

SLOUGH BOROUGH COUNCIL

REPORT TO: Slough Wellbeing Board

DATE: 12th January 2021

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WARDS: All

PART I **FOR COMMENT AND CONSIDERATION**

WORKPLACE HEALTH TASK AND FINISH GROUP – JANUARY 2021 UPDATE

1. **Purpose of Report**

To provide the Slough Wellbeing Board with an update on the work of the Workplace Health Task and Finish Group.

2. **Recommendations/Proposed Action**

That the Board review the work of the Workplace Health Task and Finish Group.

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

- 3.1 The work of the Slough Wellbeing Board aims to address the four priority areas outlined in the Slough Wellbeing Strategy 2020-2025:
- Starting Well
 - Integration
 - Strong, healthy and attractive neighbourhoods
 - Workplace Health
- 3.2 In particular, the work of the Workplace Health Task and Finish group aims to address Priority Four – Workplace Health.
- 3.3 The priorities in the Wellbeing Strategy are informed by evidence of need contained in the Joint Strategic Needs Assessment. Therefore, the work outlined in the work programme is built upon the evidence outlined in the JSNA.
- 3.4 The work of the Slough Wellbeing Board also 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.

3.4 In particular, the work of the Workplace Health Task and Finish Group aims to address outcome two of the council's Five Year Plan.

4. **Other Implications**

(a) **Financial**

There are no financial implications of proposed action.

(b) **Risk Management**

There are no risk management implications of proposed action.

(c) **Human Rights Act and other Legal Implications**

There are no Human Rights Act implications arising from this report.

(d) **Equalities Impact Assessment**

There are no equalities implications arising from this report.

5. **Supporting Information**

5.1 The Workplace Health Task and Finish group was set up in spring 2020 in order to lead on delivering Outcome Four of the Slough Wellbeing Strategy – Workplace Health.

5.2 The first meeting of the Task and Finish group was scheduled to take place in spring 2020. However, this meeting was postponed due to the COVID-19 outbreak.

5.3 The first meeting of the Task and Finish group took place on Friday 9th October. At this meeting, it was decided that the group would meet monthly to begin with, in order to rapidly progress work in this field. Since then, the group has met on the 30th October, the 11th December, and is due to meet on the 12th January. In addition to these main meetings, members of the group have met in smaller groups to progress work in several key areas.

5.4 In these early meetings, the membership of the task and finish group was finalised. The group was originally comprised of:

- Sue Foley – Public Health, Slough Borough Council (chair)

- Dipak Mistry – HR, Slough Borough Council
- Simon Lawrence – Frimley Health NHS Foundation Trust
- Lucy Bowman – Department for Work and Pensions
- Ramesh Kukar – Slough Council for Voluntary Services
- Rajni Cairns – Public Health, Slough Borough Council
- Ellie Gaddes – Policy Insight Team, Slough Borough Council (Policy Support)

In addition to these members, it was also agreed that a representative would also be invited from:

- The Slough Borough Council corporate Health and Safety Team.
- Slough Borough Council Food Safety Team.
- The Educational Psychology Team at Slough Borough Council, or a work psychologist from the DWP.
- Thames Valley Chamber of Commerce.

The Terms of Reference of the group have been updated to reflect these changes. An updated version can be found in Appendix A.

5.5 Since the first meeting on the 9th October, the group has been focusing on working in several key areas:

- Data and Insight – A subgroup of the main group met once to discuss what data and insight could inform their work. This data and insight is in addition to the dashboard which will be updated annually and serves to track progress in this area. Extra data and insight, including information on demographics, gender and ethnicity pay gaps, COVID-19 effects on employment and economic development was brought together and placed into a slide deck. The full slide deck can be found in Appendix B.
- Audit of existing workplace health interventions in the borough. All members of the group have been asked to contribute to compiling a list of existing workplace health interventions happening in the borough which they are aware of. In addition to this, a survey to be circulated to workplaces has been created, in order to gather information on what workplace health services individual workplaces are offering. This survey is in the final stages of being drafted, and will be circulated early in the new year.
- Resource toolkit. The group has been working to collect resources which can aid employers in managing workplace health. These resources will be hosted on a micro site, set up by the CCG, and managed by Simon Lawrence. This work will address one of the actions laid out in Priority Four: Workplace Health of the Slough Wellbeing Strategy.
- Economic Development and Workplace Health Funding. The group is working on an application for funding from the Health Foundation. Grants of up to £500,000 are available for joint projects between economic development teams and public health teams to take

combined action to use economic development to improve health. The group is currently working on an expression of interest, to be submitted before the deadline of the 15th January 2021.

- 5.6 Over the next few months, the group will continue to meet monthly, in order to progress work in this area rapidly. Work over the next few months will focus on developing the toolkit of resources for employers in the borough, and in progressing the application for funding.

6. **Conclusion**

This report is intended to provide the Slough Wellbeing Board with an update of the work of the Workplace Health Task and Finish group.

7. **Appendices Attached**

A - Workplace Health Task & Finish Group – Terms of Reference
B - Workplace Health – Data and Insight Slide Deck

8. **Background Papers**

None.