

**Marmot City Progress Report
Q3 2018-2019 and Annual Outcome Indicators**

Tackling inequalities disproportionately affecting 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. Support young people who are not in education, employment or training through a range of programmes	<ul style="list-style-type: none"> • Ambition works with anyone aged between 16 and 29 that lives in Coventry and is not in any form of employment, education or training (NEET). 	Economy and Jobs Team, Coventry City Council, in partnership with other partners	<p>Ambition Coventry The programme is at the end of its third year. After being extended to December 2020 from August 2018 onwards this is the first full quarter of phase two. Six of the original partners remain in the extension, offering a broad range of employment and skills support to participants on the programme. Partners have been refining their delivery, using the new phase as an opportunity to review services offered, the quality of recording and methods for better engagement and retention of participants. The project has engaged 49 young people who identify as having a disability, mental health problems or a long term health condition, and 20 with particular disadvantages such as homelessness, drug and alcohol dependency, coming from a looked after background or financial problems.</p> <p>Routes to Ambition The programme is picking up momentum following the delayed start</p>

	<ul style="list-style-type: none"> Routes to Ambition works with young people in Coventry aged 15 - 24 who are either disengaged, at risk of exclusion, or facing major barriers to employment such as health and disability. This programme will ensure seamless referral routes into Ambition Coventry and other programmes once young people become eligible. 		(due to national government delays). Although one of the partners decided to leave the programme, this has not had a negative effect on success so far. Moving forwards we will see an increase in the number of participants being engaged and should start to see a number of outcomes claimed for the next quarter period with many young people moving out of provision and into positive outcomes such as apprenticeships, continued education and jobs.
2. Integrated Early Help Services for 0-19 year olds, with multi-agency family hubs offering universal and targeted support to children, young people and families	<ul style="list-style-type: none"> A fit for purpose new Early Help model will be created which designs multi-agency and multidisciplinary teams who will be coordinated across a 0 – 19 age range, across Coventry, reaching the most vulnerable families whilst ensuring a robust universal offer remains in place. The outcomes of the integration of care for 0-19 services will be measured 	Public Health	<p>In October a workshop was held to consider outcomes for family health and lifestyles and family hubs.</p> <p>Work has been completed by Warwick University to consider integration of family hubs and partner agencies involved.</p> <p>To develop the early help model further a workshop was held in November to consider how partners are contributing to early help. A new early help strategy is currently being developed through the early help sub group.</p>
3. Supporting families through the Family Health and Lifestyles service	<ul style="list-style-type: none"> The service will deliver universal support to all families and offer a service that progressively increases in intensity, depending on need and level of deprivation 	Public Health	Workshop took place in November to consider the outcomes for family health and lifestyles services this information is currently being refined further by SWFT.
4. Positive Youth Foundation work with children who are at risk of exclusion (Raising Aspirations programme)	<ul style="list-style-type: none"> The Raising Aspirations Programme (RAP) supports young people to reach their fullest potential. This is achieved through an intensive timetable of provision which includes supporting those experiencing challenges within mainstream education, or those out of education, training or employment. 	Positive Youth Foundation	The Raising Aspirations Programme provides support provision for young people either excluded or on the verge of exclusion from education settings.

Programme Indicators: Tackling inequalities disproportionately affecting young people

Indicator & Definition		Organisation / Directorate Contact	Baseline data (15/16)	Actual 16/17	Actual 17/18	Target 18/19	Actual Q3 18/19	Year to date 18/19
PI1: Number of young people supported through different projects into employment, education or training	Ambition	Coventry City Council		558	254	91	71	144
	Routes	Place Directorate Kim Mawby				31	6	36
PI2: Number of people engaged on Programme	Ambition	Coventry City Council		806	607	325	129	207
	Routes	Place Directorate Kim Mawby				99	83	109
PI3: Implementation of system or tool to measure mental wellbeing in schools Further indicator to follow around mental wellbeing once tool is implemented		Coventry City Council Public Health Sue Frossell	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	Currently waiting for the software being used to collect the measurement to be hosted onto the University of Warwick secure servers. All GDPR aspects have been approved, privacy notices completed and a Data Protection Impact Assessment conducted with the DPO for Coventry City Council Schools	

PI4: Number of young people participating in the PYF Raising Aspirations programme who have improve academic attendance levels	Positive Youth Foundation	31	43	45	80	49	160
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Programme Indicators: Tackling inequalities disproportionately affecting young people

Indicator & Definition	Organisation / Directorate Contact	Baseline data (15/16)	Actual 16/17	Actual 17/18	Target 18/19	Actual Q3 18/19	Year to date 18/19
<i>PI5: Indicator around family hubs to be developed following workshop in October</i>							
<i>PI6: Indicator around family, health and lifestyle service to be developed following workshop in November</i>							

Ensuring that all Coventry people, including vulnerable residents, can benefit from ‘good growth’, which will bring jobs, housing and other benefits to the city

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
5. Support people into employment	<ul style="list-style-type: none"> ConnectMe supports unemployed and economically inactive Coventry people to address barriers from participating in the labour market, through flexible support, tailored to individual need Exceed in Coventry provides provision to over 1,300 Coventry residents by providing personalised programmes of support aimed at supporting individuals on their journey to sustainable employment 	Economy and Jobs Team, Coventry City Council, in partnership with other partners	<p>ConnectMe</p> <p>Partners are starting to pick up following the delayed start to the programme (due to national government delays) and are interacting with each other well. We are continuing to engage with the most disadvantaged groups such as those declaring a long term health condition or disability and customers with poor mental health and from a range of age groups, some customers have been in their 70’s and 80’s looking to engage with services locally. Evaluation of the programme is being implemented across the programme with the help of Coventry University, with a plan to measure both quantitative and qualitative data. Initial findings from a small scale evaluation is that customers engaging on the Fab Lab programme are doing so to tackle their feelings of social isolation over any other</p>

			<p>reason, once engaged we are able to get them thinking about engaging other services.</p> <p>Exceed in Coventry The programme continues to engage with a large number of participants with a focus on finding people employment. The programme is doing very well and currently on profile to achieve all targets set. As with ConnectMe the evaluation of the programme is being implemented by Coventry University and partners have been involved in this process.</p>
6. 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 • 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 	Coventry and Warwickshire Chamber of Commerce	Renewed links with Chamber of Commerce. Agreed on-going membership of Marmot Steering Group and identified a number of potential joint working opportunities.
7. 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 	Economy and Jobs Team, Coventry City Council	Work to support Employers to achieve the Charter has moved into the wider Employment and Wellbeing Team, and future ways of working are currently under consideration.
8. Effective use of social value in procurement	<ul style="list-style-type: none"> • Development of a system to enable an objective evaluation of social value, based around the national TOMS tool, utilising locally agreed weightings. • Processes in place to capture and monitor social value KPIs 	Procurement	No further progress on development
9. Year of Wellbeing 2019 – raise awareness and opportunities to improve health	<ul style="list-style-type: none"> • Embed prevention for statutory organisations, local employers and community organisations, ensuring information for workers is accessible and appropriate • Support the development of skills in-house to enable health & wellbeing support to be sustainable 	Public Health	<ul style="list-style-type: none"> • C&W third sector resource pledging and sharing event took place in November. Attended by 36 separate organisations. 43 pledges of resources (such as time, expertise, and training) made to support wellbeing and prevention activity. 42

<p>& wellbeing through places of work</p>	<ul style="list-style-type: none"> • Embed a preventative health & wellbeing culture in Coventry workplaces 		<p>offers of resource sharing made between organisations to maximise the reach of prevention work and make best use of resources.</p> <ul style="list-style-type: none"> • C&W Growth Hub working with us to communicate information and opportunities to extend workplace wellbeing opportunities into private businesses to promote wellbeing at work. • Group of child physical activity providers have drafted a resource and information pack to share with primary schools to encourage integration of good behaviors into classrooms. A focus group of head teachers is being drawn together (February) to help shape the pack and make sure it is accessible for schools. • Planning underway for national Time to Talk day 7.2.19 to significantly increase participation in local conversations to tackle mental health stigma. This is reaching across all sectors - measurement of participation will be through self-reporting and local case studies.
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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	Actual 17/18	Target 18/19	Actual Q3 18/19	Year to date 18/19
PI7: Number of people supported through different projects into employment or training	ConnectMe	Coventry City Council				29	22	43
	Exceed in Coventry	Place Directorate Kim Mawby				91	38	155
PI8: Number of people engaged on employment support programmes	ConnectMe	Coventry City Council				80	34	40
	Exceed in Coventry	Place Directorate Kim Mawby				252	138	175
PI79: see below – ESA claimants included in UC claimants as UC is rolled out		DWP Iona Old	6.8% (15,010)	6.5% <i>Target: 6.5%</i>	6.4% <i>Target: 6.1%</i>	n/a	n/a	n/a
PI10: 2018 revised – percentage of resident claiming out of work benefits. Under universal credit, a broader span of claimants are required to look for work than under jobseekers allowance. As UC is rolled out, numbers of people recorded is therefore likely to rise		DWP Iona Old	1.9%	1.7% <i>Target: 1.8%</i>	1.3% <i>Target: 1.1%</i>	2.2% (better than or equal to national average)	2.0%	1.9%
PI11: Number of people supported into employment by the Coventry Job Shop		Coventry City Council	1,844	1,641 <i>Target: 1,420</i>	982 <i>Target: 1,200</i>	1,000		895

	Place Directorate Kim Mawby						
PI12: Number of workplaces signed up to workplace wellbeing charter	Coventry City Council Place Directorate Sharon Lindop	25	13 <i>Target: 25</i>	14 <i>Target: 25</i>	10		16
<i>PI13: An improved measure from Chamber of Commerce about the ways in which they work with local businesses - tbc</i>	Chamber of Commerce Martyne Manning						

Reducing poverty in Coventry

Having enough money to lead a healthy life is central to reducing health inequalities. The Commission on Social Determinants of Health (CSDH) showed that poverty and low living standards are powerful determinants of ill health and health inequity (Fair Society, Healthy Lives 2010). Poverty may be defined in different ways and there is no single, universally accepted definition.

Poverty is an issue which cannot be addressed by any one organisation or sector. We are planning to work with partners across the city to develop a strategic approach to both break the cycle of poverty and mitigate against the harm caused by poverty.

This is an emerging theme which has been added to the Marmot Action Plan from 2018/19, and actions will be developed from the Poverty Summit to be held in November 2018.

Action Plan: To work strategically to reduce levels of poverty in Coventry, including actions to address child poverty			
Aim	Actions	Lead	Progress
10. PYF projects to engage with socially isolated young people in two most deprived wards (Healthy Futures) and to provide highly targeted work with young people who require additional holistic support to keep active, tackle anti-social behaviour and build resilience (Positive Futures)	<ul style="list-style-type: none"> Healthy Futures looks to improve the physical and mental health of young people aged 8-25 in the most deprived areas of Coventry, and to direct young people towards positive, healthy, well informed life choices. Positive Futures provides a safe and accessible timetable of after-school, evening and weekend provision for young people across Coventry. 	PYF	<p>Healthy Futures programmes are designed to reduce health inequalities in targeted wards of the city, utilising sport and physical activity to promote active lifestyles and positive social action.</p> <p>Positive Futures provision supports young people who are affected by criminal exploitation and risky behaviours. The bulk of the work in Q3 has been around youth violence and knife crime support work.</p>
11. Delivery of a Coventry Poverty Summit	<ul style="list-style-type: none"> To deliver a multi-agency summit to explore the city's response to the issue of poverty and commit to action to prevent and mitigate the effects of poverty. 	Public Health	Outcomes of the Poverty Summit are being considered to identify key priorities and establish ways forward.
12. Creation of a working group to explore issues of in-work poverty and worklessness	<ul style="list-style-type: none"> To bring together stakeholders to consider current provision, as well as looking at potential service development to promote good quality of jobs and employability support 	Economy & Jobs	Working group has held several meetings and established key areas of work to develop




13. Work of the Welfare Reform Working Together Group to support people in the city affected by the changes to welfare benefits, including the roll-out of universal credit	<ul style="list-style-type: none"> Formed in 2013, the Group brings partners together to develop clear and consistent messages around welfare reforms, help to ensure local people are made aware of the changes and that those directly impacted understand how they will be affected. 	Coventry Independent Advice Service	
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Programme Indicators: To work strategically to reduce levels of poverty in Coventry

Indicator & Definition	Organisation / Directorate Contact	Baseline data (15/16)	Actual 16/17	Actual 17/18	Target 18/19	Actual Q3 18/19	Year to date 18/19
PI14: Number of young people accessing health/physical activity-based provision provided through the Healthy Futures project with PYF	Positive Youth Foundation	n/a	n/a	177	1000	248	1198
PI15: Young People accessing community support provision via the Positive Futures programme	Positive Youth Foundation	411	478	350	350	206	238


Outcome Indicators


Annual outcome indicators are in place to enable analysis of the longer term impacts of the work being carried out in Coventry and to track the direction of movement in a number of key areas.

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	http://www.phoutcomes.info/search/development	63.9%	65.4%	66.1%  Improving	Better than or equal to national average: 70.7%	Better or equal to national average
				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%	Better or equal to national average
				Increase on last year, still falling slightly short of national average. Only one point off West 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=metricType%2F3657&tab=details	36%	35.1%	37.3%  Getting worse	Better than or equal to national average: 35.4%	Better or equal to national average
				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		

O14: Hospital admissions as a result of self-harm (10-24 years)	http://www.phoutcomes.info/search/self%20harm	552 per 100,000	525 per 100,000	438 per 100,000  Improving	450	Better or equal to national average
				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.		
O15: Percentage of 16-18 year olds not in education, employment or training	http://www.phoutcomes.info/search/NEET#pat/6/ati/102/par/E12000005	4.7%	3.0%	5.0%  New assessment	Better than or equal to national average: 5.6%	Better or equal to national average
				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%		

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
O16: 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)	Better or equal to national average
				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		
O17: 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			
Ol8: 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  Improving	£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.						
Ol9: 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	Not available	Not available	64.8% / 6.46	65.8% / 6.96
Not available						

Outcome Indicators: To work strategically to reduce levels of poverty in Coventry, including actions to address child poverty

Indicator	Definition	Baseline data (2017)	2016/17 Actual	17/18 Actual	17/18 Target	18/19 Target
Ol10: Proportion of children living in poverty (after housing costs)	Households are living in poverty if their household income (adjusted to account for household size,) is less than 60% of the average. All poverty rates are calculated on an after housing costs basis	32.77%	-	32.77%	Better or equal to national average (28%)	Better or equal to national average
Coventry has big differences between the least and the most deprived wards. Earlsdon has 12% of children living in poverty (equating to 314 children), and St Michael's ward has 53% (equating to 2,431 children) - over 7 times as many children affected.						

OI11: Number of households with dependent children accepted as homeless and in priority need	Detailed local authority level homelessness figures by quarter and financial year. https://www.gov.uk/government/statistical-data-sets/live-tables-on-homelessness#homelessness-summary-local-authority-level-tables	421		421	tbc	tbc
OI12: Annual increase in gross disposable household income	Gross disposable household income at current basic prices (NOMIS)	£14,175 (2016)	-	0.36% decrease (£14,226 to £14,175)	Annual increase equal to or exceeding national average increase 0.6% increase to 19,878	Better or equal to national average
In Coventry, gross disposable household income dropped from 2015 to 2016, from £14,226 per annum to £14,175% per annum. The national average increased by 0.6% from 2015 to 2016.						
OI13: Percentage of Coventry households in fuel poverty	https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data#page/0/gid/1000041/pat/6/par/E12000005/ati/102/are/E08000026	14.4%	-	15.3%	Better or equal to national average 11%	Better or equal to national average
OI14: Percentage of Coventry households that are workless	Workless households in Coventry (NOMIS)	18.8%	-	18.8%	Better or equal to national average 15.1%	Better or equal to national average
OI15: Households in temporary accommodation	Households in temporary accommodation per 1,000 households		-	2.0%	Better or equal to national average 3.4%	Better or equal to national average