

Appendix 1 - Harrow Health and Wellbeing Board action plan 2016

The table below outlines the actions which the Health and Wellbeing Board are committing to in 2016. We believe these actions reflect areas where joint working will achieve more than operating as individual organisations. The actions cut across the three priority areas outlined in the Harrow Health and Wellbeing Strategy and will help residents in Harrow to start, live, work and age well.

	Objective	Explanation	Actions (progress will be reported quarterly)	Health and wellbeing Board sponsor	How will the action be monitored
Start well					
1.	Transforming children and young people's mental health and wellbeing	In Harrow Children and young people currently have an inconsistent approach to services depending on the area, school, and GP they have. We want an integrated solution which provides a different sort of service for children and young people and their parents. We plan to deliver this through our Children and Adolescent Mental Health Service (CAMHS) transformation plan over the next 5 years and the Future in Mind programme.	<ul style="list-style-type: none"> - To identify additional resources to support the pilot of the new model of service delivery without impacting on existing services - To provide additional services for unaccompanied asylum seeking children - To commission a new eating disorder service across 5 boroughs - To develop an options appraisal for CAMHS service transformation across West London - To review workforce training needs 	CCG clinical lead for children	People's Joint Executive Board
2.	Transforming early help for children and young people	In Harrow, the services available for early help have been identified as having a degree of duplication and fragmentation. In order to make the services providing early help more effective and efficient we will review the current services with a view to developing an integrated offer of early help for children and young people that need it. Giving every child a good start means ensuring that the pre-natal and early years services identify and address problems in children and their families as early as possible. This means we will also need to review the health visiting	<ul style="list-style-type: none"> - To establish a project Board to review the current services - To agree the outcomes for the early help services - To redesign the early help service in collaboration with staff and users - To review the Health visiting service against the needs of the local population 	Corporate Director, People's Services, Harrow Council	People's Joint Executive Board

		services to ensure that they coordinate with the new integrated early help service.			
Live well					
3.	Explore new models to empower Harrow residents to do more for each other	<p>Harrow Communities Click (HCC) is a membership organisation aiming to promote and facilitate mutual networks and time banking to improve the quality of life for people living in Harrow. Harrow Communities Click is different to volunteering as you gain a one hour time credit per hour that you give, which you can use when you need support.</p> <p>In addition to this, Harrow Council is currently reviewing all the Council's approach to volunteering, considering best practice (including digital means of engagement).</p> <p>The Health and Wellbeing Board will promote Harrow Communities Click and review further opportunities for joint working with the Voluntary sector in Harrow to empower residents to support each other.</p>	<ul style="list-style-type: none"> - Harrow Communities Click to present to the Health and Wellbeing Board - Health and Wellbeing Board to promote the Harrow Communities Click model and support integrated working - Share Harrow Council's review of best practice in relation to empowering the community and resident's preferences - Support the VCS to consider how they would like to engage with the Health and Wellbeing Board and how to link up work across the Harrow 	Director of Public Health (to be reviewed upon appointment of voluntary sector representative on the Board)	Communities Click Delivery Board
4.	Improve joint communications and promote effective engagement with all Harrow residents	The Health and Wellbeing Board has committed to provide the leadership to enable everyone living and working in Harrow to join together to improve health and wellbeing. As part of this, it is important that there is joined up approach to engaging with residents and for new ways of working to be explored to ensure a two way dialogue is established between a representative cross section of the Harrow population and the Health and Wellbeing Board. In particular it is acknowledged that the population of	<ul style="list-style-type: none"> - Set up an engagement working group tasked with developing an integrated plan for communications - To develop a shared planner which outlines all planned engagement events in 2016 and look for synergies between planned activities of partners to increase efficiency and integration of messages - To develop a shared list of stakeholders and channels of communication with them - To incorporate into the planner key 	Chair Healthwatch Harrow	CCG Equality and Engagement working group tbc

		<p>Harrow is extremely diverse and there is a need for a working group to highlight inequalities in Harrow and the needs of marginalised groups to ensure that the vision to improve the health and wellbeing of all, with particularly concentrated focus on those with the greatest need is addressed.</p> <p>An integrated approach to communication and engagement will enable health and wellbeing messages to be more co-ordinated, targeted and powerful, culminating in residents feeling more informed about progress and future developments.</p>	<p>messages that Health and Wellbeing Board partners will be disseminating to residents at specific points in 2016</p> <ul style="list-style-type: none"> - To agree shared mechanisms to communicate the mission, vision and objectives of the Harrow Health and Wellbeing Board to residents and progress against these objectives - To share learning in relation to engaging with seldom heard groups and improving access to services and facilities which promote health and wellbeing 		
5.	Assess the health impact of Harrow regeneration schemes	<p>Regeneration of Harrow is a major priority for the years ahead. The Kodak site, College Road, sites in Wealdstone and major council sites, such as the Civic Centre, will be redeveloped with new affordable housing being a particular feature. There is an opportunity to consider how to enhance the positive impact this regeneration scheme will have on health, wellbeing and health inequalities and to minimise any possible negative impacts.</p>	<ul style="list-style-type: none"> - Pilot the use of a Health Impact Assessment framework on Grange Farm re-development and make recommendations to promote health and wellbeing - Evaluate the effectiveness of the piloted HIA framework - Conduct an HIA on Civic Centre redevelopment - Planning and Public Health to participate in joint training with a view to mainstreaming the HIA approach within the Council - Consider a strategic approach to estates 	Director Public Health	Regen steering group
Work well					
6.	Pilot integrated employment/ mental health support and ensure that Harrow residents are signposted to talking	<p>We know that mental health problems such as depression and anxiety are common in Harrow but many don't get the help and support they need. It is estimated only 25% of those experiencing common mental health problems receive</p>	<ul style="list-style-type: none"> - Increase uptake of Talking Therapies amongst Harrow residents - Secure external funding to initiate the employment/mental health pilot - Consult with stakeholders to develop 	Director Public Health	Harrow Employment and Mental Health Task and Finish group

	therapies available	<p>help compared to 90% of those with diabetes. Talking Therapies are effective psychological treatments available for free and through self-referral for Harrow residents but take-up of this service is below target. The Health and Wellbeing Board partners will champion the service and improve signposting to increase uptake of the service.</p> <p>Common mental health problems are also major reasons for unemployment in Harrow. An estimated 28% of people claiming Employment Support Allowance (ESA) and Jobseekers' Allowance (JSA) have a common mental health problem and 95% of these people will continue to be out of work for more than 12 months. While unemployment in Harrow is reducing, there has not been a commensurate reduction in the number of people with mental health conditions getting back to work. A programme will be launched in 2016 which will trial the impact of joining up employment and mental health support with a view to helping residents back to sustained employment.</p>	<p>a service specification for integrated employment/mental health service which meets needs and is integrated with current local provision</p> <ul style="list-style-type: none"> - Develop targets for the employment/mental health service for 2016 - Procure a provider for the service and ensure the service fits well with other related local services such as Talking Therapies - Launch and promote the service - Monitor outcomes in line with targets set 		
7.	Commit to London Healthy Workplace Charter	Each Health and Wellbeing Board member organisation will demonstrate that they take the health of their staff seriously by signing up to and implementing the London Healthy Workplace Charter. The Charter is a set of standards which if met, will enable us to get the best from the health and	<ul style="list-style-type: none"> - Harrow Council will take action in 2016 to attain 'achievement' status of GLA Healthy Workplace Charter - Harrow CCG will take action in 2016 to attain 'Commitment' level of the GLA Healthy Workplace Charter 	Director Public Health	Like Minded programme board

		wellbeing workforce in Harrow and position the Health and Wellbeing Board members as exemplary employers, inspiring other local businesses and organisations. Harrow Council has already signed up to the Charter achieving 'commitment' grade but should now work towards 'excellence' grade.	- A plan for engaging other local organisations will be developed		
Age well					
8.	Roll out virtual wards ensuring an integrated approach to health and social care is adopted	<p>Virtual wards are a team of health and social care professionals who work together to provide integrated health and social care to Harrow residents aged 65 and above with one or more long term condition.</p> <p>The Virtual Wards will provide hands on care to the patient, either in a GP Practice or the person's home and give support to their GP / social worker in managing their conditions. The group of professionals come together to provide treatment to patients with complex conditions as if they were on a hospital ward - intensive but proactive treatment.</p> <p>It will mean people will be better for longer, it will mean that when people become ill, their experience of being cared for will be more integrated (and thus better), it will mean people will avoid unnecessary visits to hospitals and GPs when they can be better cared for at home.</p> <p>The Health and Wellbeing Board will support full roll out of virtual wards and ensure an integrated approach to health and social care is adopted.</p>	<ul style="list-style-type: none"> - Three virtual wards presently established - Six virtual wards to be operational by 31 March 2016 - Virtual Wards to be supported by multi disciplinary team consisting of social care, community and specialist nursing staff, case manager and dedicated GP 	Chair CCG Director of Adult Social Care	WSIC steering group

9.	Join up approaches and signposting which enable residents to keep themselves healthy and well	<p>Harrow has one of the highest older people populations in London and this is set to rise by around 12% by 2020. One of the key priorities for all Health and Wellbeing Board partners is to ‘add life to years’ and enable older people to remain well and independent in their own homes for longer. Enabling people to care for themselves for longer means signposting people and their carers – many of whom are over 65 as well - to facilities and sources of information and support which keep them healthy. It is particularly important to consider mental wellbeing in older age groups, given they may be more vulnerable to social isolation and loneliness due to the loss of friends and family, mobility or income. A one size fits all approach will not work in a community as diverse as Harrow and special consideration should be given to engaging with seldom heard groups of older people.</p> <p>The Health and Wellbeing Board can help to improve signposting to appropriate facilities and sources of support and campaign to promote wellbeing. This does not necessarily mean having a single point of access to information but ensuring that at every point a resident may seek out information, they find the same high quality comprehensive information and support.</p>	<ul style="list-style-type: none"> - Promote 5 ways to wellbeing - to connect, be active, keep learning, take notice and give - amongst older people - Explore what mechanisms are already in place to signpost residents to facilities, information, advice and services which promote health and wellbeing. - Promote existing mechanisms for signposting residents to facilities, information, advice and services which promote health and wellbeing. - Identify gaps and opportunities to improve signposting, particularly for seldom heard groups and those who do not have access to digital information. 	Director of Public Health (to be reviewed upon appointment of voluntary sector representative on the Board)	Health and Wellbeing sub-group of Voluntary Sector Forum
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