


<b>Health and Wellbeing Board</b> Wednesday 20 <sup>th</sup> December 2017	 Tower Hamlets <b>Health and Wellbeing Board</b>
<b>Report of the London Borough of Tower Hamlets</b>	<b>Classification:</b> Unrestricted
<b>Health and Wellbeing Strategy – Employment and Health</b>	

<b>Lead Officer</b>	Somen Banerjee, Director of Public Health
<b>Contact Officers</b>	Abigail Knight, Associate Director of Public Health
<b>Executive Key Decision?</b>	No

### Executive Summary

Within Tower Hamlets, the Greater London Authority has now awarded Achievement status for the London Healthy Workplace Charter to:

- BartsHealth
- Crossrail
- London Borough of Tower Hamlets.

There are a number of other organisations within the borough who have also signed up to the Charter. The local authority is now targeting Excellence, and is considering ways to encourage other organisations within the borough to do the same.

The Tower Hamlets Health and Wellbeing Board has taken the Time to Change pledge, and many of its constituent organisations have taken the pledge also. A Time to Change Employers forum ran from January 2016, with good partnership commitment. This paper proposes re-establishing the Employers Forum with a broader remit of encouraging employers within Tower Hamlets to sign up to the London Healthy Workplace Charter and work towards accreditation.

### Recommendations:

The Health and Wellbeing Board is recommended to:

1. Consider the application of the London Healthy Workplace Charter within their own organisations
2. Consider the proposal to re-establish the Tower Hamlets' Employers Forum with a broader healthy workplace remit

## **1. REASONS FOR THE DECISIONS**

- 1.1 The proposals set out in this paper aim to address the following Health and Wellbeing Strategy objectives:
- 1.2 Deliver on a set of project actions to achieve London Healthy Workplace Charter 'achievement' status that will have positive health and work benefits for staff.
- 1.3 Tackle mental health stigma by increasing the number of employers taking up the Time to Change pledge

## **2. ALTERNATIVE OPTIONS**

- 2.1 An alternative option would be to share information on the London Healthy Workplace Charter and the Time to Change pledge with Health and Wellbeing Board members and encourage them to champion these within their own organisations, without structured forums to support this process.
- 2.2 A 'do nothing' alternative would not allow the Health and Wellbeing Board, its members and networks to realise the ambition within the Health and Wellbeing Strategy

## **3. DETAILS OF REPORT**

- 3.1 Within Tower Hamlets, the Greater London Authority has now awarded Achievement status for the London Healthy Workplace Charter to:
  - BartsHealth
  - Crossrail
  - London Borough of Tower Hamlets.
- 3.2 There are a number of other organisations within the borough who have also signed up to the Charter. The local authority is now targeting Excellence, and is considering ways to encourage other organisations within the borough to do the same.
- 3.3 The self-assessment framework for the London Healthy Workplace Charter is appended to this paper.
- 3.4 The Tower Hamlets Health and Wellbeing Board has taken the Time to Change pledge, and many of its constituent organisations have taken the pledge also. A Time to Change Employers forum ran from January 2016, with good partnership commitment. It is proposed that we reestablish the Employers Forum with a broader remit of encouraging employers within Tower Hamlets to sign up to the London Healthy Workplace Charter and work towards accreditation. This includes consideration of mental health in the workplace.

#### **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. The proposals for HWB partners to consider applying the London Healthy Workplace Charter within their own organisations and re-establish the Employers Forum with a broader remit of encouraging employers within Tower Hamlets to sign up to the London Healthy Workplace Charter are consistent with the functions of HWB. Additionally, this will support partners to comply with the Public Health Outcomes Framework 2016-19, which aims to increase healthy life expectancy, and reduce differences in life expectancy and healthy life expectancy between communities.
- 5.4. 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. The Employment and Health priority aims to target action to improve health and reduce health inequalities where the need is greatest through universal and targeted action to improve health and wellbeing within the workplace. The role of an Employers Forum helps to support smaller organisations within the borough through sharing best practice.

## **7. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT**

- 7.1 The London Healthy Workplace Charter includes consideration of health and safety in the workplace and minimising environmental hazards. There is opportunity for organisation to use this as a lever for adopting sustainable practice as part of their self-assessment.

## **8. RISK MANAGEMENT IMPLICATIONS**

- 8.1. Actions proposed will be carried out within existing budgets and no specific risks are identified

## **9. CRIME AND DISORDER REDUCTION IMPLICATIONS**

- 9.1 Improving the workplace environment may have an impact on both health and crime and disorder.

## **10. EFFICIENCY STATEMENT**

- 10.1 Not applicable

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### **Linked Documents, Appendices and Background Documents**

#### **Linked Documents**

- [Tower Hamlets Together: Tower Hamlets Health and Wellbeing Strategy, 2017-2020.](#)

#### **Appendices**

- Appendix 1 - Self-assessment of the London Healthy Workplace Charter

#### **Background Documents**

- None

#### **Officer contact details for background documents:**

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