

Coventry DPH Annual Report 'Hope and Unity not Hate' 2024 Recommendations Action Plan: Migrant Health

Year One Action Plan Time Horizon: 1st April 2025 to March 2026.

Prioritisation of recommendations considers: Alignment with public health priorities, Feasibility and Impact

Highest Priority Recommendations

1. Engage community partners in the next phase of the Coventry City Council “Our Coventry” integration programme for newly arrived migrants to deepen activities that address social determinants of health through early, preventative action within communities.

Action	Lead/s	Start date	End date	Dependencies	Quarterly review of progress
A. Hold quarterly strategic meetings for Our Coventry delivery partners to develop and build on actions informed by wider social determinants of health data and insights, aligning with annual report objectives.	Coventry City Council Migration Team	April	September	Nil identified	June quarterly meeting held; key priorities agreed included No Recourse to Public Funds (NRPF) support and co-ordination of employment support pathways.
B. Schedule quarterly meetings as part of the Our Coventry programme's year two schedule.	Coventry City Council Migration Team	April	December	Nil identified	All quarterly meeting dates for year two have been set and shared with partners.
C. Agree specific activities for each partner with appropriate KPI's	Coventry City Council Migration Team	April	February	Existing skills and capacity to deliver	Monthly 1:1 meetings with each delivery partner in progress; KPIs for all partners agreed and incorporated into monitoring framework.

2. Improve cultural competence across local services by the NHS and local authority working in collaboration to develop culturally sensitive policies and interventions (including information and engagement) that better respects diverse traditions and beliefs.

Action	Lead/s	Start date	End date	Dependencies	Quarterly review of progress
A. Engage members of the Integrated Care Partnership (ICP) Newly Arrived Communities Committee to agree outline approach	Coventry City Council Migration Team	April	November	Restructure with the NHS (ICB and NHS England)	Planning underway with final date to be confirmed.

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				may affect reach and pace	
B. Engage the Coventry Migration Network through a focussed workshop to agree commitments	Coventry City Council Migration Team	April	November	Restructure with the NHS (ICB level and NHS England) may affect reach and pace	Planning underway.
C. Joint action plan agreed with partners, including the faith and voluntary, community and social enterprise (VCSE) sector	Coventry & Warwickshire NHS ICB	July	January	Restructure with the NHS (ICB level and NHS England) may affect reach and pace	Initial informal discussions with ICP Newly Arrived Communities Committee members underway.
3. Strengthen data collection and enhance the Joint Strategic Needs Assessment (JSNA) so that the full picture of migrant health needs is captured (including both quantitative and qualitative sources).					
<i>Action</i>	<i>Lead/s</i>	<i>Start date</i>	<i>End date</i>	<i>Dependencies</i>	<i>Quarterly review of progress</i>
A. Agree relevant data sets and other sources of intelligence	Coventry City Council Public Health	April	March	Restructure with the NHS (ICB level and NHS England) may affect reach and pace.	Gaps in existing assessment and sources of intelligence captured. Capacity to develop revised approach included in new public health business plan.
B. Agree format, level of detail and frequency of publication	Coventry City Council Public Health	April	March	Availability of appropriate data and staff/expertise.	Dependent on outcome of stage A.
4. Develop the Coventry and Warwickshire Partnership NHS Trust (CWPT) young people's mental health pilot to incorporate approaches that are trauma-informed, age appropriate and relevant to young people newly arrived in Coventry.					
<i>Action</i>	<i>Lead/s</i>	<i>Start date</i>	<i>End date</i>	<i>Dependencies</i>	<i>Quarterly review of progress</i>
A. Agree costed action plan	Coventry and Warwickshire NHS ICB	April	September	Restructure with the NHS (ICB level and NHS England) may affect reach and pace.	Draft plan in place including contributions from both NHS ICB and Coventry City Council
B. Delivery phase underway with evaluation arrangements in place	Coventry & Warwickshire NHS ICB	September	March	Restructure with the NHS (ICB level and NHS England)	Staff identified to accommodate delivery model. Evaluation priorities in discussion.

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				may affect reach and pace.	
C. Business plan for continuation submitted reviewed by NHS ICB	Coventry & Warwickshire NHS ICB	January	March	Restructure with the NHS (ICB level and NHS England) may affect reach and pace.	Evaluation priorities (to contribute to business plan) in discussion.
5. Enhance outreach and support including building on existing community champions networks , deepening links with trusted leaders and regular mapping of community assets.					
<i>Action</i>	<i>Lead/s</i>	<i>Start date</i>	<i>End date</i>	<i>Dependencies</i>	<i>Quarterly review of progress</i>
A. Link the priorities with existing community champion networks including 'HARP community connectors'	Coventry City Council Public Health	April	October	Confirmation of priorities	Mapping of priorities in progress.
B. Through the Coventry University Research Centre for Peace & Security 'HARP Research Event' start to initiate support to generate a community champion action plan.	Coventry City Council Public Health	April	October	Agreement on scope from stakeholders;	Health Access Refugee Programme (HARP) have secured funding for a HARP Research Event Provisional date of 17 th October Planning underway.
C. Agree action plan	Coventry City Council Public Health	April	December	Outcomes of joint workshop; Agreement/sign-off from network leads	Dependent on B
D. Review delivery against action plan	Coventry City Council Public Health	April	March		Not started

Medium Priority Recommendations

6. Build research partnerships between Coventry City Council's Migration team, the Voluntary Sector and the Coventry Health Determinants Research Collaboration to understand migrant health challenges and asset-based solutions.

Action	Lead/s	Start date	End date	Dependencies	Quarterly review of progress
A. Agree priorities for partners based on jointly recognised gaps	Coventry Health Determinants Research Collaboration	August	December	Partner capacity and agreement to engage in joint approach;	Not started
B. Scope funding and other resourcing opportunities	Coventry Health Determinants Research Collaboration	October	March	External funding opportunities; Partner capacity and agreement to engage in resource mapping	Not started
C. Develop outline research/action research proposal(s)	Coventry City Council Public Health	November	March	External funding opportunities;	Not started

7. Leverage innovative technologies to enhance health literacy and service delivery for refugees and asylum seekers, starting with the NHS funded Virtual Reality Project (hosted by George Elliot NHS Trust in partnership with Coventry University, and Coventry City Council).

Action	Lead/s	Start date	End date	Dependencies	Quarterly review of progress
A.					
B. Develop VR health literacy content tailored for refugees and asylum seekers	Coventry City Council Migration Team	April	December	Content brief agreed; focus group engagement with target communities	Pilot content developed covering UHCW access. Next: expand content to additional health topics 'Maternity services' based on pilot feedback.
C. Pilot VR content in community and health settings	Coventry City Council Migration Team	April	January	Completion of VR content; training of facilitators	Piloting in community centres and hubs planning underway.
D. Evaluate pilot and agree scale-up plan	Coventry City Council Migration Team	April	March	Completion of pilot; evaluation framework in place	To be developed

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8. **Strengthen partnership working to deliver improvements in maternity care** including building on the specialist refugee and asylum seekers midwife to improve access, quality and cultural competency.

Action	Lead/s	Start date	End date	Dependencies	Quarterly review of progress
A. Review current maternity care provision for refugees and asylum seekers, including the role of the specialist midwife	Coventry & Warwickshire NHS ICB	April	January	Restructure with the NHS (ICB level and NHS England) may affect reach and pace.	Maternity care included as a substantive item on the <i>ICP Newly Arrived Communities Committee</i> . Agreement that a review of the model of care for Coventry should be reviewed to identify opportunities to improve outcomes so that they at last match Warwickshire. Appropriate ICB lead to navigate next steps being identified. Link in with the HARP programme.
B. Develop joint improvement plan to address access, quality, and cultural competency gaps (with who?)	Coventry & Warwickshire NHS ICB	April	March	Restructure with the NHS (ICB level and NHS England) may affect reach and pace.	Dependent on outcome of stage A.

9. **Strengthen partnership working to reduce infant mortality** including delivery of joined up early years and parenting support involving the NHS, voluntary sector and local authority.

Action	Lead/s	Start date	End date	Dependencies	Quarterly review of progress
A. Light touch review of current approach to reducing mortality and opportunities to improve outcomes a. universal b. specific population groups	Coventry City Council Public Health	April	March	Public health staff capacity: Restructure with the NHS (ICB level and NHS England) may affect reach and pace.	Changes in public health team have temporarily limited capacity. Timelines to be reviewed once new Consultant in Public Health in post.
B. Agree joint priorities	Coventry City Council Public Health	September	December	Public health staff capacity: Restructure with the NHS (ICB level and NHS England) may affect reach and pace.	Dependent on outcome of stage A.

C. Schedule joint workshop focussed on generating joint action plan	Coventry City Council Public Health	December	January		Dependent on outcome of stage B.
10. Invest in robust translation and interpretation services to ensure that all residents can effectively engage with health programmes (prevention, treatment and care). Measurements of appropriateness to include consistency of arrangements for migrants where English is not a first language and choice.					
Action	Lead/s	Start date	End date	Dependencies	Quarterly review of progress
Light touch review of current offer including a comparison with the “best in class” solutions used in Cities that have a similar proportion of residents require interpretation support	Coventry & Warwickshire NHS ICB	April	March	Restructure with the NHS (ICB level and NHS England) may affect reach and pace.	Coventry DPH report recommendations included in the agenda of the ICP Newly Arrived Communities Committee. Agreement to support all components including this action. Progress paused due to changes in the ICB (linked to restructure). Timelines to be reviewed once an appropriate ICB lead has been identified.

Lowest Priority Recommendations

11. Build on local tailored health protection campaigns to maximise:

- uptake of vaccination to align with UK immunisations schedule
- Engagement in age or other appropriate screening
- Awareness of infectious disease.

Action	Lead/s	Start date	End date	Dependencies	Quarterly review of progress
A. Light touch review of last 36 months of campaigns and options to boost through increased: <ul style="list-style-type: none"> • community involvement • targeting and tailoring • innovation • access opportunities 	Coventry & Warwickshire NHS ICB	April	March	Restructure with the NHS (ICB level and NHS England) may affect reach and pace.	Initial discussions at Coventry Immunisations Board have agreed this approach for immunisations. Screening discussion have been limited due to incoming changes in the commissioning/leadership arrangements for this theme. Timeline for actions to be reviewed once new NHS arrangements are clearer. Momentum on community engagement has been continued by Coventry City Council Public Health through launch of a 2025 health protection small grants scheme that is innovating ways to promote uptake of vaccination and awareness of infectious disease.
B. Agree joint action plan	Coventry & Warwickshire NHS ICB			Restructure with the NHS (ICB level and NHS England) may affect reach and pace.	Dependent on outcome of stage A.

12. Explore and expand opportunities for the co-production of local statutory sector strategies and frameworks with migrant groups as part of fostering community ownership and trust in services.

Action	Lead/s	Start date	End date	Dependencies	Quarterly review of progress
A. Pilot co-production in one priority statutory strategy (e.g. Public Health or Housing)	Coventry City Council Migration Team	April	March	Migration team staff capacity.	Action paused due to increased pressure on local areas to respond to new government priorities. This has limited the capacity across the team.

B. Evaluate pilot, capture lessons learned, and develop framework for embedding co-production across other strategies	Coventry City Council Migration Team	April	March	Migration team staff capacity.	Dependent on outcome of stage A.
13. Build on the Wellbeing Monitor community engagement project (focussed on Black African Communities) to establish sustainable models of building health literacy and service delivery that supports prevention, earlier diagnosis and treatment.					
<i>Action</i>	<i>Lead/s</i>	<i>Start date</i>	<i>End date</i>	<i>Dependencies</i>	<i>Quarterly review of progress</i>
A. Establish a health literacy advisory working group or strengthen existing forums for co-production	Coventry City Council Public Health	April	March	Public health team capacity	Capacity to develop limited by increased pressure on Council and NHS resources. Action paused.
B. Pilot co-production using one health theme as an example (e.g. mental health)	Coventry City Council Public Health	April	March	Public health team capacity	Dependent on outcome of stage A.
14. Build on local specialist support and advocacy for survivors of modern slavery through targeted training for professionals in Coventry on exploitation indicators and rights to care.					
<i>Action</i>	<i>Lead/s</i>	<i>Start date</i>	<i>End date</i>	<i>Dependencies</i>	<i>Quarterly review of progress</i>
Develop targeted training content on exploitation indicators and survivor rights to care	Coventry City Council Modern Slavery Lead	April	November	specialist input from NGOs and key agencies	Scoping of training content underway
Deliver training sessions to frontline professionals across health, housing, social care, and voluntary sectors	Coventry City Council Modern Slavery Lead	April	January	Finalised training content; scheduling with partner agencies	Dependent on outcome of stage A.
Evaluate training impact and integrate feedback into safeguarding procedures	Coventry City Council Modern Slavery Lead	April	March	Completion of training delivery; feedback from attendees	Dependent on outcome of stage A.
15. Schedule a series of asset based deeper dives into sub-groups of migrants with the aim of learning from their experiences to close equalities gaps (e.g. young people, women, older people).					
<i>Action</i>	<i>Lead/s</i>	<i>Start date</i>	<i>End date</i>	<i>Dependencies</i>	<i>Quarterly review of progress</i>

Identify priority sub-groups for deeper dives (e.g. young people, women, older people) through data analysis and community consultation	Coventry City Council Public Health	April	March	Public health staff capacity: Restructure with the NHS (ICB level and NHS England) may affect reach and pace	Changes in public health team combined with restructuring of ICB have temporarily limited capacity. Timelines to be reviewed once new Consultant in Public Health in post.
Develop engagement plans and tools tailored to each sub-group	Coventry City Council Public Health	April	March	Public health staff capacity: Restructure with the NHS (ICB level and NHS England) may affect reach and pace	Dependent on outcome of stage A.
Deliver deeper dive sessions, capturing lived experience and community-led solutions	Coventry City Council Public Health	April	March	Public health staff capacity: Restructure with the NHS (ICB level and NHS England) may affect reach and pace	Dependent on outcome of stage A.
Analyse findings, identify equality gaps, and recommend actions for service improvement	Coventry City Council Public Health	April	March	Public health staff capacity: Restructure with the NHS (ICB level and NHS England) may affect reach and pace	Dependent on outcome of stage A.