



To: Coventry Health and Wellbeing Board

Date: 10th July 2017

From: Ben Diamond, West Midlands Fire Service (Co-Chair Marmot Steering Group)

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

1. Purpose

The purpose of this paper is to present a progress update to Coventry Health and Wellbeing Board on the movement 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 against the Marmot Action Plan and contribute comments and suggestions to reduce inequalities in Coventry
- ii) Agree to receive further progress updates from the Marmot Steering Group every six months

3. Background and context

In 2013 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.

The recent LGA peer review of Health and Care in Coventry reinforced that the 'Marmot' brand remains strong in Coventry and is well known and understood by partners. Interest in Coventry's work as a Marmot City continues to receive attention nationally.

4. Action plan, indicators and targets

There remains strong commitment to the Marmot programme from the City Council and its partners on the Steering Groups (People and Place 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).

The Marmot City Action Plan sets out the ways in which partners and other stakeholders will work to achieve the key priorities of tackling inequalities disproportionately affecting young people, and driving good growth in Coventry. Progress can already be seen against the programme indicators, including:

- 92% of children and young people report an increased awareness of the risks of sexual violence and support services available following the sexual violence prevention programme being delivered in schools by CRASAC and Barnardos (through funding provided by Public Health);
- The Ambition Coventry programme has started strongly and is already providing employment and training support to over 500 young people who are not in education, training or employment;
- Inclusion of a question about the impact on health inequalities in the Equalities and Consultation Analysis means that all key policy decisions taken by Coventry City Council will now have to also consider the potential implications on inequalities across the city. West Midlands Fire Service are also currently implementing this approach;
- Voluntary Action Coventry and the West Midlands Fire service have both signed up to the Workplace Wellbeing Charter, further demonstrating their commitment to be an exemplar employer.

In October 2016, the Action Plan was presented to the Coventry Health and Wellbeing Board for their endorsement of the progress made to date. It was agreed that further progress updates from the Marmot Steering Group would be made every six months.

Progress against the action plan and indicators are outlined below, with year to date information relating to April 2016 to March 2017. Indicators are split into programme indicators (output focused) and overarching indicators (outcome focused). Data is reported against programme indicators on a quarterly basis and against outcome indicators on an annual basis. The Marmot Steering Group meets once per quarter to receive updates from partners, discuss progress and identify areas for development and partnership working.

Contact officer: - Hannah Watts, Programme Officer – Inequalities
Hannah.watts@coventry.go.uk

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 / barriers
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"> Evaluate the effectiveness of the <i>Acting Early</i> model Work with schools and other partners to implement 'perfect week' cycles to continuously improve team performance and integration Integrate <i>Acting Early</i> with the family hub model 	Public Health in partnership with Education, Coventry City Council	1 January 2017 to 31 March 2017 The Acting Early Evaluation has now been completed and distributed. Currently undertaking a refresh of Acting Early. Acting Early for school aged children action learning sets have been combined with child case meetings and will be driven by schools.
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"> Ambition coaches will support young people through their journey into sustained employment or learning Employer led programmes will strengthen young people's employability skills Personal development and support programmes will be delivered, such as the 'Boot Camp' delivered by Valley House Valley House and Positive Youth Foundation will use activities such as sports and peer-to-peer 	Economy and Jobs Team, Coventry City Council, in partnership with other partners	1 January 2017 to 31 March 2017 Progress on the Ambition Coventry programme is excellent. The project is over-achieving on engagements of young people and supporting more young people with health issues or disability than forecast.

	networking to conduct outreach to those who are disengaged		
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"> • 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 • If successful, implement extended provision and support 	Economy and Jobs Team, Coventry City Council, in partnership with other partners	<p>1 January 2017 to 31 March 2017</p> <p>The Routes to Ambition programme (aimed at 15-24 year old pre-neets) is starting delivery now and this will continue to December 2019.</p> <p>Additionally, work is underway to develop another Call for programmes, subject to ESIF Committee agreement, for a further programme to support Coventry young people from July 2018 onwards (when Ambition is due to close).</p>
4. Change attitudes and behaviour and prevent sexual violence through introducing a prevention programme in schools	<ul style="list-style-type: none"> • Raise awareness and provide definitions of sexual violence, CSE and other grooming • Address attitudes to women, educate about consent, identify appropriate behaviour and keep safe online • Evaluate the sexual violence prevention programme and extend the remit to include intimate partner violence 	Public Health, Coventry City Council, in partnership with CRASAC and Barnados	<p>1 January 2017 to 31 March 2017</p> <p>The sexual violence prevention programme run by CRASAC and Barnados finished at the end of March. A robust evaluation of the programme's impact is now being undertaken. Further work is underway to develop an intimate partner violence prevention programme. The programme engaged with a total of 5.290 young people over 231 sessions, covering primary schools, secondary schools, SEN schools and colleges as well as other community locations.</p>
5. Improve mental health in young people and build resilience and self-esteem at an earlier stage	<ul style="list-style-type: none"> • Extend the scope of the Early Intervention Service beyond secondary schools to support primary school children and tackle issues at an earlier age • Improve and extend primary mental health services for young people • Implement a tool to measure wellbeing in schools 	Public Health and Education, Coventry City Council in partnership with Compass and Coventry and Rugby CCG	<p>1 January 2017 to 31 March 2017</p> <p>The Compass EIS will be working with the Coventry Routes to Ambition Programme to ensure that young people who have substance misuse problems will also be able to access effective support around employment, education and training.</p>




Programme Indicators: Tackling inequalities disproportionately affecting young people



Indicator & Definition	Organisation / Directorate Contact	Baseline data (15/16)	Target 16/17	Target 17/18	Target 18/19	Actual Q4 16/17	Year to date 16/17
<p>PI1: Number of young people supported by Ambition Coventry into employment, education or training</p> <p>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.</p>	<p>Coventry City Council</p> <p>Place Directorate</p> <p>Kim Mawby</p>	0	232	452	214 Ambition Coventry target: 898 young people over three years	230	558
<p>PI2: Number of young people with disabilities or health problems accessing Ambition coaches</p> <p>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</p>	<p>Coventry City Council</p> <p>Place Directorate</p> <p>Kim Mawby</p>	0	93	170	68 Ambition Coventry target: 254 young people over three years	91	257
<p>PI3: Number of 16-24 year olds not in education, employment or training who are supported by the Ambition Coventry programme</p> <p>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.</p>	<p>Coventry City Council</p> <p>Place Directorate</p> <p>Kim Mawby</p>	0	401	777	331	340	806
<p>PI4: Percentage of young people reporting increased awareness of risks, support services, CSE and online safety</p> <p>Self-reported results of surveys undertaken by CRASAC of school children following interventions to increase awareness, knowledge and confidence</p>	Crasac	No reporting undertaken at present – programme commenced in 2016/17	90% increased awareness	N/A (one year project only)	N/A (one year project only)	94%	93%

Programme Indicators: Tackling inequalities disproportionately affecting young people

Indicator & Definition	Organisation / Directorate Contact	Baseline data (15/16)	Target 16/17	Target 17/18	Target 18/19	Actual Q4 16/17	Year to date 16/17
<p>PI5: Implementation of system or tool to measure mental wellbeing in schools</p> <p>Further indicator to follow around mental wellbeing once tool is implemented</p>	<p>Coventry City Council</p> <p>Public Health</p> <p>Sue Frossell</p>	<p>Indicators to be agreed once system is in place</p>	<p>System in place</p>	<p>Target to be agreed once system is in place</p>	<p>Target to be agreed once system is in place</p>	<p>System in development</p>	<p>System in development</p>
<p>PI6: Percentage of all children who are accessing Compass' Early Intervention Service who are aged 11 and under</p> <p>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</p>	<p>Compass</p>	<p>8%</p>	<p>15%</p>	<p>17%</p>	<p>20%</p>	<p>22%</p>	<p>23%</p>
<p>PI7: Number of new clients accessing CRASAC's counselling service and helpline, aged 25 and under</p> <p>CRASAC provide information, advice and support for anyone affected by sexual violence</p>	<p>Crasac</p>	<p>183</p>	<p>183</p>	<p>183</p>	<p>183</p>	<p>129</p>	<p>443</p>
<p>PI8: Reporting of sexual violence in young people</p> <p>Reporting of sexual violence in young people (aged 24 and under) to West Midlands Police</p>	<p>West Midlands Police</p>	<p>77 incidents (Q1 2016)</p>	<p>308</p>	<p>308</p>	<p>308</p>	<p>126</p>	<p>363</p>

Outcome Indicators: Tackling inequalities disproportionately affecting young people

Indicator	Definition	Baseline data (15/16)	2016/17 Actual	16/17 Target	17/18 Target	18/19 Target
OI1: Percentage of children achieving a good level of development at age 5	http://www.phoutcomes.info/search/development	63.9%	65.4%  Improving	Better than or equal to national average 16/17: 69.3%	66.3% (Target may change if national average changes)	66.3% (Target may change if national average changes)
			The proportion of 5 years achieving a good level of development increased by 1.5% points to 65.4%. This improvement however, was at a slower rate than national which reached 69.3% and is now lower than our statistical neighbour average of 66.4% for the first time.			
OI2: Percentage of children achieving expected level of progress (national standard) in reading, writing and mathematics at the end of primary school	http://standards.esd.org.uk/?uri=metricType%2F892&tab=details	78%	49%  New assessment	Better than or equal to national average 16/17: 53%	80% (Target may change if national average changes)	80% (Target may change if national average changes)
			Key Stage 2 expected outcomes for reading, writing and maths was 49%, 4% points below national but in line with the statistical neighbour average. Progress indicators for all subjects were slightly below national but not significantly. 2016 is the first year that pupils were assessed under the new primary national curriculum tests and assessment framework.			
OI3: Gap between the lowest achieving 20% and the highest achieving 80% in the early years (age 5)	http://standards.esd.org.uk/?uri=metricType%2F3657&tab=details	36%	35.1%  Improving	Better than or equal to national average 16/17: 31.4%	30% (Target may change if national average changes)	30% (Target may change if national average changes)
			The gap narrowed by almost 1% point and is line with our statistical neighbours. It remains almost 4 points above the national average.			

<p>O14: Hospital admissions as a result of self-harm (10-24 years)</p>	<p>http://www.phoutcomes.info/search/self%20harm</p>	<p>552 per 100,000</p>	<p>525 per 100,000</p> <p></p> <p>Improving</p>	<p>500</p>	<p>450</p>	<p>399</p>
<p>England average 431 per 100,000 population.</p>						
<p>O15: Percentage of 16-18 year olds not in education, employment or training</p>	<p>http://www.phoutcomes.info/search/NEET#pat/6/ati/102/par/E12000005</p>	<p>4.7%</p>	<p>3.0%</p> <p></p> <p>Improving</p>	<p>Equal to regional average 16/17: 2.9%</p>	<p>4.2% (Equal to national average)</p>	<p>4.0% (Better than national average)</p>
<p>The March NEET figures for Coventry are in line with the national average and are above (better than) our statistical neighbours average of 3.6%. The final 2016-17 figures are not yet published but they will be much closer to national benchmarks than previously. However, they will not be comparable to previous years due to the change in reporting (16 & 17 year olds only) and the new combined single measures of NEET and Not Known.</p>						

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.

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			
Aim	Actions	Lead	Progress
6. Work with primary care professionals to encourage and support people to enter employment	<ul style="list-style-type: none"> Educate primary care professionals on the importance of employment for health and how they can support people to stay in employment Trial placements of employment support services in GP surgeries to help people access support Encourage GPs to signpost to the employment support services which are available 	Department for Work and Pensions	1 January 2017 to 31 March 2017 Work coach based part time in GP surgery is working at capacity, and service is going well. The project will run until the end of March and will then be evaluated and any potential further actions will be identified.
7. 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"> Review employment support allowance claimants using the Job Shop and other support available and implement improvements based on the findings Improve and promote awareness of available in-work benefits Develop the Job Shop offer for people at the initial point of claiming ESA, taking a holistic view of needs and support 	Economy and Jobs Team, Coventry City Council, in partnership with Department for Work and Pensions and Public Health	1 January 2017 to 31 March 2017 Job Shop continues to host and co-facilitate introductory sessions for ESA claimants. PH has provided information about lifestyles services available for attendees.

<p>8. 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"> • Devise and disseminate a 'social value' toolkit that enables other employers in Coventry to adopt the Council's approach to social value • Act as champions for the workplace wellbeing charter • Offer work experience placements to vulnerable people • Update the Council's Equality and Consultation Analysis process to ensure Marmot implications are considered when decisions are made • Embed a 'health in all policies' approach at West Midlands Fire Service 	<p>All organisations, led by Resources Directorate, Coventry City Council and West Midlands Fire Service</p>	<p>1 January 2017 to 31 March 2017 The Council has now successfully embedded consideration of health implications within all policy decisions by inclusion of a standard question within the ECA.</p>
<p>9. Provide employers with information, skills and support to provide and promote good quality jobs in Coventry</p>	<ul style="list-style-type: none"> • Create more supportive and productive work environments • Understand the benefits (including economic) of recruiting locally • Provide good quality jobs • Increase opportunities for people with disabilities and maximise take-up of Access to Work fund • Work with employers to increase the number of apprenticeship opportunities 	<p>Coventry and Warwickshire Chamber of Commerce</p>	<p>1 January 2017 to 31 March 2017 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>10. Continue to develop the reach and effectiveness of the workplace wellbeing charter</p>	<ul style="list-style-type: none"> • Roll out the charter to all organisations who express an interest • Adapt the evidence requirements of the charter to meet the needs of small businesses • Evaluate the impact of the charter 	<p>Economy and Jobs Team, Coventry City Council</p>	<p>1 January 2017 to 31 March 2017 This quarter we had to prioritise the reaccreditations due, over assessments for new businesses as their award would expire. It therefore looks like we have fell short on the target for organisations achieving Charter status, but we are on target to achieve this by the awards event scheduled for 22 May. Working with the business sectors to fulfil the ERDF requirements is proving to be more challenging than we thought. Firstly to engage the eligible sectors and secondly they seem to need a lot more of our time to support them to achieve the standards requirements so it is taking longer for them to achieve Charter status.</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	Organisation / Directorate Contact	Baseline data (15/16)	Target 16/17	Target 17/18	Target 18/19	Actual Q4 16/17	Year to date 16/17
<p>PI9: Percentage of relevant Coventry City Council decisions which consider Marmot implications</p> <p>Number of completed ECAs for major Council policy and commissioning decisions which consider Marmot implications</p>	<p>Coventry City Council</p> <p>Public Health Hannah Watts</p>	0%	30%	80%	100%	100%	100%
<p>PI10: Percentage of people recorded as unfit for work claiming ESA (and comparison with regional / national rate)</p> <p>Fit notes are known as a 'statement of fitness for work'</p>	<p>DWP</p> <p>Iona Old</p>	6.8% (15,010)	6.5%	6.3%	6.2% (Better than or equal to national average)	6.5%	6.5%
<p>PI11: Percentage of residents claiming Job Seekers Allowance</p> <p>http://lginform.local.gov.uk/reports/view/thomas-evans/jsa-headline-data-table-last-24-months</p>	<p>DWP</p> <p>Iona Old</p>	1.9%	1.8%	1.7%	1.6%	1.7%	1.7%
<p>PI12: Number of people supported into employment by the Coventry Job Shop</p> <p>Support provided through the Job Shop to enable people into employment</p>	<p>Coventry City Council</p> <p>Place Directorate Kim Mawby</p>	1,844	1,420	2,000	2,000	353	1,641
<p>PI13: Number of workplaces signed up to workplace wellbeing charter</p> <p>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</p>	<p>Coventry City Council</p> <p>Place Directorate Sharon Lindop</p>	25	41	57	73	2	13

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	Organisation / Directorate Contact	Baseline data (15/16)	Target 16/17	Target 17/18	Target 18/19	Actual Q4 16/17	Year to date 16/17
PI14: 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	Chamber of Commerce Martyne Manning	0	1,000	1,000	1,000	940	2,220

Outcome 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)	2016/17 Actual	16/17 Target	17/18 Target	18/19 Target
O6: Gap in the employment rate between those with a long-term health condition and the overall employment rate	http://www.phoutcomes.info/search/employment#page/3/gid/1/pat/6/par/E12000005/ati/102/are/E08000026/iid/90282/age/204/sex/4	30.5%	24%  Improving	Better than or equal to national average 16/17: 29%	28.9% (Target may change if national average changes)	28.9% (Target may change if national average changes)
			The gap is lower than the national average because the overall employment rate is lower in Coventry. The employment rate amongst Coventry residents with long term health conditions or illnesses is similar to the rates across the West Midlands and England. The gap didn't change between 2015 and 2016 as the overall employment rate and the rate amongst residents with long term health conditions or illnesses both increased to a similar extent.			
O7: 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	N/A	To be developed		
O18: Gap in the JSA claimant rate between the most affluent and most disadvantaged areas.	Gap in the JSA claimant rate between wards with the highest and lowest employment rates in Coventry	3.2%	3.2%  No change	3.1%	3.0%	2.9%
			This is the percentage point difference between the claimant count in the Coventry ward with the highest rate (Foleshill) and the ward with the lowest rate (Wainbody). Over the 12 months since March 2016 the claimant count in Coventry has not changed notably.			

<p>O19: Gap in earnings between those living and working in the city</p>	<p>Average earnings of those living in the city compared with average earnings of those working in the city</p>	<p>£506.20 average earning of residents / 94.8% of city workers</p>	<p>£539 average earnings of residents / 96.5% of city workers</p> <p></p> <p>Improving</p>	<p>£516.20 / 95.3%</p>	<p>£526.20 / 95.8%</p>	<p>£536.20 / 96.3%</p>
<p>The gap between the average gross weekly earnings of those who work in Coventry and the residents of the city closed notably in 2016 due to an increase in the average earnings of residents. The average earnings of those working in the city also increased, but to a lesser extent. The average earnings of residents has been on an increasing trend for a number of years to the extent that what was once a relatively wide gap is now much smaller. The number of residents in employment has been increasing in recent years – the earnings gap closing at the same time is possibly an indication that local residents have been securing jobs in the city.</p>						
<p>O110: Investment in training across organisations in Coventry</p>	<p>Average investment in staff training. Number of staff trained as a % of total staff and training days per year</p>	<p>62.8% of staff trained as a percentage of total staff / 5.46 average training days per year</p>	<p>Not available</p>	<p>63.8% / 5.96</p>	<p>64.8% / 6.46</p>	<p>65.8% / 6.96</p>
<p>The most recent data for this is taken from the Employer Skills Survey 2015. There is no update available because this survey usually takes place every two years. Furthermore, the future of this measure is unclear because the UK Commission for Employment and Skills was decommissioned and it is not clear whether another organisation will take over responsibility for the Employer Skills survey.</p>						