

Chichester District Council

Overview and Scrutiny Committee

12 January 2016

Improving the Health of our Communities and Workforce

1. Contacts

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2. Recommendation

- 2.1. To consider the progress achieved on this work stream, to note the outcomes and to raise any issues of concern.**

3. Background

- 3.1. In 2013 the District Councils Network published a report highlighting the role of District and Borough Council services, both statutory and discretionary, and their impact at all levels of health; health protection; health improvement; and, the wider determinants of health as well as on health inequalities.
- 3.2. The wide range of services that this council provides all contribute to the health and wellbeing of our residents and staff. It is felt that there are greater opportunities for increased coordination across teams to deliver better more cohesive services.
- 3.3. An officer steering group with membership across the Communities, Housing and Environment teams, was established in April 2015 where this work has been planned, developed and monitored. The group identified three priorities where services could have greater impact by working together more formally.
 - 1) Mental health and emotional wellbeing
 - 2) Housing and planning for healthy communities
 - 3) Healthy lifestyles
- 3.4. These priorities link to the Corporate Plan objective of 'Supporting Communities' by providing support to communities and individuals who are vulnerable; working together to help people feel safe; and, helping our communities to be healthy and active. They also link with the health related priorities of Chichester in Partnership and those of the West Sussex Health and Wellbeing Board.
- 3.5. An action plan is in place for 2015/16 as a pilot and to build on in subsequent years. This is an opportunity to evolve as an organisation that values the wellbeing of its communities, residents and staff and takes every opportunity to provide a joined-up service.

4. Outcomes achieved

This work is divided into three priority areas and examples of the outcomes achieved to date are detailed below. Further details are included in the action plan progress report in appendix one.

4.1. Mental health and emotional being

Outcomes achieved under this heading include optional training for frontline staff on mental health awareness. Four training sessions were delivered by the mental health charity Mind as part of their countywide training programme. The sessions were attended by 64 members of staff and feedback was positive.

10 members of staff have done the Dementia Friends awareness session and a member of staff has become a Dementia Champion which enables her to deliver regular sessions with the aim of raising awareness of Dementia across the council and the additional support that we can provide to support our customers.

4.2. Housing and planning for healthy communities

The relationship between health and the way our communities are developed is well known but there was no formal route for staff to work together to build on this ethos. This project has enabled these conversations to develop. Discussion are underway to understand how best to protect the health and wellbeing of local residents as their communities undergo development and will be picked up in the refresh of the Local Plan.

A new health impact assessment tool is being developed in order for new council strategies, policies and projects to be assessed for the impact on health and wellbeing.

4.3. Healthy lifestyles: support for the community and staff.

Many of the projects delivered under this heading are relevant to both the community and council staff, so are reported as a whole.

A new training programme is being developed and will be piloted in January. The aim of the training is to help staff to understand how their role contributes to the health and wellbeing of the community and how they can maximise opportunities for “Making Every Contact Count” when they are dealing with members of the public by providing information, advice and support.

Health and wellbeing campaigns have been delivered in the community through the Wellbeing service including diabetes awareness, cancer awareness and mental wellbeing. In addition a series of lunchtime talks were made to staff and improved information about health and wellbeing is available on the intranet and Wellbeing website.

Officers are currently looking at the potential for working towards achieving the Sussex Workplace Wellbeing Charter 'excellence' award for a healthy workplace. This is an opportunity for the council to build on its current health and wellbeing offer to the community and staff. Work under seven headings includes statutory elements eg health and safety and HR policies alongside lifestyle related elements.

Once the council has achieved the award we will be working with local organisations to encourage them to work towards relevant elements of the award and develop as healthy workplaces.

Discussions are being held around the development of a new Employee Assistance Programme in response to the staff survey that reported increased stress in some staff who deal with members of the public.

NHS health checks and wellbeing MOTs which are held regularly in the community are now available on a monthly basis for staff at EPH and the depot.

The councils staff choir has a growing membership of 15 members and a team of 8 staff have undergone running leadership training and have started a running club with 30+ staff signed up as either beginners or improvers.

These and other initiatives for staff have led to the council being awarded the Active Sussex Healthiest Workplace award for 2015 and the staff who took part in the Chichester Half Marathon achieved the Children on the Edge fastest workplace award for their combined efforts.

5. Proposal

- 5.1. It is proposed that this work continues into the next service planning process to enable officers to build on the current work and embed the ethos of health and wellbeing across the organisation.

6. Resource and legal implications

- 6.1. This work is being delivered with existing resources which have been repurposed. Some of the work has been delayed because of the timing of the availability of this staff time.
- 6.2. There may be some small financial contribution required for elements of the action plan but it is anticipated that this can be identified from existing budgets.

7. Community impact and corporate risks

- 7.1. This work is intended to impact positively on both staff and the community. Risks associated with much of this work relate to the requirement for culture change. Staff who are already under pressure may see this as additional work rather than a way to improve outcomes for the customer and to improve their own health and wellbeing. To mitigate this risk training and support for staff will be provided.

8. Other Implications

	Yes	No
Crime & Disorder:		x
Climate Change:		x
Human Rights and Equality Impact: this work will enable the council to fulfil its responsibilities around the equalities act particularly around supporting people with Dementia	x	
Safeguarding:		x

9. Appendices

9.1. Improving the Health of our Communities and Workforce action plan