

Appendix A - Current Actions

Health and Wellbeing Strategy Delivery Plan 2022-2025													
Objective	Action	New 24/25	Owned by	Contact	Timescale	Indicator	Target	2024/25				RAG Status	Commentary
								Q1	Q2	Q3	Q4		
Priority 1 - Reduce the differences in health between different groups of people													
1.3: Take a Health in All Policies approach	1.3.5: Refine and improve process for reviewing new council policies and impact on health and emotional wellbeing (including a focus on reducing health inequalities)		Health Inequalities Task Force	Steven Bow	Mar-24	Process developed. Template implemented	Mar-24					G	Public Health have worked with Environment Delivery to develop the Sustainability Assessment Tool (SAT) which went to Corporate Board in c. February, and was approved for a 4-6 month pilot period of use amongst volunteer service areas. The SAT assesses the environmental and socioeconomic (wider determinants) impacts of work such as commissioning, strategies, projects, events, and gives a RAG-rated breakdown of each area. Subsequent to pilot period, adjustments to the SAT will be made and a policy for usage needs to be developed, but thought is that it will replace the 'environment' and 'health' sections on corporate report templates. Updated November 2024
1.4: Address the variation in the experience of the wider social, economic and environmental determinants of health	1.4.4: Development of a health impact policy for planning to support healthy environments		Health Inequalities Task Force	Steven Bow	May-24	Process developed Process implemented	May-24					A	Health Scrutiny T&F Group complete, with positive feedback received for Public Health on the draft Healthy Planning Protocol which sets out the HIA policy, internal and external processes, governance/ maintenance, HIA templates and guidance for developers. Final edits will be made in collaboration with the Planning Team and the ICB. Recommendations have been submitted to the ICB and will be submitted to Executive shortly, with responses to come back to Health Scrutiny later this year. The Protocol will be ready for adoption as soon as the Local Plan is approved. A new public health Senior Programme Officer started in November and will lead this work going forward. Updated November 2024
	1.4.6: Green skills and jobs – seeking funding opportunities to extend the successful project, currently delivered in other areas of Berkshire, to develop skills and employment opportunities for people with disabilities in the Green economy (Groundwork).		Skills & Enterprise Partnership	Kate Barrow	Dec-25	Number of people completing green skills education / training programmes Number of people securing jobs after completing green skills education / training programmes						A	Groundwork South have secured funding in Reading to deliver a 3 x 6 week Green Skills and Employability starting in September 24, the courses gives the participant the opportunity to learn new skills and gain a City and Guilds Brushcutter and Strimmer qualification. Funding sources are still being sought for West Berkshire to support a project which benefits both the SEND community and the wider community by improving the mental health and wellbeing of the participants and increasing employment outcomes. Groundwork also have a mixed 'Green and Blue' project in development, which will be a longer project. The participants will learn about river safety, invasive species their removal, and how they can support their local volunteers and employment progression in the industry. Both projects have proven that outdoor working has increased the mental health and wellbeing to the participants and in turn some have gained employment into the Green industries. Updated May 2024 Groundwork have just launched their first 6-week Green Skills project in Reading, funded by REDAReading Borough Council have provided us the various green spaces that will allow participants to learn new skills, have employability workshops and have the opportunity to take the City and Guilds Brushcutter and Strimmer course, which will them the qualification to gain employment in Landscaping, Grounds Maintenance and other Green Sectors. Isabel King has referred over ASCEND participants who she thinks may benefit from this wonderful opportunity. Updated November 2024

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	1.4.7: Supported Internships – development of local provision of supported internships to enhance the employment routes for people with disabilities (Newbury College).		Skills & Enterprise Partnership	Kate Barrow	Jul-25	Number of people on supported internships						G	<p>The College continues to work with WBC and 'Ways into Work', to deliver Supported Internships (SI) for students with EHCPs. Seven students are enrolled onto the Supported Internship course and attend the College every Friday. The course is designed to enhance the students employability skills in a variety of areas including, interview techniques, CV writing, job searching and gaining bespoke job related qualifications.</p> <p>Ways into Work are currently contacting local business in Newbury to set up work placements. Two students have started their SI placements, one is with a Care Home in Reading and the other student is with Newbury Town Council's green spaces team. While Ways into Work continue to reach out to local businesses for placements, the five remaining students have been kept busy with internal work experience at the College, their internal placements are ranging from, IT, Catering, Canteen, Library/The Hub, Reception, Gardening, Grounds Maintenance and Facilities with Mitie.</p> <p>The College has already started the process to identify 2025 SI students through; annual EHCP reviews, discussions with tutors and a Supported Internship information evening for all WBC/local parents/carers who have children with EHCP's. The SI information evening will be held at the College on the 26th November from 6.30pm, with representatives from WBC, Ways into Work and the College.</p> <p>The College is also in the process of designing a new Pre-Supported Internship Course to start in 2025, this course is for students who are not quite ready to go straight into external work placements and need</p>
	1.4.8: Employability sessions – extension of the support provided by DWP to local schools and colleges to enhance the understanding of employment options for young people. Particularly focussed on under-represented groups and on the wide range of routes to skills and future employment (DWP)		Skills & Enterprise Partnership	Kate Barrow	Dec-25	Number of people attending employability sessions						G	<p>The DWP have been working with schools around Berkshire to deliver Employability Skills and have had some good feedback from those schools. Further details of West Berkshire activity to follow. Updated May 2024</p> <p>The DWP is currently delivering the Support for Schools project to approximately a dozen schools in Berkshire. At present this is working well, and they have a meeting with Berkshire Enterprise co-ordinators to promote this. Updated November 2024</p>

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Priority 2 - Support individuals at high risk of bad health outcomes to live healthy lives													
2.1: Raise awareness and understanding of dementia and ensure support for people who have dementia is accessible and in place for them and their unpaid carers	2.1.5: Work with local businesses in West Berkshire to raise awareness of role with the community, along with role as an employer for those who are unpaid carers		Ageing Well Task Group	Hannah Cole	Mar-24	Number of organisations & businesses that are members of Dementia friendly West Berkshire Number of Dementia Friendly businesses						G	Membership of DFWB has increased to 60 members although this has been driven by DFWB and does not indicate specific engagement around carers. Further discussion to take place around whether this indicator applies to older people living with dementia or all adults with other health conditions. It will be really helpful to understand the work that Carers Strategy group are doing around this too and how we can work together. Going forward it will be good to invite representative SB to the Carers strategy group meetings. Carers Strategy Group: New Provider we are working with: Reading and West Berkshire Carers Partnership. Our partners comprise of Age UK Reading, Age UK Berkshire, Reading Mencap and Communicare. With the implementation of the Carers Leave Act 2023 which came into force in April 2024, it will be worth finding out from Employers whether this has been incorporated in their organisations policy. Updated August 2024 Employers are becoming aware and Carers UK are completing a survey which closed on the 08.11.24. Await the results of the survey to give us a general ideal of the Carers Leave Act 2024 implementation. Updated November 2024
2.2: Work together to ensure that the Dementia pathway is robust, including pre-diagnosis support, improving early diagnosis rates, rehabilitation and ongoing support	2.2.1 Raising awareness to increase identification of carers		Carers Strategy Group	Hannah Cole		Young carers card Good quality information and advice for carers Explore ways to encourage Carers to gain IT and Digital skills	On going support and encouragement to be provided to Carers to gain digital skills as this will help them to stay connected and be able to access services and support quicker.					G	Re. Social Media : The Young Carers Activity Co-ordinator feedback they have been putting timetables on for Young Carers to access. This is on Facebook and Instagram. In terms of general awareness they have been putting information about Carers Week and sharing articles with young Carers. They want Young Carers to also read about some of the challenges they face and for them to know they are not alone. The new carers strategy is in the process of being agreed - updates to follow. Presently promoting schools to be active to take up responsibility for Young Carers in their schools. We hope the number of schools who show a committment will increase and by so doing more Young Carers will be identified. Updated August 2024 We are working with Calcot and Thatcham Family Hubs to develop regional clubs. We hope that by offering regional clubs we can reach some families who live in more rural areas of West Berkshire. Updated November 2024
	2.2.2 Provide information and advice to carers		Carers Strategy Group	Hannah Cole		Young carers newsletter Linking with GP Practices and Primary Health Care and other partner organisations who provide information and advice to Carers.	GP Practices and BHFT representation in the Carers group- quarterly updates					G	Young Carers Newsletter was launched in September. 1 new newsletter has been issued. The plan is that the newsletter will come out every 8-9 weeks. It contained information about recent summer holiday activities for example canoeing which the young carers enjoyed. We have BHFT representation in the Carers group and will invite GP Heather Howells to a Carers Group meeting to explore how we can work in partnership with the GP Practices. The new Carers Strategy is in the process of being agreed. Updated August 2024

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	2.2.3 Enable access to peer support groups for carers and young carers		Carers Strategy Group	Hannah Cole		Increase number of peer support groups available from 10 to 12 - Signpost to charities, other voluntary and private organisations that support carers and young carers.	Increase of 2 groups					G	We have the weekly Youth group for secondary school age carers. During the meetings Carers are offered a hot meal and there are always activities for them (e.g., craft, baking, sport or other physical activity). The new carers strategy is in the process of being agreed - update to follow. One of the priorities in the draft Carers Strategy is easy access to peer support groups for Carers and Young Carers. Updated August 2024 With the support of the Greenham Trust to run provision with the Community Youth Project at Greenham for the last number of years. However they are in a position to deliver the project independently. They will be launching their own young carers group for secondary age young people which will become a new community led provision. Updated November 2024
	2.2.4 Support carers health and mental wellbeing		Carers Strategy Group	Hannah Cole		Ensure Carers assessments gives Carers time to explore their needs (mental, physical, emotional etc). Ensuring carers have access to services including mental health support groups Link with GP Practices and Social Prescribers Enabling participation in activities working in partnership with local leisure centres.	Quarterly updates on Carers assessment completed, Carers Partnership to provide update on signposting Carers to mental health support groups, gym, local leisure centres, health checks etc.					G	Carers Partnership continues to report that they signpost Carers to gym or to their GP's for health Checks (once they are registered as a Carer), leisure centres. The new carers strategy is in the process of being agreed - updates to follow. Carers Strategy Group now has a Social Prescriber who will attend quarterly meetings. In the process of recruiting a Social Care Practitioner who will focus mainly on completing and monitoring Carers assessment and signposting Carers much earlier. Updated August 2024 We are in the process of developing the self assessment service for carers through the funding from DHSC-ARF. The Carers Partnership has been signposting carers to appropriate services in relation to their mental, physical and emotional health. Updated November 2024
2.4: Work with partner agencies to promote the health and wellbeing of unpaid carers	2.4.2: Review and refresh the Carers Strategy Action plan		Local Integration Board	Maria Shepherd / Hannah Cole	Jan-25	Actions will be contained within the plan	N/A					G	Draft Carers Strategy including Delivery Plan presented to LIB and Corporate Board. Also presented to Ops Board on 8th August. Will go to Executive for full sign off as we need to consult on Strategy and Delivery Plan. Updated August 2024 The draft carers strategy is currently out for consultation. It ends on 19th November 2024. The results will be published on 31 January 2025. Updated October 2024
2.5: Reduce the number of rough sleepers	2.5.1: Continue to work together to prevent rough sleeping and reduce the number of people who do sleep rough (Implementation of the Homelessness and Rough sleeping strategy)		Homelessness Strategy Group	Nick Caprara	Jul-25	Number of people sleeping rough	< 2	18	21			R	Nationally numbers have increased significantly meaning this target needs to be re-set for 2024/25. Updated November 2024
2.6: Improve the mental and physical health of rough sleepers and those who are homeless through improved access to local services	2.6.2: Increase dental registration among rough sleepers and those in temporary accommodation: work with ICB? to develop a process for registration (placeholder - to be determined)		Homelessness Strategy Group SE inequalities board,	Nick Caprara	Year 1	Process in place for registering	N/A					R	This is recognised as national issue and a barrier for homeless households. No-one has been able to secure any dental care to engage with our rough sleeper cohort or outreach provision. Updated November 2024

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2.8: Support people with learning disabilities, engaging with them and listening to them through working with voluntary organisations	2.8.2: Implement Positive Behaviour Support across Health and Social care		Skills and Enterprise Partnership (working with MP Laura Farris)	Kate Barrow	Annual	Delivery of event. Attendance: - businesses - students Feedback	40			60 1,200		G	As previously reported, the 2023/24 annual Work & Careers Fair (the 'Destinations Expo') was successfully delivered on 12th October 2023 at Newbury College, with 1,200 young people from local secondary schools attending, and around 60 employers and other organisations exhibiting. Planning for the 2024/25 Destinations Expo is well underway for 10th October 2024, with ambitious plans to increase attendance to 1,500 young people and to grow the number of employers and education providers exhibiting to 70. Recruitment of employers for the event is progressing well, and the meeting of the specific needs of students with SEND is embedded into the event. Updated May 2024 Destinations 2024 has now taken place - it was successful event with over 60 businesses and 1200 students attending. The spread of businesses was the most diverse it has ever been. We kept the 1st hour as a SEND specific session to ensure that students with additional needs had every opportunity to engage with the employers. We welcomed students from Mary Hare, Brookfields, The Castle, Icollege and Mile House as well as SEND students from mainstream schools. Updated November 2024
	2.8.4: Extension of the "Delivering Life Skills" Programme, delivered by the EBP.		Skills and Enterprise Partnership	Kate Barrow	Annual	Delivery of programme attendance Feedback from young people and schools	60 young people attending the DLS programme		160			G	The H&WB approved funding for this programme in 2022/23, which was delivered in secondary schools by the EBP. All sessions were completed by July 2023, with a significant increase to 250 participants. The further funding bid for 2023/24 was discussed at the HWB Board, however there are currently no identified funds to support these activities in 2023/24. Greenham Trust are providing continuing funding for part of the programme, but, at present, the offer to Schools has been reduced. Updated May 2024 The situation remains the same - we received funding from GCT to run 8 DLS workshops during the 2023/24 academic year and impacted 160 students. We are continuing to seek funding to continue to run this programme this academic year. Updated November 2024
2.9: Increase the visibility and signpost of existing services and improve access to services for people at higher risk of bad health outcomes	2.9.8: Use targeted paid adverts on social media to improve knowledge and awareness of services, tips and advice about health and wellbeing (placeholder)		Public Health and Wellbeing	Steven Bow	Mar-24	To be developed	TBC					R	The Public Health Team puts frequent content on social media to support national campaigns, such as Covid and flu vaccinations, measles vaccinations, Mental Health Awareness Week, etc, as well as hot and cold weather alerts and messaging. They also share blogs from UKHSA on relevant topics. Paid adverts will be considered as necessary going forward. Updated November 2024
	2.9.9 Organise an annual Health and Wellbeing Conference, which is focused on current issues and tackling health inequalities		-	Gordon Oliver	Annual Next event April 2025	No. of people registering for the event No. of providers attending the marketplace	100 5					G	The 2024 conference took place on 19 April and was themed around Primary Care and Community Outreach, promoting the ICB's Primary Care Strategy, Pharmacy First and the Community Wellness Outreach Service. The themes for the 2025 conference are due to be discussed at the Health and Wellbeing board in December. Updated October 2024

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Priority 3 - Help families and children in early years													
3.1 Ensure families and parents have access to right and timely information and support for early years health. Working with midwifery, Family hubs, healthy visiting and school nursing	3.1.1 1001 Days Platform		Childrens Early Help and Prevention Partnership	Jo Roberts / Nerys Probert			Feedback from families. Platform live					G	<p>There was a soft launch for the Best Start in Life – The first critical 1001 days digital platform in December 2023. Parents' feedback was collected during the development stage, but we are mindful that we also want to test it further as a live resource so we can get additional feedback and make changes if we need to.</p> <p>The webpage was launched to Health visitors and midwifery colleague earlier this year and since then stickers with a QR code have been printed and given to Community Midwives and HV's for use in the Red Books. The webpage continues to be promoted via FH Antenatal and postnatal courses and on Facebook.</p> <p>It is planned to collect data about traffic to the page early next year.</p> <p>Updated October 2024</p>
	3.1.2 Enhance the Midwifery, Health Visitor and Early Response Hub liaison meeting to identify children and families at early help at the earliest opportunity		Childrens Early Help and Prevention Partnership	Steph Coomber - Early Response Hub	Sep-23	Increase in the number of pregnant women from vulnerable communities accessing support at an earlier stage	Vulnerable women receive support					A	<p>Early Years' sits within Education and therefore we are unable to comment fully however ERH works closely with the family hubs. We have a family hub worker present within ERH and ERH are now the highest referral source into family hubs. Our presence within the community needs to be enhanced and we would want co-location within the family hubs themselves or any other community space available. However we do have reach into many areas of the community via the collaborative work and partnership working via our 16 agencies who are partnered with ERH, the majority of which are community based. We undertake mapping to identify those within the community who may be in greater need. This is amber due to resource challenges and also the lack of buy-in on co-location.</p> <p>Updated November 24</p>
3.2: Ensure families and parents have access to right and timely information and support for early years health. Working with midwifery, Family hubs, healthy visiting and school nursing	3.2.4 Develop and promote Parental Conflict training and resources to those involved in providing Early Help		Childrens Early Help and Prevention Partnership	Didge Oku - Reducing Parental Conflict Coordinator	Jan-24	Practitioners and professionals are trained and equipped to identify and address parental conflict in the Early Help space	Practitioners are trained in reducing parental conflict					G	<p>There is embedded reducing parental conflict programme which delivers training to professionals and a full day workshop to parents to enable them to co-parent more effectively and to reduce conflict.</p> <p>Updated November 2024</p>

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3.3 The Early Help system in West Berkshire is designed to meet the needs of children and families who need early help support	3.3.3 Review, amend and update My Family Plan as a tool that can be used across the Early Help system to drive the early help practice		Childrens Early Help and Prevention Partnership	Karen Atalla - CAAS	Dec-23	Partners in community settings have confidence in leading or participating in a My Family Plan	Children and Families in need of early help find My Family Plan a useful tool to drive change and support					A	There continues to be hesitancy/reluctance with some partner agencies in uptaking the use of the MFP, however we are seeing some improvement. ERH continue to offer consultations and support if needed to partners who undertake MFP's. We have funding for three MFP co-ordinators and have been successful in recruiting to these posts. The three co-ordinators focus on supporting partners, particularly within schools to use the MFP as a tool to drive change and support. There remains an issue with the collation of pure data on numbers of MFP's started and closed, as the electronic form has not been accepted/utilised widely, and until our new electronic database is in place, this will continue to remain a challenge. Most agencies that have engaged with an MFP are still continuing to utilise the paper forms. It was hoped that MFP's could be placed and accessed by partners on CareDirector to resolve the issues, however unfortunately this is no longer an option, but should be an option when our new electronic database is in place..It is positive that the family hubs are continuing their engagement with the MFP's on the digital platform. The input of the MFP facilitators has been invaluable, and the trajectory is upward – We continue to drive this agenda forward, however this remains marked Amber as although we have seen an improvement, 'buy in' has not yet been evidenced sufficiently and requires the wider strategy and the use of policy around Early Help and Prevention. Updated October 2024
	3.3.4 Review the role of Family Hubs in the Early Help system in light of the Social Care Review recommendations		Children's Early Help and Prevention Partnership	Beth Kelly	Mar-25	Family Hubs role in Early Help and Family Help is clarified and strengthened	Families in need of Early Help are able to access support in a timely accessible way					A	Commitment in place to explore expanding the scope of West Berkshire Family Hubs to enable increased engagement with vulnerable families and older children and young people in early intervention and prevention services/the offer that Family Hubs delivers in the community. Family Hub expansion offer currently being progressed via collaborations with Emotional Health Academy, Coram Parent Champions Programme and West Berkshire Young Carers Groups. ERH/Family Help promotional film will feature Family Hub parents/carers and spaces to better demonstrate close working relationship between children and family services in West Berkshire. Updated November 2024
3.5: Publish clear guidelines on how families can access financial help, tackling stigma around this issue	3.5.4 Work with voluntary sector partners to review options and agree a way forward for providing ongoing support to residents who are struggling to cope with the rising cost of living.		Public Protection	Sean Murphy	Oct-23	Support model agreed.	New arrangements in place from October 2023						
Priority 4 - Promote good mental health and wellbeing for all children and young people													
4.1 Enable our young people to thrive by helping them to build their resilience	4.1.1: Health and wellbeing in schools programme: 1. Health and Wellbeing in Schools Award 2. The Public Health and Wellbeing Health and Wellbeing in Schools programme.		Public Health and Wellbeing	Paul Graham	Mar-25	1. No. of schools taking up offer. 2. Universal Year 3 Living Well workshop	1. 3 schools completing 2. 30 schools receiving workshop	0 2	1 2			G	1. One school completed the award in September 2. Two schools received workshops in Q2. Q2 was very quiet for school based work as half of Q2 is summer holidays. Corporately, school targets are reported termly to balance this. There are no concerns at this stage, as 30 schools have booked to receive workshops. Updated October 2024
	4.1.3: Develop and expand the Young Health Champions programme		Public Health and Wellbeing	Paul Graham		Number of champions recruited. Number of young people reached.	2024/25 - 30 per year	4	0			G	Low number due to Q2 containing 6 weeks of school summer holidays. 12 students began Young Health Champions course and 20 are due to complete by end of Q3. On track for target Updated October 2024

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4.7: Improve the process for transition to adult mental health services	4.7.6 Dedicated 16-25 transitions worker within CYP Substance Misuse services		Substance Behaviour Partnership	Sue Butterworth	New contract beginning April 2022	Worker in place						R	This action was on hold for an extended period due to staff illness. Jessica Ryall-Spoor and Sue Butterworth will look at a new action as part of the Delivery Plan review. Updated November 2024
Priority 5 - Promote good mental health and wellbeing for all adults													
5.1:Tackle the social factors that create risks to mental health and wellbeing, including social isolation and loneliness	5.1.4 Raise awareness of resources and interventions that help to address mental health and wellbeing and related issues (e.g. rural isolation and loneliness) to residents, community groups and key stakeholders		Ageing Well Task Group	Sue Butterworth	Dec-22	Number of entries inputted onto aDoddle (community mapping tool) Number of hits on West Berkshire directory						R	Z cards updated again and a further 5,000 cards have been ordered. 3,000 for schools and 1,000 for west Berkshire foodbank, 50 to Newbury Soup Kitchen, 100 to West Berkshire Suicide Prevention Action Group. We have also provided some to Healthwatch and the new Be Well this Winter service. There is currently insufficient staff resource to work on aDoddle, so this is not being updated. The Ageing Well Task Group is working with Adult Social Care on increasing awareness of and access to the new West Berks Directory which includes a piece of work to support residents who are not enabled to access digitally. Suggest that this action is split in two - one for MHAG around raising awareness and one for AWTG around rural isolation and loneliness. Updated November 2024
5.4: Improve access to, quality and efficiency of services available to all who need them, including improved digital offerings for those who can and prefer to use them.	5.4.4: Develop and promote a range information and tools to support transition across the life course (e.g. birth, school, college/ university, employment, moving house, marriage, divorce/ separation/ widow, bereavement) through Be Well (or similar platform).		Mental Health Action Group	Adrian Barker	Dec-24	Number of resources produced	One per year	0	0			G	March 2024: it has been decided to pursue bereavement as a key transition across the life course. The first step will be to bring together relevant bodies engaged in this area to identify any problems and suggest ways in which they could be addressed. June 2024: a first meeting to investigate the impact of bereavement on mental health and identify areas where more could be done, is to be held in July. August 2024: a workshop involving a range of stakeholders (15 attendees) was held on 22nd July. A report summarising the event has been sent to attendees for comments. Further meetings are due to be held to take this forward. October 2024: meeting arranged for 29 October. Target updated from one resource per quarter to one resource per year - this reflects the fact that engaging stakeholders and the people with day to day involvement in a given area takes much longer, but is much more powerful in identifying gaps and areas for improvement. The aim is to produce and disseminate relevant information to help signposting to support the negotiation of the challenges at this critical period of people's lives, by December 2024.
5.6: Improve access to support for mental health crises and develop alternative models which offer sustainable solutions, such as peer mentoring or trauma-based approaches.	5.6.2: Implement and deliver the priorities of the new Berkshire Suicide Prevention Strategy		West Berkshire Suicide Prevention Action Group	Steven Bow	Jan-24	Operational delivery plan produced	N/A					R	Work on the Suicide Prevention Strategy has been delayed due to staff sickness. An update was provided to the Health and Wellbeing Board meeting on 2 May. The local Suicide Prevention action plan will be co-designed through the West Berkshire Suicide Prevention Action Group and appropriate sub-groups, aligned with the Pan Berkshire Suicide Prevention Group, with support from West Berkshire governance structures. Updated: November 2024