

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		
<b>Priority 1 - Reduce the differences in health between different groups of people</b>													
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	Chinedu Okoronkwo	Apr-25	Process developed. Template implemented	Mar-24					G	The process for reviewing new council policies and their impact on health and emotional wellbeing, with a particular focus on reducing health inequalities, is currently being refined and strengthened as part of the broader implementation of the Health in All Policies (HiAP) approach. As part of this work, discussions have resumed with key departments, including Planning, to ensure health considerations are embedded in policy development. A structured framework is being developed to standardize the review process, ensuring that health impacts are systematically assessed and addressed. This framework will be presented to the Corporate Board for approval, after which implementation will begin to integrate health equity considerations into all council policy reviews. Regular updates will be provided as the work progresses. <b>Updated February 2025</b>
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	Chinedu Okoronkwo	Jun-25	Process developed Process implemented	May-24					G	As part of the efforts to implement the Health in All Policies (HiAP) approach, we have engaged with the Planning team to discuss the development and implementation of a Health Impact Policy. It is envisaged that this policy will ensure that planning decisions actively support healthier environments by embedding health considerations into development proposals and land use strategies. A key milestone in this work has been meeting with Planning to explore how Health considerations can be integrated into the planning process, particularly once the Local Plan is approved. This will provide a structured opportunity to formalize health impact considerations within planning policies and frameworks. Additionally, we have recognized the importance of identifying the necessary staff resources for the process. Also, plans are on towards establishing clear roles and responsibilities. The draft Health Impact Policy is currently being refined and will be presented to the Corporate Board for approval. Once endorsed, implementation will begin. <b>Updated February 2025</b>
	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 has launched its first 6-week Green Skills project in Reading, funded by REDA. Reading Borough Council has provided 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. <b>Updated November 2024</b>  The current contract for Groundworks (South) ends in March and this has gone back out to tender. Groundworks are currently looking for the right pot of funding to support the other side of the organisation - Green and Blue skills. <b>Updated February 2025</b>

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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>Newbury College and Ways into Work continue to work with 7 students on the Supported Internship Pathway. 4 students are in work placements - 1 with Care UK, 1 with Newbury Town Council, 1 in a Garden Centre and 1 at Cobbs Farm.</p> <p>3 Students continue to access work experience while work placements are being sort and explored. 2 are internal to College - 1 in IT and 1 with student Information. 1 student is accessing external placement at Code Ninjas.</p> <p>All students are doing well in work placement/experience and their college education day. For those who suitable work placements have not been secured yet Ways into Work and Newbury College will discuss how we can support them post this academic year to complete the Supported Internship.</p> <p>25/26 numbers are looking positive with 10 possible returning students identified for Pre supported Internship programme and 8 for Supported Internships. <b>Updated February 2025</b></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 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. <b>Updated November 2024</b></p>

Health and Wellbeing Strategy Delivery Plan 2022-2025

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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	<p>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.</p> <p><b>Carers Strategy Group:</b> 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.</p> <p><b>Updated August 2024</b> Employers are becoming aware and Carers UK are completing a survey which closed on 08.11.24. Await the results of the survey to give us a general ideal of the Carers Leave Act 2024 implementation.</p> <p><b>Updated November 2024</b> Results from the Carers Survey by Carers UK stated that employers have gone above and beyond to introduce paid carers leave with some employers giving between 1 to 10 days of unpaid carers leave.</p> <p><b>Updated February 2025</b></p>
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	<p>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.</p> <p>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 commitment will increase and by so doing more Young Carers will be identified.</p> <p><b>Updated August 2024</b> 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. <b>Updated November 2024</b></p> <p>With regards to identification of carers, West Berkshire is in a joint project with four other local authorities (Wokingham, Reading, Buckinghamshire, and Oxfordshire) to focus on developing resources, campaigns to help identify new carers. This project is funded through the Accelerating Reform Grant West Berkshire received in 2024.</p> <p><b>Updated February 2025</b></p>

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	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. <b>Updated August 2024</b> We now have a Social Prescriber who attends our Carers Strategy Group meetings. We also had WT from Solutions4Health attend the Carers Strategy Group meeting on the 30.10.2024 to talk about the Berkshire West Community Wellness Outreach Service. <b>Updated February 2025</b>
	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. <b>Updated August 2024</b> We have been lucky to have the support of the Greenham Trust and run provision with the Community Youth Project at Greenham for the last number of years. However, they are able 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. <b>Updated February 2025</b>
	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. <b>Updated August 2024</b> 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. <b>Updated November 2024</b> Ongoing work with developing the self-assessment service. We are currently planning the testing phase of the assessment tool and would like a good representation of carers actually testing the form and feedback to us their experience of completing the form. <b>Updated February 2025</b>
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	Consultation on the new Carers Strategy is complete and it is due to go to Executive for approval on 13 February. <b>Updated February 2025</b>

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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	13		R	Nationally numbers have increased significantly meaning this target needs to be re-set for 2024/25. <b>Updated November 2024</b> Q3 numbers reduced to 13 due to interventions supporting some entrenched Rough Sleeping cases into emergency accommodation & RSAP provision. <b>Updated February 2025</b>
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. <b>Updated November 2024</b> No change from above. <b>Updated February 2025</b>
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	Destinations Expo 2024 took place in October - it was successful event with over 60 businesses and 1,200 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.  Planning for this year's Expo is well underway - it will take place on 9th October at Newbury College and we are hoping to welcome circa 1,200 students and up to 70 employers. <b>Updated February 2025</b>
	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 situation remains the same - we received funding from Greenham Trust to run 8 DLS workshops during the 2023/24 academic year, which impacted 160 students. We are continuing to seek funding to continue to run this programme this academic year. <b>Updated February 2025</b>
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	Apr-25	To be developed	TBC					G	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.  Although paid advertising has not been used previously, the team is currently exploring what areas could be a priority for funding in future. <b>Updated February 2025</b>
	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.  Due to the LGA review and follow-on work, it is recommended that this year's conference be pushed back to the autumn. <b>Updated February 2025</b>

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<b>Priority 3 - Help families and children in early years</b>													
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					C	<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><b>Updated February 2025</b></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	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>Discussions/planning regarding the alignment between ERH and family hubs will begin in March/April 2025.</p> <p><b>Updated February 2025</b></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	Steph Coomber	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>The RPC programme is confirmed as being funded for a further year 2025/26 and WBC will be applying for this funding to be able to continue the programme.</p> <p><b>Updated February 2025</b></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 currently only have 1 MFP facilitator in post which unfortunately is impacting on service delivery. 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 MFPs 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 MFPs 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. The current two vacant MFP facilitator posts are being requested to be recruited to, however this will be subject to grant funding agreement. <b>Updated February 2025</b>
	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 to the expansion of West Berkshire Family Hubs scope continues – aiming to enable increased engagement with vulnerable families and older children and young people in early intervention and prevention services delivered within W Berks communities. Early Years Systems Approach Workshop held 16 Jan 2025 with representatives from Public Health, NHS provider services, Children's Services, Libraries, Elected members, VCS. Workshop focused on Early Years/Early intervention policy context (Health Child Programme, Best Start in Life, 1001 days, impact of childhood trauma on attachment) and how our provision in W Berks delivers accordingly. Following the workshop next steps will be agreed with partners to build on our future aspirations and plans for shaping early help offer in 2025/26. <b>Updated January 2025</b>
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					G	
<b>Priority 4 - Promote good mental health and wellbeing for all children and young people</b>													
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	0  18		G	1. One school completed the award in September. No schools actively completing award at this time. Likely to change KPI for 25/26 2. There are no concerns at this stage, as 30 schools have booked to receive workshops. On track to complete this <b>Updated January 2025</b>

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	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	20		G	Successful Q3 with 12 YHC's trained at Little Heath and 8 at Trinity. 12 more being trained at Kennet, target on track. <b>Updated January 2025</b>
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						C	This action has been completed. CYP transitions worker started in post Sept 2024 <b>Updated January 2025</b>
<b>Priority 5 - Promote good mental health and wellbeing for all adults</b>													
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							A	AWTG is working with Adult Social Care to increase awareness of and access to the new West Berks Directory which includes Directory Champions to support residents who are not digitally enabled to access information. This will increase opportunities and access to signposting to services and activities that reduce social isolation.  AGWTG are working in partnership with BCT & PPP on a campaign to raise awareness and advice around fraud and scam prevention to older residents. This will help to address associated mental health and wellbeing issues resulting from being the victim of a scam.  <b>Suggest that this action is split in two - one for MHAG around raising awareness and one for AWTG around rural isolation and loneliness. Updated to reflect actions for the AWTG Jan 2025</b>
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	Following earlier work, the opportunity was taken in Grief Awareness Week, December 2024, to launch some new resources on the Public Health Mental Wellbeing webpages. Also during that week, as well as social media activity, partner bodies held drop-in sessions for the public. We are hoping to hold a further event with stakeholders (in Dying Matters Awareness week, 5th-11th May), and explore whether any further action in this area would be beneficial. <b>Updated February 2025</b>
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	Catherine Greaves	May-25	Operational delivery plan produced	N/A					G	Work on the Suicide Prevention Strategy has been delayed due to staff sickness. However, there is increased people resource within the PH team to focus on this objective. The survey of system partners and stakeholders to inform the Action Plan will be reviewed by the West Berkshire SPAG group in February, as per the co-design approach. The survey will be completed in mid-March, and the findings incorporated into the drafting of the Plan. <b>Updated: February 2025</b>