


<p style="text-align: center;">Health and Wellbeing Board Tuesday 5 September 2017</p>	
<p>Report of the London Borough of Tower Hamlets</p>	<p>Classification: Unrestricted</p>
<p>Health and Wellbeing Strategy, delivering the boards priority: Employment and Health – progress report</p>	

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Executive Key Decision?	No

Executive Summary

This is an update on the plan developed by the Board Champion Group for the Employment and Health priority of the Health and Wellbeing Strategy to deliver against the following 17/18 actions:

Action3.1: We aim to strengthen the integration between health and employment services by:

- Using social prescribing as a lever to strengthen links between health and employment services
- Reviewing best practice elsewhere
- Shaping and ensuring effective local delivery of the Department of Work and Pensions Work and Health programme

Action 3.2: We aim to sign up our partner organisations to the London Healthy Workplace Charter and to:

- undertake self-assessment
- identify priorities for improvement and shared priorities for action to improve the level of healthy improvement

Recommendations:

The Health and Wellbeing Board is recommended to:

1. Note and discuss progress on Health and Wellbeing Strategy Priority on Employment and Health.

1. **REASONS FOR THE DECISIONS**

- 1.1 This report sets out progress on the action plan for the Employment and Health priority within the Health and Wellbeing Strategy, in order to realise the ambition of the strategy. The action plan has been developed based on knowledge of the existing work that is already ongoing, and what is thought to be realistically achievable within existing budgets.

2. **ALTERNATIVE OPTIONS**

- 2.1 The alternative option of business as usual would not allow us realise the ambition within the Health and Wellbeing Strategy.

3. **DETAILS OF REPORT**

3.1 Action 3.1 (page 17)

We aim to strengthen the integration between health and employment services by:

- ***Using social prescribing as a lever to strengthen links between health and employment services***
- ***Reviewing best practice elsewhere***
- ***Shaping and ensuring effective local delivery of the Department of Work and Pensions Work and Health programme***

3.1.1 What will we have achieved by the end of March 2018?

- Social Prescribing provides a consistent offer in relation to employment support across the Borough
- The DWP Work and Health Programme is delivered locally in a way which best serves the Tower Hamlets residents.
- Best practice is embedded into work on health and employment

3.1.2 What progress has been made?

Social Prescribing

- Baseline survey of training needs of social prescribers with regards to council provision of Employment support conducted
- Training session for Social prescribers planned focusing on the council provision of employment support, in particular Work Path (content of training session to be guided by the results for the survey)
- Social Prescribers have been linked into Content Referral Management development being conducted at the council (in order to facilitate referrals)
- Baseline data on referrals from social prescribing into employment services has been obtained in order to assess improvement in referral going forward.

Work and Health Programme

- Tower Hamlets is part of Central London Forward – 12 Boroughs in Central London who are working to procure the service for these 12 Boroughs. Procurement is being led by Central London Forward and City of London
- As part of the specification for the programme each participating borough submitted a Local Integration Plan. In Tower Hamlets, this was produced jointly by Public Health and Economic Development and details how the service should work with currently existing local services. In particular, it describes how existing services may act as referral points into the programme and outlines options for co-location of the Programme's caseworkers within existing services.
- The Corporate research team in the council has conducted some initial analysis on the profile of cohorts who will be targeted by the programme.

Best practice review

- The evidence and case studies for the review on models around integration of work and health services have been collated and are being synthesized. The findings will be presented to the Employment Board.

3.1.3 What will we have achieved in the next 6 months?

- Social prescribers will be trained to refer routinely into employment services (particularly Workpath) evidenced by increase from baseline referrals (16/17)
- Social prescribers will have referral systems that make referral into employment services easier
- The Central London Forward Work and Health Programme will be integrated into local services (employment and health)
- Integration models for employment and health will be informed by best evidence and best practice models elsewhere.

3.2 Action 3.2 (page 19)

We aim to sign up our partner organisations to the London Healthy Workplace Charter and to:

- ***undertake self-assessment***
- ***identify priorities for improvement and shared priorities for action to improve the level of healthy improvement***

3.2.1 What will we have achieved by the end of March 2018?

- All organisations represented on the Health and Wellbeing Board will have conducted a London Healthy Workplace Charter self-assessment and formed an action plan for achieving the next level within the Charter.
- Increased numbers of businesses within the Borough undertaking self-assessments
- Identify areas of shared priorities and develop mechanisms for sharing learning and best practice.

- Increase the number of individuals in partner organisations who have undertaken Mental Health First Aid Training

3.2.2 What progress has been made?

London Healthy Workplace Charter

- A survey has been developed requesting baseline information on sign up to the London Charter, areas where progress has been challenging and examples of good practice
- This will be distributed to partner organisations of the Health and Wellbeing Board/Tower Hamlets Together and the Employers Forum
- There is agreement from the Lead Member for Health that the remit of the Employers Forum will expand beyond mental health (Time to Change) and cover workplace health and wellbeing and the Forum promote the London Healthy Workplace Charter

Mental Health First Aid

- Over the last 8 months, through a local capability building programme funded by Health Education England, over 300 Tower Hamlets staff from statutory and non-statutory sectors (228 from voluntary sector or other) have been trained as qualified Mental Health First Aiders. Additionally another 100 have so far been trained on the half day Mental Health First Aid LITE awareness course.
- There has been a rich mix of participants on the MHFA programme ranging from health and care, education, enforcement, transport, housing and employment. Participants have also fed back on the excellent quality of the teaching, and how they felt that the learning not only has had a positive impact on delivering patient care but also helped them become more aware of looking after own mental health and wellbeing, and their families

3.2.3 What will we have achieved in the next six months?

- The number of organisations in Tower Hamlets signed up to the London Healthy Workplace Charter will have increased from baseline
- There will be an understanding between partners of common areas where progress has been challenging and also a sharing of good practice
- There will a shared action plan on priorities that the Employers Forum will be looking to focus on
- There will be linkage between the East London Health and Care Partnership priority in the Sustainable Transformation Plan (STP) and the Employers Forum.
- A further 100 people will be trained as Mental Health First Aid trainers and 300 scheduled to be trained on the shorter MHFA LITE course by December.

4. COMMENTS OF THE CHIEF FINANCE OFFICER

- 4.1. The Employment and Health Programme has no unplanned financial implications to LBTH. The programme for Central London (of which LBTH is a partner) is funded by the DWP (£29m) with match funding of £24m from European Social Fund. The programme will run for 5 years with an option to extend for two years.
- 4.2. The financial contributions required from LBTH are: £20K membership fee for Central London Forward Strategic Partnership and a potential £12K for additional Management and Admin support. These costs will be covered from budgets within Growth & Economic Development (G&ED).

5. LEGAL COMMENTS

- 5.1. The Health and Social Care Act 2012 (“the 2012 Act”) makes it a requirement for the Council to establish a Health and Wellbeing Board (“HWB”). S.195 of the 2012 Act requires the HWB to encourage those who arrange for the provision of any health or social care services in their area to work in an integrated manner.
- 5.2. This duty is reflected in the Council’s constitutional arrangements for the HWB which states it is a function of the HWB to have oversight of the quality, safety, and performance mechanisms operated by its member organisations, and the use of relevant public sector resources across a wide spectrum of services and interventions, with greater focus on integration across outcomes spanning health care, social care and public health.
- 5.3. Section 116A of the Local Government and Public Involvement in Health Act 2007 places a duty on the HWB to prepare and refresh a joint strategic health and wellbeing strategy in respect of the needs identified in the Joint Strategic Needs Assessment, so that future commissioning/policy decisions are based on evidence. The duty to prepare this plan falls on local authorities and the Clinical Commissioning Group, but must be discharged by the HWB.
- 5.4. In preparing and monitoring the progress of the Health and Wellbeing Strategy, the HWB must have regard to the Statutory Guidance on Joint Strategic Needs Assessments and Joint Health and Wellbeing Strategies published on 26 March 2013, and can only depart from this with good reason.
- 5.5. When considering the strategy regard must be given to the public sector equalities duty to eliminate unlawful conduct under the Equality Act 2010. The duty is set out at Section 149 of the 2010 Act. It requires the Council, when exercising its functions, to have ‘due regard’ to the need to eliminate discrimination (both direct and indirect discrimination), harassment and victimization and other conduct prohibited under the Act, and to advance equality of opportunity and foster good relations between those who share a ‘protected characteristic’ and those who do not share that protected characteristic

6. ONE TOWER HAMLETS CONSIDERATIONS

- 6.1 Employment and health is a priority area of the Health and Wellbeing Strategy and the plan of actions proposed is likely to help address health inequalities that exist within the borough.

7. BEST VALUE (BV) IMPLICATIONS

- 7.1 One of the drivers shaping the Health and Wellbeing Strategy is the cost pressure on the health and care economy. This priority, employment and health will have implications around prevention and reducing demand for future health and care services. Best value will be an important discussion point for the delivery group and Health and Wellbeing Board over the next three years.

8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 8.1 By strengthening the integration between health and employment services it could improve environmental sustainability.

9.0 RISK MANAGEMENT IMPLICATIONS

- 9.1 The actions proposed will be carried out within existing budgets and there are no specific risks identified.

10.0 CRIME AND DISORDER REDUCTION IMPLICATIONS

- 10.1 Improving health and wellbeing may have a positive impact on crime and disorder reduction.

Appendices and Background Documents

Appendices

- None

Background Documents

- NONE

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