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**To:** Coventry Health and Wellbeing Board

**Date:** 17 October 2016

**From:** Liz Gaulton, Deputy Director of Public Health, Coventry City Council

**Subject:** Progress update on Coventry's Marmot City Strategy 2016-2019

## 1. Purpose

The purpose of this paper is to present an update to Coventry Health and Wellbeing Board on the progress made against the first priority of the Coventry Health and Wellbeing Strategy (Working together as a Marmot City to reduce health and wellbeing inequalities).

## 2. Recommendations

Coventry Health and Wellbeing Board is recommended to:

- i) Endorse progress made to date and contribute comments and suggestions to reduce inequalities in Coventry
- ii) Approve the action plans, indicators and targets for 2016-2019
- iii) Agree to receive further progress updates from the Marmot Steering Group every six months

## 3. Background and context

In April 2013, the transfer of Public Health to local government provided Coventry with an opportunity to broaden the ownership of the health inequalities agenda. Coventry committed to delivering rapid change in health inequalities and was one of seven cities in the UK invited to participate in the UK Marmot Network and become a Marmot City. From 2013 to 2015, partners across the city worked together as part of the Marmot Programme to reduce health inequalities. There were improvements across health and across society, including a reduction in the gap in male life expectancy (11.2 years to 9.4 years), improvements in educational attainment, employment, life satisfaction and reductions in crime in priority locations.

In 2016, Professor Sir Michael Marmot and his team at University College London and Public Health England committed to working with Coventry for a further three years to enable Coventry to build on progress made in tackling health inequalities. Partners are continuing to work together on a number of projects initiated as part of the first two years of Coventry's Marmot City programme. In addition, for the next three years, the Marmot City priorities are tackling inequalities disproportionately affecting young people and ensuring that all Coventry people, including vulnerable residents, can benefit from 'good growth' which will bring jobs, housing and other benefits to the city.

#### **4. Action plan, indicators and targets**

Coventry's Marmot City partners (People, Place and Resources directorates in Coventry City Council, West Midlands Police, West Midlands Fire Service, Coventry and Rugby Clinical Commissioning Group, Voluntary Action Coventry, the Coventry and Warwickshire Chamber of Commerce and the Department for Work and Pensions) have worked together to produce an action plan with indicators and targets for the next three years to achieve the Marmot City priorities. The action plan is based on the needs identified in the Joint Strategic Needs Assessment and feedback from a range of stakeholders including children's services, employment services, the Children and Young People's Partnership Board, the Employment Skills and Financial Inclusion group, voluntary and community sector providers and the views of young people. It is a live document which will be revised and updated on a regular basis.

Since partners signed up to continue working as a Marmot City in April 2016, identified priorities and started developing the Marmot City Action Plan for 2016-2019, there has been progress against a number of aims and actions identified. Progress is outlined against individual actions below.

Action plans, indicators, current baseline data and targets for the first, second and third years of the Marmot City programme are outlined below. Indicators are split into programme indicators (output focused) and overarching indicators (outcome focused). Data will be reported against programme indicators on a quarterly basis and against outcome indicators on an annual basis. The Marmot Steering Group will meet once per quarter to receive updates from partners, discuss progress and identify areas for development and partnership working.

#### **5. Young People**

Inequalities in educational attainment, high numbers of 16-18 year olds not in education, employment and training and poor mental health in young people can lead to increases in health inequalities and poorer health and social outcomes for the people of Coventry. In addition, high rates of teenage pregnancy can lead to poorer outcomes for both teen parents and their children, creating a cyclical affect which promotes further inequalities.

Tackling these issues involves building resilience in young people, so that they are able to cope with the pressures they face and develop the skills that will help them to flourish. The key areas of focus for the next three years are to build resilience, aspiration and mental health in young people and improve levels of education, employment and training so that young people are supported to live happy, healthy lives, whatever their background.

**Action Plan: Tackling inequalities disproportionately affecting young people**

Aim	Actions	Lead	Progress from 1 April 2016 to 30 September 2016
1. Develop an integrated model for school age children which builds on the <i>Acting Early</i> model for 0-5 year olds	<ul style="list-style-type: none"> <li>Evaluate the effectiveness of the <i>Acting Early</i> model</li> <li>Work with schools and other partners to implement 'perfect week' cycles to continuously improve team performance and integration</li> <li>Integrate <i>Acting Early</i> with the family hub model</li> </ul>	Public Health in partnership with Education, Coventry City Council	An internal and external evaluation of <i>Acting Early</i> has been completed. The report is being finalised and will be disseminated in the near future. A new <i>Acting Early</i> model of care for school age children has been developed in the North East of the city.
2. Support young people who are not in education, employment or training through a range of ways, including the <i>Ambition Coventry</i> programme	<ul style="list-style-type: none"> <li>Ambition coaches will support young people through their journey into sustained employment or learning</li> <li>Employer led programmes will strengthen young people's employability skills</li> <li>Personal development and support programmes will be delivered, such as the 'Boot Camp' delivered by Valley House</li> <li>Valley House and Positive Youth Foundation will use activities such as sports and peer-to-peer networking to conduct outreach to those who are disengaged</li> </ul>	Economy and Jobs Team, Coventry City Council, in partnership with other partners	The <i>Ambition Coventry</i> programme is up and running. Ambition coaches have been recruited and are working with young people aged 16 to 29 who are not in education, employment or training to support them to achieve their ambitions and realise their potential.
3. Support young people who are at risk of becoming NEET through extending the <i>Ambition Coventry</i> programme	<ul style="list-style-type: none"> <li>Submit a bid to the ESIF Growth programme to extend provision of <i>Ambition Coventry</i> to young people who are at risk of leaving education, employment or training</li> <li>If successful, implement extended provision and support</li> </ul>	Economy and Jobs Team, Coventry City Council, in partnership with other partners	A bid to the ESIF Growth Fund was also submitted on 23 September and partners are awaiting the outcome. If successful, the <i>Ambition Coventry</i> programme will be extended to young people who are at risk of leaving education, employment or training.
4. Change attitudes and behaviour and prevent sexual violence through introducing a prevention programme in schools	<ul style="list-style-type: none"> <li>Raise awareness and provide definitions of sexual violence, CSE and other grooming</li> <li>Address attitudes to women, educate about consent, identify appropriate behaviour and keep safe online</li> <li>Evaluate the sexual violence prevention programme and extend the remit to include</li> </ul>	Public Health, Coventry City Council, in partnership with CRASAC and	Public Health have commissioned CRASAC and Barnados to provide a sexual violence prevention programme to raise awareness and educate young people about sexual violence, appropriate behaviour and consent. CRASAC and Barnados are now working with children, young people, teachers and parents in schools and youth groups. Further work is underway

	intimate partner violence	Barnados	to develop an intimate partner violence prevention programme alongside this.
5. Improve mental health in young people and build resilience and self-esteem at an earlier stage	<ul style="list-style-type: none"> <li>Extend the scope of the Early Intervention Service beyond secondary schools to support primary school children and tackle issues at an earlier age</li> <li>Improve and extend primary mental health services for young people</li> <li>Implement a tool to measure wellbeing in schools</li> </ul>	Public Health and Education, Coventry City Council in partnership with Compass and Coventry and Rugby CCG	The Early Intervention Service provided by Compass has been extended beyond secondary schools and is now supporting primary school age children.

Programme Indicators: Tackling inequalities disproportionately affecting young people					
Indicator	Definition	Baseline data (15/16)	16/17 Target	17/18 Target	18/19 Target
1. Number of young people supported by Ambition Coventry into employment, education or training	The Ambition Coventry programme supports young people who are not in education, employment or training to access Ambition coaches who will work with them to support them into education, employment or training.	0	232	452	214  Ambition Coventry target: 898 young people over three years
2. Number of young people with disabilities or health problems accessing Ambition coaches	This indicator focuses on young people who are not in education, employment or training and have learning disabilities and / or special educational needs and who are supported by the Ambition Coventry programme	0	93	170	68  Ambition Coventry target: 254 young people over three years
3. Number of 16-24 year olds not in education, employment or training who are supported by the Ambition Coventry programme	This indicator focuses on all young people aged 16-24 who are not in education, employment or training and receive support from the Ambition Coventry programme.	0	401	777	331

4. Percentage of young people reporting increased awareness of risks, support services, CSE and online safety	Self-reported results of surveys undertaken by CRASAC of school children following interventions to increase awareness, knowledge and confidence.	No reporting undertaken at present – programme commenced in 2016/17  0 children reporting, 0% increased awareness	90% increased awareness	N/A (one year project only)	N/A (one year project only)
5. Implementation of system or tool to measure mental wellbeing in schools	Further indicator to follow around mental wellbeing once tool is implemented	Indicators to be agreed once system is in place	System in place	Target to be agreed once system is in place	Target to be agreed once system is in place
6. Percentage of all children who are accessing Compass' Early Intervention Service who are aged 11 and under	Compass Aspire (Early Intervention Service) is a service for young people who are affected by substance misuse, poor sexual health, teenage pregnancy and / or poor and abusive relationships	8%	15%	17%	20%
7. Number of new clients accessing CRASAC's counselling service and helpline, aged 25 and under	CRASAC provide information, advice and support for anyone affected by sexual violence	183	183	183	183
8. Reporting of sexual violence in young people	Reporting of sexual violence in young people (aged 24 and under) to West Midlands Police	77 incidents (Q1 2016)	308	308	308

**Outcome Indicators: Tackling inequalities disproportionately affecting young people**

Indicator	Definition	Baseline data (15/16)	16/17 Target	17/18 Target	18/19 Target
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1. Percentage of children achieving a good level of development at age 5	<a href="http://www.phoutcomes.info/search/development">http://www.phoutcomes.info/search/development</a>	63.9%	66.3% (Better than or equal to national average)	66.3% (Target may change if national average changes)	66.3% (Target may change if national average changes)
2. Percentage of children achieving expected level of progress (national standard) in reading, writing and mathematics at the end of primary school	<a href="http://standards.esd.org.uk/?uri=metricType%2F892&amp;tab=details">http://standards.esd.org.uk/?uri=metricType%2F892&amp;tab=details</a>	78%	80% (Better than or equal to national average)	80% (Target may change if national average changes)	80% (Target may change if national average changes)
3. Gap between the lowest achieving 20% and the highest achieving 80% in the early years (age 5)	<a href="http://standards.esd.org.uk/?uri=metricType%2F3657&amp;tab=details">http://standards.esd.org.uk/?uri=metricType%2F3657&amp;tab=details</a>	29.5%	30% (Better than or equal to national average)	30% (Target may change if national average changes)	30% (Target may change if national average changes)
4. Hospital admissions as a result of self-harm (10-24 years)	<a href="http://www.phoutcomes.info/search/self%20harm">http://www.phoutcomes.info/search/self%20harm</a>	552 per 100,000	500	450	399
5. Percentage of 16-18 year olds not in education, employment or training	<a href="http://www.phoutcomes.info/search/NEET#pat/6/ati/102/par/E12000005">http://www.phoutcomes.info/search/NEET#pat/6/ati/102/par/E12000005</a>	4.7%	4.3% (Equal to regional average)	4.2% (Equal to national average)	4.0% (Better than national average)

## 5. Good Growth

Inequalities in employment, pay below the living wage, the decline in intermediate occupations and the rise of lower paid jobs are likely to lead to increases in health and social outcomes for

the people of Coventry. There are economic as well as social benefits to addressing these issues. Investing in the workforce through paying employees a competitive wage, recruiting locally, providing attractive benefits, career progression, a good working environment and looking after the health of employees will increase recruitment and retention and improve productivity for businesses in Coventry.

Tackling these issues requires a broadening of the Marmot agenda to the private sector and businesses. Working with organisations such as the Local Enterprise Partnership, the Chamber of Commerce and businesses across the city is essential in order to nurture 'good growth' in Coventry. The key areas of focus for the next three years are to help vulnerable people into work, to improve the quality of jobs, and to create health promoting workplaces, so that growth in Coventry benefits everyone and contributes to a reduction, rather than an increase, in inequalities.

<b>Action Plan: Ensuring that all Coventry people, including vulnerable residents, can benefit from 'good growth', which will bring jobs, housing and other benefits to the city</b>			
<b>Aim</b>	<b>Actions</b>	<b>Lead</b>	<b>Progress from 1 April 2016 to 30 September 2016</b>
1. Work with primary care professionals to encourage and support people to enter employment	<ul style="list-style-type: none"> <li>Educate primary care professionals on the importance of employment for health and how they can support people to stay in employment</li> <li>Trial placements of employment support services in GP surgeries to help people access support</li> <li>Encourage GPs to signpost to the employment support services which are available</li> </ul>	Department for Work and Pensions	DWP are working with primary care services to look at how to educate professionals and trial employment support placements in GP surgeries.
2. Review and develop employment support services to provide effective, targeted support to get people into good jobs that are right for them	<ul style="list-style-type: none"> <li>Review employment support allowance claimants using the Job Shop and other support available and implement improvements based on the findings</li> <li>Improve and promote awareness of available in-work benefits</li> <li>Develop the Job Shop offer for people at the initial point of claiming ESA, taking a holistic view of needs and support</li> </ul>	Economy and Jobs Team, Coventry City Council, in partnership with Department for Work and Pensions and Public Health	A review of employment support allowance claimants and their use of the Job Shop and other employment services is underway. The findings will be used to implement improvements to support ESA claimants to access employment support services. In addition, an evidence review around supported employment service models is being completed.

<p>3. Act as organisational exemplars of good employment practices to drive up standards across the city and demonstrate economic benefits</p>	<ul style="list-style-type: none"> <li>• Devise and disseminate a 'social value' toolkit that enables other employers in Coventry to adopt the Council's approach to social value</li> <li>• Act as champions for the workplace wellbeing charter</li> <li>• Offer work experience placements to vulnerable people</li> <li>• Update the Council's Equality and Consultation Analysis process to ensure Marmot implications are considered when decisions are made</li> <li>• Embed a 'health in all policies' approach at West Midlands Fire Service</li> </ul>	<p>All organisations, led by Resources Directorate, Coventry City Council and West Midlands Fire Service</p>	<p>A social value toolkit has been developed by the Resources directorate at Coventry City Council for other organisations to use and is available to download on the Council website.</p> <p>Employment services in the Council, the voluntary sector and the Chamber of Commerce are working together to offer work experience placements to vulnerable people.</p> <p>A new version of the Council's Equality Consultation Analysis form is being piloted in the People Directorate and, pending approval, will be rolled out Council-wide.</p>
<p>4. Provide employers with information, skills and support to provide and promote good quality jobs in Coventry</p>	<ul style="list-style-type: none"> <li>• Create more supportive and productive work environments</li> <li>• Understand the benefits (including economic) of recruiting locally</li> <li>• Provide good quality jobs</li> <li>• Increase opportunities for people with disabilities and maximise take-up of Access to Work fund</li> <li>• Work with employers to increase the number of apprenticeship opportunities</li> </ul>	<p>Coventry and Warwickshire Chamber of Commerce</p>	<p>Coventry and Warwickshire Chamber of Commerce are working with employers to educate them about the benefits of recruiting locally and supporting them to do so, as well as to provide 'good quality' jobs and increase the number of apprenticeship opportunities.</p>
<p>5. Continue to develop the reach and effectiveness of the workplace wellbeing charter</p>	<ul style="list-style-type: none"> <li>• Roll out the charter to all organisations who express an interest</li> <li>• Adapt the evidence requirements of the charter to meet the needs of small businesses</li> <li>• Evaluate the impact of the charter</li> </ul>	<p>Economy and Jobs Team, Coventry City Council</p>	<p>The Workplace Wellbeing Charter is being rolled out to all organisations who express an interest and is being adapted to meet the needs of small businesses.</p>



Programme Indicators: Ensuring that all Coventry people, including vulnerable residents, can benefit from 'good growth', which will bring jobs, housing and other benefits to the city					
Indicator	Definition	Baseline data (15/16)	16/17 Target	17/18 Target	18/19 Target
Percentage of relevant Coventry City Council decisions which consider Marmot implications	Number of completed ECAs for major Council policy and commissioning decisions which consider Marmot implications	0%	30%	80%	100%
Percentage of people recorded as unfit for work claiming ESA (and comparison with regional / national rate)	Fit notes are known as a 'statement of fitness for work'	15,010 / 6.8%	6.5%	6.3%	6.2% (Better than or equal to national average – target may change if national average changes)
Percentage of residents claiming Job Seekers Allowance	<a href="http://lginform.local.gov.uk/reports/view/thomas-evans/jsa-headline-data-table-last-24-months">http://lginform.local.gov.uk/reports/view/thomas-evans/jsa-headline-data-table-last-24-months</a>	1.9%	1.8%	1.7%	1.6%
Number of people supported into employment by the Coventry Job Shop	Support provided through the Job Shop to enable people into employment	1,844	2,000	2,000	2,000
Number of workplaces signed up to workplace wellbeing charter	The award of a Workplace Wellbeing Charter is clear recognition of the positive way in which organisations run their businesses and support their work forces	25	41	57	73
Number of interactions and engagements with businesses to improve employment practices	Coventry and Warwickshire Chamber of Commerce are engaging businesses to improve working practices, workplace wellbeing, recruitment and retention	0	1,000	1,000	1,000

**Outcome Indicators: Programme Indicators: Ensuring that all Coventry people, including vulnerable residents, can benefit from 'good growth', which will bring jobs, housing and other benefits to the city**

Indicator	Definition	Baseline data (15/16)	16/17 Target	17/18 Target	18/19 Target
Gap in the employment rate between those with a long-term health condition and the overall employment rate	<a href="http://www.phoutcomes.info/search/employment#page/3/gid/1/pat/6/par/E12000005/ati/102/are/E08000026/iid/90282/age/204/sex/4">http://www.phoutcomes.info/search/employment#page/3/gid/1/pat/6/par/E12000005/ati/102/are/E08000026/iid/90282/age/204/sex/4</a>	30.5%	28.9% (Better than or equal to national average)	28.9% (Target may change if national average changes)	28.9% (Target may change if national average changes)
Working days lost to sickness absence	Indicator to be developed. Baseline data to be requested from organisations when they sign up to the Workplace Wellbeing Charter, and again 12 months later.	N/A	To be developed		
Gap in the JSA claimant rate between the most affluent and most disadvantaged areas.	Gap in the JSA claimant rate between Binley and Willenhall and Wainbody (wards with the highest and lowest employment rates in Coventry)	3.2%	3.1%	3.0%	2.9%
Gap in earnings between those living and working in the city	Average earnings of those living in the city compared with average earnings of those working in the city	£506.20 average earning of residents / 94.8% of city workers	£516.20 / 95.3%	£526.20 / 95.8%	£536.20 / 96.3%
Investment in training across organisations in Coventry	Average investment in staff training. Number of staff trained as a % of total staff and training days per year	62.8% of staff trained as a percentage of total staff / 5.46 average training days per year	63.8% / 5.96	64.8% / 6.46	65.8% / 6.96