



To: Coventry Health and Wellbeing Board

Date: 8th October 2018

From: Richard Stanton, 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 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 against the Marmot Action Plan and contribute comments and suggestions to reduce inequalities and address poverty in Coventry
- ii) Agree to receive further progress updates from the Marmot Steering Group every six months

3. Background and context

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. 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.

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 following 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.

An additional priority has recently been added to the Marmot City programme, which is the mitigation and prevention of poverty across the city. Work has been carried out to map existing programmes and workstreams which contribute to this priority. As part of this programme, a working group has been established to explore the issues and opportunities related to in-work poverty and worklessness.

A Poverty Summit is currently being planned which will provide an opportunity to bring together a range of stakeholders to discuss the key issues and identify new ways of working.

A wide ranging and robust evaluation of the Marmot Programme in Coventry will be started in November and is expected to take 6-9 months to complete. This evaluation will be overseen by the Institute of Health Equity, Public Health (Coventry City Council) and Public Health England and will focus on the impact of the Marmot programme and how the partnership approach has affected health inequalities across the city.

4. Options Considered and Recommended Proposals

This update covers the progress made against the programme indicators for past year. 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 Institute of Health Equity and Public Health England have both confirmed their commitment to continue working with Coventry to take forward the health inequalities agenda post 2019, when the current agreement runs out. Positive Youth Foundation have recently agreed to be a member of the Steering Group, and an invitation has been extended to the Chief Executive of the City of Culture Trust and Foleshill Women's Trust.

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.

The action plan is currently being revised to reflect new projects and the new theme of poverty in the city, and as such, there has not been an update for quarter one in 2018/19. The plan below shows delivery up to the end of quarter four, 2017/18 and demonstrates progress against the programme indicators through a range of projects, including:

- 187 young people with disabilities or health problems accessing Ambition Coventry work coaches (against a target of 170)
- 254 young people supported by Ambition Coventry into employment, education or training (against a target of 214)
- 392 new clients accessing CRASAC's counselling service and helpline, aged 25 and under (against a target of 183)
- 982 people supported into employment by the Coventry Job Shop (against a target of 1200)
- Coventry and Warwickshire Chamber of Commerce working with local businesses to address issues around domestic violence and its impact on the workplace

The next steps for the Marmot Group will be to:

- 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.
- Take forward the poverty work-stream and explore ways in which the impact of poverty in Coventry can be mitigated against or prevented, including running a Poverty Summit (details below).
- Continue to monitor progress against the action plan and identify new ways in which the Marmot priorities can be progressed.
- Continue to review the action plan in light of the emerging poverty work stream.

Tackling Poverty in Coventry

A Poverty Summit is planned and will be held on November 12th, 2018. Sir Michael Marmot will attend as key note speaker, and David Buck, Senior Fellow at The Kings Fund, will also attend. The event will bring together a range of strategic leads from a variety of settings, including the City Council, CCG, third sector organisations and business organisations. It is intended that the event will help to agree the key priorities that the City should focus on to preventing and mitigating against the impact of poverty, as well as securing commitments to action from the organisations represented.

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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	<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> <p>The Acting Early model for school aged children has been subsumed into the Family Hub work with public health still maintaining its position in driving forward change in this area.</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"> 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	<p>Ambition Coventry's target was to register 1700 up until March 2018. Of those registered, 32% have moved into a positive destination, e.g. education, training and employment. Ambition Coventry have exceeded or almost reached its targets set against the Programme targets to date.</p> <p>Ambition Coventry was due to end as of July 2018, however the programme has been extended until December 2020.</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"> • 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	The Routes to Ambition programme is underway and a performance report will be available soon.
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 • Raise awareness of intimate partner violence amongst young people 	Public Health, Coventry City Council, in partnership with CRASAC and Barnados	CRASAC have delivered a year-long programme to address intimate partner violence. Workshops and resources have been specifically designed for under 18s and over 18s. Train the trainer sessions have been run to ensure sustainability of the programme. A celebration event has been held to share the learning from this project and the sexual violence prevention in schools programme.
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	Single point of contact reviewed and rolled out to High schools. Met with pastoral and safeguarding leads to share Compass service provision and to discuss referral pathways, local needs and work force training.





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 Q4 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 <i>Target: 232</i>	452	214 Ambition Coventry target: 898 young people over three years	53	254
<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 <i>Target: 93</i>	170	68 Ambition Coventry target: 254 young people over three years	10	187
<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 <i>Target: 401</i>	777	331	1	607
<p>PI4: 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>	Indicators to be agreed once system is in place	System in development	Target to be agreed once system is in place	Target to be agreed once system is in place	System signed off by schools, to be implemented Sep 2018	

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 Q4 17/18	Year to date 17/18
<p>PI5: 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>	Compass	8%	23% <i>Target: 15%</i>	17%	20%	22%	18%
<p>PI6: 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>	Crasac	183	443 <i>Target: 183</i>	183	183	52	392
<p>PI7: 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>	West Midlands Police	77 incidents (Q1 2016)	363 <i>Target: 308</i>	308	308	133	521

Outcome Indicators: Tackling inequalities disproportionately affecting young people

Indicator	Definition	Baseline data (15/16)	2016/17 Actual	17/18 Actual	17/18 Target	18/19 Target
OI1: Percentage of children achieving a good level of development at age 5		63.9%	65.4%	66.1%  Improving	Better than or equal to national average: 70.7%	66.3% (Target may change if national average changes)
The percentage of children achieving a good level of development at age 5 has been steadily improving in Coventry since 2012/13. We are falling slightly short of both the England and the West Midlands average.						
OI2: Percentage of children achieving expected level of progress (national standard) in reading, writing and mathematics at the end of primary school	https://www.gov.uk/government/statistics/national-curriculum-assessments-key-stage-2-2017-revised	78%	49% (new assessment)	58%  Improving	Better than or equal to national average: 61%	80% (Target may change if national average changes)
Increase on last year, still falling slightly short of national average. Only one point off West Midlands average (59%).						
OI3: Percentage gap between the lowest achieving 20% children and the average child in the same area in the early years (age 5)	http://standards.esd.org.uk/?uri=metric&Type%2F3657&tab=details	36%	35.1%	37.3%  Getting worse	Better than or equal to national average: 35.4%	30% (Target may change if national average changes)
Moving closer to the national average (less than two points difference, compared with four points difference last year), however the gap has increased slightly, showing a move in the wrong direction						
OI4: Hospital admissions as a result of self-harm (10-24 years)	http://www.phoutcomes.info/search/sel?f%20harm	552 per 100,000Ma	525 per 100,000	438 per 100,000  Improving	450	399

			Considerable decrease over past two years. Still slightly above national average of 404 per 100,000, but Coventry has shown a decrease in past 4 years, whilst national average has plateaued or increased slightly over that time.			
OI5: Percentage of 16-18 year olds not in education, employment or training	http://www.phoutcomes.info/search/NET#pat/6/ati/102/par/E12000005	4.7%	3.0%	5.0%	Better than or equal to national average: 5.6%	4.0% (Better than national average)
			 New assessment			
			Method of data collection has changed from last year, resulting in a significantly different figure. Coventry is lower (better than) the national average and the regional average of 5.4%			

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 inequalities of 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. Act as organisational exemplars of good employment practices to drive up standards across the city and demonstrate economic benefits	<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 	All organisations, led by Resources Directorate, Coventry City Council and West Midlands Fire Service	CCC and Marmot partners hosted visit from Norwegian public health professionals. Social value toolkit being considered and included as specific action on revised action plan. Continue to work with employers to promote the Workplace Wellbeing Charter
7. Provide employers with information, skills and support to provide and promote good quality jobs in Coventry	<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 	Coventry and Warwickshire Chamber of Commerce	Working with Chamber to explore ways in which employers and employees can be made more aware of support available through Access to Work

	<ul style="list-style-type: none"> • 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 		
8. Continue to develop the reach and effectiveness of the workplace wellbeing charter	<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 	Economy and Jobs Team, Coventry City Council	Due to the Charter delivery being put on hold there have been no new organisations signed up to the Charter. Currently working closely with the WMCA in developing a new local framework. This will be ready by the end of April. Have engaged with 59 organisations with the Charter service this quarter. This is either attendance at workshops, generating new enquiries or continuation of support.

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 Q4 17/18	Year to date 17/18
PI8: 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%	6.1% (Current UK average)	6.2% (Better than or equal to national average)	%	6.4%
PI9: Percentage of residents claiming Job Seekers Allowance	DWP Iona Old	1.9%	1.7%	1.7% (Current UK average: 1.1%)	1.6%	%	1.3%
PI10: 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	1,200	1,200	168	982
PI11: 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	25	25	0	14
PI12: 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	1,000	1,000	300	4,858

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	17/18 Actual	17/18 Target	18/19 Target
OI6: 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%	Data unavailable	28.9% (Target may change if national average changes)	28.9% (Target may change if national average changes)
				Publication of health and disability variable from the Annual Population Survey have been suspended from the October 2016 to September 2017 period onwards, whilst further quality assurance of the estimates takes place		
OI7: 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%	3.1%  Improving	3.0%	2.9%
				In March 2018 the ward with the highest rate was Foleshill with a rate of 2.5% and the ward with the lowest rate was Wainbody with a rate of 0.4%. For the last two years, the claimant count in Coventry overall and the gap in the count rate between wards with the highest and lowest rates has been static		
OI8: 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	£539 average earnings of residents / 96.5% of city workers	£535.70 average earnings of residents / 95.4% of city workers  Getting worse	£526.20 / 95.8%	£536.20 / 96.3%
				In recent years, average pay for Coventry residents has been increasing, closing the gap on average pay at Coventry workplaces. However, pay growth for Coventry residents has been low in 2017, and the gap is slightly larger than reported in 2016/17, and slightly below target.		
OI9: 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	Not available	Not available	64.8% / 6.46	65.8% / 6.96

		training days per year	Not available
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