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HEALTH AND WELLBEING BOARD

Day: Thursday
Date: 5 March 2020
Time: 10.00 am
Place: Committee Room 2, Level 2, Tameside One, Market Place, Ashton-Under-Lyne

Item No.	AGENDA	Page No
1.	APOLOGIES FOR ABSENCE	
2.	DECLARATIONS OF INTEREST To receive any declarations of interest from Members of Health and Wellbeing Board.	
3.	MINUTES To receive the Minutes of the meeting of the Health and Wellbeing Board held on 23 January 2020.	1 - 4
4.	GROWTH PRIORITIES FOR TAMESIDE To consider a presentation of the Director of Growth.	5 - 26
5.	TAMESIDE HOUSING STRATEGY 2020-25 To consider a presentation of the Director of Growth.	27 - 46
6.	HEALTH, EMPLOYMENT AND SKILLS To consider a report of the Head of Employment and Skills.	47 - 54
7.	URGENT ITEMS To consider any additional items the Chair is of the opinion shall be dealt with as a matter of urgency.	

From: Democratic Services Unit – any further information may be obtained from the reporting officer or from Benjamin Hopkins, Senior Democratic Services Officer, to whom any apologies for absence should be notified.

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Agenda Item 3

HEALTH AND WELLBEING BOARD

23 January 2020

Commenced: 10.05 am

Terminated: 12.00 pm

Present:

Councillor Warrington (Chair) - Executive Leader
Councillor Wills – Executive Member
Shaun Higgins – Active Tameside
Kerrie Pryde – Jigsaw Homes
Jane Higham – Greater Manchester Police
Richard Hancock – Director of Children’s Services
Peter Denton – Action Together
Stephanie Butterworth – Director of Adult’s Services
Vivien Robinson – Department for Work and Pensions
Henri Giller – Independent Chair, Tameside Child Safeguarding
David Swift – CCG Governing Body Member
Phil Nelson – Greater Manchester Fire and Rescue Service
Andrew Searle – Independent Chair, Tameside Adult Safeguarding Partnership Board

In Attendance:

Debbie Watson – Assistant Director Population Health
Stephen Wilde – Finance Business Partner
Martin Ashton – Assistant Director of Commissioning, Living Well
Gill Gibson – Director of Quality and Safeguarding
James Mallion – Consultant Public Health
Jessica Williams – Director of Commissioning

Apologies for Absence:

Councillor Cooney – Executive Member for Housing, Planning and Employment
Councillor Fairfoull – Deputy Leader & Executive Member for Children’s Services
Steven Pleasant – Chief Executive Tameside MBC and Accountable Officer for Tameside and Glossop CCG
Liz Windsor-Welsh – Chief Executive, Action Together
Dr Ashwin Ramachandra – Tameside and Glossop CCG
Dr Asad Ali – Tameside and Glossop CCG
Karen James – Chief Executive, Tameside and Glossop ICFT
Jeanelle De Gruchy – Director of Population Health

14 DECLARATIONS OF INTEREST

There were no declarations of interest submitted by Members of the Board.

15 MINUTES

RESOLVED

That the minutes of the meeting held on 19 September 2019 be approved as a correct record.

16 TAMESIDE AND GLOSSOP LOCALITY PLAN

Consideration was given to a report of the Executive Member for Adult Social Care and Population Health/Associate Director of Commissioning, Living Well providing Members with an opportunity to review and discuss the Tameside and Glossop Locality Plan.

Members were informed that the Locality Plan had grown out of the Corporate Plan, which articulated how delivering the priorities of the Corporate Plan would support the people of Tameside and Glossop to live longer, healthier and happier lives.

RESOLVED

That the content of the report and presentation be noted.

17 DOMESTIC ABUSE IN TAMESIDE

Consideration was given to a report of the Executive Member Adult Social Care and Population Health / Director of Population Health, updating Members on the recent peer review focused on tackling domestic violence in Tameside.

Tackling domestic abuse in the Borough related to the Starting Well and Living Well aspects of the Corporate Plan, supporting residents to live healthy and happy lives. It was explained that whilst domestic abuse was often associated with domestic violence, it could also take the form of psychological, financial and emotional abuse. The effects of domestic abuse were therefore not merely physical but could have a significant impact upon an individual's mental health. Women were still much more likely than men to be the victims of high risk or severe domestic abuse and the impact upon children both as witnesses and victims was also highlighted.

The scale of the problem within Tameside was discussed and Members were informed about the increase in medium and high risk cases of domestic abuse and the high number of referrals to Children's Social Care relating to domestic abuse. In addition, the increase in referrals and repeat referrals to the Bridges Service was raised. Despite the increased prevalence of domestic abuse overall, there had been a reduction in domestic abuse reporting among BME, LGBT and disability groups.

Members were informed that a peer review was conducted during July 2019 which evaluated the systems in place at Tameside Council to tackle domestic abuse. The peer review highlighted four key priorities:

- Preventing domestic abuse
- Continuing to support victims/survivors
- Holding perpetrators to account
- Supporting a co-ordinated community response.

It was announced that a new lead on domestic abuse would be in post within the next two to three months and this would help to address the priorities identified during the peer review. It was explained that tackling abuse was not currently the responsibility of one individual officer and was often seen as an add-on to existing roles.

A discussion ensued regarding the multi-agency approach to tackling domestic abuse across the Borough. Some of the work highlighted included that with elderly residents at risk of financial abuse whereby the Council would take over the running of an individual's finances to prevent mismanagement by another party. The Board were also informed of the 'Take Control' campaign which highlighted particular forms of abuse prevalent within BME communities as well as the current campaign around men as victims of domestic abuse. It was agreed that Active Tameside would participate in future campaigns surrounding domestic abuse.

RESOLVED

- (i) That the content of the report and presentation be noted.**
- (ii) That the new domestic violence lead be invited to a meeting of the Health and Wellbeing Board at the earliest opportunity.**
- (iii) That Active Tameside be included in any future campaigns around domestic violence.**

18 SEXUAL & REPRODUCTIVE HEALTH IN GREATER MANCHESTER

Consideration was given to a report of the Executive Member Adult Social Care and Population Health / Director of Population Health, outlining the findings of a review of the sexual and reproductive health system across Greater Manchester. The implications for Tameside specifically were also highlighted.

Members were informed that an independent review of the sexual & reproductive health and HIV system was conducted across Greater Manchester during 2018/19 that identified significant risks and challenges as well as opportunities to redesign the system to ensure it addressed the needs of the population. One of the key issues raised was the fall in the use of contraceptive services which had fallen by 22% over the preceding 4 years. At the same time there had been a significant increase in the abortion rate which had increased by 11% over the same period. Particular concern was expressed about the abortion rate in Tameside which was particularly high and increasing leading to the Borough having the eighth highest rate in the country.

It was highlighted that a number of agencies were responsible for commissioning sexual & reproductive health and HIV services locally, including the Council, Tameside and Glossop Clinical Commissioning Group and NHS England. The funding for both the local authority and the CCG were now in the same pot. A number of Greater Manchester wide ambitions around sexual and reproductive health services were emphasised, particularly around the need to utilise digital technologies for online prescriptions and consultations.

A number of longer ambitions were raised around improving the sexual and reproductive health offer for Tameside residents. It was hoped that a women's health offer could be developed, along with a dissemination of support services away from a single hub, in order to improve access. An accelerated pathway was also discussed to ensure people could access services when they needed them rather than having to wait prolonged periods for an appointment.

RESOVLED

That the content of the report and presentation be noted.

19 HEALTHWATCH ANNUAL REPORT 2019

Consideration was given to a report of the of the Chief Executive, Action Together, outlining the 2019 activities and outcomes delivered by Tameside Healthwatch and future plans for 2020.

It was explained to Members that Healthwatch was a governmental statutory mechanism intended to strengthen the collective voice of users of health and social care services and members of the public. In order to carry out their work, the organisation was funded by the local authority receiving £136,000 of core funding annually.

The report presented the key highlights for Tameside Healthwatch over the 2018/19 period which included work with the Millgate Healthcare Partnership to improve mixed patient feedback. This work resulted in a 'Good' rating from the Care Quality Commission. In addition, Members were informed that the Strategic Commissioning Board had approved a business case for additional investment to roll out a new neighbourhood model for mental health care following concerns about a gap in mental health services in Tameside and Glossop. Funding from the Big Lottery had

supported the gradual roll out of a new adaptable model across the area to be completed by April 2020.

The priorities for 2019/20 were outlined and included building on the engagement with Tameside College, reviewing the impact of changes to local Mental Health services and improving the organisation's insight in terms of residential care and home care services.

RESOLVED

That the content of the HealthWatch Annual Report 2019 be noted.

20 CHILD SEXUAL EXPLOITATION (CSE)

Consideration was given to a report and accompanying presentation of the Director of Children's Service providing information in regards to the current landscape across Tameside and Greater Manchester concerning Child Sexual Exploitation (CSE).

It was reported that during any given quarter there were on average in excess of 30 active child exploitation cases across Tameside. In order to address the issues, a multi-agency CSE team was established in 2013 which included officers and staff from the Council and Greater Manchester Police. A Multi-Agency Safeguarding Hub opened in February 2019 had been responsible for referrals.

Members were informed that a peer review undertaken in July 2019 had identified areas for improvement and learning. Since the review a number of steps had been taken:

- Commissioned joint intelligence gathering, analysis and mapping across local authority and police based on vulnerability factors.
- Secured funding for independent therapeutic support.
- Planned Borough-wide awareness raising.
- Additional staff in place or coming online including an additional Police Constable, Detective Constable, Sergeant, Social Worker and Family Intervention Worker.
- Expanding Achieving Change Together (ACT) to work with young people at risk of CSE.

It was highlighted that CSE was a complex issue that did not respect geographical boundaries and was one that no agency could address in isolation. It was hoped that the integration of the Complex Safeguarding teams across Greater Manchester would establish standards of practice across the ten authorities.

RESOLVED:

That the content of the presentation be noted.

CHAIR

Agenda Item 4

Report to:	Health and Wellbeing Board
Date:	5 March 2020
Reporting Officer / Member / Clinical lead:	Cllr Oliver Ryan, Executive Member for Finance and Economic Growth Jayne Traverse, Director of Growth
Subject:	GROWTH PRIORITIES FOR TAMESIDE
Report Summary:	The presentation report provides an overall on priority action areas and outcomes in the Corporate Plan
Recommendations:	That the Health and Wellbeing Board notes the contents of the presentation.
Corporate Plan:	For delivery of all aspects of the corporate plan
Policy Implications:	The presentation highlights the need to develop the following strategies: <ul style="list-style-type: none">• Inclusive growth strategy• Strategic Asset Management Plan (SAMP)• Housing strategy and delivery plan• Environment and sustainability plan• GMSF/local plan
Financial Implications: (Authorised by the statutory Section 151 Officer & Chief Finance Officer)	There are no direct financial implications as a result of this report. It must be noted that the delivery of the priorities will incur costs and these costs need to be kept within any allocated budget.
Legal Implications: (Authorised by the Borough Solicitor)	It will be necessary to progress and obtain governance for the various strategies and implementation plans expediently to ensure delivery against the Corporate plan. This will be particularly important as well as growing the Borough, they support the sustainability of the Council's budget.
Risk Management:	Effective management of the priorities set out in the report will support effective delivery.
Background Information:	The background papers relating to this report can be inspected by contacting Jayne Traverse, Director of Growth:  Telephone: 0161 342 3340  e-mail: jayne.traverse@tameside.gov.uk

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Health & Wellbeing Board Presentation

Jayne Traverse
5 March 2020

Investment in Growth Directorate

- Developing Strategic sites:
 - Godley Green
 - Ashton Moss
 - St Petersfield
 - Hattersley
- Employment & Skills projects
- Strategic Connectivity
- Town centre regeneration:
 - Vision Tameside, Ashton-under-Lyne
 - Stalybridge Town Centre Challenge
 - Droylsden
 - Hyde
 - Denton

Attracting Inward Investment

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Godley Green

2,350 homes by 2035

Aspirational 21st Century Garden Village

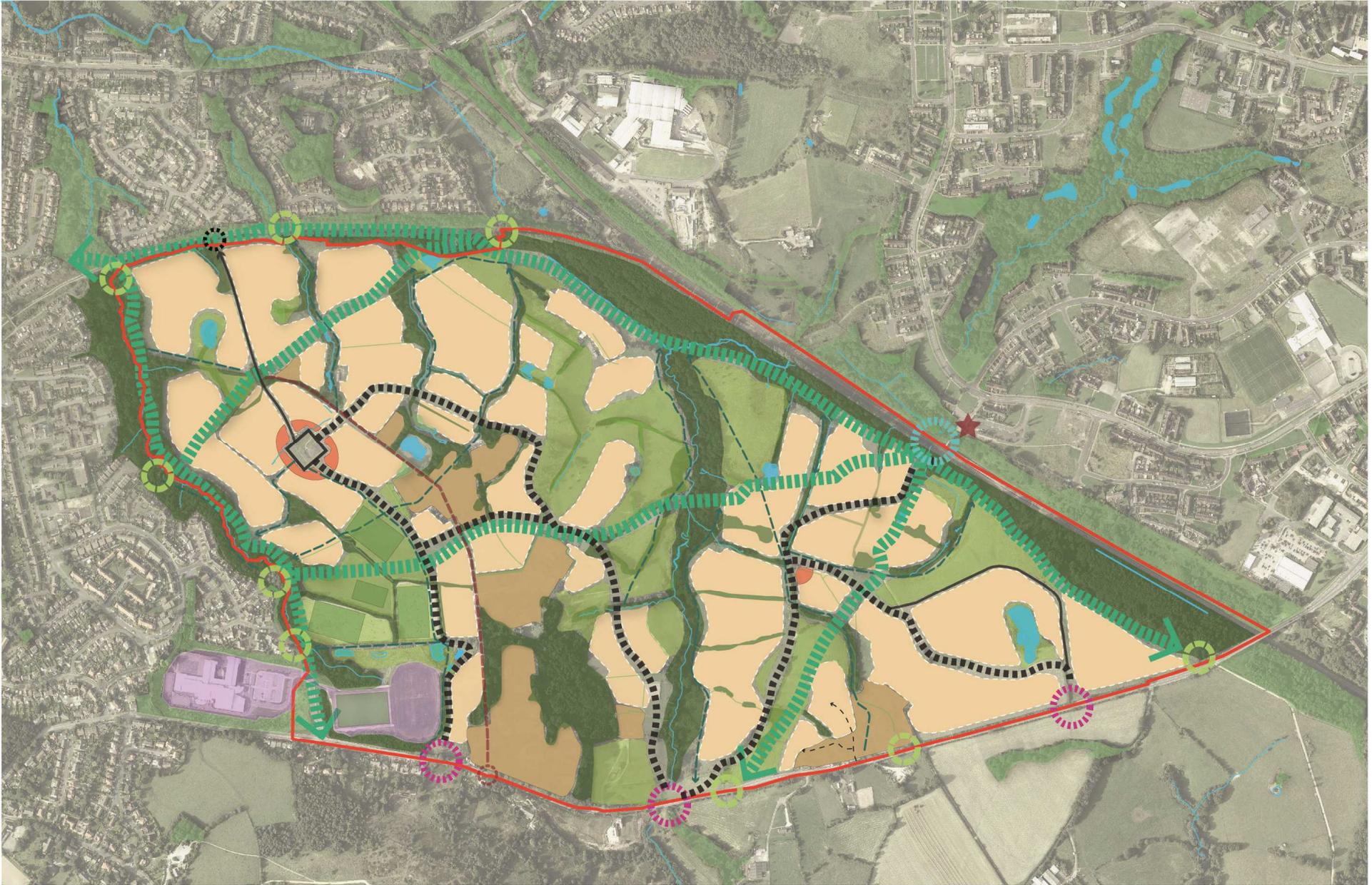
£10m in Homes England funding

Comprehensive Masterplan for the site

Delivery of Physical and Social Infrastructure
/ Land Assembly/Land Remediation

£3.5m CTAX per year





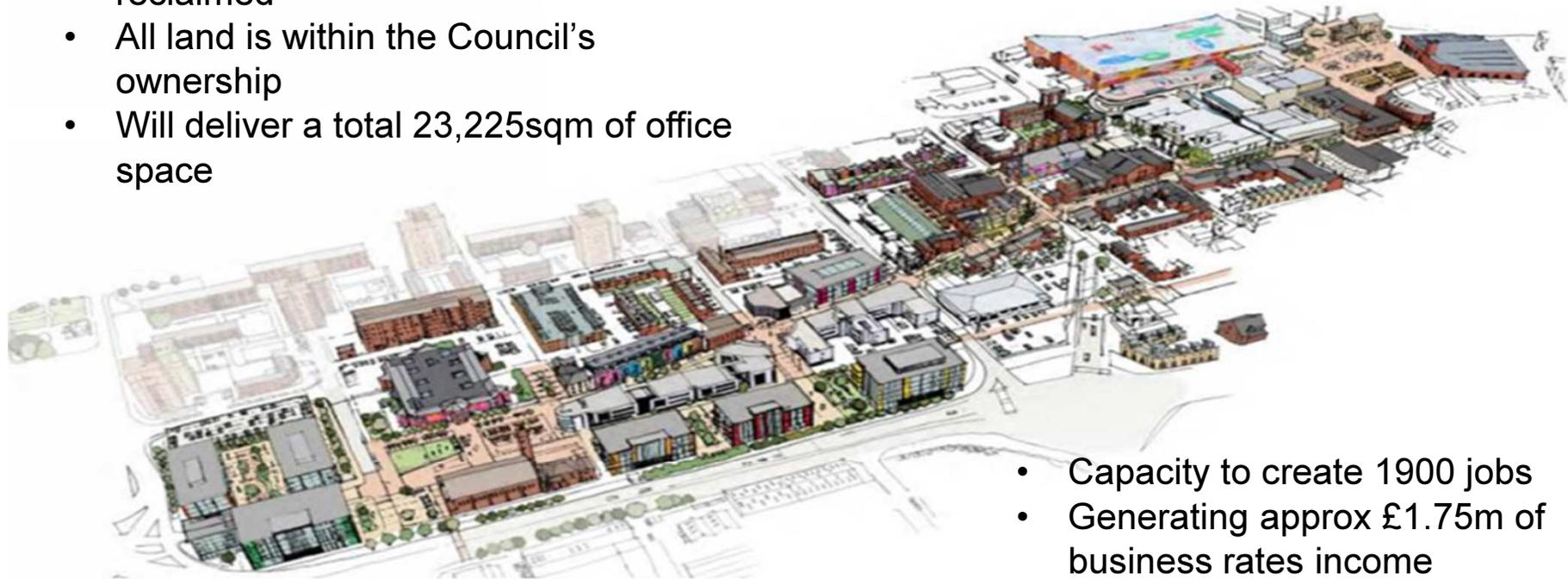
Ashton Moss

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St Petersfield

- 4.77 hectares of brownfield land reclaimed
- All land is within the Council's ownership
- Will deliver a total 23,225sqm of office space



- Capacity to create 1900 jobs
- Generating approx £1.75m of business rates income
- GVA of £100m for the borough.

Ashton Old Baths

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Hattersley

- New district centre completed - Tesco, petrol filling station and The Hub with offices and a library
- Barratt Homes - 656 homes by end of 2021 (414 built to date)
- Onward refurbished 1475 homes
- Train station improvements increased passenger numbers by 118% since 2014/2015
- New rail station ticket office being designed
- New retail scheme proposed
- Extra care facility proposed
- Exploring potential for new health facility
- £3.7m public realm proposed

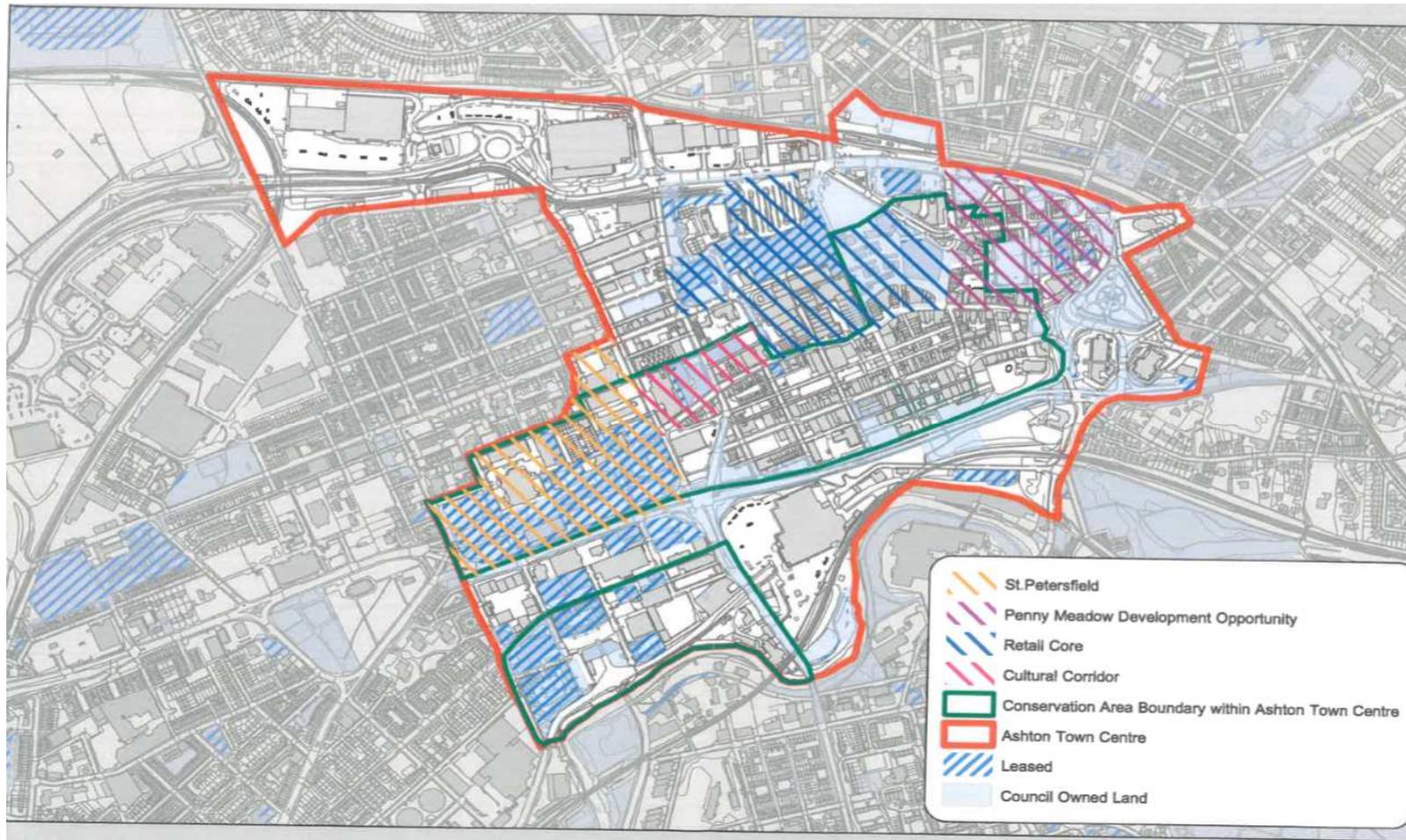
Hattersley

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Zoned Ashton Town Centre Plan

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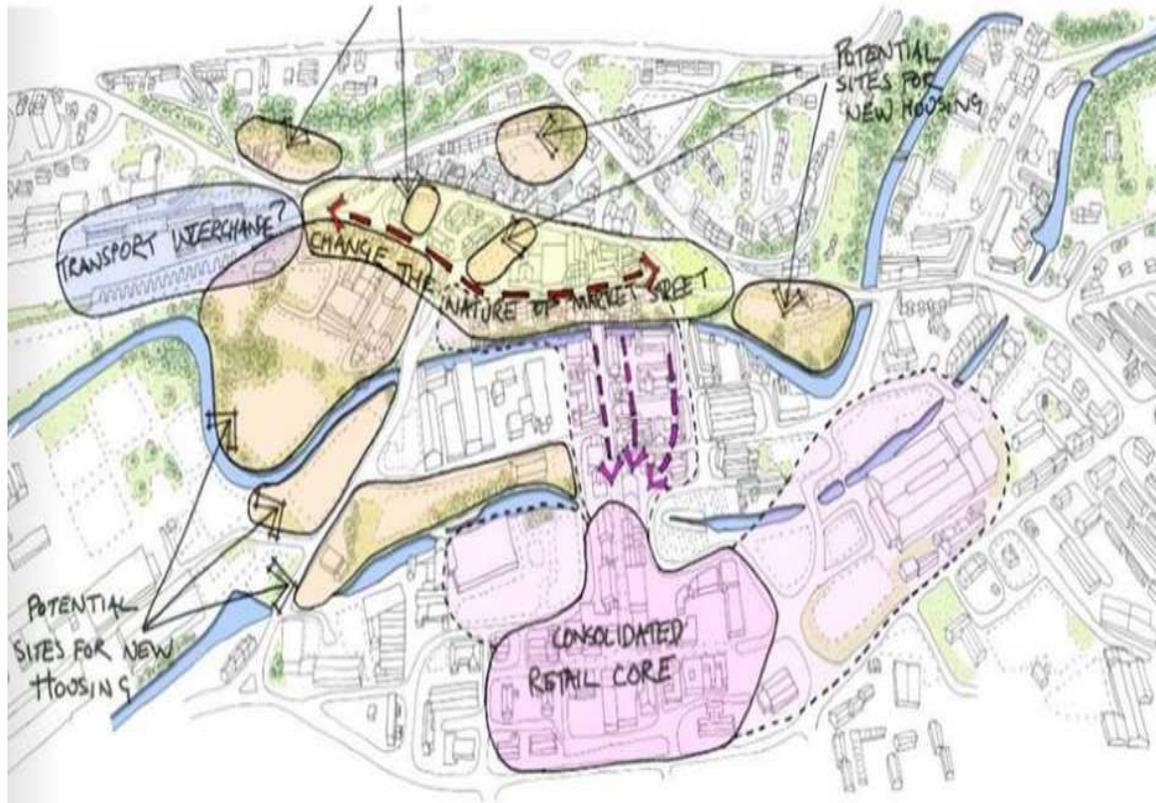
TAC to Tameside One



- £750,00 p.a. revenue savings on Council running costs
- Library Visitors - 33% increase above pre occupancy projection
- CAB, TMBC Customer Services, Welfare Rights & Cash Box Visitors - 25% increase
- Job Centre Plus Customers - 25% increase
- Increase in learner numbers across campus
- Local business reporting increased profits

Stalybridge

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- Up to 1,000 new homes
- Regenerate the high street
- Heritage walk from the railway station to the heritage quarter
- Improved shop frontages
- Re-purposing of Civic Hall
- Creating new jobs
- Health hub
- Transport interchange

Droylsden



Hyde OPE/BPF Challenge

- Modernisation of the market offer in Hyde
- Development of the iconic Hyde library site
- Provide infrastructure for population growth
- Compression of the existing retail offer
- Introduce new residential and other uses in the town centre
- Health hub
- Re-use of existing historic buildings to provide a district centre fit for purpose.
- Improve pedestrian experience



Denton Wellness Centre

- Part of a wider leisure estate rationalisation.
- Marks a design shift from a traditional leisure offer to a more expansive wellness/health/cultural/active play offer.
- Supports the regeneration of the Oldham Batteries site and the wider Town Centre economy.
- Provides 25 new jobs for local people.
- 500,000 thousand visit per year minimum – Expected to be significantly more.
- Achieving an operational/financial surplus.
- Will contribute to a reduction in levels of physical inactivity in the Borough.
- Will take health support and interventions to the community rather than the community having to seek them out.
- Supports family based activities but also supports those people experiencing social isolation.
- Dementia Friendly.
- The scheme will be the subject of a Sport England Case Study

Denton Wellness Centre

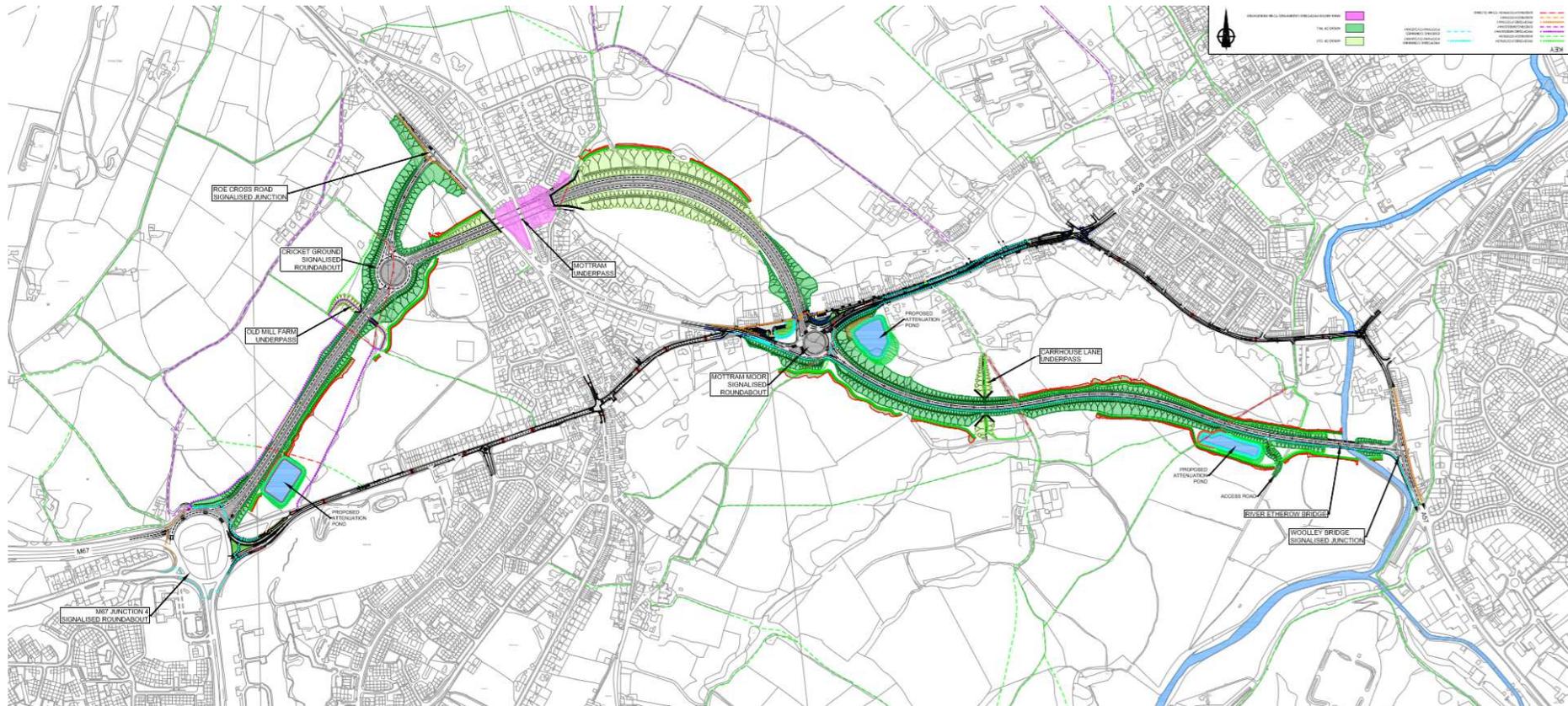
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Strategic Connectivity

Mottram Bypass and Glossop Spur

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Growth Priorities – Strategies & Plans

- Inclusive Growth Strategy
- Strategic Asset Management Plan (SAMP)
- GMSF/Local Plan
- Environment & Sustainability Plan
- Housing Strategy/Delivery Plan

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Agenda Item 5

Report to:	HEALTH AND WELLBEING BOARD
Date:	5 March 2020
Reporting Officer / Member / Clinical lead:	Cllr Oliver Ryan, Executive Member for Finance and Economic Growth Cllr Gerald Cooney, Executive Member for Housing, Planning and Employment Jayne Traverse, Director of Growth
Subject:	TAMESIDE HOUSING STRATEGY 2020-25
Report Summary:	The presentation provides an overall summary and proposal for the development of a Housing Strategy for Tameside and development of the associated Housing Delivery Plan which will implement and deliver on priority action areas and outcomes in the Corporate Plan.
Recommendations:	That the Health and Wellbeing Board notes the contents of the presentation.
Corporate Plan:	The ambitions for a new corporately integrated Housing Strategy are reflected in the Corporate plan by aspiring to build successful lives, strong and resilient new communities, invest in a local and vibrant economy and promote healthy lives across the Borough place.
Policy Implications:	New policy implications will emerge following the various stages of strategy development – the Housing Strategy will deliver on the objectives of Tameside & Glossop Strategic Commission Corporate Plan (adopted January 2019).
Financial Implications: (Authorised by the statutory Section 151 Officer & Chief Finance Officer)	There are no direct financial implications as a result of this report. However it must be noted that any costs that emerge following the development of the strategy will need to be reviewed and evaluated.
Legal Implications: (Authorised by the Borough Solicitor)	It will be necessary to progress, consult and obtain governance for the proposed Housing Strategy expediently to ensure delivery against the Corporate plan. This will be particularly important as well as growing the Borough and improving outcomes for residents it supports the sustainability of the Council's budget.
Risk Management:	There are no risks anticipated at this stage of strategy development.
Background Information:	The background papers relating to this report can be inspected by contacting Gregg Stott, Interim Assistant Director of Growth:  Telephone: 0161 342 5002  e-mail: gregg.stott@tameside.gov.uk

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BEYOND BRICKS AND MORTAR

Developing Our Housing Strategy, 2020-2025

Gregg Stott
Interim Assistant Director, Growth

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Housing is a crucial part of
Tameside's future

We need a strategy that can
deliver the Corporate Plan

We want homes that give our
children the best start in life

Homes that unlock
inclusive growth, that bring
vitality to our towns and
communities

Homes that are warm and secure,
that allow us to live independently
and in good health into old age

Homes that drive and support
the growth of our Borough

Housing seen through a wider lens,
responding to the major challenges we face
and finding sustainable solutions.

BEYOND BRICKS AND MORTAR



Our Role as a Strategic Provider

Deliver our Statutory Duties
e.g. Social Care, Reducing Homelessness

Taking the strategic lead on development to
unlock inclusive growth

Plan for and support sustainable housing
development that meets the needs of our
residents

Effective neighbourhood management

Plan for and commission health and social care
support around the home

Our Plans in Context

December 2017

Tameside Housing Need Assessment 2017

Greater Manchester Strategic Housing Market Assessment

January 2019

June 2019

Greater Manchester Housing Strategy 2019-2024



Tameside Housing Strategy 2020-2025

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Transforming Tameside & Glossop

Our People - Our Place - Our Plan

For everyone every day

Starting Well

Living Well

Ageing Well

Priorities



1
Very best start in life where children are ready to learn and encouraged to thrive and develop

- Reduce rate of smoking at time of delivery
- Reduce the number of children born with low birth weight
- Improve school readiness
- Children attending 'Good' and 'Outstanding' Early Years settings
- Take up nursery at 2yrs
- Promote good parent infant mental health



2
Aspiration and hope through learning and moving with confidence from childhood to adulthood

- Reading / writing / maths at Key Stage 2
- Attainment 8 and Progress 8 at Key Stage 4
- Young people going onto higher education
- Children attending 'Good' and 'Outstanding' schools
- Number of 16-19 year olds in employment or educated
- Increase the proportion of children with good reading skills
- Promote a whole system approach and improve wellbeing and resilience



3
Resilient families and supportive networks to protect and grow our young people

- Early Help Intervention
- Reduce the number of first time entrants into Youth Justice
- Increase levels of fostering and adoption
- Improve the quality of social care practice
- Improve the placement stability for our looked after children
- Reduce the impact of adverse childhood experiences



4
Opportunities for people to fulfill their potential through work, skills and enterprise

- Increase median resident earnings
- Increase the working age population in employment
- Increase the number of people earning above the Living Wage
- Increase number of enterprises / business start ups
- Working age population with at least Level 3 skills
- Increase the number of good quality apprenticeships delivered



5
Modern infrastructure and a sustainable environment that works for all generations and future generations

- Improve air quality
- Increase the number of net additional dwellings
- Increase the number of affordable homes
- Digital inclusion - average download speeds
- Reduce tonnes of waste sent to landfill and increase the proportion recycled
- Increase journeys by sustainable transport / non-car
- Increase access to public transport



6
Nurturing our communities and having pride in our people, our place and our shared heritage

- Increase participation in cultural events
- Reduce victims of domestic abuse
- Reduce the number of rough sleepers / homelessness
- Improve satisfaction with local community
- Victims of crime / fear of crime
- Reduce levels of anti social behaviour
- Increase access, choice and control in emotional and mental self-care and wellbeing



7
Longer and healthier lives with good mental health through better choices and reducing inequalities

- Increase physical and mental healthy life expectancy
- Improve the wellbeing for our population
- Decrease smoking prevalence
- Increase levels of physical activity
- 'Good' and 'Outstanding' GPs practices
- Reduce drug and alcohol related harm



8
Independence and activity in older age, and dignity and choice at end of life

- Increase the number of people helped to live at home
- Reduce hospital admissions due to falls
- Increase levels of self-care / social prescribing
- 'Good' and 'Outstanding' social care settings
- Prevention support outside the care system

Great Place Inclusive Growth

Sustainable Development

Development that unlocks
Inclusive Growth

OUR
T&G Corporate Plan



Focusing on
Long Term
Sustainability

Integrated decision-making across
T&G Strategic Commission

Invest to Save,
Invest to Earn

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Our Strategic Priorities for Action

Population Growth and New Housing Supply

Delivering for an Ageing Population

A Range of Affordable Housing

Specialist and Supported Housing

Improving Standards in the PRS

Reducing Homelessness and Rough Sleeping



Population Growth and New Housing Supply

The Council leading on future-focused development

Comprehensive green infrastructure network and net biodiversity gains

Zero-carbon technology to ensure climate resilience.

Strong cultural, recreational and shopping facilities in walkable, vibrant, sociable neighbourhoods

Powerful vision and engagement with the local community

Integrated and accessible transport systems, with walking, cycling and public transport designed to be the most attractive forms of local transport.

A Range of Affordable Housing

Work with Housing Association partners to enable new affordable homes through various Homes England programmes and continuous market engagement

Working with developers, housing associations and our Planning Team to maximise the number of affordable homes delivered

Continue to improve and expand the reach of our Empty Homes Programme

Delivering for an Ageing Population

'The way we plan, build and organise our city region can help or hinder social connections. At worst, failed approaches can 'build-in' social isolation, with long-term damage to quality of life and physical and mental health'

GM Age-Friendly Strategy



Specialist and Supported Housing - Children

Early help has the best chance of success where individuals and their families feel supported to find their own solutions to the issues facing them in the communities where they live

Homes that do not meet the bedroom standard mean less room to play, less quiet space for homework and less privacy leading to issues at all stages of child development

Overcrowding can lead to relationship tensions within the family causing stress and anxiety



Moving to Independence

High Quality Move-On
Accommodation for Children
leaving Care

Supporting Care leavers make a
successful transition into adulthood

The Transition Support Team is well-
staffed and in a position to expand
support services.

Expansion from 7 to 17
bedsits over a phased period

**Annual accommodation
cost for 17 young people
in the bedsit programme is
estimated at £180,000**

**The alternative –
placements through
private agencies – would
cost the Council up to
£3.5m every year**

Specialist and Supported Housing - Adults

Prevent and Manage people away from long-term hospital stays

Access to funding to enable housing of choice that delivers on our Strategy

Person-centered approaches and tailored solutions

Working with architects, planners and engineers to embed age-friendly principles to development

Creating new opportunities and housing options for People with Learning Disabilities

'Good social care has to start with housing'
Director of Adult Services, TMBC

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"Living here helps my independence a lot and helps me to grow in my community"

Timi CAMBRIDGESHIRE



Improving Standards in the PRS

More vulnerable groups such as families with dependent children and older people now finding homes in the private rented sector for longer

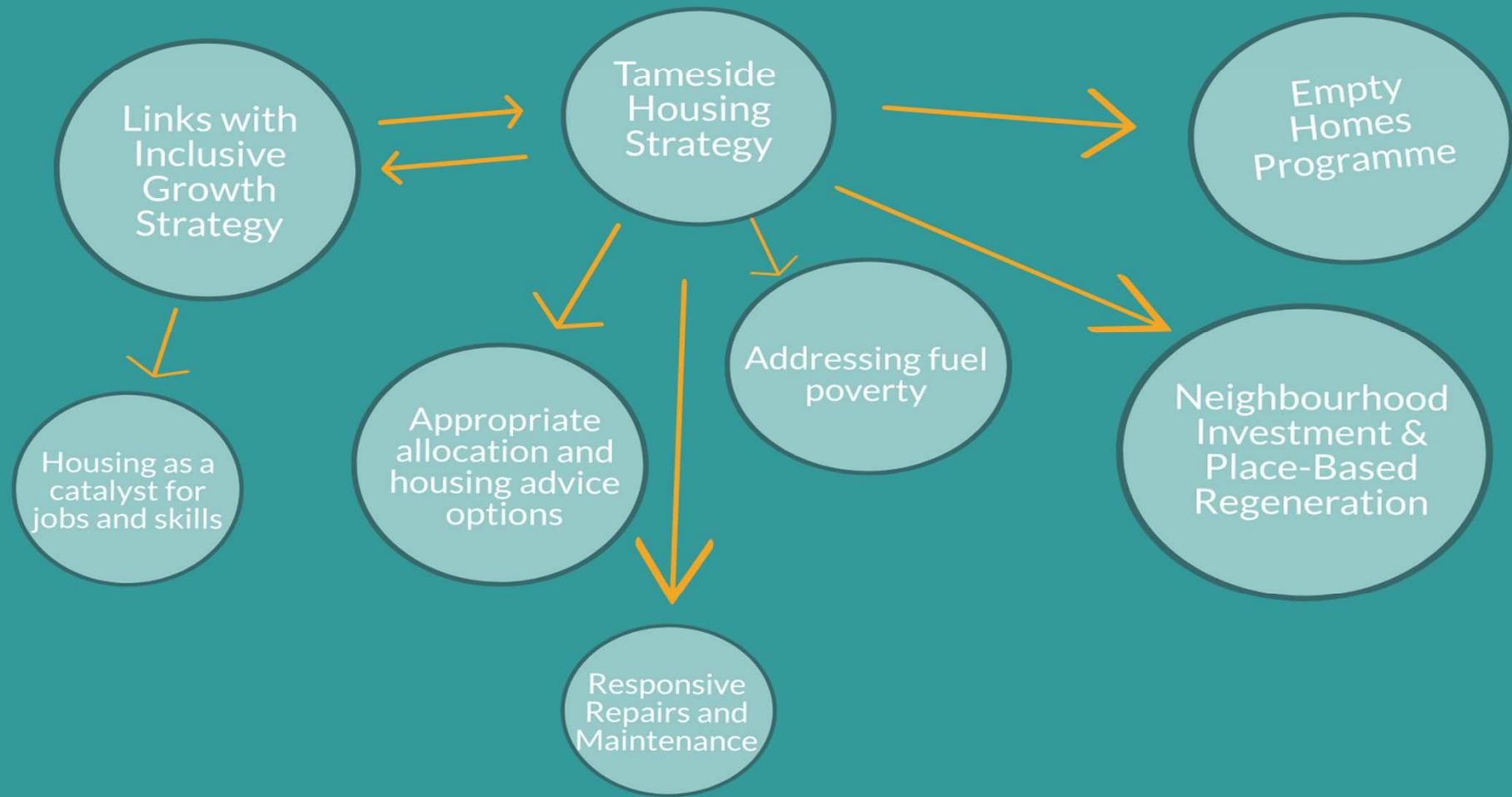
Poor quality conditions, insecure tenancies and poor management have massive impact on physical and mental health

A more proactive approach aligned with population health, employment and skills, and incentives for energy efficiency technology

Place-based programs that shift crisis intervention to long-term prevention

Regulation in poorest areas to drive up standards in the private rented sector

Reducing Homelessness and Tackling Poverty



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Looking at Our Strategic Sites



Tameside Council has significant land assets which have the capacity to deliver a significant number of new homes over the next five years.

TMBC is a strategic enabler

Barrets at Hattersley

Nook and Key in Hyde

Capturing value through Section 106 Agreements



Placemaking

Inviting
Innovative
Safe
Sustainable

Inclusive Design that highlights walkability, social inclusion and connection, capitalising on our green and blue infrastructure

Places that offer access and connection to a range of healthy activities

Dedicated plans for our town centres and new communities such as Godley Green

Developing and growing our offer, meeting need and building-on our identity as a Borough

Working in partnership, linking development in with other place-based initiatives such as Beelines and Streets for All

Action Plan and Timeframe



Activity: 2019 -20	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct
Stage 1 Initiation/Key Officers/ Inception Meeting	Dark Blue	Dark Blue									
Stage 2 Refresh Evidence Base		Brown	Brown								
Stage 3 Update Response document				Red							
Stage 4 Discussion with Officers				Yellow	Yellow						
Stage 5 Consultation					Light Green	Light Green					
Stage 6 Strategy Preparation					Light Blue	Light Blue	Light Blue	Light Blue			
Stage 7 Final Consultation								Purple	Purple		
Stage 8 Implementatio n Plan									Red	Red	
Stage 9 Governance Timeline: SLT / Board/ Exec Cabinet									Black	Black	Black
Stage 10 Report Launch/ Publication											Blue

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Agenda Item 6

Report to:	Health and Wellbeing Board
Date:	5 March 2020
Reporting Officer / Member / Clinical lead:	Cllr Gerald Cooney, Executive Member for Housing, Planning and Employment Jayne Traverse, Director of Growth
Subject:	HEALTH, EMPLOYMENT AND SKILLS
Report Summary:	Good health or management of health conditions is essential for economic growth and supporting our residents to access employment. Integrating the health, work and skills systems is essential to achieve improved outcomes. This report provides the Board with an update on successes in the last 18 months and a forward looking action plan setting out opportunities to integrate health, employment and skills services.
Recommendations:	The Health and Wellbeing Board are requested to: <ol style="list-style-type: none">1. Note the employment initiatives taking place in GM and Tameside recognising the work that has taken place to date to integrate employment, skills and health services.2. Consider and comment on the Health and Employment Action Plan 2020/21 and actively support delivery.
Corporate Plan:	This work supports all priorities of the Corporate Plan.
Policy Implications:	This work has implications for the longer term health and work system economies in reducing demand through improved levels of health. This work is also designed to provide improved patient experience and access.
Financial Implications:	There are no direct financial implications as a result of this report.
(Authorised by the statutory Section 151 Officer & Chief Finance Officer)	
Legal Implications:	It should be noted that the Council has an ongoing obligation to ensure that provision is being delivered in the most prudent and cost effective manner, in collaboration with partners and stakeholders. This is reflected in the Health and Employment Action Plan 2020/21 which builds upon previous efficiency initiatives.
(Authorised by the Borough Solicitor)	
Risk Management:	Effective management of the activity set out in the report will support health outcomes.
Background Information:	The background papers relating to this report can be inspected by contacting - David Berry, Head of Employment and Skills:  Telephone: 0161 342 2246  e-mail: david.berry@tameside.gov.uk

1.0 INTRODUCTION

- 1.1 This report sets out the progress and success made in the last 18 months to integrate health, employment and skills in Tameside and Glossop within the context of the implementation plan agreed by Health and Wellbeing Board in September 2018. This update is set within the context of work by the Greater Manchester Combined Authority and Health and Social Care Partnership.
- 1.2 The Health and Employment action plan 2020/21 aims to shape existing and future service models and commissioning strategies and is set out for the consideration of the Health and Wellbeing Board (HWBB) at section 4 of this report. Our work supports the delivery of Tameside Locality Plan and is informed by the national Universal Personalised Care, Implementing the Comprehensive Model (Jan 2019). Our local work is focused on Action 21: (Personalised care in wider public services) Make the case for the Comprehensive Model to become a basis and chassis for wider public services integration around people, including by working with Department for Work and Pensions, Department for Education, Ministry for Housing Communities and Local Government and Department for Health and Social Care.
- 1.3 The HWBB are asked to note the progress achieved to date and consider the plans and opportunities to deliver further integrated health, employment and skills services.

2.0 SUCCESSES

- 2.1 Our programme of work has generated many operational and strategic successes in the last 18 months as set out below. The key local success have been the realisation of our efforts to influence commissioning through the commitment of £92k recurrent funding for mental health employment coaches and £140k over two years to support physical activity for unemployed and in-work. This means that we are supporting more residents with health conditions to access or stay in work, our ambition is to continue to build on this success.
 - Living Life Well - Creating and investing in 2 Employment Coaches (investment £55k p.a.) from April 2019 to provide employment and skills support to Tameside and Glossop residents with mental health conditions within the integrated Living Life Well programme.
 - Early Intervention - Design and development ongoing with Pennine Care and TMBC Routes to Work to commission x1 Employment Coach (investment £37k p.a.) in the Early Intervention Psychosis Team.
 - Local Pilot - £140k 2 year investment has been made in the TMBC Employment and Skills Team to deliver activity for unemployed and in-work residents. The work will focus on embedding long term sustainable change in the welfare to work provider market and employers alongside the delivery of physical activity outcomes.
 - Development of a Tameside Inclusive Growth Strategy began in 2019 with completion aimed for Summer 2020. This strategy will provide an opportunity to shape vision, priorities and delivery plans for health, employment and skills integration as part of wider growth. The Strategy will aim to develop Tameside's activity in Health Innovation/Digital sector.

3.0 GREATER MANCHESTER LEVEL

- 3.1 The Greater Manchester Combined Authority (GMCA) and Greater Manchester Health and Social Care Partnership continue to drive forward a programme of Devolution work.
- 3.2 Tameside (and Glossop in relation to learning) continues to benefit from proactive involvement and integration in the GM programme. The most recent advancement has

been the award of the GM Specialist Employment Service contract to support residents with a disability or severe mental health condition. **Appendix A** provides an overview of the GM picture.

4.0 HEALTH AND EMPLOYMENT ACTIVITY IN TAMESIDE

- 4.1 The multi-agency Health and Employment Strategy Group (HESG) was established in 2017 to provide strategic leadership and support operational decision making with regards to health and employment projects. Membership of the group is set out in **Appendix B**.
- 4.2 The 2018/19 implementation plan is set out in full detail at **Appendix C**. We have performed strongly in the last 18 months. We have had strong success in our 2018 aim of influencing commissioning to provide more health and employment services, our capacity will focus on effective delivery of these new services as well as increasing the scale and influencing future commissioning activity.
- 4.3 The proposed action plan for 2020/21 is provided below for approval. This plan sets a SMART approach for delivery over the next 12 months and will develop as appropriate to external factors and resource and capacity available. The views of the HWBB are welcome in setting the direction and focus of our work. The plan is intended to be flexible adapting to opportunities to access resource and provide both a strategic and operational mix of activity.

Tameside H&E Strategy group Action Plan 2020/21						
Ref	Item	Lead(s)	Sponsor	Objective	Deadline	Success Measure
1	Lead the Working Well Work and Health Programme locally to deliver job start and wider outcomes	David Berry	Jess Williams	Support Tameside residents to receive personalised support to move into work	Mar-21	Job starts and Higher Earning outcomes
2	Influence the commissioning of future health and employment contracts (at all spatial levels) to support the integration of health, employment and skills setting a timetable and process to implement our ambitions around commissioning	Trevor Tench Ian Bromilow	Jess Williams	Drive a systemic approach to integrating health, employment and skills and delivering on Universal Personalised Care model	Mar-21	Value (£) of newly commissioned health and employment services
3	Deliver Local Pilot Activity programme to support the increase in physical activity for target groups (unemployed and in-work)	David Berry	Jess Williams	Increase physical activity and embed sustainable system wide change to welfare to work providers and engaged employers in physical activity	Mar-21	Targeted residents physically active
4	Lead the Working Well Early Help Pilot locally to deliver outcomes for residents and provide learning for future business cases	David Berry	Jess Williams	Provide support to those at risk of falling out of work due to ill health testing a new service with GPs and employers	Mar-21	Clients supported to stay in employment
5	Early Intervention Psychosis Team design and delivery of employment coach integrated model	David Berry	Jess Williams	Create a new employment coach role increase the resource dedicated to health and employment integrated and personalised services	Jun-20	Tameside and Glossop Residents supported to move into work

6	Living Life Well programme delivery of employment coach service	David Berry	Jess Williams	Deliver employment and skills support to residents accessing the Neighbourhood Mental Health Team	Mar-21	Tameside and Glossop Residents supported to move into work
7	Identify and monitor indicators to demonstrate and inform the Health and Employment Strategy Group's work	David Berry	Jess Williams	Baseline and quantify the impact of our work.	Jun-20	Indicator set produced

5.0 GOVERNANCE

5.1 The development of Tameside health and employment integration will be strategically and operationally taken forward in the following governance groups.

Strategic

- Health and Wellbeing Board and Inclusive Growth Board (to be established in April 2020 following review of Prosperous Board).

Operational

- Health and Employment Strategy Group, Working Well Integration Board and System Wide Self Care Oversight Group.

6.0 NEXT STEPS AND RECOMMENDATIONS

6.1 As out at the front of the report.

GM Picture of Health and Employment Landscape

Towards a Greater Manchester Working Well System

A whole population approach to Health, Skills and Employment



Care and Support	Work and Health Programmes	Early Help	In Work
<ul style="list-style-type: none"> Complex and enduring health conditions or disability Support for employability, skills, meaningful activity, volunteering and wellbeing 	<ul style="list-style-type: none"> Support for longer-term unemployed with health conditions or disability to find and sustain work 	<ul style="list-style-type: none"> Employees with health issues at risk of falling out of labour market Support for SME's & self-employed Newly unemployed with health issues Modernising occupational health 	<ul style="list-style-type: none"> GM Good Employment Charter - improving the quality of work Public Service Leadership Social Value through procurement Career progression
Developing	Programme in place (GM WorkingWell)	from 2019	Developing

GM has **1,781,000** people of working age
of which **236,000** claim out of work benefits
of which **150,000** claim due to a health condition

APPENDIX B

Membership of the Health and Employment Strategy Group:

- Jess Williams (Chair) (Single Commissioning Organisation)
- Dave Berry (TMBC Economy, Employment and Skills)
- Viv Robinson (Jobcentre Plus)
- Dr Alison Lea (GP Lead)
- Venetia Knight (Groundwork)
- James Mallion (TMBC Public Health)
- Sharon Smith (TMBC Public Protection)
- Chris Easton (ICFT)
- Martin Ashton (NHS T&G)

APPENDIX C

2018 Implementation Plan Final Outcomes

Tameside H&E Strategy group Implementation Plan 2019							
Ref	Item	Lead(s)	Sponsor	Outcome	Status	Update	Deadline
1	Develop state of readiness document for GM Working Well Early Help Project - and review the wider Tameside and Glossop and infrastructure	David Berry	Jess Williams	Understand our strengths, areas for improvement, assets and capacity	Complete	Complete, Tameside rated positively by GM Team to take part in pilot.	Jun-17
2	Deliver the Healthy Hattersley Pilot and produce end evaluation and utilise existing learning	David Berry	Jayne Traverse	Proof of concept pilot delivered integrating health and work services	Complete	Complete, used to inform business cases.	Sep-17
3	Formally engage in the GM Working Well Early Help Project design and procurement to deliver in 2018	David Berry Anna Moloney	Jess Williams	Influenced design of service and strengthened local infrastructure to deliver H&E	Complete	Complete WVEH started in March 2019.	Jun-18
4	Review the Tameside Integration Plan / Ask and Offer Work and Health Programme and continually consider improvements	David Berry	Jess Williams	Enhance existing delivery of Working Well provision and future WHP	On track	Work and Health Programme performance is acceptable and managed effectively by the Working Well Local Integration Board.	Mar-18
5	Review how we can influence the commissioning of future contracts to support the integration of health and employment and setting in place a timetable and process to implement our ambitions around commissioning. Review upcoming single commissioning contracts and consider how employment and skills can be integrated into delivery and outcomes	Trevor Tench Ian Bromilow Alison Lewin	Jess Williams	Drive a systemic approach to integrating H&E	On track	In the last 12 months 2 separate employment and skills related commissions have taken place in progress by health commissioners. 1. x2 Employment Coaches to work in the multi agency Living Life Well Neighbourhood Mental Health Team 2. x1 Employment Coach in the Early Intervention Psychosis Team (Pennine Care) This demonstrates that we are successfully influencing commissioners decision making and we should continue to scale up our ambitions and programmes by building on our positive works.	Apr-18
6	Influence and engage in the design and implementation of the System Wide Self Care approach and Health Integrated Neighbourhood Teams to integrate H&E	David Berry Chris Easton Kate Benson Debbie Watson	Trish Kavanagh	Build integration with employment and skills into the universal model	On track	Operational links have been implemented to enable residents to enter the Working Well Work and Health Programme via the Social Prescribers (from GPs). Work has focused on the Living Life Well Programme in the last 12 months.	Ongoing Review March 2018
7	Update on progress and gain system wide support via report to September Health and Wellbeing Board	David Berry Anna Moloney	Jess Williams	Achieve system wide buy-in for our plans, remove identified	Complete	Last report September 2018, next report March 2020.	Sep-17
8	Develop approach to Tameside and Glossop health footprint where GM or Tameside employment offers restrict delivery	Dave Berry Elaine Richardson	Jess Williams	Clear approach to how we can utilise our work across the full health footprint	Complete	Tameside Council Executive Cabinet approved a policy decision (January 2020) to deliver employment and skills services - where contracted - in Glossop supporting the delivery of Living Life Well and Early Intervention Psychosis employment coach models.	Dec-17
9	Develop the External Local Signposting Organisation (ELSO) pathway between Hyde GPs and Provider	Dave Berry	Jess Williams	Enable patients to access the Work and Health Programme	Complete	The ELSO has been in place since May 2019.	Jul-18

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