development of an intranet health and wellbeing portal
 - Enhance the approach to preventing stress and raise mental wellbeing awareness. When reviewing policies ensure HWB included where relevant
 - Guidance for managers/staff should be implemented on how to support individuals who have issues that affect their mental health
 - Develop and embed a Physical Activity Statement; this area needs to be developed with an on-going programme of activities promoted and possible link to existing informal arrangements already in place.
 - Develop and embed a Healthy Eating Commitment statement to address any barriers to healthy eating in the workplace
- To improve the mental health of our staff and colleagues, ICT Services will continue to communicate effectively and clearly both internally and with the wider organisation, striving to resolve issues and requests in a timely and satisfactory manner.
- An example of specific initiatives to encourage healthy transport amongst staff is **BUG**, the Bicycle Users Group. Resources have been deployed to set aside accommodation and provide facilities to encourage cycling to work
- Mental Health Awareness sessions being undertaken by Springfield Mind since early 2016 and to date 74 members of staff have attend. Next session Sept 28th and further sessions to be arranged

- The intranet, extranet and health awareness days are used to promote **healthy lifestyle messages**.
- The **Smoking Policy** has been revised to incorporate the use of electronic cigarettes within the definition of smoking and to be subject to the same controls. **National No Smoking Day** is used as an opportunity to promote smoking cessation internally and externally. Enforcement action is taken by Council officers for breaches of the Health Act in smoking-related cases
- **Health Champions** have been incorporated into the main **Staff Voice** (SV) group which is presently being reviewed regarding their role. SV membership consists of around 30 staff representing all the service areas. SV meets monthly to discuss a range of subjects, whether standing items such as Health & Wellbeing, People Strategy Action Plan or questions raised on behalf of staff. SV reps attend Managers' Forum and also feed proposed solutions back up to SMT