



To: Coventry Health and Wellbeing Board

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From: Paula Deas, Operations Director Coventry & Warwickshire LEP
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Title: Employment, Economic Growth and Health – working with Coventry and Warwickshire Chamber of Commerce and Coventry and Warwickshire Local Enterprise Partnership

1 Purpose

- 1.1 The purpose of this paper is to update Coventry Health and Wellbeing Board on how partners are working together with the Coventry and Warwickshire Chamber of Commerce (Chamber of Commerce) and Coventry and Warwickshire Local Enterprise Partnership (LEP) to create good growth and reduce health inequalities in Coventry.

2 Recommendations

- 2.1 Coventry Health and Wellbeing Board is recommended to agree that:
- 1) The LEP to become members of the Marmot Steering Group and contribute to the Marmot action plan
 - 2) The Chamber of Commerce to continue to attend the Marmot Steering Group and contribute to the Marmot action plan
 - 3) The Health and Wellbeing Board to contribute to the LEP's Strategic Economic Plan
 - 4) The Health and Wellbeing Board to put forward any suggestions or recommendations for additional work to achieve good growth and reduce health inequalities.

3 Background / Context

- 3.1 Being in good employment is protective of health, and conversely, unemployment contributes to poor health. Ensuring that people are able to get into work will reduce health inequalities, but these must be good quality, sustainable jobs which provide a reasonable wage, opportunities for development and with safe working conditions. Inequalities in employment, pay below the living wage, the decline in intermediate occupations and rise of lower paid jobs are likely to lead to increases in health inequalities and poorer health and social outcomes for the people of Coventry.
- 3.2 The unemployment rate in Coventry is 6%, compared with a national rate of 5.1%. There are approximately 15,000 people claiming sickness related benefits, of whom just under 3,000 have been assessed as being able to undertake some work related activities, and a further 4,000 people claiming jobseekers allowance.

- 3.3 There is a direct correlation between areas of high deprivation in the city and levels of unemployment. The Marmot Steering Group provides an effective mechanism for the LEP and the Chamber of Commerce to work with other key statutory and voluntary organisations to address the health inequality issues linked with growing economic prosperity in the city, and to recognise and build upon the links between a healthy population, good work and economic growth.
- 3.4 The role of employers is vital to the achievement of a more equitable society, through the creation of good quality, sustainable jobs, employment of local people and growth of the local economy. In order to achieve these goals, employers are reliant on local organisations to ensure that there is a suitably qualified and trained, healthy workforce.
- 3.5 The Strategic Economic Plan produced by the LEP and the Marmot Strategy are aligned in some of their overall goals, although determined by different drivers. The LEP works across the footprint of the Coventry and Warwickshire areas, in alignment with the Health & Wellbeing Board concordat. The focus of the LEP upon economic growth and development across Coventry and Warwickshire will, if successful, result in an increase of over 50,000 new jobs by 2031, improve the skills and qualifications of the local workforce and increase the productivity of the area. With the appropriate investment and support, this growth is an opportunity to drive a reduction in health inequalities in Coventry, enabling unemployed people to develop new skills and take up the newly created jobs. A more prosperous city, if delivered across all areas, could lead to reduced deprivation.

4 Marmot Priorities and actions to date

- 4.1 The Marmot principles, from the Marmot Review, Fair Society, Healthy Lives which aim to reduce inequality and improve health outcomes for all, have been embedded into the core functions of the council and its partners.
- 4.2 Since Coventry became a Marmot City in 2013, there has been progress in outcomes across health and across society. There have been improvements in school readiness at age 5, health outcomes, life satisfaction, employment and reductions in crime in priority locations. Key areas of focus for Coventry as a Marmot City over 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.
- 4.3 There is effective partnership working between the members of the Marmot Steering Group (People, Place and Resources directorates, West Midlands Police, West Midlands Fire Service, Coventry and Rugby Clinical Commissioning Group, Voluntary Action Coventry, the Chamber of Commerce and the Department for Work and Pensions).
- 4.4 All members have agreed and signed up to a three year Marmot Action Plan, which sets out a range of clear indicators and targets which are regularly monitored and reported on. Work underway to achieve the priorities relating to good growth includes:
 - DWP working with primary care services to look at how to educate professionals and trial employment support services co-located in GP surgeries.
 - A review has been carried out of services for Employment Support Allowance (ESA) claimants in the city, and the role of the Job Shop in supporting claimants to improve employability skills and return to employment. In addition, an evidence review of around supported employment service models is being completed.

- Each of the Marmot City partners will act as exemplars of good employment practices in order to drive up standards across the city and demonstrate the associated economic benefits.
 - A social value toolkit has been developed by the Resources Directorate for use by organisations in the city.
 - Employment services in the Council, the voluntary sector and the Chamber of Commerce are working together to offer work experience placements to vulnerable people.
 - The Workplace Wellbeing Charter is being rolled out to all organisations who express an interest, with dedicated support available to help them achieve the standards. The Charter is also being adapted to meet the needs of small businesses.
- 4.5 There are also actions to tackle inequalities disproportionately affecting young people, and these actions (shown below) will contribute to the improvement in skill and qualification levels.
- Support young people who are not in education, employment and training through a range of ways, including the Ambition Coventry programme.
 - Support young people who are at risk of becoming not in education, employment or training (Ambition Coventry programme)
- 4.6 There are further actions around improving the education attainment of pupils at primary school level, which has the potential to produce more skilled and qualified young people entering the workforce by 2030.

5 Next Steps

- 5.1 The Chamber of Commerce is a committed member of the Marmot Steering Group, who 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. The Chamber is also eager to explore ways in which they can encourage employers to maximise use of funds to support the employment of people with physical disabilities and mental health issues. It is therefore recommended that the Chamber of Commerce continue to attend the Marmot Steering Group and to contribute to the action plan.
- 5.2 The LEP are not currently a member of the Marmot Steering Group and therefore are not able to contribute to the ongoing development of the Action Plan and there is no direct mechanism for linking the work of the Marmot partners to the aims of the Strategic Economic Plan, which include economic growth in Coventry and Warwickshire, developing the Advanced Manufacturing and Engineering sector, growing small and medium-sized enterprises, skills development and investment in culture and tourism. Inclusion of a representative from the LEP would be beneficial to all Marmot partners and would enable practical discussions around ways of working that would bring together the aims and objectives of the Strategic Economic Plan with those of Marmot and other statutory and voluntary organisations.

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