

HEALTH AND WELLBEING BOARD

16 March 2023

Commenced: 10.00 am **Terminated:** 11.40 am

Present: Councillor Wills (Chair) Executive Member for Population Health and Wellbeing
Councillor Fairfoull Deputy Leader (Children and Families)
Sandra Stewart Chief Executive
Alison Stathers-Tracey Director of Children's Services
Debbie Watson Director of Population Health
Anna Hynes Action Together

In Attendance: Diane Burke DWP
Bjorn Burdsall GMFRS
Richard Hunt GMP
Henri Giller Tameside Children's Safeguarding Board

Officers In Attendance: James Mallion Assistant Director of Population Health
Caroline Barlow Assistant Director of Finance
Simon Brunet Head of Policy, Performance and Intelligence
Sarah Jamieson Head of Economy, Employment and Skills
Tom Hoghton Policy and Strategy Service Manager

Apologies for Absence: Councillors Sweeton, Taylor and Stephanie Butterworth

19. DECLARATIONS OF INTEREST

There were no declarations of interest.

20. MINUTES

RESOLVED

The Minutes of the meeting of the Health and Wellbeing Board held on 15 September 2022 were agreed as a correct record.

21. BUILDING RESILIENCE: TACKLING POVERTY IN TAMESIDE

The Director of Population Health submitted a report that updated the Board on the progress towards the development of a system-wide strategy to tackle poverty in Tameside. The final draft of the new strategy '*Building Resilience: Tackling Poverty in Tameside*' had been circulated and the Needs Assessment that informed it was available to view on the Council's website.

Following an introduction by the Chair, the Director of Population Health informed the Board that since the last meeting of the Health and Wellbeing Board, held in January 2023, a further round of consultation had taken place on the draft recommendations with additional recommendations incorporated from Greater Manchester Poverty Action (GMPA), Citizens Advice Bureau, Action Together and members of the public.

It was reported that on 22 February 2023, GMPA published their report '*Local anti-poverty strategies – Good practice and effective approaches*' with twelve advisory recommendations for those areas embarking on the development of an anti-poverty strategy. Current work placed Tameside in a

strong position against GMPA's recommendations with the following examples of work that met the recommendations:

- Poverty Needs Assessment.
- Programme of engagement and lived experience listening.
- Poverty Truth Commission.
- Adoption of the socio-economic duty in 2022.
- Partnership approach through the Health and Wellbeing Board.
- Clear leadership with a named Executive Member (Cllr Wills).
- Development of a detailed and tracked action plan (in development now).
- Poverty dashboard (in development now building on the needs assessment).
- Pilot and implementation of Money Advice Referral Tool.

One of the recommendations that came out of the Poverty Truth Commission was for the development of a 'Poverty Charter'. It was proposed that members of the Health and Wellbeing Board signed and agreed this Charter to underline their commitment to tackling poverty in Tameside through the delivery of this Strategy.

It was further reported that work had begun on developing an Action Plan to deliver the ambitions set out in the Strategy over which the Health and Wellbeing Board would have oversight. The delivery of the Plan would be undertaken by a sub-group reporting to the Board. Work had also commenced on a dashboard, which would monitor both the levels and impact of poverty in the Borough and progress towards delivering some of the Strategy's objectives.

Members queried what data would be collated to inform the dashboard and stressed the importance of an economically active approach to reduce the focus on benefits and shift the focus onto employment.

RESOLVED:

- (i) That the report be noted;**
- (ii) That the Health and Wellbeing Board agreed the Strategy and signed the Charter to commit to delivering on the ambitions set out in the Strategy;**
- (iii) That the draft action plan to monitor both the levels and impact of poverty in the Borough and progress towards delivering some of the Strategy's objectives, be brought to a future meeting of the Health and Wellbeing Board; and**
- (iv) That a further update on the Strategy be brought to a future meeting of the Health and Wellbeing Board.**

22. TAMESIDE INEQUALITIES REFERENCE GROUP

The Head of Policy, Performance and Intelligence submitted a report, which provided an update on the work undertaken during 2022 by the Tameside Inequalities Reference Group (Tameside Inequalities Reference Group) and plans for the forthcoming year. It also included information on the Council's new Equalities Strategy 2023-27, which was appended to the report for information.

It was reported that the Tameside Inequalities Reference Group was established in November 2020 and aimed to reduce inequality in Tameside by providing advisory recommendations on tackling key issues within the community. The group does this by providing a forum for the sharing of ideas and thoughts on carrying out responsibilities under the Equality Act 2010 and the Public Sector Equality Duty. The group was chaired by Councillor Leanne Feeley, in her role as Tameside Council Executive Member with lead responsibility for equalities, with membership from Tameside Council elected Members, NHS Greater Manchester Integrated Care Tameside, Tameside & Glossop Integrated Care NHS Foundation Trust, Voluntary, Community, Faith and Social Enterprise sector and Tameside Independent Advisory Group.

The Board were informed that the Tameside Inequalities Reference Group developed a work programme centred on a number of areas of focus. These were selected based upon feedback

received from members of the public across a range of engagement activities, and reflected the expertise that members of the group bring. Work within each area of focus consisted of involving the voices of people with lived experience of the issue, the use of data and evidence, and benchmarking against other areas. This work had taken the form of assurance updates, rapid pieces of research, and in-depth reviews. Areas of focus within the Tameside Inequalities Reference Group work programme were detailed in the report and included:

- Barriers to accessing information
- Community cohesion
- Digital inclusion
- Voice of people with learning disabilities
- Young people
- Emotional Wellbeing – isolation / loneliness

The Tameside Inequalities Reference Group had met virtually on three occasions during 2022 to receive presentations on the final outputs from each strand of the work programme, as well as other work that was being conducted in the area of inequalities, such as the Tameside Poverty Truth Commission and Manchester Pride's All Equals Charter. A summary of the Tameside Inequalities Reference Group reports was included in the report and the outputs had been published on the Council's website. The recommendations from the reports had been circulated to relevant bodies, service leads, and organisations. Feedback was being sought against each recommendation from all partners and examples were provided on Tameside Council work-streams and activities that directly addressed some of the key recommendations.

The Board were notified that the Tameside Inequalities Reference Group had recently finalised the work programme for the next 12 months from nine possible topics based on the Health and Wellbeing Board work-streams of Poverty, Work and Skills and Healthy Places. The four projects chosen at the Tameside Inequalities Reference Group meeting on 15 March 2023 were:

1. Educational attainment
2. Debt
3. Private rented sector housing
4. Healthcare

The Group also intended to formalise the relationship between the Tameside Inequalities Reference Group and the Health and Wellbeing Board to ensure that future and existing reports had an appropriate platform and were promoted with key partners and would continue to capture progress on all recommendations with all partners represented on the Health and Wellbeing Board, and others where appropriate.

In terms of the Council's new Equalities Strategy 2023-27, it was reported that under the Equality Act 2010, the Local Authority had a statutory duty to publish one or more specific and measurable equality objectives on a four yearly basis. The strategy had been developed using a Local Government Association self-assessment tool, advice from an independent review of the approach to equalities in Tameside Council, engagement with the Partnership Engagement Network, Tameside Inequalities Reference Group reports and a range of consultation and engagement activities.

The nine protected characteristics identified under the Equality Act 2010 were listed as follows:-

1. Age
2. Disability
3. Gender Reassignment
4. Marriage/Civil Partnership
5. Pregnancy & Maternity
6. Race
7. Religion or belief
8. Sex

9. Sexual orientation

The Council had chosen to adopt a further seven local protected characteristics, which were as follows:-

1. Carers
2. Mental Health
3. Breastfeeding
4. Socio-Economic Disadvantage
5. Current & Former Armed Forces
6. Cared for Children
7. Care Leavers

A discussion ensued on the private rented sector and the care experience of young adults.

RESOLVED:

That the report and the Equalities Strategy 2023-27, be noted.

23. JOINT STRATEGIC NEEDS ASSESSMENT UPDATE

The Assistant Director of Population Health submitted a report that provided an update on the progress of the Joint Strategic Needs Assessment (JSNA) and the proposed next steps.

The Health and Wellbeing Board were reminded that it had been agreed at the last meeting of the Board, held in January 2023, to establish a sub-group of the Board to act as a steering group for the JSNA. The Group would be chaired by the Assistant Director of Population Health, with system-wide membership and input. It would have oversight of and drive the work plan for the JSNA to ensure that good quality products were in place as part of this suite of tools to inform strategic decision making across the system.

It was reported that the first meeting of the JSNA had taken place in February 2023 where a draft terms of reference and the core aims and functions of the Group were agreed as follows:

- Produce a robust overview of broad health outcomes to identify those areas where Tameside faces particular challenges or is an outlier.
- Provides in-depth intelligence and recommendations on key issues to inform strategic decision making and commissioning.
- Includes qualitative insight and community voice to inform intelligence in parity with quantitative data.
- Sets out a clear process for prioritisation of work to be completed (e.g. individual needs assessments for commissioning, regulatory, income purposes).

Joint data discussions and targeting support would take place with the Police and the Fire and Rescue Service. The Council's Policy and Performance team had developed a repository of data resources and assets, which would sit under the JSNA.

The Board were informed that following the first meeting of the JSNA Steering Group, a number of next steps had been agreed, which included:

- expanding the membership of the group;
- developing a prioritisation matrix for the work-plan and a clear process;
- mapping all live needs assessments already in the system to ensure accessibility and review gaps; and
- a dedicated focus on prioritising community voice into needs assessment work, including lived experience input into the wider JSNA process.

The next meeting would take place in April 2023 with ongoing reporting to the Health and Wellbeing Board and a work plan for the JSNA to come to a future meeting.

The ambitions were outlined as follows:

- To have a wide range of accessible documentation that everyone could use to inform a variety of work.
- Set quality standards for all needs assessment work to sit under the JSNA to ensure it was robust.
- To have parity of insight from communities and community voice, alongside data intelligence.
- The JSNA would be a comprehensive resource with practical recommendations to inform decision making with a continuous approach.

Members commended the improved accessibility of the JSNA and the link to the relevant webpage being included on recent documentation. The need for good engagement to build insight in a regular and meaningful way was emphasised and a communications plan was required to run alongside the JSNA. It was stressed that increased engagement was required with the schools in the Borough and that the JSNA needed to be shared with them.

RESOLVED:

- (i) That the update be noted;**
- (ii) That regular updates on the JSNA work plan be brought to future meetings of the Health and Wellbeing Board; and**
- (iii) That the Assistant Director of Population Health make arrangements for engagement with Head Teachers.**

24. HEALTH AND WELLBEING BOARD PRIORITY: WORK AND SKILLS

The Assistant Director of Population Health submitted a report on one of the Health and Wellbeing Board's three key priorities, Work and Skills. A series of task and finish groups had been held in the Autumn of 2022 to further define the three key priorities including a session on Work and Skills.

The Head of Economy, Employment and Skills delivered a presentation introducing work and skills and it was reported that unemployment, particularly on a long-term basis, contributed to poor health whereas being in good employment protected health. Tameside had the highest percentage (28.5%) of jobs being paid below the Living Wage in 2021 in Greater Manchester and the lowest level of attainment of NVQ Level 4 (or equivalent) in Greater Manchester; however it had the highest proportion of young people entering into trade apprenticeships.

It was reported that a particular area of focus for the team was those not in education, employment or training (NEET) as Tameside was currently the seventh worst in the country at 8.1% with care leaver NEET figures at 50%, which was a key focus. At Key Stage 4, pupils eligible for free school meals and students with SEN had lower average Attainment 8 scores than their respective counterparts and White pupils had lower average Attainment 8 scores than other racial groups. Cared for Children and those on Child Protection Plans also had lower than average Attainment 8 scores.

A recap from the task and finish groups was provided, which included:

- Job applications being more accessible was a key issue.
- Discussion about a call out to the organisations on the Health and Wellbeing Board – could they provide staff / volunteers/ senior management time to support this agenda.
- More 'real living wage' employers were needed in the borough.
- The hospital had worked to get people from diverse backgrounds into employment.
- There was a need to continue developing relationships with businesses – approach from a social value perspective / sell it as a way to get a good profile and reputation.
- Need to leverage more social value and get more out of the STAR procurement.
- Discussion about schools and children living in poverty being a barrier to education.

- Discussion around disabilities – Routes to Work programme was a small team with low capacity but with fantastic outcomes. Given economic pressures, employers are now less likely to have neuro-diverse workforces due to the extra time and support needed.

The opportunities and the role of the Health and Wellbeing Board in delivering Work & Skills was highlighted. There were a focus on post-16 and factors like pay and job design. Poverty was a separate priority but relevant as tackling poverty and improving cost of living support would help to deliver good work and skills. There were strategies already in place such as:

- Inclusive Growth Strategy;
- Business Resilience Hub;
- Tameside In Work;
- Support for Care Leavers; and
- Routes to Work Supported Employment Service.

The following actions appeared in the Tackling Poverty Strategy, which was directly linked to the priority of Work & Skills:

- Influence employers in the borough to become both Living Wage and Living Hours employers.
- Expand the capacity of the Routes to Work programme to meet demand.
- Reform Social Value to increase the weighting applied to “real living wage” and “real living hours” provider.
- Continue to identify skills gaps in the local economy and drive education and training opportunities to match.
- Further develop the Tameside-in-work progression programme.
- Promote awareness of skillsets that disabled and neuro-diverse people can offer to drive employment and reduce barriers.
- Improve access to employment opportunities and address in-work poverty for people in housing need or those at risk of becoming homeless.
- Continue to drive supply of Further Education opportunities in the borough and increase demand through improved communication and celebrating success.

The Board were informed that a variety of engagement work had been undertaken including a survey of 1,200 residents on employment with 25% of respondents saying they found it difficult to access local employment and 60% were doubtful that they would be able to access a role with a higher salary within 12 months. A lack of jobs and jobs that matched skills were the main reasons why people found accessing employment difficult and salaries of advertised jobs that would not cover expenses was seen as a barrier to employment. Disabled respondents, those earning less than £30,000 per year and unemployed people were more likely to feel there were barriers to accessing higher paying employment opportunities and the majority of those lacking the skills to access better employment had not accessed any related support services.

The next steps were outlined and the Board were told that there would be a future session to explore what more could be done and look to see how they could respond to the survey results, for example how to help residents engage with the support available for them to move into or progress in their current employment. Other areas could include recruitment pathways and whether vacancies were fully accessible to young people, in particular Care Leavers.

An in-depth discussion ensued around those in or those who had recently left the care system, Routes to Work and working with ethnic minority communities with engagement with Diversity Matters North West.

RESOLVED:
That the update be noted.

25. DATE OF NEXT MEETING

RESOLVED:

- (i) That the next meeting of the Health and Wellbeing Board scheduled for 15 June 2023 be noted; and**
- (ii) A Development Session for Health and Wellbeing Board members be held in private immediately after the meeting on 15 June 2023.**

26. URGENT ITEMS

There were no urgent items.

CHAIR