

REPORT TO: POLICY AND RESOURCES COMMITTEE - 23 FEBRUARY 2009
REPORT ON: 'EQUALLY WELL' IMPLEMENTATION PLAN
REPORT BY: ASSISTANT CHIEF EXECUTIVE
REPORT NO: 97-2009

1. PURPOSE OF REPORT

To advise the Council of recommended actions outlined in the Scottish Government's Equally Well Implementation Plan and the action already underway across the Council to address these.

2. RECOMMENDATIONS

It is recommended that Committee:

- 2.1 Notes the recommended actions contained in the Scottish Government's Equally Well Implementation Plan, as detailed in Appendix 1.
- 2.2 Notes the action already underway across Council departments to address issues identified in the Equally Well Implementation Plan.
- 2.3 Endorses the selection of the Stobswell area as the focus for the Equally Well test site in Dundee.
- 2.4 Remits the Corporate Planning Department to produce a revised Corporate Health Improvement Plan which reflects both the Equally Well Implementation Plan and the emerging Single Outcome Agreement for Dundee.

3. FINANCIAL IMPLICATIONS

- 3.1 All of the actions described in this report will be met through existing revenue allocations. The additional cost of support to the Equally Well test site will be met by the Scottish Government.

4. BACKGROUND

4.1 National Context

The Scottish Government launched the 'Equally Well' Implementation Plan in December 2008, setting out the key challenges for addressing health inequalities in Scotland. The report was produced by the Ministerial Task Force, which brought together ministers from across the Scottish Government as well as representatives from the Convention of Scottish Local Authorities, NHS, third sector and academia.

The process of producing the report involved engagement with a range of stakeholders including frontline staff, service users, young people, the business community and key public sector agencies. It also looked at the evidence base on what works, with a view to rolling some of this out across Scotland.

The work identified the need to address both the causes and symptoms of health inequalities, recognising that the solution to this goes beyond health policies and health systems alone. There is clear direction within the report on the need for continued and

increased joint working between the NHS, local government, third sector and others within community planning partnerships.

In order to increase healthy life expectancy at birth in the most disadvantaged areas and wellbeing generally, the Task Force identified priorities where action is most needed:-

- : children's very early years, where inequalities may first arise and influence the rest of people's lives
- : the high economic, social and health burden imposed by mental illness, and the corresponding requirement to improve mental wellbeing
- : the "big killer" diseases: cardiovascular disease and cancer - some risk factors for these, such as smoking, are strongly linked to deprivation
- : drug and alcohol problems and links to violence that affect younger men in particular and where inequalities are widening

The key role of community planning partnerships is clearly noted within the Implementation Plan and there are wide ranging actions and recommendations for community planning partnerships as well as for individual agencies. Within this context, responsibilities for action are identified at both national and local level with local accountability via Single Outcome Agreements.

The wide ranging actions in 'Equally Well' also work across two other social policy documents: The Early Years Framework and Achieving Our Potential - A Framework to Tackle Poverty and Income Inequality in Scotland. These approaches focus on major issues that are interlinked and impact on children's start in life, cycles of poverty and inequality and poor health.

4.2 **Dundee Context**

Overall the 'Equally Well' Implementation Plan contains 78 recommendations that need to be taken forward in order to begin the longer term process of reducing health inequalities. Within this context, there are a number of more immediate actions which have implications for Dundee City Council and the Dundee Partnership. These actions are listed in Appendix 1, along with the work already underway to address these within the Council.

4.3 **Equally Well Test Site**

In 2008, Dundee was selected as one of 8 Equally Well national test sites. The overall aim of the test sites is to discover new ways of tackling the complex underlying reasons for health inequalities. To this end, test sites are tasked with finding new ways of working in partnership and delivering public services that helps reduce inequalities in health. It is envisaged that national test sites can provide model approaches that can be rolled out across Scotland.

Locally, Dundee's test site proposal focuses on improving community mental wellbeing within a specified community. Within this context, criteria were developed and applied across disadvantaged communities in Dundee. As a result of this exercise, Stobswell was identified as having the best match across all criteria and formal endorsement is in progress. Work is underway to build a current picture of mental wellbeing in Stobswell and to engage local people and service providers in taking the test site forward. It is envisaged that the engagement process will be ongoing until the end of May 2009,

followed by the development of service changes associated with identified local priorities.

The implications for the Council involve potential service developments and changes in ways of working, which promote and protect the mental wellbeing of service users. This will be supported through a process of engagement and capacity building with frontline staff and local managers to enable them to identify areas of work where changes are achievable and desirable. It is anticipated that lessons learned via the test site will ultimately impact on partnership working and service delivery throughout the city. Test site changes are required to take place within existing resources.

5 POLICY IMPLICATIONS

This report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management. There are no issues in this regard to report on.

There is a close relationship between the Council's anti-poverty targets and joint health improvement. The focus of joint health improvement is targeted specifically towards disadvantaged communities where there are strong associations with poorer health and outcomes.

Equally Well recommendations are required to be taken forward under the auspices of the Single Outcome Agreement. Within this context, the process of developing the SOA has been subject to an equality impact screening by representatives of the Equality and Diversity Partnership. Equality impact assessment will be built into the implementation process of the finalised Single Outcome Agreement to ensure unintentional adverse impact on vulnerable groups can be reduced.

6. CONSULTATIONS

The Chief Executive, Depute Chief Executive (Support Services), Depute Chief Executive (Finance) and Head of Finance have been consulted.

7. BACKGROUND PAPERS

Equally Well Implementation Plan - The Scottish Government 2008

Public Procurement Reform Programme : Scottish Procurement Policy Handbook - The Scottish Government 2008

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Assistant Chief Executive

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16/02/2009

**APPENDIX 1 - EQUALLY WELL IMPLEMENTATION PLAN
RECOMMENDED ACTIONS AND IMPLICATIONS**

Recommended Actions	Implications for the Council
<p>Early Years and Children</p> <p>Implementation of the Early Years Framework should be developed as part of the 2009-10 round of Single Outcome Agreements</p> <p>Under the auspices of the Integrated Children's Services process, a strategic focus on services should be developed targeting pregnancy through to age 3 years to help build resilience and break cycles of poor outcomes</p> <p>Children and Young People</p> <p>Curriculum for Excellence should take a holistic approach to health and wellbeing outcomes, including active and healthy lifestyles, supported by the new school health team approach</p>	<p>A new focus on Early Years is being developed within Integrated Children's Services/the Community Planning Partnership. A strategic review is currently underway to identify an appropriate approach locally. The intention is to identify short, medium and long term actions as outlined in the Early Years Framework 10 year plan. Once developed, a fuller report will be presented to the Committee for approval</p> <p>In Dundee, the Integrated Children's Services process plans to develop a parenting strategy with the under 3's being a special target group. This focus on early intervention will also have future relevance for the Council services in respect of Care Commission plans to develop 'early intervention' as an inspection focus for children's daycare services in 2009/2010</p> <p>The Integrated Children's Services process is a key part of NHS Tayside's partnership programme targeting improved nutrition in women of child bearing age, maternal health and children under 5 in disadvantaged areas. This is a national three year programme addressing future inequalities in health supporting national funding. Within this context, the ICS provides a partnership focus for all children's services within Dundee City Council and also links to the Community Planning Partnership</p> <p>All schools in Dundee are deemed to be health promoting with many having received accreditation. A reference group has been established to consider the implications of the health and wellbeing outcomes from Curriculum for Excellence. A well attended consultation event was held in November 2008 which informed the response to the consultation exercise. The Education Department is awaiting the publication of the revised outcomes and</p>

Recommended Actions	Implications for the Council
<p data-bbox="284 286 826 320">Children and Young People continued</p> <p data-bbox="284 593 842 790">Implementation of 16+ Learning Choices - a new model for ensuring every young person has an appropriate attractive offer of learning made to them in advance of the school-leaving date. To be universal across Scotland by 2010</p> <p data-bbox="284 1585 842 1713">Sexual health advice and services for high risk groups such as Looked After Children and accessible drop-in sexual health services for teenagers</p>	<p data-bbox="866 342 1425 577">will then consider further the implications for schools. The Health Promoting Schools Group is committed within the departmental service plan to ensure the continued high emphasis on securing optimum health and wellbeing for all staff and pupils</p> <p data-bbox="866 593 1425 1563">The Dundee More Choices More Chances Partnership has volunteered to become one of 21 local authorities in Scotland wishing to become "early adopters" of <i>16+ Learning Choices</i>. In Dundee <i>16+ Learning Choices</i> is being piloted across all 9 secondary schools in the city starting with 2008 winter leavers. In making offers, appropriate attention will be paid to a young person's health and wellbeing and to any additional support needs. Although not directly involved in the <i>16+ Learning Choices</i> pilot, NHS and Social Work will continue as partners regarding information exchanges on vulnerable individuals and groups. Preparatory work on the development of employability skills and on the appropriateness of expectations will be a feature of the school curriculum pre-16. The focus is very much on <i>positive</i> transitions, on sustainable destinations and on moving young people out of a possible cycle of poverty and deprivation and the health problems that can ensue. Although the <i>16+ Learning Choices</i> pilot is aimed at all young people, it will retain the city's current focus on particularly vulnerable groups</p> <p data-bbox="866 1585 1425 2045">Through The Corner young people's project, Council Departments work in partnership with health in schools and community settings. This includes the provision of health drop-ins at schools working closely with school nurses and pupil support staff. The Corner project is also funded through the Fairer Scotland Fund to deliver outreach drop-in sessions across Dundee. Large numbers of young people use the drop in service with the majority of contacts for a sexual health service. Via their drop-in provision, The Corner also offers a postal testing</p>

Recommended Actions	Implications for the Council
<p data-bbox="284 293 826 322">Children and Young People continued</p> <p data-bbox="284 427 847 656">It should be a key priority within the Government's smoking strategy that NHS Boards and their local partners act to prevent young people in deprived communities from smoking, and to provide more effective support to smokers in those communities to quit</p> <p data-bbox="284 913 847 1043">Fairer Scotland Fund deployed by community planning partnerships should contribute to health outcomes and improving healthy life expectancy</p> <p data-bbox="284 1666 847 1765">Public services should build on examples of effective financial inclusion activity to engage people at risk of poverty</p>	<p data-bbox="874 342 1417 405">Chlamydia kit service which has a high uptake among young people</p> <p data-bbox="874 427 1422 891">Smoking awareness workshops have been delivered at a number of primaries and smoking prevention/cessation initiatives have been supported in secondaries, along with peer-led approaches. These initiatives need to continue, with a focus on schools with catchments in deprived areas. A smoking cessation initiative targeted at Dundee's disadvantaged communities, based on the Give It Up For Baby cash incentive scheme, has been approved in principle and implementation is being planned</p> <p data-bbox="874 913 1422 1648">The Fairer Scotland Fund is deployed locally across a number of health improvement activities targeting a wide range of population groups: young people and vulnerable children - subsidised entry to Council sports centres for disadvantaged children, 'healthy' advice, specialist support for Looked After Children and a range of sports development activity; the wider community via Dundee Health Living Initiative covering physical activity, smoking cessation, weight management and mental wellbeing; older people - physical activity programmes, social support and special transport; rehabilitation support re substance misuse and advocacy service supporting mental health/wellbeing; equality issues via befriending service for deaf/hard of hearing clients and awareness training for agencies</p> <p data-bbox="874 1671 1422 2029">There are a number of Financial Inclusion projects in the city that work closely with other partners. Some examples of where public services have incorporated financial inclusion activity to challenge poverty include Making Money Work, a project specifically designed to support workless people with their money matters as they move into training or employment. In addition, financial inclusion services provide wider support</p>

Recommended Actions	Implications for the Council
<p data-bbox="284 286 826 320">Children and Young People continued</p> <p data-bbox="284 674 847 808">New agencies and statutory partners should be involved in responding to local need. In particular, health services should play an active part in employability</p> <p data-bbox="284 898 847 987">Public sector employers should act as exemplars in increasing and supporting healthy employment for vulnerable groups</p> <p data-bbox="284 1581 847 1682">Public sector organisations to increase the use of community benefits clauses in the contracting process</p>	<p data-bbox="874 342 1422 405">to partner agencies via a web based referral system; <i>dundeeadvice.org</i></p> <p data-bbox="874 427 1422 651">The Dundee Partnership is currently revising its Financial Inclusion Action Plan to ensure financial inclusion activity is effectively addressing the outcome "Our people will have reduced social inequalities" as set out in the Single Outcome Agreement</p> <p data-bbox="874 674 1422 875">'Working Towards Health' is based in the Discover Opportunities Centre as part of the Dundee Partnership's employability strategy, and outreach is being developed via co-location in two GP practices</p> <p data-bbox="874 898 1422 1559">The Social Care Academy was set up as a pilot project in 2005 in partnership with Dundee College, Dundee City Council Social Work Department and the Independent Care Sector. In 2008 it was developed further to become the Health and Social Care Academy by welcoming NHS Tayside as partners. The candidates work through an academic course at college providing them with the underpinning knowledge required for a Scottish Vocational Qualification in Health and Social Care. This is complemented by work placements provided in a variety of settings by employers. Effectively, the successful candidates are "employment-ready" to work within the health and social care sectors and can be registered with the Scottish Social Services Council</p> <p data-bbox="874 1581 1422 2040">Dundee City Council is a member of the local authority Tayside Procurement Consortium which has taken steps to ensure the procurement process discharges its responsibility in respect of the new public sector equality duty. Within this context, at both a Tayside-wide and Dundee City Council level, the procurement process includes an equality assessment and scoring approach and a pre-qualification questionnaire for companies wishing to tender for Council business. The procurement process also includes follow-up enquiry to ensure</p>

Recommended Actions	Implications for the Council
<p>Tackling Poverty and Increasing Employment continued</p> <p>Physical Environment and Transport</p> <p>Action on the physical environment should include environmental improvements to promote healthy weight and improve the quality of local neighbourhoods to foster better physical and mental health, improve community cohesion and community safety</p> <p>The Government and local partnerships should take specific steps to encourage the use and enjoyment of greenspace by all, with a view to improving health</p> <p>Children's play areas and recreation areas for young people generally should have high priority in both planning and subsequent maintenance by the responsible authorities</p> <p>Harm to Wellbeing : Alcohol, Drugs and Violence</p> <p>Local authorities, third sector and other partners should increase programmes designed to support and engage with those young people who have started on the cycle of offending but not yet escalated to serious violence</p>	<p>company conditions are as stated, where tenders have been successful</p> <p>Infrastructure improvements to encourage walking and cycling are being developed through Smarter Choices Smarter Places : Scottish Sustainable Travel Towns Demonstration Project. Local volunteers are being encouraged to keep 'core paths' to good standard through litter picking and path clearance and to report major problems/safety issues. A number of Health Walks Groups meet weekly for short walks to improve physical and mental health</p> <p>Through a partnership between Dundee City Council and Greenspace Scotland a model is being developed to show how projects and strategies relating to greenspace development and promotion can be used to deliver on health improvement outcomes. Dundee's Trees and Woods in Greenspace (TWIG) Project is also aiming to promote environmental initiatives through community support projects</p> <p>An Action Plan for the Dundee Outdoor Play Strategy (0-18 years) is currently being drafted. The strategy and action plan will go out to consultation with a view to adoption by the Council during 2009</p> <p>The Youth Justice Strategy includes a focus on prevention and early and effective action. A process has been developed which involves a weekly meeting to discuss young people's behaviour, attended by Social Work, Housing's anti-social behaviour team, Education, SACRO and Tayside Police. The integrated multi-agency approach is supported by funding of services integral to the Youth Justice Strategy</p>

Recommended Actions	Implications for the Council
<p>Harm to Wellbeing : Alcohol, Drugs and Violence continued</p> <p>The Government should ensure more effective local delivery of joined-up services for problem drug and alcohol users, through reform of the current Alcohol and Drug Action Team (ADAT) arrangements. The resources that member agencies contribute to ADAT activities should be more targeted to deprived groups and communities</p> <p>Strong leadership for joint working addressing the underlying causes of violence at local level is required. Greater NHS involvement in local community safety partnerships and police participation in relevant health and education forums. Such partnerships should be built on effective cross-agency information sharing to ensure risk is identified early and managed effectively</p> <p>Local authorities and their partners should provide more positive activities for young people including improved access to existing facilities</p>	<p>The ADAT and its sub-groups are addressing the link between deprivation and problematic substance misuse, and exploring the most appropriate and effective methods to enhance the life chances of those living in deprived groups and communities. This focus will be maintained within the proposed restructure of alcohol and drug partnerships</p> <p>The Community Safety Partnership in Dundee is jointly chaired by senior managers within Dundee City Council and Tayside Police. The partnership recently undertook a strategic assessment which involved extensive engagement across community planning partners, police and local community involvement. This allowed the Local Action Fund to be targeted appropriately. Ongoing monitoring ensures that local intelligence reporting also informs Local Community Planning Partnerships. Currently, this process is co-ordinating the local deployment of the national funding 'Cashback for Communities'.</p> <p>Under the auspices of the Local Community Planning Partnerships, a range of 'diversionary' activities for young people is provided in a number of community locations e.g. evening football/ midnight league, dance, arts and other physical/sports development activities. This involves key Council Departments such as Leisure and Communities and Housing. In addition, there is also voluntary sector involvement via Dundee Community Mediation and input via the national programme 'More Choices More Chances' . Initial evidence is showing these targeted approaches are having a positive impact in communities</p>

Recommended Actions	Implications for the Council
<p data-bbox="284 293 836 353">Vulnerable Groups and Access to Services</p> <p data-bbox="284 376 836 539">Local Authorities and Health Boards should work together to maximise the potential of self-directed support which allows disabled people and others to buy their own social care</p> <p data-bbox="284 831 836 994">Offenders and ex-offenders should have access to the health and other public services they need and benefit from the same quality of service as the rest of the population</p> <p data-bbox="284 1509 836 1744">Criminal justice agencies and NHS Boards should work together to ensure that offenders who have engaged with the Throughcare Addiction Service are assessed for and able to access addiction and health services within six weeks of release from prison</p>	<p data-bbox="863 376 1425 808">Dundee City Council Social Work Department offers Direct Payments (Self Directed Support) as an alternative to the provision of services. Independent support and advice is available through the Direct Payment Support Service which is contracted from the voluntary sector. The department has also recently appointed an Independent Living Worker who has a remit to encourage the uptake of Direct Payments. The development of community care services is taken forward in partnership with NHS Tayside</p> <p data-bbox="863 831 1425 1066">The Council's Criminal Justice Social Work services have programmes and referral arrangements which are delivered in partnership with NHS Tayside, housing providers and other public services. These processes address health, social and rehabilitative needs</p> <p data-bbox="863 1088 1425 1211">Specifically identified and agreed NHS and housing links to the Multi Agency and Public Protection arrangements are established and progressing</p> <p data-bbox="863 1234 1425 1491">The Criminal Justice Social Work Service works in partnership with the Scottish Prison Service and NHS Tayside to scope opportunities of engaging with short term prisoners in relation to the health improvement agenda. This work sites within Community Justice Authority Action Plans</p> <p data-bbox="863 1514 1425 1715">Improved information sharing with NHS Tayside is being progressed to accelerate assessment and treatment. The impetus of these actions will continue to be measured and reviewed by Community Justice Authority</p>

Recommended Actions	Implications for the Council
<p>Vulnerable Groups and Access to Services continued</p> <p>Criminal justice services should work with other public and third sector organisations and users groups to respond to studies led by the Prison Reform Trust that aim to improve the experience and wellbeing of people with learning disabilities who are in trouble with the law</p>	<p>Dundee City Council is represented on the NHS Tayside Forensic Services Commissioning Group. This has progressed the development of a care pathway for offenders requiring Forensic Psychiatric Services and is identified in Tayside Community Justice Authority's Action Plans.</p> <p>There is a Tayside-wide Multi Disciplinary protocol in place with NHS, Local Authorities and Police required to co-ordinate risk assessment and case management of adults with a learning disability who present a risk of harm.</p> <p>The Community Justice Authority has contributed to the development and design of services in this field.</p>