

Bath & North East Somerset (B&NES) Joint Health and Wellbeing Strategy Implementation Plan: April 2023

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 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 HWB 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.

	Strategy objective	Action/s	Milestone and timeframe	Partnership responsible for leading delivery	Others involved in delivering the action	Role of the health and wellbeing board
Priority 1: Ensure children and young people are healthy and ready for learning and education						
Intended outcome: All our children and young people are healthy and ready for learning and education						
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

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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 hub/Multi-Disciplinary Team approach to support families linked to new Integrated Neighbourhood Team model.</p>	<p>Report on uptake and outcomes April 2024</p> <p>Work to reach agreement to pilot locally by 2028</p>	Prevention and Early Intervention sub group of the BCSSP	BSW Local Maternity and Neonatal System, Schools, Early Years Settings, all educational settings, VCSE groups, CAMHS, healthcare services including primary care.	To receive updates on progress and champion work when relevant
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</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>	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

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		<p>achieve better outcomes at school</p> <p>Continue to work alongside schools and social care to reduce exclusions 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>Clear guidance around suspensions and exclusions for all young people open to social care. All suspensions for CLA to be reviewed by the Virtual school. Enhanced support for all CPP 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	<p>Retain commissioned services.</p> <p>Influence ICA to invest and take action to address emotional wellbeing and mental</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,	Receive progress reports on action and champion work when relevant

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	health and wellbeing are needs-led and tailored to respond and provide appropriate care and support (from early help to statutory support services).	<p>health.</p> <p>Use and refresh Dynamic Support 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.		healthcare services, educational settings.	
Priority 2: Improve skills, good work and employment Intended outcome: More people working in jobs that support their health and wellbeing						
2.1	Work with education providers and other partners to provide robust and inclusive pathways into work and	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	To agree following finalisation of the economic strategy	Sustainable Communities Directorate	Bath college, Careers Hub, Universities, local employers, Adult Social Care, CYP subgroup, VCSE groups ,	<p>Consider own roles as employers what pathways into work currently.</p> <p>Receive progress updates</p>

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	including for disadvantaged young people.	<p>(AEB) and 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 providing clarity to the extensive and complex employment and skills ecosystem through high quality and impartial IAG</p>			educational settings	
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</p>	To agree following finalisation of the economic strategy	Sustainable Communities Directorate	B&NES council, local employers, including VCSE, and public sector.	<p>Collaborate as B&NES anchor institutions (and major employers) to review and adopt good work practices</p> <p>Receive</p>

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		transition into a Employer of choice.				updates on progress
2.3	Support the development of and access to an inclusive labour market, focusing on engaging our populations most at risk of inequalities in accessing and maintaining good work.	<p>Create and deliver an inclusive employment and skills plan for Bath and North East Somerset, ensuring UKSPF supports 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 ISTART programme, offer an alternative and inclusive structure to training that addresses barriers to training not addressed through</p>	To agree following finalisation of the economic strategy	Sustainable Communities Directorate	Local employers, employees, VCSE groups, anchor institutions.	<p>Consider own roles as employers and the role can play in inclusive employment</p> <p>Receive progress updates</p>

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		existing provision, and has embedded routes to employment				
2.4	Prioritise inclusiveness and social value as employers, purchasers and investors in the local economy.	Collaborate as B&NES anchor institutions (and major employers) to review and adopt good work practices Use social value to promote apprenticeships for vulnerable groups	To agree following finalisation of the economic strategy HWB Board partners will commit to XX support individuals from vulnerable groups with apprenticeships, jobs and work placements 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	Sustainable Communities Directorate	Anchor institutions, Local businesses, VCSE, Future Ambitions Board.	Collaborate as B&NES anchor institutions (and major employers) to review and adopt good work practices

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			around referrals, into employment etc.			
Priority 3: Strengthen compassionate and healthy communities						
Intended outcome: Our communities are compassionate and support individuals to be healthy and well						
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	Implement health improvement strategy Cultural strategy to include activities that support/promote wellbeing	To update once detail of strategy agreed Strategy agreed spring 2024	B&NES Public Health Team Heritage Team	HCRG providers group, VCSE organisations, Primary Care Networks (PCNs)	Receive updates on progress of strategy Promote and champion relevant

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	quality of life.					services and activity
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)	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	B&NES Social prescribing framework in place by Summer 2024	ICA	Community Wellbeing Hub, Wider VCSE, PCNs, etc.	Receive updates on progress of strategy Promote and champion relevant services
Priority 4: Create health promoting places						
Intended outcome: Our places promote health and wellbeing and reduce health inequalities						
4.1	Utilise the Local Plan as an opportunity to shape, promote and	Key policies included in the Local Plan that promote health and wellbeing and support the implementation of	Relevant policies included in the Local Plan by 2025	Sustainable communities	LA teams – transport, PH, etc. Local communities. Housing	Receive report on health impact assessment analysis of

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	deliver healthy and sustainable places and reduce inequalities.	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			associations, VCSE organisations.	Local Plan. Support implementation of relevant elements of Local Plan
4.2	Improve take up of low carbon affordable warmth support for private housing; and encourage B&NES social housing providers to provide low carbon affordable warmth for existing social housing to help prevent damp	Develop an overarching “Housing & Delivery Strategy”, incorporating action plans for affordable warmth measures, such as, improving information & signposting; working with RPs and other partners at West of England level to promote & encourage low carbon affordable warmth etc.	Housing & Delivery Strategy adopted by 2024 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 Compile damp and mould tool kit for	Sustainable communities Leadership Team	West of England Heads of Housing Partnership; Social housing providers, private landlords, Homes West Partnership etc	Receive updates on progress and champion and support work where relevant.

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	and mould, and cold-related illnesses.		landlords. Jan 2024 West of England based RP forum identified (or established) where affordable warmth best practice identified and shared by 2024			
4.3	Maximise opportunities in legislation to facilitate targeted private rented sector inspection programme to ensure the minimum statutory housing and energy efficiency standards are met.	Develop an overarching “Housing & Delivery Strategy” incorporating action plans for the regulation and improvement of housing conditions. Commission housing condition survey modelling. Assess the evidence for a further discretionary licensing scheme within B&NES.	Housing & Delivery Strategy adopted. 2023/2024 Stock Condition report and data base completed 2024 Assessment completed 2024	Sustainable communities /NHS/Housing Associations	Registered Providers; Private landlords & other partners.	Receive updates on progress and champion and support work where relevant.
4.4	Improve	Design and implement	Pilot initiated with	ICA	Community	Receive

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	<p>equitable access to physical and mental health services for all ages via the development of Integrated Neighbourhood Teams (INTs), community-based specialist services and our specialist centres.</p> <p>(Cross referenced to ICA's priorities 1, 2,3 and 4 and relevant cross cutting themes)</p>	<p>Integrated Neighbourhood teams, taking into consideration existing local models and experience.</p> <p>Ensure visibility of wide range of services that are available are known by all. (Review previous approaches to directories)</p>	<p>two Primary Care Networks with initial focus on frailty.</p> <p>Spring 2023</p>		<p>Wellbeing Hub/VCSE groups, B&NES, Mental Health Providers, primary care (PCNs), community healthcare services</p>	<p>progress updates, champion and drive forward work where relevant</p>
4.5	<p>The NHS, LA, Third Sector and other partners to increasingly embed prevention and</p>	<p>Establish B&NES health inequalities network</p> <p>Develop B&NES health inequalities plan</p>	<p>Health inequalities network established</p> <p>Autumn 2023</p>	ICA	<p>B&NES Council directorates, VCSE organisations, NHS partners, local businesses.</p>	<p>Support and champion work of inequalities network.</p> <p>Receive reports from</p>

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	inequalities action into their planning and prioritisation. (Cross referenced to ICA's priorities 2 and relevant cross cutting teams)	To influence population outcomes group to left shift resources to focus on babies, children and young people				inequalities network on key inequalities issues relating to strategy. Support focus on preventative work through agenda and papers for HWB.