

JOINT HEALTH AND WELLBEING STRATEGY IMPLEMENTATION PLAN JUNE 2023



Bath & North East
Somerset Council

Improving People's Lives

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1.Context

This Implementation Plan translates the B&NES Joint Health and Wellbeing Strategy into some of the practical actions we are going to undertake to deliver on the priorities identified in the B&NES Health and Wellbeing Strategy.

Our Health and Wellbeing Strategy sets out a seven-year plan (2023-2030), to reduce inequalities and improve health and wellbeing for all. It identifies four priorities:

1. Ensure children and young people are healthy and ready for education
2. Improve skills, good work and employment
3. Strengthen compassionate and healthy communities
4. Create health promoting places

These priorities help us understand what is important to collectively focus on in order to deliver on the Health and Wellbeing Board's vision:

“Together we will address inequalities in Bath and North East Somerset so people have the best start in life, live well and age well in caring, compassionate communities, and in places that make it easier to live physically and emotionally healthy lives.”

The Joint Health and Wellbeing Strategy seeks to complement and strengthen existing and developing strategies in B&NES which help deliver on and support the vision of our strategy; aligning with the B&NES Council Corporate Plan, B&NES, Swindon and Wiltshire (BSW) Integrated Care Strategy, BSW Health Inequalities Strategy, the B&NES Economic Strategy, and the B&NES Local Plan.

We worked closely with colleagues from the NHS, local VCSE groups and the Council to identify and agree the key actions that will contribute towards reducing inequalities and improve health and wellbeing for all in B&NES. This implementation plan sets out those actions that will be taken by partners to deliver on the priorities identified by the strategy.

2. Our approach to implementing our Joint Health and Wellbeing Strategy

We have sought to link with existing strategies and work with existing capacity. For example, the Health and Wellbeing Board and the Integrated Care Alliance work collaboratively towards achieving improved health and wellbeing outcomes for our population, with the ICA having responsibility for oversight and assurance of the delivery of identified actions in the B&NES Health and Wellbeing Strategy's Implementation Plan.

Similarly, the B&NES Health and Wellbeing Strategy's Implementation Plan contains employment-related actions that will sit within the Economic Strategy once that is finalised. The actions have been included in the Health and Wellbeing Strategy Implementation Plan due to their impact on people's health, wellbeing, and inequalities.

All actions in this Implementation Plan are owned by a key partnership, team, or subgroup of the Health and Wellbeing Board. These owners have taken responsibility for ensuring work is delivered on the agreed actions, will report on progress to the Health and Wellbeing Board, and will bring related issues to the Board for further intelligence sharing, discussion and development as appropriate.

The Joint Health and Wellbeing Strategy sets out four principles: tackling inequalities, adapting and building resilience to climate change, sharing responsibility and engaging for change, and delivering for all life stages. We strongly encourage partners to always consider these when planning for, delivering and reporting on their activities.

This Implementation Plan will be reviewed and updated in 2024.

3. What will we measure?

An indicator set is being developed which will help the Board understand changes to population health, wellbeing and inequalities, such as changes in the gap in educational achievement or the percentage of people smoking for example. The indicator set will also include longer term and overarching indicators including healthy life expectancy which are outside the scope of this Implementation Plan on its own to influence. Understanding changes in the health of the population will help the Health and Wellbeing Board frame discussions to focus its work on addressing inequality and improving health and wellbeing for all.

A process by which implementation of the Strategy and its impact will be monitored, understood and reported back to the Board for discussion and assurance is in development and will be finalised shortly.



Priority 1: Ensure that children and young people are healthy and ready for learning and education
Intended outcome: All our children are healthy and ready for learning and education.

Strategy Objective	Action/s	Milestone and timeframe	Partnership responsible for leading delivery	Others involved in delivering action	Role of Health and wellbeing Board
1.1 Strengthen family resilience to ensure children and young people can experience the best start in life	<p>Implement Best Start in Life Action Plan</p> <p>Work towards a shared trauma informed resilience approach</p> <p>Ensure constant promotion of existing and new services so practitioners and families know what support is available</p>	<p>By 2024</p> <p>Shared approach agreed by 2028</p> <p>Ongoing. Monitor number of self-referrals come through intervention and early help services</p>	Prevention and Early Intervention sub-group of the BCSSP	Multi agency, including BSW Local Maternity and Neonatal System, VCSE, early years settings, educational institutions, all commissioned providers, healthcare services including primary care	To receive updates on progress and champion work when relevant
1.2 Improve timely access to appropriate family and wellbeing support	<p>Ensure continuity of early help offer.</p> <p>New family therapy AWP provision</p> <p>Progress work towards a family</p>	<p>Report on uptake and outcomes</p> <p>April 2024</p>	Prevention and early intervention sub-group of BCSSP	BSW Local Maternity and Neonatal System, Schools, Early Years Settings, all educational settings, VCSE groups, CAMHS,	To receive updates on progress and champion work when relevant

Strategy Objective	Action/s	Milestone and timeframe	Partnership responsible for leading delivery	Others involved in delivering action	Role of Health and wellbeing Board
	hub/Multi-Disciplinary Team approach to support families linked to new Integrated Neighbourhood Team model	Work to reach agreement to pilot locally by 2028		healthcare services including primary care	
1.3 Reduce the existing educational attainment gap for disadvantaged children and young people	<p>Improve Disadvantaged Educational Outcomes Programme (IDEOP) to commission work to provide intensive support for children eligible for free school meals, Children Looked After (CLA), SEND and BAME to support them to achieve better outcomes at school</p> <p>Continue to work alongside schools and social care to reduce exclusions</p>	<p>Work with group of school leaders to design improvement strategy by April 2023</p> <p>One day conference to share findings May 2025</p> <p>Clear guidance around suspensions and exclusions for all</p>	St Johns Charity and B&NES Children and Education Services	Education Inclusion Service Virtual School, VCSE, educational institutions, SEND Transitions. Local inclusion partnerships	Receive progress reports on action and champion work when relevant

Strategy Objective	Action/s	Milestone and timeframe	Partnership responsible for leading delivery	Others involved in delivering action	Role of Health and wellbeing Board
	<p>and suspensions for all children open to social care but with a specific focus on CLA and Children with Protection Plans (CPP) in place</p> <p>Continue affordable schools work</p>	<p>young people open to social care. All suspensions for CLA to be reviewed by the Virtual school. Enhanced support for all CYP to avoid permanent exclusions</p> <p>September 2023</p> <p>15 more schools engaged in poverty proofing project . Annual report on progress April 2024</p>			
1.4 Ensure services for children and young people who need support for emotional health and wellbeing are needs-led and tailored to respond and provide appropriate care and support (from early help to	<p>Retain commissioned services</p> <p>Influence ICA to invest and take action to address emotional wellbeing and mental health</p> <p>Use and refresh Dynamic Support</p>	<p>Ongoing</p> <p>By 2025 see investment reflect percentage of CYP in population</p>	CYP Emotional Health and Wellbeing subgroup	Children's services B&NES/Oxford Health, BSW, relevant VCSE groups, healthcare services, educational settings	Receive progress reports on action and champion work when relevant

Strategy Objective	Action/s	Milestone and timeframe	Partnership responsible for leading delivery	Others involved in delivering action	Role of Health and wellbeing Board
statutory support services)	<p>Register and Care, Education and Treatment plans to ensure support provided is needs led and tailored to child</p> <p>Improve transition processes between children and young people and adult services (physical and MH provision)</p>	Update on progress 2024.			



Priority 2: Improve skills, good work and employment

Intended outcome: More people are working in jobs that support their health and wellbeing

Objectives	Action/s	Milestone and timeframe	Partnership or team responsible for leading delivery	Others involved in the delivery	Role of the Health and Wellbeing Board
<p>2.1. Work with education providers and other partners to provide robust and inclusive pathways into work and including for disadvantaged young people</p>	<p>Map future skills requirements, including in major projects and emerging sectors, and work with skills providers on relevant course provision such as Adult Education Budget (AEB) and the FWD project (formerly iStart)</p> <p>Prioritise projects to address barriers to employment for young people, including care leavers and those with SEND, vulnerable learners</p> <p>Improve access to support by</p>	<p>To agree following finalisation of the economic strategy</p>	<p>Sustainable communities Directorate B&NES</p>	<p>Bath college, Careers Hub, Universities, local employers, Adult Social Care, CYP subgroup, VCSE groups , educational settings</p>	<p>Consider own roles as employers in inclusive employment</p> <p>Receive progress updates</p>

Objectives	Action/s	Milestone and timeframe	Partnership or team responsible for leading delivery	Others involved in the delivery	Role of the Health and Wellbeing Board
	providing clarity to the extensive and complex employment and skills ecosystem through high quality and impartial IAG				
2.2. Work with local employers to encourage, incentivise and promote good quality work	<p>Encourage partners and local businesses to sign up to WECA Good Employment Charter</p> <p>B&NEs council to lead by example and support partners and local businesses to transition into an Employer of choice</p>	To agree following finalisation of the economic strategy	Sustainable communities Directorate B&NES	B&NES council, local employers, including VCSE, educational settings and public sector	<p>Collaborate as B&NES anchor institutions (and major employers) to review and adopt good work practices</p> <p>Receive updates on progress</p>
2.3 Support the development of and access to an inclusive labour market, focusing on engaging our populations most at	Create and deliver an inclusive employment and skills plan for Bath and North East Somerset, ensuring UKSPF supports	To agree following finalisation of the economic strategy	Sustainable Communities Directorate	Local employers, employees, VCSE groups, anchor institutions	Consider own roles as employers in inclusive employment

Objectives	Action/s	Milestone and timeframe	Partnership or team responsible for leading delivery	Others involved in the delivery	Role of the Health and Wellbeing Board
<p>risk of inequalities in accessing and maintaining good work</p>	<p>B&NES requirements</p> <p>Promote the Disability Confident Employer scheme and increase our own levels and be an employer who can encourage local employers to enhance the recruitment, retain and develop residents with disabilities</p> <p>Through the FWD programme, offer an alternative and inclusive structure to training that addresses barriers to training not addressed through existing provision, and has embedded routes to employment</p>				<p>Receive progress updates</p>

Objectives	Action/s	Milestone and timeframe	Partnership or team responsible for leading delivery	Others involved in the delivery	Role of the Health and Wellbeing Board
<p>2.4 Prioritise inclusiveness and social value as employers, purchasers and investors in the local economy</p>	<p>Collaborate as B&NES anchor institutions (and major employers) to review and adopt good work practices</p> <p>Use social value to promote apprenticeships for vulnerable groups</p>	<p>To agree following finalisation of the economic strategy</p> <p>HWB Board partners will commit to support individuals from vulnerable groups with apprenticeships, jobs and work placements</p> <p>Social value targets/impact evaluation (such as confidence, feeling in control of life,etc), are embedded within Employment and Skills projects, in addition to traditional targets around referrals, into employment etc.</p>	<p>Sustainable Communities Directorate</p>	<p>Anchor institutions, Local businesses, VCSE, Future Ambitions Board</p>	<p>Collaborate as B&NES anchor institutions (and major employers) to review and adopt good work practices</p>



Priority 3: Strengthen compassionate and healthy communities

Expected Outcome: Our communities are compassionate and support individuals to be healthy and well

Strategy Objective	Action/s	Milestone and timeframe	Partnership responsible for leading delivery	Others involved in delivering action	Role of Health and wellbeing Board
3.1 Infrastructure that encourages and enables individuals, organisations and networks to work together in an inclusive way, with the shared aim of supporting people in need and building strong local communities	Implement community wellbeing hub strategy	Community Wellbeing Hub Strategy implemented 2023-2030 (TBC)	Transformation Strategy & Governance Directorate B&NES	VCSE organisations, ICA, B&NES, health and care providers	Receive updates on progress of strategy Promote and champion relevant services
3.2 Enable and encourage proactive engagement in health promoting activity at all ages for good quality of life	Implement health improvement strategy Cultural strategy to include activities that support/promote wellbeing	To update once strategy agreed Strategy agreed spring 2024	B&NES Public Health Team Heritage Team B&NES	HCRG providers group, VCSE organisations, Primary Care Networks (PCNs)	Receive updates on progress of strategy Promote and champion relevant services and activity

Strategy Objective	Action/s	Milestone and timeframe	Partnership responsible for leading delivery	Others involved in delivering action	Role of Health and wellbeing Board
<p>3.3 Develop a strategic approach to social prescribing to enable people to remain healthy and manage physical and mental health conditions (Cross referenced to ICA's priorities 2,3 and 4 and relevant cross cutting themes)</p>	<p>Establish a framework for social prescribing across B&NES – include mapping of existing services, identification of gaps in provision and develop a shared definition of what social prescribing means in B&NES</p>	<p>B&NES Social prescribing framework in place by Summer 2024</p>	<p>ICA</p>	<p>Community Wellbeing Hub, Wider VCSE, PCNs, etc.</p>	<p>Receive updates on progress of strategy Promote and champion relevant services</p>



Priority 4: Create Health Promoting Places

Intended Outcome: Our places promote health and wellbeing and reduce inequalities

Objectives	Action/s	Milestone and timeframe	Partnership or team responsible for leading delivery	Others involved in the delivery	Role of the Health and Wellbeing Board
4.1 Utilise the Local Plan as an opportunity to shape, promote and deliver healthy and sustainable places and reduce inequalities	Key policies included in the Local Plan that promote health and wellbeing and support the implementation of the ecological emergency action plan e.g. policies that promote: <ul style="list-style-type: none"> - Access to green space - Active travel - Access to healthy food - Accessible/safe housing for aging population 	Relevant policies included in the Local Plan by 2025	Sustainable communities	LA teams – transport, Public Health, etc. Local communities. Housing associations, VCSE organisations,	Receive report on health impact assessment analysis of Local Plan. Support implementation of relevant elements of Local Plan
4.2 Improve take up of low carbon affordable warmth support for private	Develop an overarching “Housing & Delivery Strategy”,	Housing & Delivery Strategy adopted by 2024	Sustainable communities Leadership Team	West of England Heads of Housing Partnership; Social housing providers,	Receive updates on progress and champion and

Objectives	Action/s	Milestone and timeframe	Partnership or team responsible for leading delivery	Others involved in the delivery	Role of the Health and Wellbeing Board
housing; and encourage B&NES social housing providers to provide low carbon affordable warmth for existing social housing to help prevent damp and mould, and cold-related illnesses	incorporating action plans for affordable warmth measures, such as, improving information & signposting; working with Regulated Providers (RPs) and other partners at West of England level to promote & encourage low carbon affordable warmth etc	<p>Create a Damp & Mould Charter: Establish a common standard of approach and set of commitments, which all 31 RPs operating in BANES will be invited to sign up to Jan 2024</p> <p>Compile damp and mould tool kit for landlords. Jan 2024</p> <p>West of England based RP forum identified (or established) where affordable warmth best practice identified and shared by 2024</p>		private landlords, Homes West Partnership etc	support work where relevant.
4.3 Maximise opportunities in legislation to	Develop an overarching "Housing &	Housing & Delivery Strategy adopted. 2023/2024	Sustainable communities directorate/NHS/	Registered Providers; Private	Receive updates on progress and champion and

Objectives	Action/s	Milestone and timeframe	Partnership or team responsible for leading delivery	Others involved in the delivery	Role of the Health and Wellbeing Board
facilitate targeted private rented sector inspection programme to ensure the minimum statutory housing and energy efficiency standards are met	<p>Delivery Strategy” incorporating action plans for the regulation and improvement of housing conditions</p> <p>Commission housing condition survey modelling</p> <p>Assess the evidence for a further discretionary licensing scheme within B&NES</p>	<p>Stock Condition report and data base completed 2024</p> <p>Assessment completed 2024</p>	Housing Associations	landlords & other partners.	support work where relevant
4.4 Improve equitable access to physical and mental health services for all ages via the development of Integrated Neighbourhood Teams (INTs), community-based specialist services	<p>Design and implement Integrated Neighbourhood teams, taking into consideration existing local models and experience</p> <p>Ensure visibility of wide range of</p>	Pilot initiated with two Primary Care Networks with initial focus on frailty. Spring 2023	ICA	Community Wellbeing Hub/VCSE groups, B&NES, Mental Health Providers, primary care (PCNs), community healthcare services	Receive progress updates, champion and drive forward work where relevant

Objectives	Action/s	Milestone and timeframe	Partnership or team responsible for leading delivery	Others involved in the delivery	Role of the Health and Wellbeing Board
and our specialist centres (Cross referenced to ICA's priorities 1, 2,3 and 4 and relevant cross cutting themes)	services that are available are known by all (Review previous approaches to directories)				
4.5 The NHS, LA, Third Sector and other partners to increasingly embed prevention and inequalities action into their planning and prioritisation (Cross referenced to ICA's priorities 2 and relevant cross cutting teams)	Establish B&NES health inequalities network Develop B&NES health inequalities plan To influence population outcomes group to left shift resources to focus on babies, children and young people	Health inequalities network established Autumn 2023	ICA	B&NES Council directorates, VCSE organisations, NHS partners, healthcare providers local businesses	Support and champion work of inequalities network Receive reports from inequalities network on key inequalities issues relating to strategy Support focus on preventative work through agenda and papers for HWB

5. Glossary of terms

Acronym	Full form	Definition
B&NES Council	Bath and North East Somerset Council	The local authority for Bath and North East Somerset, responsible for a range of vital services for people and businesses in the area.
B&NES ICA	Bath and North East Somerset Integrated Care Alliance	This is the 'place-based' subcommittee of the BSW NHS Integrated Care Board. It brings together representatives from the Hospital Trusts; the Local Authority; the Integrated Care System; Primary Care Networks; Healthwatch; Social Care; and the Third Sector.
BANES	Bath, and North East Somerset	This refers to the area of Bath and North East Somerset rather than the council.
BCSSP	Bath and North East Somerset Community Safety and Safeguarding Partnership	The community and safeguarding partnership for the local area which coordinates local work to maximise the integration of safeguarding children and adults with community safety.
BSW ICS	Bath and North East Somerset, Swindon and Wiltshire Integrated Care Strategy	The BSW Integrated Care Strategy sets out BSW Together's ambition as partners working across the health, social care, voluntary and other sectors to support the people of BSW to live happier and healthier for longer.
CAMHS	Child and Adolescent Mental Health Services	The term used for all services that work with children and young people who have difficulties with their mental health or wellbeing.
CYP	Children and Young People	
HWB	Health and Wellbeing Board	A Health and Wellbeing Board is a formal statutory committee of the local authority. It provides a forum where political, clinical, professional and community leaders from across the health and care system come together to improve the health and wellbeing of their local population and reduce health inequalities.
HWS	Health and Wellbeing Strategy	A Health and Wellbeing Strategy identifies priorities for health and wellbeing for local populations and the approaches that will be taken to bring about improvements in these areas.

INT	Integrated Neighbourhood Team	Multi-disciplinary teams, which enable care to be better coordinated and offer care closer to where people live at the right time.
PCN	Primary Care Network	These are groups of GP practices working together with community, mental health, social care, pharmacy, hospital and voluntary services in their local areas.
SEND	Special Educations Needs/Disability	A child or young person has special educational needs and disabilities if they have a learning difficulty and/or a disability that means they need special health and education support, this is often shortened to SEND
UK SPF	UK Shared Prosperity Fund	National UK Shared Prosperity Fund (UKSPF), succeeds the old European Union structural funds. The fund invests in local priorities; communities and place, support for local businesses and people and skills.
VCSE	Voluntary, Community and Social Enterprise	The VCSE sector is a term that includes any organisation (incorporated or not) working with Social Purposes. This ranges from small community based groups/schemes (Good Neighbour Schemes, 'Stitch & Knit' or Cubs & Brownies etc.), through to larger registered Charities that operate locally, regionally & nationally.
WECA	West of England Combined Authority	The West of England Combined Authority is a combined authority within the West of England area, consisting of the local authorities of Bristol, South Gloucestershire, and Bath and North East Somerset. It is responsible for some areas of planning, skills, and local transport.