

Date of issue: Wednesday, 15 January 2020

**MEETING:**

**SLOUGH WELLBEING BOARD**

Councillor Pantelic, Lead Member for Health and Wellbeing (Chair)  
Dr Jim O'Donnell, East Berkshire Clinical Commissioning Group, Slough Locality (Vice Chair)  
Cate Duffy, Director of Children, Learning and Skills  
Superintendent Sarah Grahame, Thames Valley Police  
Lisa Humphreys, Slough Children's Services Trust  
Ramesh Kukar, Slough CVS  
Tessa Lindfield, Director of Public Health  
Councillor Nazir, Lead Member for Housing & Community Safety  
Dough Buchanan, Royal Berkshire Fire and Rescue Service  
Colin Pill, Chair of the Healthwatch Slough Board  
David Radbourne, NHS England  
Alan Sinclair, Director of Adults and Communities  
Aaryaman Walia, Slough Youth Parliament Representative  
Josie Wragg, Chief Executive, Slough Borough Council  
NHS Acute and Community Sector Representative  
Local Business Representative

**DATE AND TIME:**

THURSDAY, 23RD JANUARY, 2020 AT 5.00 PM

**VENUE:**

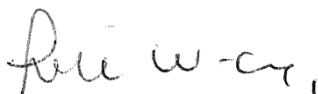
COUNCIL CHAMBER - OBSERVATORY HOUSE, 25 WINDSOR ROAD, SL1 2EL

**DEMOCRATIC SERVICES OFFICER:**  
(for all enquiries)

JANINE JENKINSON  
01753 875018

NOTICE OF MEETING

You are requested to attend the above Meeting at the time and date indicated to deal with the business set out in the following agenda.



**JOSIE WRAGG**  
Chief Executive

**AGENDA  
ITEM**

**REPORT TITLE**

**PAGE**

**WARD**

**AGENDA  
PART I**

Apologies for absence.

**CONSTITUTIONAL MATTERS**

- |    |  |       |   |
|----|--|-------|---|
| 1. | Declarations of Interest   | -     | - |
|    | <i>All Members who believe they have a Disclosable Pecuniary or other Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 4 paragraph 4.6 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed.</i> |       |   |
| 2. | Minutes of the last meeting held on 13th November 2019   | 1 - 6 | - |

**ITEMS FOR ACTION / DISCUSSION**

- |    |                                    |        |     |
|----|------------------------------------|--------|-----|
| 3. | Draft Wellbeing Strategy 2020-2025 | 7 - 24 | All |
|----|------------------------------------|--------|-----|

**FORWARD PLANNING**

- |    |                                     |         |     |
|----|-------------------------------------|---------|-----|
| 4. | Slough Wellbeing Board Forward Plan | 25 - 30 | All |
|----|-------------------------------------|---------|-----|

**ITEMS FOR INFORMATION**

- |    |  |         |   |
|----|--|---------|---|
| 5. | Attendance Report                      | 31 - 32 | - |
| 6. | Date of Next Meeting - 24th March 2020 | -       | - |

Press and Public

**Attendance and accessibility:** You are welcome to attend this meeting which is open to the press and public, as an observer. You will however be asked to leave before any items in the Part II agenda are considered. For those hard of hearing an Induction Loop System is available in the Council Chamber.

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In addition, the law allows members of the public to take photographs, film, audio-record or tweet the proceedings at public meetings. Anyone proposing to do so is requested to advise the Democratic Services Officer before the start of the meeting. Filming or recording must be overt and persons filming should not move around the meeting room whilst filming nor should they obstruct proceedings or the public from viewing the meeting. The use of flash photography, additional lighting or any non hand held devices, including tripods, will not be allowed unless this has been discussed with the Democratic Services Officer.

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**Slough Wellbeing Board – Meeting held on Wednesday, 13th November, 2019.**

**Present:-** Councillor Pantelic (Chair), Dr Jim O'Donnell (Vice-Chair), Cate Duffy (until 6.25pm), Lisa Humphreys, Ramesh Kukar, Tessa Lindfield, Colin Pill, Alan Sinclair and Josie Wragg

**Apologies for Absence:-** Superintendent Grahame, Councillor Nazir and Slough Youth Parliament Representative, Aary Walia

**PART 1**

**20. Declarations of Interest**

The Chair reported that she was no longer a governor of the Frimley Health NHS Foundation Trust.

**21. Minutes of the last meeting held on 25th September 2019**

**Resolved** - That the minutes of the meeting held on 25th September 2019 be approved as a correct record.

**22. Developing the Future Priorities of the Slough Wellbeing Board**

Consideration was given to a report that set out the proposed future priorities of the Slough Wellbeing Board.

A development session was held on 3<sup>rd</sup> October 2019 for members of the Board. An external facilitator had been engaged to co-ordinate the session and assist with the development of the Board's future priority areas of work. During the session, information regarding the Council's strategic partnerships, the role of Frimley Integrated Care System and data relating to the Borough's health inequalities and wider determinants of health were discussed. Part of the development process involved recognising the areas the Board could 'lead on' and the areas the Board could 'influence'. Resulting from the session, the four priorities were proposed as: workplace health, integration, starting well and community resilience.

A discussion ensued, during which the following points were raised:

- The absence of a business representative on the Board was noted. The importance of partnership working to ensure economic development, housing and environmental issues were highlighted.
- In relation to building community resilience – the role of community and voluntary groups was discussed. In particular, the importance of peer-to-peer support.

- It was recognised that in a number of areas such as deprivation, poverty and housing, the Board would have to engage in partnership working to exert its role as an 'influencer'.
- The role of education, skills and up-skilling residents to enable people to gain decent paying employment was discussed. Whilst it was recognised that the Board was unable to deliver in these areas, working in partnership the Board could influence employers to offer training and to pay the living wage.
- It was agreed that the areas the Board could deliver and those it could influence should be clearly set out in the revised Slough Wellbeing Strategy.
- There was discussion about indirect solutions to complex issues, such as housing. It was explained that household overcrowding often prevented young people from having the space and opportunity to study at home. The use of libraries and hub spaces as study spaces provided a solution to one of the detrimental impacts of inadequate housing provision.

Following the discussion, it was agreed that the Director of Adults and Communities, Service Lead Public Health, Chief Executive Officer, Slough CVS, along with support from the Service Lead, Strategy and Performance and Policy Insight Analyst would continue work to establish the areas the Board would deliver and those areas it could influence.

In addition, it was agreed that a five, rather than three year Strategy would allow the Board the time to deliver its priorities. A draft version of the Slough Wellbeing Board Strategy would be presented at the meeting on 23<sup>rd</sup> January 2020 for further discussion.

**Resolved –**

- (a) That the following key areas for the Slough Wellbeing Board to prioritise its work over the next five years be agreed as: workplace health, integration, starting well and community resilience.
- (b) That the draft Slough Wellbeing Board Strategy be presented at the meeting on 23<sup>rd</sup> January 2020.

**23. Annual Director of Public Health Report (2019) Berkshire - A Good Place to Work**

The Strategic Director of Public Health for Berkshire introduced the report that summarised the Annual Director of Public Health Report (ADPHR) 2019: Berkshire – A Good Place to Work, which focussed on workplace health and wellbeing.

Every year the Strategic Director of Public Health had a statutory responsibility to produce an ADPHR. The report aimed to inform residents of health issues in their community, inspire action and guide decision makers' priorities, and ultimately reduce local health inequalities. This year's report focussed on work and health. The topic had been selected due to the strong relationship between work, health and the opportunity in workplaces to take action to improve health and wellbeing.

Evidence showed that 'good work' improved health and wellbeing, by connecting people, providing a stable income, social interaction and a sense of identity and purpose. Unemployment was associated with an increased risk of poorer health, including limiting long-term illness, heart disease, poor mental health and health harming behaviour.

The relationship between work and health was symbiotic: good work was good for people's health, and people in the best health were more productive and good for business. The benefit of improving workplace health extended beyond the individual worker. For an employer, a healthy resilient workforce took fewer sick absences, had better productivity and longer careers before retiring. From an economic and wider societal view, an unhealthy workforce could lead to increased healthcare costs, increased informal caregiving, increased long-term sickness and a loss in productivity.

The key messages of the report were:

- The work place was an ideal venue for improving health. Workplace health was a win:win for population health, employees and employers.
- Berkshire had relatively high levels of employment; the top industries were professional, scientific and technical, information and communication. Berkshire had a higher proportion of people in managerial and professional positions than the average in the England.
- Two major employers in Berkshire were the NHS and local authorities.
- There was evidence that improving the health of the workforce assisted productivity. Work places were changing and there was a need to adapt approaches to meet the needs of flexible employees and freelancers.
- Evidence showed that engaged and committed organisational leadership, working closely with employees was critical for success.
- Robust Human Resources (HR) policies were the bedrock of workplace health and wellbeing.
- Access to good work was easier for some – employment rates varied depending on gender, ethnicity, and disability.
- Evidence showed that people in Slough had significantly more years of life in poor health than the national average.

Following the conclusion of the presentation, the Chair invited Board members to comment and ask questions.

During the course of a wide-ranging discussion, the following points were raised:

- Females in Slough had more years in poor health than males. There was some discussion about why this was the case, including the uptake of habits such as drinking and smoking in younger years.
- It was queried if any studies had been undertaken to show the cost to the NHS of social care resulting from preventable poor health issues. It was suggested that there would be a 'shock value' in sharing information about preventative health measures and the positive impact these can have on the number of years a person spent in good health.
- It was noted that good health was not solely the responsibility of the individual, but rather a number of external factors, including deprivation, influenced a person's overall health.
- Sickness absence rates were increasing and presenteeism had increased by three times since 2010. It was noted that presenteeism was often not given due consideration during the development of HR policies.
- The nature of work was changing, increasingly people were working flexibly and one in ten people in the UK worked in the 'gig economy'.
- The challenge for small businesses to keep pace with the changing nature of the work environment was noted. It was reported that the Council's Public Health Team would be considering how work based health initiatives could be implemented in small businesses.
- It was noted that in 'anchor institutions' such as the NHS and local authorities, employees could be influenced by requiring them to undertake mandatory training. However, often it was motivation rather than a lack of information that was a barrier to people taking up healthy lifestyles.

**Resolved –**

- (a) That the report be noted.
- (b) That the workplace health and wellbeing recommendations set out in the ADPHR be included in the Slough Wellbeing Board Strategy.

*(Cate Duffy left the meeting)*

**24. Forward Work Programme**

In view of the refresh of the Board's priorities, it was agreed to delete the 'unprogrammed items' currently listed on the Forward Plan, with the exception of 'refresh of JSNA', which the Board was required to undertake.

It was agreed that it would be beneficial to schedule two items for discussion at each meeting, to allow Board members sufficient opportunity to consider each report in detail.

**Resolved –**

- (a) That the Slough Wellbeing Board Strategy be presented at the meeting on 23<sup>rd</sup> January 2020.
- (b) That the number of items for discussion at each meeting be limited to two, in order to allow the Board sufficient opportunity to consider each report in detail.
- (c) That, with the exception of 'refresh of JSNA' all the 'unprogrammed items' currently listed on the Forward Plan be deleted.

**25. Better Care Fund Plan 2019-20**

Consideration was given to a report that presented the Slough Better Care Fund Plan 2019-20.

**Resolved** - That the content of the Slough Better Care Fund Plan 2019-20 be noted.

**26. Update on Immunisations and the Slough Local Action**

Consideration was given to a report that provided an update regarding immunisation uptake work taking place in Slough, including the work of the Slough Immunisation Partnership set out in the Slough Local Action Plan 2019-2021.

**Resolved -**

- (a) That the current work happening across the system for immunisation, including the work of the Slough Immunisation Partnership be noted.
- (b) That the Board reviewed and was satisfied the current draft of the Local Action Plan for Immunisations had actions tailored to the needs of Slough and relevant partners were addressing the relatively lower uptake and health inequalities in immunisations.

**27. Attendance Report**

**Resolved** - That the Attendance Report be noted.

**28. Date of Next Meeting - 23rd January 2020**

**Resolved** - That the date of the next meeting was confirmed as 23<sup>rd</sup> January 2020.

Chair

(Note: The meeting opened at 5.00pm and closed at 6.31 pm)



**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Slough Wellbeing Board

**DATE:** 23<sup>rd</sup> January 2020

**CONTACT OFFICER:** Dean Tyler, Service Lead Strategy and Performance Service

(For all Enquiries) (01753) 875847

**WARD(S):** All.

**PART I****FOR COMMENT AND CONSIDERATION****DRAFT WELLBEING STRATEGY: 2020-2025****1. Purpose of Report**

To provide an opportunity for members of the Wellbeing Board to view, discuss and provide comment on the working draft of the Wellbeing Strategy: 2020-2025.

**2. Recommendation(s)/Proposed Action**

The Board is requested to provide their comments on the working draft. In particular, the Board is requested to provide feedback and steering around the following points:

- How do we ensure the agreed outcomes are reached?
- For the priorities where the board is influencing, rather than leading, how do we oversee the work of other boards leading on this work?
- How do we achieve quick wins around these priorities?

**3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan****3a. Slough Joint Wellbeing Strategy Priorities**

The Slough Wellbeing Strategy 2016-2020 was launched at the Board's partnership conference in September 2016. It explains the role of the Slough Wellbeing Board and how it has set itself an ambition to set strategic direction for partnership working in Slough. The Strategy describes the relationship between the Board and the wider partnership network in Slough and how it can 'hold the ring', by coordinating activity to make the best use of resources in achieving common outcomes. The Wellbeing Strategy includes four priorities:

1. Protecting vulnerable children
2. Increasing life expectancy by focusing on inequalities
3. Improving mental health and wellbeing
4. Housing

As the current strategy is coming to an end, this draft strategy is being developed as the new Slough Wellbeing Strategy for 2020-2025.

### 3c. **Council's Five Year Plan Outcomes**

The work of the Board and the Wellbeing Strategy contributes to the five priority outcomes in the Council's Five Year Plan:

- Outcome 1: Slough children will grow up to be happy, healthy and successful
- Outcome 2: Our people will be healthier and manage their own care needs
- Outcome 3: Slough will be an attractive place where people choose to live, work and stay
- Outcome 4: Our residents will live in good quality homes
- Outcome 5: Slough will attract, retain and grow businesses and investment to provide opportunities for our residents.

### 4. **Other Implications**

- (a) Financial – There are no financial implications directly resulting from the recommendations of this report.
- (b) Risk Management - There are no identified risks associated with the proposed actions.
- (c) Human Rights Act and Other Legal Implications - There are no direct legal implications. The specific activity in the Wellbeing Strategy and other plans may have legal implications which will be brought to the attention of the Council's Cabinet separately. There are no Human Rights Act Implications.
- (d) Equalities Impact Assessment - There is no requirement to complete an Equalities Impact Assessment (EIA) in relation to this report.

### 5. **Supporting Information**

- 5.1 The current Wellbeing Strategy is due to end in 2020. As such, a new strategy needs to be developed for the period 2020:2025.
- 5.2 In October, members of the Board met for an 'Away Day' at Arbour Park, in order to begin deciding the priorities of the Wellbeing Board for the next five years. A long list of potential priorities was drawn together that day, and it was agreed that a smaller group would work together to agree a final list of priority areas.
- 5.3 The group (formed of Alan Sinclair, Ramesh Kukar, Liz Brutus, with Dean Tyler and Ellie Gaddes for policy support) proposed a shorter list of priorities:
  - Overarching Aim: Tackling Poverty and Reducing Inequalities
  - Priority One: Workplace Health
  - Priority Two: Integration
  - Priority Three: Building Community Asset Resilience
  - Priority Four: Starting Well
- 5.4 These priorities were agreed by the Wellbeing Board at the meeting on the 13<sup>th</sup> November. It was also agreed that the same group would go away and begin developing these priorities into the 2020:2025 Strategy.

- 5.5 To do this, the group met in December, and agreed that they would form Task and Finish groups around each priority, calling on other members of the Board and staff from their organisations with expertise in these areas.
- 5.6 The four Task and Finish groups developed a set of proposed actions and outcomes for each area. These were written up to form the basis of the draft of the new Wellbeing Strategy.
- 5.7 The current draft of the Strategy can be found in Appendix A of this report. This draft is a working draft, and members of the Board are requested to provide feedback, comments and guidance, in order for this Strategy to continue being developed.

6 **Comments of Other Committees**

None

7. **Conclusion**

The draft Slough Wellbeing Strategy 2020-2025 is currently being developed. Members of the Board are requested to provide feedback, comments, and guidance, in order for this Strategy to continue being developed.

8. **Appendices Attached**

A - Slough Wellbeing Strategy: 2020-2025 (Working Draft)

9. **Background Papers**

None

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# **Slough Wellbeing Strategy**

**2020-2025**

*First Draft of the Wellbeing Strategy. January 2020.*

*Word version. Once wording is finalised, this version will be sent to the communications team at Slough Borough Council for formatting.*

## **Contents Page**

*To be inserted after the document is finalised.*

## **The Slough Wellbeing Strategy at a Glance**

*Summary of the document – to be written once the main content of the strategy is agreed.*

## **What is the Slough Wellbeing Strategy?**

The Wellbeing Strategy for Slough is the overarching plan to improve the health and wellbeing of residents in the Borough. It has been created by the Slough Wellbeing Board, a partnership between organisations from the public, private and voluntary sectors in Slough.

### **The Slough Wellbeing Board**

Every local authority is required to have a Health and Wellbeing Board. The task of improving wellbeing in the local area is something best tackled by a range of organisations working together. The Wellbeing Board therefore brings together key organisations from the area, including representatives from the public, private and voluntary sector.

In Slough, we have made a deliberate decision to widen membership beyond the statutory requirements. This allows us to engage with a greater range of partners and work more fully across the borough. We have also called our partnership the 'Slough Wellbeing Board' rather than the Health and Wellbeing Board, to reflect our chosen focus on the wider determinants of the wellbeing of the people of Slough.

The Wellbeing Board consists of senior representatives from:

- Slough Borough Council
- East Berkshire Clinical Commissioning Group
- NHS England
- Berkshire Public Health
- Thames Valley Police
- Royal Berkshire Fire and Rescue Service
- Slough Children's Services Trust
- The Voluntary and Community Sector
- Healthwatch Slough
- Slough Youth Parliament

As well as the priority areas the Wellbeing Board works on, it also has a set of statutory responsibilities. These can be found in Appendix One.

### **Health and Wellbeing in Slough: The Context**

Slough is a unique area, and as such, faces unique challenges.

The Borough of Slough has a total population of around 149,000 people. This population is relatively young, with Slough's average age estimated to be only 34.8. Since the 1930s, people from across the world have made Slough their home, making Slough one of the most diverse authorities in the country.

Located to the west of London, Slough is a densely populated urban area. High levels of personal car use mean there is significant congestion and poor air quality. However, despite the urban nature of the borough and its industrial history, Slough has more than 2.54 square kilometres of parks and open spaces. The council has also recently invested in brand new leisure facilities, including gyms and leisure centres, swimming pools and an ice rink.



Slough has pockets of deprivation, and some neighbourhoods offer specific challenges. There are also inequalities in health, primarily between different areas of the borough and between different ethnic groups. Life expectancy in Slough is lower than the average for the rest of the South East, and physical inactivity, cardiovascular disease, obesity and diabetes are high. Slough also has high-rates of preventable ill health amongst children - including obesity, tooth decay and higher levels of hospital admissions for long-term conditions such as asthma.

### **How the Strategy was Developed**

The Slough Wellbeing Board began developing this strategy during the autumn of 2019. Members of the board attended a workshop in October to begin agreeing the priorities that would shape the work of the board over the next five years. In this workshop, they heard from members of staff from several different partner organisations on the current context in Slough and the health and wellbeing issues facing residents.

Some of the key points raised in these discussions were:

- In Slough, major causes of ill health and death are mainly due to circulatory conditions, cancer and respiratory conditions.
- A wide range of different factors influence the health of an individual. These include health behaviours, such as diet and exercise or alcohol use, socioeconomic factors, such as education, employment, and income, clinical care, including the access to care and quality of care, and finally, the quality of the built environment.
- To improve the health and wellbeing of residents in Slough, there are a range of areas where work can be done, including tackling poverty, improving the built environment, preventing violence, improving workplace health, integrating health and social care, and improving health and wellbeing in the early years of life.

From this discussion, members of the board turned their attention to developing a list of priority areas. These priorities all reflect areas where they believed work could be done by the Wellbeing Board to improve the health and wellbeing of residents in Slough. For some areas, this work would be lead by the Wellbeing Board directly. For others, the Wellbeing Board would have an influencing role on the work of other boards or committees. Over the next few months, these priorities were refined to create the four final priority areas which underpin this Wellbeing Strategy.

## Our Priorities

The Slough Wellbeing Strategy is focused around four priority areas the Board will seek to address in order to improve the health and wellbeing of the people of Slough.

These priorities are:

- 1. Starting Well**
- 2. Integration**
- 3. Strong, Healthy and Attractive Neighbourhoods (Building Community Asset Resilience)**
- 4. Workplace Health**

These priorities aim to strike a balance between the need to set ambitious, challenging work targets, and the need for the priorities of the board to be practical and achievable. They also aim to avoid replicating the work currently being done by other partnership boards and committees across the Borough.

The priorities all relate to elements of health and wellbeing which many different partner organisations can seek to improve. By effectively working together as a partnership, the Wellbeing Board can aim to make real, tangible changes to the health and wellbeing of residents in Slough.

Of the four priorities, two reflect areas where the Board will lead on work, while two reflect areas where the Board will have a role influencing the work of other boards or groups. The first two priorities, 'Starting Well' and 'Integration' are areas where the Board will play an influencing role. The work relating to these priorities will be led by two of the partnership boards that report to the Slough Wellbeing Board. The Children and Young People's Partnership Board will lead on the work of Priority One: Starting Well, while the Health and Social Care Partnership Board will work on Priority Two: Integration. For both of these priorities, the Slough Wellbeing Board will have a supervising and influencing role over the work being done to address these areas.

The final two priorities relate to areas where the Slough Wellbeing Board will directly lead on the work being done. These two areas are Priority Three: Strong, Healthy and Attractive Neighbourhoods, and Priority Four: Workplace Health. Both of these priorities are areas where the Board will directly lead on setting the direction of work, and drive forward progress.

Each priority is discussed in greater detail in the second half of this strategy. For each priority, some background information on the theme or concept is given first, before data and insight is used to illustrate why this issue is a particular challenge in Slough. Once the context has been established, the ambitions for that area are outlined, before the actions the board will undertake over the next five years are presented.

## **Priority One: Starting Well**

Starting Well focuses on the health and wellbeing of children and young people. The evidence tells us that when children start school with a good level of health and development, they are more likely to go on to succeed in later stages of education. Tackling health and wellbeing issues at an early stage in life prepares our young people for their future.

### **Why is this a priority?**

- Slough is a relatively young town. Children and young people aged 0 to 17 years make up 28% of the population of Slough. In particular, we have a significantly high proportion of children aged 0 to 14 years.
- When we compare the health and wellbeing of children in Slough to that of the rest of the country, a number of high priority areas emerge.
- Slough has lower than average rates of many recommended childhood immunisations, including the MMR immunisation and Flu vaccination.
- Levels of childhood obesity are high – with over 25% of Year 6 children categorised as obese.
- Oral health amongst Slough children is worse than the England average. 41.5% of 5 year olds have one or more decayed, filled, or missing teeth.
- Emergency admissions of children to hospital due to asthma are high – with 147 in 2017/18 alone.
- Mental health disorders in young people in Slough have risen, with 9.6% of young people aged 5 to 16 years in Slough having a mental health condition in 2015.

### **Ambitions**

Over the next 5 years, the Board will seek to:

- Decrease the attainment gap between all children and the bottom 20% at Early Years Foundation Stage.
- Reduce the number of Reception and Year 6 aged children classified as obese.
- Improve immunisations rates amongst young people in Slough.
- Improve oral health amongst children in Slough and reduce the rate of 5 year olds with one or more decayed, filled, or missing teeth.

### **Actions**

This priority is one of two areas where the Slough Wellbeing Board will have an influencing role in the work being done to address these ambitions. The Starting Well theme will be led by the Children and Young People's Partnership Board.

This board will address the work of this priority and report back regularly on their progress to the Slough Wellbeing Board. The actions relating to this priority will be set by the Children and Young People's Partnership Board, and will form part of their strategy.

## Priority Two: Integration

There are a large range of services that support people to live independently at home, rather than needing institutional care in a hospital or care home. These services are delivered by both health professionals, and social care services. By working closely together, health and social care professionals can ensure that their services are aligned and integrated, in order to provide better care for our residents.

### Why is this a priority?

- The majority of people living in Slough will require health and social care support at some time in their lifetime.
- In Slough, we spend over £100m every year across health and social care. We need to ensure that this funding is being spent in the best way possible to make the biggest difference for people's health and wellbeing.
- Research by Think Local Act Personal tells us that people want their care to be flexible, integrated, and under their own control.

### Ambitions

In the next five years, we aim to:

- Increase healthy life expectancy in Slough.
- Increase the proportion of people living independently at home, and decrease the proportion living in care homes.
- Increase the number of people who are managing their own care and support needs.
- Reduce the amount of attendances and admissions to hospital, and the length of these stays.
- Reduce delayed transfers of care.

### Actions

This priority is one of two areas where the Slough Wellbeing Board will have an influencing role in the work being done to address these ambitions. The Starting Well theme will be led by the Health and Social Care Partnership Board will address the work of this priority and report back regularly on their progress to the Slough Wellbeing Board.

To achieve these ambitions, the Health and Social Care partnership board will:

- Develop a place-based health and care strategy, to align the current health and social care services.
- Build on the work of the Slough Better Care Fund, to increase the contributions from health and social care to the pooled budget.
- Increase the range of services that are commissioned collaboratively by health, social care, and other partners.
- Continue to work with our care users to ensure that co-production and co-design are at the heart of all that we do.

## **Priority Three: Strong, Healthy & Attractive Neighbourhoods (Building Community Asset Resilience)**

Our communities are at the heart of everything we do. Strong, healthy and attractive neighbourhoods are built around people, place, local pride and strong collaborative working between the community and its partners. People in strong, healthy and attractive communities are part of a shared local identity and are empowered to have the skills and opportunities to take part in local life.

### **Why is this a priority?**

- Health and Wellbeing is influenced by a range of different factors, including socioeconomic factors such as education, employment and income and the quality of the built environment.
- Slough has pockets of severe deprivation, with some neighbourhoods requiring greater levels of intervention.
- Some areas of the borough have poor environmental quality, with the built environment, open spaces, and air quality all suffering.
- These factors all contribute to the health inequalities seen across the borough. Mortality rates of people under 75 years are significantly higher in areas such as Britwell & Northborough, Chalvey and Foxborough.

### **Ambitions**

In the next five years, we aim to:

- Increase levels of resident satisfaction with local place, and improve levels of happiness.
- Improve life chances of residents, by focusing on areas such as housing, poverty, education and employment.
- Reduce health inequalities between wards.
- Improve community resilience and improve engagement and volunteering impact.

### **Actions**

This priority is one of two areas where the Slough Wellbeing Board will directly lead on the work being done.

To achieve these ambitions, we are going to:

- Work with local communities to understand the issues facing them.
- Work with residents and partners to co-design SMART neighbourhood plans.
- Work with residents and partners to implement the actions outlined in these plans.

## **Priority Four: Workplace Health**

Having a good job, with a reasonable wage, provides security and allows individuals to thrive. It also protects against adverse health outcomes, both while people are working, and in later life. In particular, a good working environment can protect a persons mental health and musculoskeletal health.

### **Why is this a priority?**

- The county of Berkshire has a high rates of employment. In Slough, 73.5% of population - or over 70,000 people - are in employment.
- Most of the business in Slough are small business. 81% of businesses in Slough employ less than 5 people. The largest employers in Berkshire are the NHS and Local Government.
- Life expectancy in Slough remains lower than the average for the rest of the South East, at 78 years for men, and 83 years for women.
- Healthy life expectancy - or the number of years a person can expect to live in good health - is worsening in Slough.

### **Ambitions**

In the next five years, we aim to:

- Increase the percentage of people aged 16 to 64 in employment.
- Reduce the gap in employment rate for key groups, including those with a long-term health condition, those with a learning disability, and those in contact with secondary mental health services.
- Reduce sickness absences, by reducing the percentage of working days lost due to sickness absence.

### **Actions**

This priority is one of two areas where the Slough Wellbeing Board will directly lead on the work being done.

To achieve these ambitions, we are going to:

- Set up a network for local businesses in Slough to access information about Workplace Health, and establish a set of Wellbeing Awards to celebrate success and best practice from employers.
- Create a toolkit of resources and materials relating to Workplace Health for employers and staff in Slough.
- Promote culture change surrounding Workplace Health in employers across the Borough.

## **Ways of Working**

The Slough Wellbeing Board meets 6 times a year for formal meetings. In these meetings, representatives from the partner organisations discuss strategic issues relating to these four priority areas. They also receive updates on the statutory work that the Board must complete. In addition to these meetings, the Board also engages in one-off workshops and 'Away Days' to further its work in key areas.

The Wellbeing Board is one of three boards or committees that Slough Borough Council has a statutory duty to maintain. In addition to the Wellbeing Board, the local authority must also maintain a partnership board around community safety, and a safeguarding board. The partners are currently reviewing the way in which the statutory and non statutory partnership boards work. This work will seek to ensure that the boards are operating in the most effective way to ensure good outcomes for the people of Slough.

## **Glossary**

*Glossary of all key terms used in the Strategy, in order to make the document more accessible.*

*To be inserted once the rest of the document is finalised.*



## **Appendix One: Statutory Responsibilities of the Slough Wellbeing Board**

The Health and Social Care Act of 2012 set out the statutory responsibilities of Health and Wellbeing Boards. These are:

- To prepare and publish a Joint Strategic Needs Assessment for Slough.
- To prepare and publish a Joint Health and Wellbeing Strategy for Slough.
- To give its opinion to the East Berkshire Clinical Commissioning Group (CCG) as to whether their Commissioning Plans adequately reflect the current Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy.
- To comment on the sections of the CCG's Annual Report which describe the extent of their contribution to the delivery of Joint Health and Wellbeing Strategy..
- To give its opinion, as requested by the NHS Commissioning Board, on the CCG's level of engagement with the Board, and on the and on the Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy.
- To encourage persons who arrange for the provision of health and/or social care services in the area to work in an integrated manner for the purpose of advancing the health and wellbeing of the area.
- To work with partners to identify opportunities for future joint commissioning.
- To lead on the signing off of the Better Care Fund Plan.
- To publish and maintain a Pharmaceutical Needs Assessment.
- To give its opinion to the Council on whether it is discharging its duty to have regard to any Joint Strategic Needs Assessment and Joint Health and Wellbeing Strategy prepared in the exercise of its functions.
- To exercise any Council function which the Council delegates to it.
- To ensure that strategic issues arising from Slough's Safeguarding Boards inform the work of the Board.
- To receive the annual reports from Slough's Safeguarding Boards and ensure that partners respond to issues pertinent to the Board.

*Back page to include access information. This information will be added by the communications team when they format the document.*

**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Slough Wellbeing Board

**DATE:** 23<sup>rd</sup> January 2020

**CONTACT OFFICER:** Dean Tyler, Service Lead Strategy and Performance Service

(For all Enquiries) (01753) 875847

**WARD(S):** All

**PART I**  
**FOR COMMENT AND CONSIDERATION**

**SLOUGH WELLBEING BOARD FORWARD PLAN****1. Purpose of Report**

1.1 To agree the Forward Plan for the Wellbeing Board.

**2. Recommendation(s)/Proposed Action**

2.1 To agree to programme items for the Forward Plan based on the new Wellbeing Strategy priorities and the statutory requirements of the Board.

**3. The Slough Joint Wellbeing Strategy, the JSNA and the Council's Five Year Plan****3a. Slough Joint Wellbeing Strategy Priorities and Joint Strategic Needs Assessment**

The work of the Wellbeing Board is focussed on deliver of the priorities in the Wellbeing Strategy which are based on evidence including the Joint Strategic Needs Assessment.

**3b. Council's Five Year Plan Outcomes**

The work of the Board supports delivery of the five outcomes in the Five Year Plan:

- Outcome 1: Slough children will grow up to be happy, healthy and successful
- Outcome 2: Our people will be healthier and manage their own care needs
- Outcome 3: Slough will be an attractive place where people choose to live, work and stay
- Outcome 4: Our residents will live in good quality homes
- Outcome 5: slough will attract, retain and grow businesses and investment to provide opportunities for our residents

**4. Other Implications**

- (a) Financial – none.
- (b) Risk Management – none.

- (c) Human Rights Act and Other Legal Implications - There are no direct legal implications. Any specific activity undertaken by the Wellbeing Board, which may have legal implications which will be brought to the attention of Cabinet separately. There are no Human Rights Act Implications.
- (d) Equalities Impact Assessment - There is no requirement to complete an Equalities Impact Assessment (EIA) in relation to this report. EIAs will however be completed on individual aspects of any actions produced to sit underneath the Wellbeing Board.

## 5. **Supporting Information**

- 5.1 It is recommended that the Forward Plan be set around regular updates against the priorities in the new Wellbeing Strategy and the Board's statutory responsibilities.
- 5.2 The Slough Wellbeing Board has taken steps in recent months to reset its strategic focus on the wider determinants of health and wellbeing. A new five year Wellbeing Strategy is being developed around four priorities:
  1. Workplace Health
  2. Integration
  3. Strong, Healthy & Attractive Neighbourhoods (Building Community Asset Resilience)
  4. Starting Well
- 5.3 The Health and Social Care Act of 2012 set out the statutory responsibilities of Health and Wellbeing Boards. These are:
  - To prepare and publish a Joint Strategic Needs Assessment (JSNA) for Slough.
  - To prepare and publish a Joint Health and Wellbeing Strategy (JHWS) for Slough.
  - To give its opinion to the Slough Clinical Commissioning Group (the CCG) as to whether their Commissioning Plans adequately reflect the current JSNA and JHWS.
  - To comment on the sections of the CCG's Annual Report which describe the extent of the CCG's contribution to the delivery of the JHWS.
  - To give its opinion, as requested by the NHS Commissioning Board, on the CCG's level of engagement with the Board, and on the JSNA and the JHWS.
  - To encourage persons who arrange for the provision of health and/or social care services in the area to work in an integrated manner for the purpose of advancing the health and wellbeing of the area.
  - To work with partners to identify opportunities for future joint commissioning.
  - To lead on the signing off of the Better Care Fund Plan (BCF).
  - To publish and maintain a Pharmaceutical Needs Assessment (PNA).
  - To give its opinion to the Council on whether it is discharging its duty to have regard to any JSNA and JHWS prepared in the exercise of its functions.
  - To exercise any Council function which the Council delegates to it.
  - To ensure that strategic issues arising from Slough's Adult Safeguarding Board and Local Safeguarding Children's Board inform the work of the Board.

- To receive the annual reports from the Slough's Adult Safeguarding Board and Local Safeguarding Children's Board and ensure that partners respond to issues pertinent to the Board.

6. **Comments of Other Committees**

- 6.1 The Wellbeing Board works closely with Health Scrutiny Panel and the Forward Plan should remain flexible to accommodate any key issues identified by other committees.

7. **Conclusion**

- 7.1 The Forward Plan will enable the Board to structure its work over the year ahead to deliver its strategic priorities and fulfil its statutory requirements.

8. **Appendices**

A – Slough Wellbeing Board Forward Plan

9. **Background Papers**

None

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# Slough Wellbeing Board's Work Programme

## 2019/20

**Contact officer:** Dean Tyler, Service Lead Strategy  
& Performance, Slough Borough Council

**For all enquiries:** (01753) 875847

24 March 2020

Subject	Decision requested	Report of	Contributing Officers(s)	Key decision *
<b>Discussion</b>				
<b>Themed discussion</b>				
Details to be confirmed	Details to be confirmed.			
<b>Information</b>				

13 May 2020

Subject	Decision requested	Report of	Contributing Officers(s)	Key decision *
<b>Discussion</b>				
<b>Information</b>				
<b>Unprogrammed items</b>				
Refresh of JSNA	To be confirmed	Liz Brutus, Service Lead, Public Health/ Tessa Lindfield, Director of Public Health, Berkshire		No

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**Criteria**

*Does the proposed item help the Board to:*

- 1) *Deliver one its statutory responsibilities?*
- 2) *Deliver agreed priorities / wider strategic outcomes / in the Joint Wellbeing Strategy?*
- 3) *Co-ordinate activity across the wider partnership network on a particular issue?*
- 4) *Initiate a discussion on a new issue which it could then refer to one of the key partnerships or a Task and Finish Group to explore further?*
- 5) *Respond to changes in national policy that impact on the work of the Board?*



**SLOUGH WELLBEING BOARD - ATTENDANCE RECORD 2019/20**

<b>MEMBER</b>	<b>17/07/19</b>	<b>25/09/19</b>	<b>13/11/19</b>	<b>23/01/20</b>	<b>24/03/20</b>	<b>13/05/20</b>
**Doug Buchanan			P			
Cate Duffy	P	P	P			
Supt Grahame	P	Ap	Ap			
Lisa Humphreys	P	P	P			
Ramesh Kukar	P	Ab	P			
Tessa Lindfield	P	Ap	P			
Councillor Nazir	P	P	Ap			
Dr Jim O'Donnell	P	P	P			
*Lloyd Palmer	Ap	Ap				
Councillor Pantelic	P	P	P			
Colin Pill	P	Ap	P			
Aaryaman Walia	P	P	Ap			
Alan Sinclair	Ab	P	P			
Josie Wragg	Ab	P	P			
David Radbourne	Ab	Ap	Ab			

P = Present

Sub = Substitute sent

Ap = Apologies given

Ab = Absent, no apologies given

\*Lloyd Palmer no longer a member of the Board from 13<sup>th</sup> November 2019.

\*\*Dough Buchanan appointed to the Board, in place of Lloyd Palmer, from 13<sup>th</sup> November 2019.

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