12:00 – 12:30pm - (Group 1) Acting Early 0-5 Programme – Acting Early Champions Workforce Development Day

12:00 – 12:30pm - (Group 2) Acting Early 0-5 Programme – Discussions with key partners & parent leaders

12:30 – 13:30pm - (Full HSC) Welcome Session, Q&A with Lunch

13:45 – 14:15pm - (Group 1) MAMTA – A Child & Maternal Health Service

14:30 – 15:15pm - (Group 1) Age Friendly City, Supporting Older People

13:45 – 14:30pm - (Group 2) Young Person’s Substance Mis-use & Early Intervention Service

14:45 – 15:30pm - (Group 2) Promoting Emotional & Mental Resilience

15:45 – 16:30pm - (Full HSC) Health Workforce, The Economy

16:30 – 17:15pm - (Full HSC) Social Mobilisation – Coventry On The Move

17:15 – 18:00pm - (Full HSC) Feedback Session
Acting Early 0-5 Programme – Acting Early Champions

Workforce Development Day:

*Key partners including:*
Coventry City Council
Midwives, Health Visitors, Childrens Centre Workers

Integration of care around the needs of children and their families is absolutely fundamental to improving their outcomes. The Acting Early programme is bringing key partners (Coventry City Council, University Hospital Coventry and Warwickshire and Coventry and Warwickshire Partnership NHS Trust) together to transform early years services for children aged 0-5 in the city.

The Acting Early 0-5 Programme is a new integrated model of care which has been shaped by parents and staff to improve services for 0-5 year olds. The model started three years ago and has been rolled out to 17 localities in a phased approach. It is delivered by teams of early years professionals including health visitors, midwives and children centre staff. Community midwifery, health visiting and children’s centre services staff have aligned to 17 smaller localities to form integrated teams. This structural change from city wide teams of 4 or 5 (in the case of midwifery and health visiting) to smaller teams aligned to children centres has meant that irrespective of staff turnover, the partnerships between the services will be long-lasting.

Professionals within the team support children and their families to access universal and targeted support as appropriate promoting earlier intervention for vulnerable families. The aim is to give every child in the city the best start in life (in line with the Marmot principles) and improve child readiness for school.

Key activities of the programme include weekly multiagency meetings which have been established at all the sites and sees midwives, health visitors, children centre staff and social care reviewing new cases and addressing how they collectively will support families. These meetings have been crucial in identifying concerns at an earlier stage and ensuring that preventative measures are in place to safeguard children.

The programme brokered an information sharing agreement between all partners. All partners for the first time now have access to new-born children resident data enabling teams to understand the location and profile of newborn residents and to provide a more localised service.

A transformational workforce development programme has enabled integrated team members to up skill in regards to health and social care improvement, innovation and leadership. The teams now jointly hold monthly management meetings and review a team action plan. Locality specific performance monitoring data now allows teams to fully understand their communities and empowers them to take action, this ensures practice is embedded and long lasting. This is a first for Coventry, where historically data has been managed at a city level and has not been fed down to frontline staff. Acting early champions have been identified in each of the teams to take on some of the programme management activities.

An acting early champions workforce development day is running until 12:30, this session will provide an opportunity for the Committee to observe the end of this development day and meet some of the champions who are assisting the delivery of the programme and ensuring the new ways of working are sustained.
Acting Early 0-5 Programme – Discussions with key partners & parent leaders

Key Partners including:
Coventry City Council
UHCW - University Hospital Coventry & Warwickshire
CWPT - Coventry & Warwickshire Partnership Trust
Grapevine Charitable Organisation & Parent Leaders

As part of the Acting Early programme, a small cohort of parents are currently undergoing training and development sessions with the current provider (Grapevine). The city wide parent leadership programme will equip parents with a stronger voice, to become active leaders in their local communities and to work strategically with commissioners and the integrated teams as well as developing action plans detailing how the local community will work with them to shape services. Parent leaders will take on several roles such as:

- Mentors for parents within their locality, building parental capability and resilience, increasing their confidence and skills to deal with issues, liaising with local services.
- Raise awareness of services available to parents and children in the locality by sharing their experiences and working with the acting early integrated teams.
- Ensure parental experience of services and lessons learnt are shared with agencies involved in the Acting Early Programme. This will involve gathering parental feedback and engaging with parents regularly across the acting early sites.
- Create and attend a monthly ‘parent’s forum group’ where regular parental feedback across the sites will be discussed.
- Recruit more parents into the programme.

The key partners involved in the acting early programme include midwifery, health visiting and children centres, GPs, voluntary agencies, children and families first workers and social care. An operational working group meets on a monthly basis to oversee the progress of the programme.

This session will provide an insight into the experiences and challenges of the key partners and parent leaders involved in the development and delivery of the Acting Early 0-5 Programme.
Welcome Session, Q&A with Lunch

*Key Partners including:*
Members
Chief Executive
Executive Director for People
Director of Public Health
Coventry & Rugby Clinical Commissioning Group
Police
Fire Service

Welcome from the Lord Mayor and photo-shoot.
Lunch and a formal Q&A session with key representatives from Coventry.
MAMTA – A Child & Maternal Health Service

**Key Partners including:**
Coventry City Council  
MAMTA and MAMTA Service users  
FWT – Foleshill Women’s Training

The MAMTA service is targeted at women from ethnic minorities and new communities to Coventry providing child and maternal health support. The aim of MAMTA is to improve child and maternal health outcomes for black and minority ethnic (BME) women in Coventry.

MAMTA was originally set up in Coventry in 2001, in response to poor child and maternal health outcomes that were evidenced within black and minority ethnic groups in Coventry, when compared with the overall population. This was supported by an abundance of evidence highlighting the health inequalities that exist within BME groups, when compared to the overall population. Giving every child the best start in life still remains a priority for the city.

The patterns of migration to Coventry are changing. Migration from Europe, particularly from the Eastern European countries, now makes up almost half of all migration into the city. Whilst births to African and Asian mothers have slightly reduced over the past five years, the proportion of births to European mothers have more than doubled from 4% in 2006 to 9% in 2010.

The Director of Public health’s Annual Report 2015 identifies asylum seekers, refugees and newly arrived families as one of four specific groups in Coventry that may be more likely to suffer poor health outcomes.

MAMTA provides a culturally sensitive programme to black and minority ethnic women both antenatally and postnatally, to those residing in Foleshill and St Michaels Wards in Coventry. These particular wards have the highest BME groups and the highest proportion of Coventry’s new births. MAMTA is hosted by Foleshill Women’s Training.

**MAMTA aims to:**
- Engage with women from a wide variety of BME groups, with a particular focus on newly arrived communities to Coventry.  
- Enable BME women in Coventry access to culturally sensitive parent craft sessions in Coventry.  
- Improve the health outcomes for both women and children by specifically increasing the number of women and children within the BME community accessing and utilising healthy start vitamins.  
- Increasing initiation and duration of breastfeeding rates.  
- Providing information, support and signposting to women in relation to weight management, smoking and alcohol abuse both during and after pregnancy.  
- Work in partnership with both midwifery and health visiting, along with other voluntary organisations working with vulnerable communities in Coventry.

This session will include a site visit and an opportunity to discuss the service with the provider and service users.
Age Friendly City, Supporting Older People

Key Partners including:
Coventry City Council
Coventry University
Coventry & Rugby CCG
Age UK
Fire Service
Coventry Older Voices

Context
The phenomenon of a rapid ageing population and increasing urbanization is impacting on Coventry as much as other cities across the world. Coventry is a growing city and the share of residents over 65 years and more is increasing. The most recent population estimate indicates that nearly 15% of the population is over 65 and over 2% are over 85. Deprivation is a key marker in determining the life expectancy, premature deaths and needs of older people. Life expectancy within Coventry can vary by up to 16 years across the city and premature deaths are higher compared to England.

In recognising that an ageing population will have a significant impact on public services, social and interpersonal relations, Coventry City Council, Age UK Coventry and Coventry University have come together to fund initially for 2 years the planning and implementation of the World Health Organization (WHO) Age Friendly Cities (AFC) programme to promote active ageing.

Age Friendly Cities (AFC)
Age Friendly Cities (AFC) is an international initiative led by the World Health Organisation (WHO) to engage cities to be more friendly, value older people and ensure that older people have a good quality of life. The initiative provides a vehicle for a variety of organisations to work together over a cycle of five years to promote and improve the health and well-being of older people, whilst also valuing the positive contribution they can make to the City.

The initiative focuses on eight different domains identified through consultation with older people in 35 cities across the world. Each domain has a checklist that should be achieved to be an age friendly city. (http://www.who.int/ageing/publications/Global_age_friendly_cities_Guide_English.pdf)

Age Friendly City topic areas:
Young Person’s Substance Misuse & Early Intervention Service

Key Partners including:
Coventry City Council
Compass - Young Person’s Substance Misuse & Early Intervention Service

Background and Context

The number of young people using drugs or alcohol is falling, both nationally and locally. Illegal drug use among secondary school pupils is significantly lower than a decade ago, and the rate of young people under 18 who are admitted to hospital with an alcohol related condition has decreased significantly over the last ten years and has fallen faster in Coventry than the average for England, bringing it into line with the national average.

Public Health commission Compass to provide the Coventry Young Person’s Substance Misuse Service (YPSMS) and the Early Intervention Service.

Coventry Young Person’s Substance Misuse Service

The Coventry Young Person’s Substance Misuse Service provides targeted and specialist services for young people with problematic drug and / or alcohol use. Any young person under the age of 18 years is eligible for the service if they live in Coventry. Compass also provide a range of targeted early interventions to vulnerable groups of young people deemed to be at risk of substance misuse, offer support and advice to parents, carers, significant others and families, and provide support to professionals and volunteers working with children and young people by offering guidance and support with substance misuse related issues. Around 200 young people are referred to the service each year.

Compass deliver most of their work on an outreach basis. They work out of a range of venues including schools, social care, neighbourhood offices, the youth offending service, sexual health service and young people’s housing. Compass provide advice and training for professionals, drop-in sessions for young people, planned counselling sessions for young people, informal activities with young people, and Compass also attend joint meetings or case management meetings where appropriate.

Early Intervention Service - Compass Aspires

The Early Intervention Service provides personalised behavioural change support to young people aged 11-16 (and up to 22 for Looked After Children or those in supported accommodation) identified as being at risk of or displaying substance misuse, poor sexual health, poor/coercive/abusive relationships (i.e. child sex exploitation) and teenage pregnancy to avoid escalation of risks that may require greater intervention at a later stage. The service commenced delivery in 2012 and has four full-time workers. Around 150 young people are referred to the service each year.

A pilot project was commissioned for 2015/16 to develop and deliver an early intervention service to work with primary school aged pupils aged 7 – 10 either:
displaying poor attitudes and behaviours in relation to substance misuse and poor/coercive/abusive relationship including grooming and CSE
- are siblings of young people displaying unhealthy behaviours
- are children of parents demonstrating unhealthy behaviours

The majority of the appointments provided by Compass are delivered on an outreach basis, in venues such as Primary and Secondary schools, Social Care and Child and Family First (CFF) neighbourhood offices, Looked After Children's residential units and Supported Accommodation venues.
Promoting Emotional & Mental Resilience

Key Partners including:
Coventry City Council
Coventry & Rugby CCG
Senior and Primary Schools
Police
Children’s Safeguarding Board
Coventry University

Evidence shows that promoting emotional and mental resilience within young people is protective and leads to better longer term life chances. Within Coventry this is being focused on by a range of partners including Police, Schools and the City Council. This session will provide an opportunity to meet the key partners and hear more about this work.

The Marmot Strategy

As a Marmot City, Coventry City Council are working with partners to reduce inequalities. One of the four priorities areas is to ‘build resilience, aspiration and improve mental health in young people’, focusing on:

- Reduction in numbers of young people self-harming
- Improvements in educational attainment
- Reduction in levels of violence, drug and alcohol abuse in young people
- Improvements in integration of services

Four examples of work in this area are the:

- Coventry Acting Early Programme to create a new model of integrated care that focuses on early help and prevention
- Lyng Hall work in improving educational attainment by removing barriers to learning
- Compass Early Intervention Service
- The Mental Health Triage Service

Coventry Acting Early Programme

Acting Early is the name of a programme that started over three years ago aimed at 0-5 year olds and is a programme of works that has seen significant change across the City. Following the success of Acting Early for 0-5’s we have established an Acting Early team made up of secondary school leads, School Nurses, Police, Social Care, Youth Services, Children Family First workers, Mental Health workers and voluntary organisations such as Citizens Advice Bureau, Mind and Compass, to design a new integrated model of care focused on early help and identification.

Initial activities that have been undertaken to develop this programme include:

- Holding community based workshops that bring together parents, young people, health professionals and teachers to learn about mental health and resilience
• Bringing in outside agencies to work with pupils on some key issues like digital safety and working with pupils to learn and understand about these in more creative ways

**Lyng Hall – improving attainment**

Lyng Hall, a secondary school in an area of above average deprivation, has been held up nationally as a pioneer in terms of their approach to meeting social and emotional needs. Associate Teacher roles at the school have helped remove barriers to learning and improved emotional and mental resilience. The Associate Teachers have helped students deal with the pressure of exams and feel more positive. Through this work, Lyng Hall is continuing to provide students with the support that they need and continue to give students the best possible chances to succeed.

**Early Intervention Service-Compass Aspires**

The Early Intervention Service is commissioned to provide personalised behavioural change support to young people aged 11-16 (and up to 22 for Looked After Children or those in supported accommodation) identified as being at risk of or displaying substance misuse, poor sexual health, poor/coercive/abusive relationships (i.e. child sex exploitation) and teenage pregnancy to avoid escalation of risks that may require greater intervention at a later stage.

**Mental Health Triage Service**

Mental Health Street Triage involves Police Forces, Mental Health Providers and Ambulance Services working together to improve emergency response arrangements to situations where the Police or Ambulance Service have concerns about an individual’s mental health or well-being in community settings. We are using street triage as a way of helping people experiencing a mental health crisis get the help they need faster. If the police are called to an incident where a person is suicidal or self-harming, creating a disturbance or upsetting others but has not committed a substantive crime, they can ask the mental health professional to conduct a rapid assessment and direct the individual to the most appropriate source of help.

The team consists of mental health clinicians working alongside the police on a seven day rotation, between the hours of 17:00 and 02:00, operating as a rapid response vehicle, creating a multi-agency approach to problem solving. The focus of the triage car is on street level diversion, creating a prompt response to incidents in both public places and private premises, focusing on diversion rather than detention and providing the best solution at the first point of contact. They provide advice, assessment and facilitate access to services where appropriate.

Between December 2014 and June 2015 the service responded to 565 incidents, offering a face to face assessment in 79% of the calls. Over this period the service prevented 128 A&E attendances saving approximately £233,000. The service also referred 173 people into Mental Health services who weren’t previously engaged with services and an additional 33 people into substance misuses services.
Health, The Workforce, The Economy

Key Partners including:
Coventry City Council
Solihull & Metropolitan Borough Council
CWLEP – Coventry & Warwickshire Local Enterprise Partnership
Coventry & Warwickshire Chamber of Commerce
Department of Work & Pensions/Job Centre Plus

Background and context
In Coventry there are large inequalities in employment within the city, 19% of all workers and 40% of part time workers earn below the living wage and there has been a decline in intermediate occupations and rise of lower paid jobs, which tend to be less secure. These trends are likely to lead to increases in health inequalities and poorer health and social outcomes for the people of Coventry. There are economic as well as social benefits to addressing these issues: investing in the workforce through paying employees a competitive wage, recruiting locally, providing attractive benefits, career progression, a good working environment and looking after the health of employees will increase recruitment and retention and improve productivity for businesses in Coventry.

Partnership working
Tackling these issues requires a broadening of Coventry’s Marmot City agenda to include the private sector and businesses. Working with organisations such as the Local Enterprise Partnership, the Chamber of Commerce and businesses across the City is essential in order to realise the maximum social and economic benefits of growth in the city. In March 2016, the Chamber of Commerce committed to support Coventry’s Marmot City agenda and to work with Coventry City Council for the next three years to engage with businesses, support vulnerable people into work and to improve the quality of jobs for residents in the city. Partners are working together to ensure that growth in Coventry is ‘good growth’, which benefits everyone and contributes to a reduction, rather than an increase, in inequalities.

Helping vulnerable people into work
The Coventry Job Shop has been supporting local people into work since it was established in 2013. Coventry City Council’s employment team, based at the Job Shop, offer a bespoke service designed to help each customer gain sustained employment.

As part of Coventry’s Marmot City approach, a mental health worker was based in the Job Shop for six months to enable existing staff to develop their knowledge and skills to help those with mental health difficulties to find suitable work. The Council’s Employment Support Service provides employment support for disabled people and people with learning difficulties.
Over the next three years, partners will work together to:

- Educate primary care providers on the importance of employment issues for health so that GPs and primary care staff are able to signpost people to employment services
- Review the impact of employment services across Coventry on health inequalities, with a focus on ensuring services support those who are claiming employment and support allowance (ESA) to find employment
- Understand the employment issues affecting migrants in the city with an aim to increase the number of vulnerable people in employment
- Encourage other employers to adopt the Council’s approach to social value and educate employers on the benefits of recruiting locally to reduce the earnings gap between residents and those working in the city.

Improving the quality of local jobs

Coventry City Council’s Employer Hub, based at the Job Shop, provides a recruitment service which is designed to meet the needs of employers and is utilised by several large employers in the city. Through the Employer Hub, the Council works with businesses to ensure that there are sustainable and high quality job opportunities for people in Coventry. One example of this is the construction shared apprenticeship scheme, delivered in partnership with BAM Construct UK to provide training, employment and career development opportunities for young people in Coventry.

Coventry City Council also supports employers to achieve the standards set out in the Workplace Wellbeing Charter to demonstrate their commitment to the health and wellbeing of their workforce. The aims and objectives of the Workplace Wellbeing Charter are to introduce clear, easy to use wellbeing standards, improve wellbeing and reduce absenteeism, provide tools to measure and evaluate progress, identify and share good practice and real life examples and to show that workplace health and wellbeing is a worthwhile investment.

Over the next three years, partners will work together to:

- Engage with employers to create more supportive and productive work environments and support more employers to sign up to the Workplace Wellbeing Charter and improve their standards with an aim to increase productivity and reduce sickness absence in Coventry
- Act as organisation exemplars of good employment practices and provide clear messages about the benefits of good quality employment with an aim to increase the number of secure jobs, opportunities for progression and an increase in the number of Coventry residents earning the living wage
- Model future local economic forecasts to identify issues for the city.
Social Mobilisation – Coventry On The Move

Key Partners including:
Coventry City Council
Coventry University
Grapevine Charitable Organisation

In January 2013, Coventry City Council agreed to act as one of eight pilot areas for a new system leadership approach, which capitalised on the revised arrangements for health and care brought about by the Health and Social Care Act 2012. At a national level, key health and local government bodies challenged the pilot areas to use the reforms to develop new and novel approaches to intractable problems impacting on their local systems.

In Coventry we chose to tackle physical inactivity, taking advantage of the transfer of responsibility for key public health functions from the NHS to local authorities. One area of systems leadership is in taking a social movement approach to creating increased capacity for action. This approach incorporates Marshall Ganz’s theory of mobilising for change. Using personal narratives to identify shared values, relationships have been developed between wide coalitions of people.

Using this approach, the project 'Coventry on the Move' has piloted a number of ways of working and over the last three years physical inactivity has declined:

Public Health Outcomes Framework

We will present three projects which highlight how this overall programme is being taken forward:

- **Commissioning to create sustainability**
  In May 2015 we commissioned a local organisation to use social movement approaches to mobilise people with disabilities to become more active.

- **Mobilising communities**
  Our 'Idea Factory' brings together the values-based relationships that had been formed over the time Coventry on the Move has been running to initiate new, community-led projects promoting activity. Five different projects have started as a result of bringing these passionate people together, one of them is Slow Roll Coventry.

- **Partnership**
  Last year Coventry on the Move brought together partners from all over the city to deliver a pledge-based physical activity day with an approach not unlike that of NHS Change Day.
Feedback Session

An opportunity for the Health Select Committee to feedback on findings from the day. Representatives from Coventry City Council including Members, Chief Executive, Executive Director for People and Director of Public Health will be in attendance.

May 2016