

Health and Wellbeing Board –

7 September 2015

Measures and progress report for priorities under the Health and Wellbeing Strategy theme: ‘Money, Home and Job – support to those who are most vulnerable’

1. Purpose

There are 5 priorities identified under the theme described above, all of which are priorities shared with either the Walsall Economic Board (and its recently formed sub-group, the Education and Skills Board), Children and Young People’s Partnership, the Public Health Programme Board or the Partnership Tasking and Co-ordination Group. These links are acknowledged through references to strategic documents and/or strategic board priorities within the LA or partner organisations – shown in appendix 1.

In order for the HWB to assure itself of current progress, a performance dashboard has been developed using the suggested performance measures for these priorities and the dashboard has been updated using the information currently being used to assess progress by the named Boards and relevant commissioners and operational managers – see appendix 1.

2. Recommendations:

- 2.1 That the Health and Wellbeing Board considers the performance dashboard being presented and decides whether the information provided is sufficient to give members assurance that either adequate progress is being made or that the named lead Boards have adequate corrective action plans in place to tackle poor performance.
- 2.2 That the Health and Wellbeing Board notes the linkages with Partner strategies and/or references to shared priorities shown in this performance dashboard and is satisfied that all partners are taking the Health and Wellbeing Strategy priorities relating to Money, Home and Job into account when considering commissioning priorities.

3. Report detail

3.1 Performance Dashboard

Appendix 1 shows the 5 Health and Wellbeing Strategy priorities under the Money, Home and Job theme and a number of identified performance measures against each. The dashboard has been populated using the information currently being used to assess progress by the associated lead Boards and relevant commissioners and operational managers.

As the HWB is primarily seeking assurance from the named Boards that adequate progress is being made against these priorities, it is not expected that all the reports those boards receive are also reported to the HWB.

A summary of work being undertaken to overcome the problems would only be expected where overall rating is Red or Amber:

- the overall rating is red
 - the performance measure is in the bottom national quartile
 - or it is in the 3rd quartile and recent progress has deteriorated by more than 10%.
- the overall rating is amber if it is in the 3rd quartile and there has been improvement or no change
- the overall rating is green if it is in the top quartile or the 2nd quartile with any or no change - then no commentary should be required.

Where there is a time lag for data reporting, this needs to be tolerated unless there is recent local data that could be included. In some cases, there is currently no natural performance measure that fully captures progress towards meeting the priority outcome, and work is therefore currently underway to develop some appropriate local measures.

Each priority includes exception reports, containing summaries of:

- What is preventing or limiting improvement.
- What actions are being done, or need to be done, to ensure improvement
- The named leads for these actions.
- Links to relevant partner strategies and priorities as well as name of any corrective action plans.
- The name of the Board(s) leading on implementation of any corrective action plan.

The performance dashboard has been designed this way to avoid duplicating all the work of the other Boards whilst enabling the HWB to have:

1. an overview of current progress against the HWS priorities
2. easily identify where adequate progress is not being made
3. assure itself that adequate steps are being undertaken to overcome the challenges and begin to reverse poor performance.

While detailed delivery or improvement plans will not be reported to the Board, it is expected that accountable leads will maintain plans for improvement to ensure that actions are planned and impact monitored.

3.2 Updated Strategic Context

3.2.1 Walsall Strategic Economic Plan:

A draft plan has been developed that brings together all the economic priorities for the borough in a single framework, demonstrating the linkages between a range of strategic documents including the Black Country Strategic Economic Plan, Walsall's Sustainable Community Strategy (The Walsall Plan) and the Corporate Plan. The Walsall SEP is due to go to Cabinet in October 2015.

It also includes a single comprehensive list of performance measures that will be reported on – which incorporates those for the HWB Money, Home, Job theme set out in the appendix 1 performance dashboard. This will ensure consistency between the measures reported to various Boards.

3.2.2 West Midlands Combined Authority:

Seven West Midlands metropolitan boroughs (Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall and Wolverhampton), and three Local Enterprise Partnerships (Black Country, Greater Birmingham & Solihull and Coventry & Warwickshire) are currently in negotiations with Government about the potential for devolution of powers and funding for economic development and transport.

If approved, the CA would be established from April 2016. The exact nature of the devolution deal is still being developed, but could potentially include a re-shaping of activity and funding to tackle some of the priorities under the Money, Home, Job theme.

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Priority: Provide support to vulnerable young adults so they can access jobs or training								
Measure	Frequency / Latest Available Data	Source	Baseline	Latest Metric	Direction of Travel	Current Quartile Performance	Comparator	Overall Performance Rating
Number of young people 18-24 who are unemployed (and claiming Jobseeker's Allowance)	Monthly / Jul 14	ONS	10.7% (Aug 13)	4.1%	↓	4th	2.3% (England)	
% of 16 to 18 year olds not in education or training (NEET)	Annual / 2014	DFE	7.3% (Jul 13)	4.6%	↓	3rd	4.7% (England)	
What is preventing improvement ?				What needs to be done to progress improvement? Any actions undertaken to meet challenges?				
<p>Significant improvement in young people's participation in EET (Employment, Education and Training) has been made with record low figures for young JSA claimants. However, Walsall's performance is still in the lower quartiles. Those remaining NEET or unemployed are increasingly likely to be harder to engage or are from vulnerable groups with multiple barriers that prevent them accessing opportunities i.e. young parents, substance misuse, ex-offenders, long term unemployed, have no or low qualifications or a learning difficulty. The introduction of Universal Credit means new, single, unemployed claimants will increasingly be moved onto UC. The different timing of its introduction across the country means this measure and its quartile performance rankings are increasingly inaccurate. An alternative measure for youth unemployment will therefore be explored.</p>				<p>Continued support from the following key programmes;</p> <ul style="list-style-type: none"> - Walsall Works supports young people to secure apprentices and employment with Walsall employers as well as encouraging low qualification levels to participate into traineeship - Talent Match - a programme to tackle vulnerable long term unemployed 18-24 yr old through intensive 1-2-1 mentoring support in community outreach hubs. - Capital infrastructure improvements to the condition of equipment (Incomm and PTP) to improve curriculum development for apprentices in the engineering sector - Strengthening business and school relationships through participation in large capital investment schemes ie transport - DWP and Public Health funded Invest to Save model to improve ETE outcomes for our Looked After Children / Care Leavers 18+ - BC Local Authorities are developing and bidding into a Youth Employment Initiative programme 'IMPACT' to support our NEET's and Unemployment young people into positive outcomes. <p>West Midlands Combined Authority negotiations with government are currently ongoing, and include proposals to devolve budgets for all employment and skills programmes</p>				
Named lead for actions			Links to Relevant Partner Plans			Lead Board		
Jane Kaur-Gill			BC Strategic Economic Plan			Walsall Economic Board (and Walsall Education and Skills Board - WESB - sub-group)		

Priority: Support businesses to provide healthy workplaces								
Measure	Frequency / Latest Available Data	Source	Baseline	Latest Metric	Direction of Travel	Current Quartile Performance	Comparator	Overall Performance Rating
Number of small and medium sized enterprises engaged within the healthy workplace program	Quarterly / Jun 14	WHT	n/a	13 new companies (Q1 15/16) 69 companies in total registered to programme	↑	Locally developed indicator as no national indicator exists. Service currently on track to meet its local target of 50 companies/year.	n/a	n/a
Number of Workplace Health Checks completed as part of Healthy Workplace Programme	Quarterly	WHT	n/a	288 (Q1 15/16)	→	Locally developed indicator as no national indicator exists - contributes to wider PHOF indicator (cumulative % of eligible population aged 40-74 who have received NHS Health Checks) Annual Target - 2000/year	n/a	n/a
Sickness absence - The percentage of employees who had at least one day off in the previous week	Annual / 2010-12	ONS (via PHOF)	2.77% (2009-11)	3.37%	↑	4th	2.5% (England)	

Appendix 1 - Health Wellbeing Strategy: Money, Home, Job Dashboard

Sickness absence - The percentage of working days lost due to sickness absence	Annual / 2010-12	ONS (via PHOF)	2.31% (2009-11)	2.6%	↑	4th	1.6% (England)	
What is preventing improvement ?			What needs to be done to progress improvement? Any actions undertaken to meet challenges?					
<p>There is a need to target the programme to routine and manual SME's with employees who are low paid to ensure support is provided to those most in need (i.e. employers who are unlikely to have their own occupational health provision and employees are more likely to have poor health outcomes)</p> <p>Engaging with large number of SMEs to deliver a more holistic approach to workplace health can be challenging.</p> <p>The nature of SMEs means that they are not always in a position to dedicate resource to development of workplace health, therefore it can take time to develop working practices that will ultimately improve workplace health. With smaller manufacturing companies, large scale orders, can mean that progress with the healthy workplace programme is temporarily put on hold.</p>			<p>Healthy Workplace Programme is currently on track to deliver against target of 50 workplaces.</p> <p>Environmental Health are supporting the programme by utilising existing links with SME's to increase programme engagement but also to further develop certain elements of the programme, particularly smoking and tobacco control and Health and Safety.</p> <p>There is currently national data demonstrating the impact of improving workplace health on measures such as absenteeism and productivity which is currently used to evidence the benefits of the programme. Local data is now available for workplace who have achieved the highest level of award which demonstrates a substantial reduction in overall sickness levels</p> <p>Commissioners are currently working with providers to improve planning and delivery of health and work programme, including NHS Health Checks, to ensure resources are used as efficiently and effectively as possible.</p> <p>As part of Health and Wellbeing Board Task and Finish group, Public Health are working with council partners to identify appropriate elements of the Workplace Wellbeing Charter that could be developed within Walsall Council in the short term. This will help support the council in becoming an exemplar in workplace health and improve the health of employees - 70% who live locally.</p> <p>National Fit 4 Work service has been rolled out and this will provide opportunity for local G.Ps to refer residents who are off work, or likely to be off work for more than 4 weeks for occupational health advice and support. In the process of sourcing local data to monitor uptake and impact locally.</p>					
Named lead for actions			Links to Relevant Partner Plans			Lead Board		
Joe Holding Mark Lavender			Health and Wellbeing Strategy BC Strategic Economic Plan			PHPB		

Priority: Reduce child poverty and the impact on families of workless parents								
Measure	Frequency / Latest Available Data	Source	Baseline	Latest Metric	Direction of Travel	Current Quartile Performance	Comparator	Overall Performance Rating
% of children under 16 living in poverty	Annual / 2012	HMRC	29.5% (2010)	27.9%	↓	4th	18.6% (England)	
What is preventing improvement ?			What needs to be done to progress improvement? Any actions undertaken to meet challenges?					
<p>Data is time lagged so does not take into account any changes over past 2 years. However, A 'Child Poverty Basket of Indicators' is available from the government's Child Poverty Unit, to help reassess the full range of needs in relation to this complex issue.</p> <p>The proportion of child in poverty reduced very slightly between 2011-2012, but this has been the case nationally and Walsall remains firmly in the bottom quartile and the gap between Walsall's proportion and the Statistical Neighbour group has increased. Changes to benefit eligibility criteria and median household income levels will also have an impact on the numbers of child classified as living in 'low income' households.</p> <p>Welfare reforms, such as the benefit cap, are likely to have significant impact on households with children. Work is underway to understand what the local impact of these changes may be. The sharp increase in requests for crisis funds and increasing demand for children's services indicates poverty is increasing. However, early indications suggest that lone parent families, and large families, are likely to be particularly affected.</p> <p>Government has recently announced the removal of the Child Poverty targets, and a change to the way child poverty will be measured in future. It is unclear whether this measure will be available in future or whether it will need to be replaced with alternative measures.</p>			<p>-This has been recognised as a cross cutting issue for local partners that represents through the Partnership Tasking & Coordination Group. A subgroup met to discuss the issue in September and a working group established. Further activity is yet to be progressed.</p> <p>-DWP Troubled Families programme in Walsall: During Phase 1 of the programme there was an identified target to turn around 795 families that met the relevant criteria that lived within the boundaries of the borough. We reached our target making performance by results claims for 795 families.</p> <p>Due to the success of the TF programme a 2nd phase was implemented nationally but with distinct differences to Phase 1. In the expanded programme there are six criteria that individuals and families can meet; crime, education, early help, worklessness, domestic abuse and health. The family need to meet at least two of these six criteria to be eligible for the programme. Walsall has a five year target to turn around 2780 families, with 141 families identified in 2014/15 (Jan-Mar) and a further 280 families identified to date in 2015/16.</p> <p>- Partnership programme with Walsall Housing Group to support social housing tenants to access support that helps them reduce their benefit dependency and help them to secure sustainable employment</p> <p>-Other programmes designed to support people off benefits and into sustainable employment will also benefit parents (see above and below)</p> <p>There is also a need to explore how crisis fund can be used to mitigate child poverty.</p>					
Named lead for actions			Links to Relevant Partner Plans			Lead Board		
Mark Lavender (reduction element) Andrea Potts (mitigation element)			DWP Troubled Families Children and Young People's Plan			WEB CYP PTCG		

Priority: Ensure the best possible welfare advice for those in need								
Measure	Frequency / Latest Available Data	Source	Baseline	Latest Metric	Direction of Travel	Current Quartile Performance	Comparator	Overall Performance Rating
% working age population claiming a key out-of-work benefit	Quarterly / Feb 15	DWP	15.9% (Feb 13)	13.4%	↓	4th	9.4% (England)	
Number of families in crisis supported / prevented from becoming homeless (by Money, Home, Job team)	Annual / 2013-14	Supported Housing Walsall Council	Households Requesting Assistance	9,830	These are local indicators with no national comparators. The number declined will include where the crisis team have helped in other ways other than financial assistance for the customer, eg negotiated with landlord, referral to a charity etc NOTE: no updated figures were available for inclusion in this report			
			Households Requesting Assistance Approved	6,181				
			Households Requesting Assistance Declined	3,649				
			Homeless Households Prevented	1,441				
What is preventing improvement ?				What needs to be done to progress improvement? Any actions undertaken to meet challenges?				
<p>Teams aim to support as many families as possible, but an increase in numbers may represent an increase in demand (for example due to external factors like economic downturn, or a failure of other services designed to prevent crisis) rather than an improvement in the effectiveness of the Money, Home, Job service. Much activity is currently focused on preventing families reaching this crisis point.</p> <p>'Some improvements in participation of adults previously claiming out of work benefits has been made but we still remain to lag well behind the England average. However, those remaining on out of work benefits are likely to have major health barriers that prevent them from entering the labour market, in particular ESA claimants mandated to the 'support' group who will not receive any employment advice.</p> <p>- It is important to note that providing appropriate welfare advice may mean benefit claimant rates actually increase as more people become aware of their entitlements and receive the additional support that they received.</p> <p>-There is no guarantee that current levels of grant funding received to deliver crisis support will be maintained in the future, which may reduce the local authority's capacity to deliver support.</p>				<p>Maximising the take up of out of work benefits to eligible residents through our Welfare Rights Team.</p> <p>Continue to work closely with Work Programme providers who are mandated to support those on Jobskeepers, Employment Support Allowance, Incapacity Benefit, Lone Parent Income Support benefits. We want to continue to expand support to claimants by better utilising our links into business by brokering opportunities for unpaid work placements, employment and apprenticeships for these clients.</p> <p>Identifying eligible clients and ensuring they are aware and are participating in the programmes such as Walsall Works, Talent Match, BC City Deal 'Working Together', DWP Troubled Families, ESF Multiple Families, ESF Support for the Unemployed.</p> <p>Introducing support from Health Trainers to ESA claimants in the WRAG and Assessment Group into DWP and their partner venues</p> <p>West Midlands Combined Authority negotiations with government are currently ongoing, and request a devolvement on all employment and skills budgets</p>				
Named lead for actions		Links to Relevant Partner Plans			Lead Board			
Jane Kaur-Gill		BC European Investment Strategy			WEB (and WESB sub-group)			

Priority: Ensure staff of local service providers have knowledge and skills to improve the health of their service users								
Measure	Frequency / Latest Available Data	Source	Baseline	Latest Metric	Direction of Travel	Current Quartile Performance	Comparator	Overall Performance Rating
Number of Health & Social Care sector providers supported	No national indicator available							
What is preventing improvement ?				What needs to be done to progress improvement? Any actions undertaken to meet challenges?				
<p>Previously this priority was focused around local training providers developing appropriate training courses for the health and social care workforce. However, significant activity took place around this priority in 2012/13 (for example a review of the health and social care course offer from Walsall College), therefore the scope of the priority has adjusted slightly to reflect changing needs within the borough.</p>				<p>Continued work with Walsall College on the development of their Healthy Academy to ensure we have qualified health care staff. Launch of the Care Professionals programme to respond to new legislation from CQC standards and promotion of this programme to carers and personalised care support deliverers. Regeneration continue to work with Public Health England to encourage better partnership working between local Employability Providers and Specialist Health Services ie Substance Misuse so that service users are better informed about provision that they can access to support any barriers to employment. This can be rolled out into other health areas ie weight management, healthy lifestyles etc. Continuous expansion of the NIACE accredited Weight Management programme and work to develop this for inclusion on the SFA funding schedule.</p>				
Named lead for actions		Links to Relevant Partner Plans			Lead Board			
Mark Lavender		BC Strategic Economic Plan			WEB (and WESB sub-group)			