

Suffolk Health and Wellbeing Board

A committee of Suffolk County Council

Report Title:	Suffolk Annual Public Health Report 2017 – Working for Wellbeing Action Plan
Meeting Date:	17 May 2018
Chairman:	Councillor Tony Goldson
Board Member Lead(s):	Abdul Razaq
Author:	Natacha Bines, Head of Population Insight, Public Health/ Anna Crispe, Head of Knowledge and Intelligence, Public Health

What is this report about and why is it coming to the Health and Wellbeing Board?

1. The Annual Public Health Report (APHR) Action Plan is a core product of the Suffolk Annual Public Health Report 2017, as well as the wider Joint Strategic Needs Assessment for Suffolk (JSNA). It feeds directly in to the Joint Health and Wellbeing Strategy (JHWS). The aim of this report is to promote debate and more importantly, action, to make these ambitions and recommendations, for supporting health and wellbeing through inclusive growth, a reality for Suffolk.

Key questions for discussion:

2. The key question for discussion is:
 - a) How can we utilise the APHR Action Plan to strengthen the links between inclusive growth and health and wellbeing in Suffolk?

What actions or decisions is the Board being asked to take?

- | |
|--|
| <ol style="list-style-type: none"> 3. The Board is asked to continue to support and promote the Annual Public Health Report 2017, 'Working for Wellbeing', across the Suffolk system, and to note that the Report, as part of the wider Suffolk JSNA, has been shortlisted for two national awards. 4. The Board is asked to agree and adopt the 'Working for Wellbeing' action plan, and support its delivery through three key groups: <ul style="list-style-type: none"> • The Health and Wellbeing Board (chaired by Cllr Goldson) • The Growth Programme Board (chaired by Stephen Baker, East Suffolk Councils) • The Health and Work group (led by Andrea Wood). 5. Board members are asked to proactively engage with opportunities to deliver actions within their own organisations, and to facilitate collaborative working in order to implement the action plan more widely. |
|--|

6. The Board is asked to nominate a Board champion to lead and co-ordinate this work.
7. The Board is asked to note that leads for each action will feedback on progress will be required in 6 months' time, and to support that process in their organisation.

Why this action/decision is recommended

8. Inclusive growth and high-quality work are vital for health and wellbeing but cannot be delivered by any single organisation – effective partnership understanding and working is key. Inclusive growth one of three key priorities for Suffolk County Council over the next four years. The Annual Public Health Report Action Plan 2017 builds on system plans and priorities, and provides a framework for concerted action across the Suffolk system.

Alternative options (if appropriate)

9. None

Who will be affected by this action/decision?

10. The implementation of this action plan could benefit many thousands of people across Suffolk.

How has co-production been involved in this work?

On 13 July 2017, the Health and Wellbeing Board approved its [principles of co-production](#).

11. Expertise from across the Suffolk system was utilised to author the Annual Public Health Report, and the associated action plan. This involved colleagues from economic development, skills, the Suffolk Growth Programme Board (SGPB), the Voluntary and Community Sector (VCS) and the New Anglia Local Enterprise Partnership (LEP).
12. One of the core principles of the co-production process is that the focus is on outcomes, and this is demonstrated through the production of a jointly developed and owned action plan to support the Annual Public Health Report. The action plan supports the report recommendations, with multi-sector system wide engagement required to successfully drive change.
13. The draft action plan was presented to the Health and Wellbeing Board in March 2018, with the opportunity for all Board members to comment and contribute towards the final plan.

Sources of further information

- a) www.healthysuffolk.org.uk
- b) <https://newanglia.co.uk/>
- c) <https://www.suffolk.gov.uk/business-jobs-and-careers/economic-development-and-inward-investment/>
- d) <https://www.suffolk.gov.uk/assets/council-and-democracy/our-aims-and-transformation-programmes/Suffolk-County-Council-Priorities.pdf>

Main Body of Report

14. 2017's Annual Public Health Report focused on inclusive growth and the links between health and work. Inclusive growth can help people fulfil their potential and improve their quality of life. It recognises the importance of local businesses and education institutions, which create opportunities for local residents to live, work and thrive, and make it easier to spend Suffolk money in Suffolk, multiplying the local economic benefits of that spending. It also recognises that the personal and fiscal costs of poverty are huge, and, with more lone-parent and working families struggling, the negative impacts of failing to spread the benefits of economic growth may become entrenched and persistent.
15. There are 6 system wide recommendations for action from this years' report. The report:
 - Highlights that people will have to work longer in Suffolk. Improving health into later life will be increasingly important for overall productivity.
 - Shows that Suffolk has a higher proportion of people in routine and manual occupations. These jobs may be particularly challenging to do into older age. Residents may need specialist support, or retraining, to be able to do less arduous work.
 - Advocates mid-life prevention initiatives for workers, which will help people in the workplace now and as they age.
 - Reaffirms the need to continue to raise educational attainment and skill levels, particularly in Suffolk's most disadvantaged communities.
 - Emphasises the need for collaboration and integration of services, for example: planning, economic development, public health, local authorities and providers. Collaboratively, services need to be looking beyond economic value and raise awareness of social issues in Suffolk.
 - Recognises that action is required to generate higher wage opportunities and increase middle skill jobs in the labour market.
16. The Annual Public Health Report Action Plan is built on the system wide recommendations outlined above, and outline ways in which Board members and the wider Suffolk system can drive action forward to improve inclusive growth in Suffolk.
17. There is a very clear overlap between these recommendations and many of the areas which are relevant to the Health and Wellbeing Board's recent work around the themes of 'housing' and 'labour market vulnerabilities'.
18. This action plan is therefore relevant to both the Annual Public Health report and the work on labour market vulnerabilities and housing, and should be adopted by the Health and Wellbeing Board in relation to all three areas.
19. The recommendations from 'Working for Wellbeing' have been used to frame targeted work areas as detailed in this action plan. The action plan represents areas where the Health and Wellbeing Board can drive further collaboration and action, in partnership with the wider Suffolk system, over a 3-5 year period to adopt the principles of inclusive growth across Suffolk.

20. Key to organisational abbreviations:

- HWB Suffolk Health and Wellbeing Board
- MAC Most Active County (part of Public Health Suffolk)
- SCC ST SCC Skills Team
- PHS Public Health Suffolk
- SGPB Suffolk Growth Programme Board

Who is working in Suffolk and what does this mean for jobs and health? **Suffolk's workforce is ageing. The HWB should champion healthy ageing in the workplace, to ensure Suffolk is productive.**

Action		Measure of Success	Sponsor	Lead	Update as at 01/11/18
1.1	The HWB to ensure that member organisations take up and actively promote the <u>OneLife Suffolk (OLS) employee wellbeing offer</u> to support their employees and volunteers	Number of HWB member employees and volunteers supported by OLS by 01/04/19	HWB	Chris Pyburn	
1.2	The HWB and GPB to work with wider partners to promote and encourage workplaces across Suffolk to take up the <u>OneLife Suffolk employee wellbeing offer</u> to support their employees and volunteers	Number of other employees and volunteers supported by OLS by 01/04/19	HWB / GPB	Chris Pyburn	
1.3	Most Active County to produce strategic document and action plan quantifying and promoting the role physical activity can have in promoting health and driving economic activity.	Document and action plan published, leading to increased physical activity in Suffolk	HWB	Adam Baker	
1.4	In July 2018 the Adult Skills and Learning Strategy will be revised and published. HWB to invite Skills team to present strategy to the HWB, focusing on how it will benefit older Suffolk residents.	Adult Skills and Learning Strategy to be presented to HWB in September 2018	HWB	Andrea Wood	
1.5	Ensure NALEP and RESIF funds for work and health initiatives are deployed to the benefit of Suffolk residents	Work and Health initiatives developed and implemented from these funds	Work and Health Group	Andrea Wood	
1.6	Implement and monitor impact of the 'Fuller Working Lives' strategy to support older people at work in Suffolk	Proportion of workers aged 50+ in HWB organisations Development of listening forums and network groups to support older workers in Suffolk	Work and Health Group	Andrea Wood	
1.7	HWB partners to develop their Employer Supported Volunteering (ESV) policies.	Increase in ESV within HWB Partners	HWB	Chris Pyburn	

How is the economy structured in Suffolk, and what does this mean for jobs and health? **Suffolk has a higher proportion of people in routine and manual occupations, and these jobs may be particularly challenging to do into older age. The HWB should encourage specialist support, or retraining, to enable people to do less arduous work and to access support. The Suffolk economy is dominated by small and medium-sized businesses, who may not have access to human resources expertise, and who may need dedicated support.**

Action		Measure of Success	Sponsor	Lead	Update as at 01/11/18
2.1	HWB partners to review routine and manual roles within their own organisations and assess whether support or retraining may be required.	Number of roles reviewed by April 2019 / number of training/reskilling plans developed	HWB	OD lead, tbc	
2.2	Public Health Suffolk to work with Chamber of Commerce through APHR grant to support businesses to support their staff through: <ul style="list-style-type: none"> • Use of Public Health England employer tool kits • Employee skills audits • Campaigns to raise awareness of key health issues during 2018/19 	Engagement with campaigns Use of toolkits	HWB	Lynda Bradford	
2.3	HWB partner organisations to consider scope for offering Supported Internships for Adults (19-25+) with SEND and Adult Apprenticeships within their organisations and their supply chains and introduce where possible	Evidence of exploration of supported internships by April 2019 Number & proportion of adult apprenticeships and supported internships offered by HWB partners increases by April 2019	HWB	OD lead, tbc	
2.4	HWB partners to work with the New Anglia Skills Deals Programme to ensure that HWB partners benefit (aim to work with over 700 learners in next 2 years and facilitate 70 new apprenticeship)	Suffolk County Council Skills Team (SCC ST)	SCC ST	Andrea Wood	
2.5	HWB to encourage Suffolk public sector not to perpetuate unreasonably insecure employment practices (e.g. zero hours contracts, unpaid internships) directly or in their supply chains	No Suffolk statutory provider or supplier to perpetuate unreasonable insecure employment	HWB	OD lead, tbc	

Do people face health and care-related barriers to work in Suffolk and what help does the working population in Suffolk need to overcome these?
Supporting mid-life prevention initiatives for workers will help people as they age. Removing the health and care barriers to work that some groups face will increase participation in employment.

Action	Measure of Success	Sponsor	Lead	Update as at 01/11/18	
3.1	HWB to support the Work and Health programme to commence October 2018 to support over 2,300 adults with health conditions in gaining employment (assuming funded)	Number of adults supported by the programme who gain employment by 2021	SPSL	Andrea Wood	
3.2	HWB to support the Work and Health programme commencing in October 2018 to support adults with learning disabilities	10% increase in adults with LD in paid employment by 2021	HWB	Andrea Wood	
3.3	HWB to oversee continuing work by Public Health Suffolk to drive up numbers of people receiving NHS health checks, and consider further whether further targeting on basis of deprivation is appropriate	NHS HC uptake / proportion amongst 20% most deprived	PH/ HWB	Caroline Angus	
3.4	HWB to support the Healthy Workplace initiatives underway at West Suffolk and Ipswich Hospitals, and consider whether they could be introduced into further HWB partner organisations	KPIs from existing schemes / number of new schemes	HWB	Lynda Bradford	
3.5	HWB to publicise and promote approaches to ensuring good mental health at work – for example by using 5 Ways to Wellbeing or ‘Suffolk Needs Met’ across all partners and businesses	ONS wellbeing statistics for Suffolk Proportion and number of JSA claims due to mental ill health to fall	HWB via mental health theme	Chris Pyburn	
3.6	HWB to monitor reasons for economic inactivity by area and seek to reduce barriers where they exist e.g. caring	% of people who are economically inactive because of caring responsibilities to <= England average	HWB via labour market insecurities theme	Mike Hennessy	
3.7	HWB to support all efforts to work collectively across Suffolk system to ensure people receive the benefits they are entitled to in a timely and effective way to	Data from CAB indicates that queries involving benefits / debt are declining Food bank usage declines	HWB	SCOLT lead	

	support them remaining in employment where possible	Volume of Adults moving into work through Work and Health programme			
3.8	HWB members use the opportunities provided by place-based working to understand the needs of local communities facing health and care related barriers to work and take action to address them	Further place-based development and utilisation of 'hidden needs mapping' employment rates by ethnic group Increase in uptake of Adults studying English and Maths at L1+ in specific areas	HWB via labour market insecurities theme	Andrea Wood / Anna Crispe	
3.9	HWB members to ensure their organisation is represented at the Suffolk Workplace Wellbeing Network which is a key forum for sharing good practice	HWB member attendance at Workplace Wellbeing Network and evidence of implementation of good practice	HWB	Chris Pyburn	

What education and skills do people in Suffolk have and what does this mean for jobs and health? **There is an ongoing need to raise education and skill levels, particularly in our most deprived communities.**

Action		Measure of Success	Sponsor	Lead	Update as at 01/11/18
4.1	HWB partners to work jointly to develop plans to tackle low levels of employment readiness amongst Suffolk's cohort of 16-24yr olds who are NEET, much of which is linked to mental ill health.	Reduction in NEET cohort size	HWB / SCC ST	Andrea Wood	
4.2	HWB partners to continue to work with Post 16 and Adult Education providers to ensure the University provides high quality training for local people which meets local need	Evidence of increased and integrated working with UoS to tailor qualifications to help meet Suffolk demand UoS employment rates within Suffolk	HWB / SCC ST	Andrea Wood	
4.3	HWB partners to provide, and collaborate in providing, a good range of high quality apprenticeships, at all levels, to enable growth and broaden routes into work	Apprenticeships increase	HWB	OD lead, tba	
4.4	All HWB partners to consider whether they or their colleagues could become an Enterprise Advisor and/or provide more mentoring, work experience and supported internship opportunities to younger or disadvantaged residents	% increase in Enterprise Advisors, mentors, experiences of the workplace for young people	HWB / SCC ST	Andrea Wood	
4.5	SPSL social mobility Programme and Ipswich Opportunity Area Programme to provide intelligence on what works locally to increase levels of education and skills, which may be built upon further	SCC ST to define	SCC ST	Andrea Wood	
4.6	SCC Skills team as a partner with NA LEP Skills Board to influence implementation of economic strategy re inclusion and skills	SCC ST to define	SCC ST	Andrea Wood	
4.7	SCC Skills team in partnership with LEP, employers and key stakeholders to develop a series of co-owned sector skills plans	Plans to be complete by 2019	SCC ST	Andrea Wood	
4.8	The Suffolk system and wider partners to continue to develop the youth employment offer to support all young people (16-24) in Suffolk to access employment and training	SCC ST	SCC ST	Andrea Wood	

Is Suffolk an attractive place to live and work and what does this mean for jobs, health and the Inclusive Growth agenda? **There is a clear need for closer collaboration and to look beyond economic value towards social issues in Suffolk. The HWB can be pivotal drivers of this collaboration.**

Action	Measure of Success	Sponsor	Lead	Update as at 01/11/18
5.1 Drawing on the Health and Housing Needs Assessment, HWB members work to reduce the number of homes in Suffolk which are unhealthy, unsuitable and unsafe	Reduction in excess winter deaths District and Borough 'decent homes' statistics	HWB via Housing theme	Gavin Fiske	
5.2 HWB partners to collaborate on good procurement practices to ensure the Social Value Act principles add value in Suffolk	Evidence that social, economic and environmental benefits are included in procurement across Suffolk public sector	HWB	Abdul Razaq	
5.3 HWB partners to continue to focus on housing and development to try to mitigate the impact of high house price / earnings ratios and high private rental costs on Suffolk residents	Increase in number of affordable homes built	HWB via Housing theme	Gavin Fiske	
5.4 HWB partners to improve co-ordination around planning to ensure population health priorities (active travel, green space, air quality) are represented from an early stage -including in the development of services	Identify and integrate a HWB planning sponsor	HWB	SCOLT lead	
5.5 HWB members work to Influence the Government Fair Funding review to ensure the rurality of Suffolk and additional costs of ageing and rurality are adequately reflected	Increased funds for Suffolk	HWB	DOFs group	
5.6 The Suffolk Growth Programme Board (SGPB) is mapping public sector procurement practices & spend across Suffolk. SGPB to produce full action plan to monitor and potentially increase the value of local spend in the local economy. Work includes colleagues in the NHS & police.	Value of procurement spend in the local economy	SGPB and Partner orgs	Karen Chapman	

5.7	HWB partners to review Local Plans to ensure infrastructure for sustainable transport, health and education are in place as the plans develop.	Delivery of necessary infrastructure for planned development	SCC and Local Planning Authorities	SCOLT Lead	
5.8	The SGPB to improve the efficiency of the local plan system and ensure all development reflects our inclusive growth priorities; and look to develop a joint Suffolk design approach to master planning new communities during 2018/19.	New developments reflect and deliver inclusive growth aims	SGPB / Local planning authorities	Karen Chapman	

How productive is Suffolk and what does this mean for jobs and health? The HWB must play a role in shaping the collaborative action required to generate higher skilled opportunities, reduce absenteeism in the workplace, and encourage investment in the local economy.

Action		Measure of Success	Sponsor	Lead	Update as at 01/11/18
6.1	HWB partners to develop implement targeted to reduce rates of absenteeism amongst HWB partner organisations	HWB partners' sickness absence rates decline by April 2019	HWB	Abdul Razaq	
6.2	HWB partners to focus on spending procurement budgets within Suffolk, as far as possible, to boost the Suffolk economy	Proportion of Suffolk public sector spend spent effectively within Suffolk increases	SGPB	Karen Chapman	
6.3	HWB works to reduce loneliness and social isolation in all communities in Suffolk, through development of Age Friendly County, but also taking into account the needs of younger people	Targeted research leads to agreed approach for action in Suffolk	HWB	Mike Hennessy	
6.4	HWB partners continue to work to support carers across Suffolk so that they can be economically productive when they wish to be, preventing households entering poverty because of caring responsibilities	% of people who are economically inactive due to caring responsibilities reduces	HWB	Mike Hennessy	
6.5	NALEP to complete the Delivery Plan for the Economic Strategy by July 2018	Overall levels of investment in Suffolk's infrastructure increase / Broadband access & digital connectivity across the county	SGPB to lead but all HWB partners involved	Karen Chapman	