Exception report for progress on the Health and Wellbeing Strategy Implementation
Priority 2: Improve skills, good work and employment

Exception reporting will take place biannually at Health and Wellbeing Board (HWB) meetings which fall in <u>Q2 (July-September) and Q4 (Jan-March).</u> Use the RAG rating to indicate where progress is significantly off track or where significantly ahead of expected target or timescale. Threshold determined by whether the identified 'risk' will be resolved by the end of the financial year.

Date of Health and Wellbeing Board meeting this report will be reviewed at: 8 February 2024

1 - Sign off from theme leads that progress has been reviewed for each theme and shared with Sponsor with any exceptions listed below.
Reporting leads to ensure exception reports are shared with and signed off by Sponsors prior to submission

Theme	Lead officers	Sponsor	Progress reviewed and exceptions have been reported?
2	**Claire Lynch**	**David Trethewey**	Yes / No

2. Open 'Red' actions from previous exception reports

Add any 'Red' actions from previous meeting including resolution/mitigation or other action. See example below

Actions to control risk	Strategy action this relates to	Lead officer	Progress on the action	Current risk level (RAG)	Any requests to Health and Wellbeing Board?
N/A					

3 New exception reports for areas that have deviated <u>significantly</u> from expectations set out in the JHWS implementation plan are behind schedule or where there is <u>exceptional</u> progress

Please keep text as brief as possible, just a couple of bullet points

LEAD OFFICER: Claire Lynch **Priority TWO - Improve skills, good work and employment**						
Strategy Objective *2.1.* Work with education providers and other partners to provide robust and inclusive pathways into work and including for disadvantaged young people						
Strategy objective Action ==*Add hyperlink to detailed update on progress on this indicator where available*==	**Risk level – RAG (see chart below)**	**Reason for escalation** (*leave blank if green unless <u>exceptional</u> progress*)	**Actions to control risk**	**Success measures**	**Timescales**	**Any requests to Health and Wellbeing Board?**
2.1.1 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	**GREEN** www.skillsconnect.org.uk/directory www.achieveinbathnes.co.uk					
2.1.2 Prioritise projects to address barriers to employment for young people, including care	**GREEN** https://weworkforeveryone.org					

	leavers and those with SEND, vulnerable learners						
2.1.3	Improve access to support by providing clarity to the extensive and complex employment and skills ecosystem through high quality and impartial IAG	**GREEN** https://jobsandcareers.bathnes.gov.uk/get-into-work-get-on-at-work					

Strategy Objective
2.2 Work with local employers to encourage, incentivise and promote good quality work

Strategy objective Action *Add hyperlink to detailed update on progress on this indicator where available*	**Risk level** **level – RAG (see chart below)**	**Reason for escalation** (*leave blank if green unless* *underline* *exceptional progress*	**Actions to control risk**	**Success measures**	**Timescales**	**Any requests to Health and Wellbeing Board?**
2.2.1 Encourage partners and local businesses to sign up to WECA Good Employment Charter	**AMBER**	Businesses find the paperwork too much.	We are putting support in place to help with the task and		Ongoing	Will we look to be on the Good Employment charter?

			have fed back to WECA			Discussion with HR and Directors
2.2.2	B&NEs council to lead by example and support partners and local businesses to transition into an Employer of choice.	**AMBER**				To be developed further within Council following adoption of the Economic Strategy

Strategy Objective
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

Strategy objective Action *Add hyperlink to detailed update on progress on this indicator where available*	**Risk level RAG (see chart below)**	**Reason for escalation (***leave blank if green unless exceptional progress*	**Actions to control risk**	**Success measures**	**Timescales**	**Any requests to Health and Wellbeing Board?**

2.3.1	Create and deliver an inclusive employment and skills plan for Bath and North East Somerset, ensuring UKSPF supports B&NES requirements	GREEN						
2.3.2	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	AMBER						We can and do promote but to increase our (B&NES Council)'s own levels is a discussion with Directors and HR
2.3.3	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	GREEN						

Strategy Objective 2.4 Prioritise inclusiveness and social value as employers, purchasers and investors in the local economy							
Strategy objective Action *Add hyperlink to detailed update on progress on this indicator where available*	Risk level RAG (see chart below)	Reason for escalation (*leave blank if green unless exceptional progress*	Actions to control risk	Success measures	Timescales	Any requests to Health and Wellbeing Board?
2.4.1 Collaborate as B&NES anchor institutions (and major employers) to review and adopt good work practices	GREEN					
2.4.2 Use social value to promote apprenticeships for vulnerable groups	GREEN					

Risk Assessment
Risk Level - RAG (Red, Amber, Green

None - green
      Action plan on or exceeding target
      Continue to monitor
Medium - amber
      Some items not delivered to timeframe
      Monitoring suggests a trend line diverging from plan
      Low risk/likely to resolve
High – red
      Action item not being delivered
      Monitoring does not evidence that sufficient progress is being
      High risk

4. Annual Priority Indicator Set Summary*

*Notes for Reporting Leads: The Health and Wellbeing Board will have access to the Power BI priority indicator set. Progress will be discussed annually at the HWB meeting falling in Q4 (Jan-March) *. Reporting leads will provide a summary of key points from the Power BI report on indicators which link to the priority theme they are responsible for reporting on.*

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Priority Indicator	Timescales (Period covered by data)	Summary Points (Pull out and summarise key points)	Comments (e.g., limitations of the data, alternative interpretations, links to actions being undertaken in JHWS implementation plan…)
Gap in the employment rate between those with a long term health condition and the overall employment rate	*Dec 22*	*11% is the % gap between individuals who are employed with a long-term condition (16-64) against those who are employed*	*Lower is better*
Additional measures will be reported here when strategic measures from the Economic Strategy are identified			