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**To:** Coventry Health and Wellbeing Board

**Date:** 5<sup>th</sup> February 2018

**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.

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.

#### **4. Options Consider and Recommended Proposals**

The last update was presented to the Health and Wellbeing Board in July 2017, at which time the annual indicator data for 2016/17 was included and demonstrated that, for all the outcome indicators, positive progress was being achieved. This update covers the progress made against the programme indicators for the first two quarters of 2017/18. The Marmot Steering Group meets once per quarter to receive updates from partners, discuss progress and identify areas for development and partnership working.

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, Coventry and Warwickshire LEP 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 be seen against the programme indicators in the first six months of 2017/18 through a range of projects, including:

- 148 young people with disabilities or health problems accessing Ambition Coventry work coaches (annual target 170)
- 485 16-24 year olds not in education, employment or training who are supported by the Ambition Coventry programme (annual target 777)
- 127 new clients accessing CRASAC's counselling service and helpline, aged 25 and under (annual target 183)
- 590 people supported into employment by the Coventry Job Shop (annual target 1200)
- Coventry and Warwickshire Chamber of Commerce working with local businesses to address issues around domestic violence and its impact on the workplace
- A successful pilot project run by DWP to co-locate a job coach in a GP surgery

The next steps for the Marmot Group will be to:

- Review apprenticeships across the city and work with partners such as the Employment Team, Education and the Chamber to explore

potential ways of working to increase the number of people accessing apprenticeships.

- Review the membership of the Marmot Steering Group to ensure that it is fit for purpose and that relevant representatives are included.
- Review and refresh the Marmot Action Plan to reflect the completion of certain actions and the emerging projects which will play a part in meeting the Marmot priorities, such as Coventry as the City of Culture 2021.
- Work with Public Health England and University College London to carry out a wide ranging evaluation of the impact of the Marmot work and how it has influenced work to address health inequalities across the city.

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**Appendices**

Appendix 1: Action Plan

## 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.

<b>Action Plan: Tackling inequalities disproportionately affecting young people</b>			
<b>Aim</b>	<b>Actions</b>	<b>Lead</b>	<b>Progress / barriers</b>
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	<p><b>1 April to 30 September 2017</b></p> <p>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.</p> <p>Refresh activities completed (where possible) - focusing on maintaining core activities during the family hub implementation and ensuring acting early is at the core of family hub working processes.</p>
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</li> </ul>	Economy and Jobs Team, Coventry City Council, in partnership with other partners	<p><b>1 April 2017 to 30 September 2017</b></p> <p>The Ambition Coventry programme has over-achieved on its targets for 2016/17 and is continuing to progress well.</p> <p>Delivery is effective and reaching large numbers of young people. There are challenges around DWP's changing evidence requirements.</p>

	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"> <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	<p><b>1 April 2017 to 30 September 2017</b></p> <p>The Routes to Ambition programme, aimed at 15-24 year olds who are at risk of becoming NEET, has commenced delivery &amp; a report of initial performance should soon be available</p>
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 intimate partner violence</li> </ul>	Public Health, Coventry City Council, in partnership with CRASAC and Barnados	<p><b>1 April 2017 to 30 September 2017</b></p> <p>Evaluation of the sexual violence prevention programme has been completed and has demonstrated that the programme achieved it's goals and has increased knowledge and awareness of sexual violence among young people.</p> <p>Crasac are delivering a year-long programme to address intimate partner violence. This programme is aimed at young people aged 13 to 21. The project aims to increase young people's awareness and understanding of the dynamics of abusive relationships and in particular control, coercion and sexual violence. Workshops have been designed, handouts and resources created, and delivery has taken place in schools. Delivery of workshops to over 18's will commence in quarter 3.</p>
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	<p><b>1 April 2017 to 30 September 2017</b></p> <p>Compass have re-visited the pathway with Horizon (CSE team) to review how the EIS service can better engage their young people as early as possible.</p> <p>Compass have also met with Broadgate House to discuss how best to support young carers. Dates to deliver group work have been agreed for January 2018.</p>

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

Indicator & Definition	Organisation / Directorate Contact	Baseline data (15/16)	Actual 16/17	Target 17/18	Target 18/19	Actual Q2 17/18	Year to date 17/18
<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	558	452	214  Ambition Coventry target: 898 young people over three years	91	151
<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	257	170	68 Ambition Coventry target: 254 young people over three years	40	148
<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	806	777	331	254	485
<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	93% increased awareness	N/A (one year project only)	N/A (one year project only)	n/a	n/a

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Indicator & Definition	Organisation / Directorate Contact	Baseline data (15/16)	Actual 16/17	Target 17/18	Target 18/19	Actual Q2 17/18	Year to date 17/18
<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 Public Health Sue Frossell</p>	<p>Indicators to be agreed once system is in place</p>	<p>System in development</p>	<p><b>Target to be agreed once system is in place</b></p>	<p>Target to be agreed once system is in place</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>23%</p>	<p><b>17%</b></p>	<p>20%</p>	<p>21%</p>	<p><b>20%</b></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>443</p>	<p><b>183</b></p>	<p>183</p>	<p>50</p>	<p><b>127</b></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>363</p>	<p><b>308</b></p>	<p>308</p>	<p>126</p>	<p><b>220</b></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.

<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</b>
6. 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	<b>1 April 2017 to 30 September 2017</b> Initial pilot project worked well, still awaiting evidence of impact on quality of sick notes. Other GP surgeries have expressed interest in having a similar service, but this will be dependent upon DWP resources.
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"> <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	<b>1 April 2017 to 30 September 2017</b> Review completed and ESA support on-going at Coventry Job Shop.



<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"> <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><b>1 April 2017 to 30 September 2017</b>  Support and training provided with CCC to officers responsible for completing ECAs in regards to the health inequalities question.</p> <p>A 'health in all policies' approach has now been implemented by West Midlands Fire Service.</p> <p>CCC spoke at the Coventry University Health of Your Workplace Seminar and have organised another similar joint event as part of the Business Festival week in November.</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"> <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><b>1 April 2017 to 30 September 2017</b>  Two projects currently ongoing. One is with the WMCA who are looking at ways to work with the Chamber and the business community, and the other area is the affect domestic violence has on victims and their ability to perform in the workplace</p>
<p>10. 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><b>1 April 2017 to 30 September 2017</b>  At the annual Charter Awards in May, 18 awards were given, a mixture of working towards, reaccreditations and new awards. From these organisations alone, promoting health and wellbeing in the workplace could potentially have impacted on over 26,000 employees.</p> <p>41 organisations have engaged with the Charter service this quarter. Workshops covering health eating and mental health have been delivered to employers.</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)	Actual 16/17	Target 17/18	Target 18/19	Actual Q2 17/18	Year to date 17/18
PI9: 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	Coventry City Council  Public Health Hannah Watts	0%	100%	<b>80%</b>	100%	100%	<b>100%</b>
PI10: 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'	DWP  Iona Old	6.8% (15,010)	6.5%	<b>6.3%</b>	6.2% (Better than or equal to national average)	6.2%	<b>6.4%</b>
PI11: Percentage of residents claiming Job Seekers Allowance	DWP  Iona Old	1.9%	1.7%	<b>1.7%</b>	1.6%	1.3%	<b>1.3%</b>
PI12: Number of people supported into employment by the Coventry Job Shop  Support provided through the Job Shop to enable people into employment	Coventry City Council  Place Directorate Kim Mawby	1,844	1,641	<b>1,200</b>	1,200	177	<b>590</b>
PI13: 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	Coventry City Council  Place Directorate Sharon Lindop	25	13	<b>25</b>	25	6	<b>9</b>

**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)	Actual 16/17	Target 17/18	Target 18/19	Actual Q2 17/18	Year to date 17/18
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	2,220	<b>1,000</b>	1,000	1,600	<b>4,558</b>