

MEETING:

SLOUGH WELLBEING BOARD

Councillor Pantelic, Lead Member for Health and Wellbeing (Chair)
Dr Jim O'Donnell, Slough Clinical Commissioning Group (Vice-Chair)
Lucy Bowman, Partnership Manager, Department for Work and Pensions
Neil Dardis, Frimley Health NHS Foundation Trust Representative
Cate Duffy, Director of Children, Learning and Skills
Tracey Faraday-Drake, Executive Place Managing Director
Chris Holland, Royal Berkshire Fire and Rescue Service
Lisa Humphreys, Slough Children's Services Trust
Ramesh Kukar, Slough CVS
Tessa Lindfield, Director of Public Health Berkshire
Councillor Nazir, Lead Member for Housing & Community Safety
Colin Pill, Chair of the Healthwatch Slough Board
Alan Sinclair, Director of Adults and Communities
Aaryaman Walia, Slough Youth Parliament Representative
Superintendent Wong, Thames Valley Police
Josie Wragg, Chief Executive, Slough Borough Council

DATE AND TIME:

WEDNESDAY, 23RD SEPTEMBER, 2020 AT 5.00 PM

VENUE:

VIRTUAL MEETING

DEMOCRATIC SERVICES OFFICER:

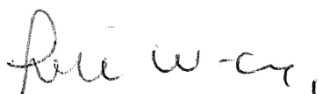
JANINE JENKINSON

(for all enquiries)

07511 048 406

NOTICE OF MEETING

You are requested to attend the above meeting at the time and date indicated to deal with the business set out in the following agenda.



JOSIE WRAGG
Chief Executive



AGENDA

PART I

<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
APOLOGIES FOR ABSENCE			
CONSTITUTIONAL MATTERS			
1.	Declarations of Interest	-	-
	<i>All Members who believe they have a Disclosable Pecuniary or other Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 4 paragraph 4.6 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed.</i>		
2.	Minutes of the last meeting held on 15th July 2020	1 - 8	-
ITEMS FOR ACTION / DISCUSSION			
3.	Frimley Clinical Commissioning Group (CCG) Potential Merger	9 - 22	All
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5.	Strong, Healthy and Attractive Neighbourhoods	31 - 70	All
6.	Workplace Health Task and Finish Group - September 2020 Update	71 - 78	All
FORWARD PLANNING			
7.	Slough Wellbeing Board Work Programme - 2020-21	79 - 84	-
ITEMS FOR INFORMATION			
8.	Attendance Report	85 - 86	-
9.	Date of Next Meeting - 17th November 2020	-	-

Press and Public

This meeting will be held remotely in accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020. Part I of this meeting will be live streamed as required by the regulations. The press and public can access the meeting from the following link (by selecting the meeting you wish to view):

<http://www.slough.gov.uk/moderngov/mgCalendarMonthView.aspx?GL=1&bcr=1>

Please note that the meeting may be recorded. By participating in the meeting by audio and/or video you are giving consent to being recorded and acknowledge that the recording will be in the public domain. The press and public will not be able to view any matters considered during Part II of the agenda.

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Slough Wellbeing Board – Meeting held on Wednesday, 15th July, 2020.

Present:- Danny Bailey (substitute for Neil Dardis), Dr Jim O'Donnell, Cate Duffy (from 5.40pm), Tracey Faraday-Drake, Chris Holland, Lisa Humphreys, Ramesh Kukar, Tessa Lindfield, Councillor Nazir, Councillor Pantelic, Alan Sinclair, Josie Wragg, and Superintendent Wong

Apologies for Absence:- Neil Dardis

PART 1

1. Declarations of Interest

Councillor Pantelic declared that she was a member of the Local Government Association Community Wellbeing Board. She remained logged in throughout the virtual meeting.

2. Election of Chair 2020-21

The Board was invited to make nominations for the position of Chair for the Municipal Year 2020-21.

Councillor Nazir proposed Councillor Pantelic be re-elected as Chair for 2020-21; this was seconded by Ramesh Kukar and agreed by the Board.

Resolved – That Councillor Pantelic be re-elected as the Chair of the Slough Wellbeing Board for the Municipal Year 2020-21.

(Councillor Pantelic took the Chair for the remainder of the meeting)

The Chair welcomed everyone to the meeting and reported that Tracey Faraday-Drake (NHS Executive Place Managing Director) and Lucy Bowman (Partnership Manager, Department for Work and Pensions (DWP)) had recently been appointed to the Board.

3. Election of Vice-Chair 2020-21

The Board was invited to make nominations for the position of Vice-Chair for the Municipal Year 2020-21.

Superintendent Wong proposed Dr Jim O'Donnell be re-elected as Vice-Chair; this was seconded by the Chair and agreed by the Board.

Resolved – That Dr Jim O'Donnell be re-elected as the Vice-Chair of the Slough Wellbeing Board for the Municipal Year 2020-21.

4. Minutes of the last meeting held on 23rd January 2020

In relation to Minute No. 33 - the Chair requested that a sentence be added to the penultimate paragraph to indicate that in addition to David Rathbourne's non-attendance, a further reason he had been removed from the Board was because it was felt that attendance from a Frimley Health NHS Foundation Trust representative would be a more appropriate link to NHS England.

Resolved – That, subject to the inclusion of the amendment set out above, the minutes of the meeting held on 23rd January 2020 be approved as a correct record.

The Chair announced that she would vary the order of the agenda to take Agenda Item 5 (Slough Outbreak Engagement Board Terms of Reference), and then Item 11 (Slough Covid-19 BAME Pilot), followed by the other reports as numerically listed.

5. Slough Outbreak Engagement Board - Terms of Reference

The Chief Executive, Slough Borough Council, introduced a report that sought agreement for the Slough Outbreak Engagement Board Terms of Reference.

It was explained that the initial wave of Covid-19 cases were declining across the country and national lockdown restrictions were gradually being lifted. The next phase of the pandemic in England was predicted to be more variegated, with outbreaks requiring local controls to minimise cases.

The Outbreak Management Plan had been endorsed by Cabinet on 30th June 2020. In the event of an outbreak, the Thames Valley Health Protection Team would be responsible for co-ordinating the outbreak management and would work with the Council's Public Health Team and the Slough Outbreak Cell to facilitate a timely and proportionate response. Clear communication with residents would be a key aspect of any response, and the Slough Outbreak Engagement Board was one of the mechanisms to engage with the public.

The Chair invited comments and questions from Board Members.

During the course of the discussion, the following points were raised:

- It was explained that the quality of the data received from the Government was continually improving and the Council had recently begun to receive information relating to the number of cases reported in specific post code areas within Slough. Quality data was crucial to identifying local surges and implementing control measures to minimise cases. Information was also received from Public Health England regarding the Test-and-Trace system, which highlighted any cluster outbreaks.
- As part of the Council's communication strategy a Covid-19 information booklet would be distributed to every household within the Borough.

Board Members were encouraged to promote the key public health messages to residents, including the importance of testing.

- The importance of ensuring that winter planning strategies and Covid-19 guidance were aligned was highlighted; and it was noted that GPs would be taking the opportunity to promote Covid testing when patients attended appointments.

Resolved – The Slough Outbreak Engagement Board Terms of Reference, as set out in Appendix A of the report , be approved.

6. Slough Covid-19 BAME Pilot

The Service Lead, Public Health introduced a report that provided an update on the Slough Covid-19 Black, Asian and Minority Ethnic (BAME) Pilot Project. The Pilot was a rapid response to the emerging evidence of the inequitable impact of the pandemic on various BAME and low income communities in Slough.

Evidence showed that the burden of illness and death due to Covid was not shouldered equally across the population. The risk of dying was higher among those in BAME groups than for those in white ethnic groups, and this was a result of many different factors. In particular, ethnicity had a huge impact; deprivation and lower socio-economic status also increased the risks. Given the demographic, Slough residents were at a higher risk of harms and this had been evident in the Borough's patterns of illness to date.

The Board was provided with a presentation that explained that the Pilot had brought together a diverse partnership of organisations with the common aim of developing approaches to protect residents from both the direct and indirect harms of Covid-19.

Following the conclusion of the presentation, the Chair invited comments and questions from Board members.

During the course of the discussion, the following points were raised:

- It was queried how the key messages of the project were being shared with partner organisation and their staff. In particular, information about testing and measures to prevent the spread of Covid-19. It was explained that information was being disseminated through the Health and Care Partnership Board, the Slough Wellbeing Board and through the Council's processes and Corporate Management Team meetings. A variety of webinars had promoted the pilot work regionally and nationally, generating interest from NHS England and Public Health England.

(Cate Duffy joined the meeting)

The Chair thanked the Service Lead, Public Health and all officers involved for their swift work in establishing the project.

Resolved –

- (a) That the report and presentation be noted.
- (b) That an update report be provided at the Slough Wellbeing Board meeting scheduled to be held on 23rd September 2020.

7. Slough Wellbeing Strategy: 2020-2025

The Policy Insight Analyst introduced a report that presented the final draft of the Slough Wellbeing Strategy 2020-2025, and provided an update on progress to establish task and finish groups to deliver its priorities.

In light of the Covid-19 pandemic the Strategy had been refreshed to ensure it remained relevant. The four priority areas had remained unchanged; however slight amendments had been made to the ambitions and actions within the priorities.

The Chair welcomed the document and commended the Policy Insight Analyst for producing a clear, accessible document.

Board Members were then invited to comment and ask questions.

During the course of the discussion, the following points were raised:

- The legal duty of the Board, Clinical Commissioning Group and the Council to take heed of the document and ensure it was reflected in the priorities of their respective corporate plans was highlighted.
- Board members commended the information provided in relation to Priority One: Starting Well; the ambition was clearly articulated and Slough was leading the way on developing this priority.
- The importance of improving residents' end of life experience and providing information to BAME multi-generational households was discussed. It was acknowledged that effective communication was a challenge and thoughts on how best this could be approached were invited. Co-design with residents, and providing different programmes to different groups was considered to be beneficial.
- It was agreed that the Strategy was a clear and coherent document that sat well alongside other partnership work that was being undertaken by the Council.
- Board members were encouraged to view local data available via the Berkshire Data Observatory website: <https://berkshireobservatory.co.uk>

Resolved –

- (a) That the Slough Wellbeing Strategy 2020-2025 be endorsed and submitted to Council for adoption.

- (b) That the progress of the establishment of the task and finish groups responsible for delivering the priorities of the Slough Wellbeing Strategy be noted.

8. Slough Wellbeing Board - Annual Report 2019/20

Consideration was given to the Slough Wellbeing Board Annual Report 2019/20.

Resolved – That the Slough Wellbeing Board Annual Report 2019/20 be endorsed.

9. Slough Wellbeing Board - Terms of Reference 2020

The Policy Insight Analyst introduced a report that asked the Slough Wellbeing Board to review its refreshed Terms of Reference.

Changes had been made to the membership section to reflect the current composition of the Board. It was noted that there had been difficulties recruiting business representatives to the Board; however the recent creation of the local economy and skills group might offer an opportunity to engage with partner organisations. It was suggested that business representatives could attend Board meetings on an ad hoc basis and offer expertise as and when needed. It was noted that 'a Frimley Health NHS Foundation Trust Representative' had been omitted from the membership list and it was agreed that this would be included in the final version of the Terms of Reference.

There was discussion regarding the economic impact of the pandemic and the anticipated rise in unemployment over the coming months. In particular, the detrimental mental and physical impacts of unemployment on people's wellbeing were highlighted. It was noted that the recent appointment to the Board of a DWP representative would be valuable in this respect. It was noted that these issues would be explored further by the relevant task and finish groups. The Council's 'response and recovery' work had also identified unemployment support as a key area to be addressed.

The Director of Adults and Communities explained that he and the NHS Executive Place Managing Director would be meeting to discuss the impact of Covid on mental health with key partners. It was agreed that an oral update would be provided at the next Board meeting.

Resolved –

- (a) That subject to inclusion of a 'Frimley Health NHS Foundation Trust Representative', the Slough Wellbeing Board Terms of Reference 2020 be endorsed and submitted to Council for adoption.

- (b) That the Director of Adults and Communities be requested to provide an oral update on discussions with partner organisations regarding the impact of Covid-19 on mental health at the next Board meeting.
- (c) That the Service Lead, Strategy and Performance be requested to explore opportunities to recruit business representatives to the Slough Wellbeing Board.

10. Local Government Declaration on Tobacco Control

The Service Lead, Public Health introduced a report that asked the Board to sign up to the Local Government Declaration on Tobacco Control.

Slough had a high smoking prevalence rate of 16.2% compared to the regional value of 12.2% and an England average of 13.9%. Smoking remained the principal cause of premature preventable death, particularly prevalent among people in lower socio-economic groups, people with mental health conditions and other disadvantaged groups.

A Slough Tobacco Control Network had recently been established by the Council's Public Health Team, with the ambition of reducing the health harms from smoking by working collaboratively with partner stakeholders.

The Local Government Declaration on Tobacco Control would support the efforts of the newly formed local network and would provide a framework for delivering effective tobacco control in Slough.

Resolved –

- (a) That the Board agreed to sign up to the Local Government Declaration on Tobacco Control and to support tobacco control efforts across the Borough.
- (b) That the Board agreed to review progress against tobacco control in 12 months' time.

11. Slough Wellbeing Board -2020-21 Work Programme

The Policy Insight Analyst presented the Work Programme for consideration.

The following amendments to the list of items for the September 2020 meeting were requested:

- An update report on the BAME Pilot Project be added.
- The 'Update – Priority Two, Integration, Health and Social Care Partnership Board be reschedule to November 2020.

Slough Wellbeing Board - 15.07.20

- An update on Priority Three, Strong, Healthy & Attractive Neighbourhoods Task and Finish Group be presented at the September 2020 meeting.

Resolved – That subject to the amendments set out above, the Work Programme 2020/21 be agreed.

12. Attendance Report 2020-21

Resolved –

- (a) That the details of the Attendance Report be noted.
- (b) That the newly appointed Board Members Lucy Bowman and Tracey Faraday-Drake be added to the attendance record.

13. Date of Next Meeting - 23rd September 2020

Resolved – The date of the next meeting was confirmed as 23rd September 2020.

Chair

(Note: The meeting opened at 5 pm and closed at 6.31 pm)

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SLOUGH BOROUGH COUNCIL

REPORT TO: Slough Wellbeing Board

DATE: 23rd September 2020

CONTACT OFFICER: Tracey Farraday-Drake, Executive Place Managing Director (Slough), Frimley Collaborative

WARD(S): All

PART I**FOR COMMENT & CONSIDERATION****FRIMLEY CLINICAL COMMISSIONING GROUP (CCG) POTENTIAL MERGER****1. Purpose of Report**

NHS East Berkshire; North East Hampshire & Farnham and Surrey Heath Clinical Commissioning Groups are now considering the case for change to establish a single clinical commissioning group in the Frimley Health and Care ICS.

In 2019 three NHS England highly rated Clinical Commissioning Groups came together to form the Frimley Collaborative, representing people across North East Hampshire and Farnham, East Berkshire and Surrey Heath. The aim of this collaboration was to provide a seamless service for our local people, really understanding what they need in local places, and then working together to provide the infrastructure, support and connectivity into specialist and hospital services.

One of the key principles of doing this was to do things once where it makes sense to and reduce duplication. Our three CCG Governing Bodies created a shared decision-making body – The Frimley Collaborative Board – and agreed a formal way of working based around five ‘Places’:

- North East Hampshire and Farnham
- Bracknell Forest
- Slough
- Surrey Heath
- The Royal Borough of Windsor and Maidenhead

We want to retain the very best of what we do right now and that includes the core values and principles in each place.

We want each place to retain its identity and see this being championed and developed further by clinical leaders and managing directors as they develop priorities for each place.

Our Places; through the Clinical Leader, Managing Director, and Place Non-Executive and in partnership with key local stakeholders in our Place Committee's will continue to make decisions on how best to utilise the resources available to them locally, and to work collectively to ensure broader system pathways are effective.

2. **Recommendation(s)/Proposed Action**

The Board is requested to consider the report.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

The [Slough Joint Wellbeing Strategy](#) (SJWS) is the document that details the priorities agreed for Slough with partner organisations. The SJWS has been developed using a comprehensive evidence base that includes the Joint Strategic Needs Assessment (JSNA).

3a. **Slough Wellbeing Strategy Priorities**

The CCG plans will reflect the health and care landscape around it, providing the vision and leadership for strategic commissioning across the system, whilst meeting the needs of our local populations at place.

We will not be changing anything in isolation – on the contrary we expect our staff, member practices, health and care partners, communities and neighbourhoods to continue to help shape our thinking as we design commissioning arrangements in the Frimley system.

Frimley Health and Care continues to be a leading Integrated Care System and we need to ensure that our way of working that promote and encourage innovation, professionalism and creativity continue to flourish.

This approach aligns to the Councils (2) integration and (3) strong, health & attractive neighbourhood priorities.

3b. **Five Year Plan Outcomes**

This aligns to the Council's Five Year Plan – specifically:

- Outcome 1: Slough children will grow up to be happy, healthy and successful
- Outcome 2: Our people will be healthier and manage their own care needs

4. **Other Implications**

(a) **Risk Management**

The CCGs have identified risks as part of the merger plans. The main risk is if the CCGs do not merge then this could have an impact on the integration of health and care within the Frimley Health and Care ICS.

(b) **Human Rights Act and Other Legal Implications**

There are no Human Rights Act Implications.

(c) **Equalities Impact Assessment**

The proposed merger will have a detailed equalities impact assessment which will be available when the application is made to NHSE/I on 30 September 2020.

5. **Supporting Information**

None

6. **Comments of Other Committees**

The Collaborative Board will be considering in detail the case for change on 8 September 2020 with a formal decision on 29 September prior to an application to NHSE/I (deadline 30 September 2020).

Slough Borough Council's Health Scrutiny Panel considered the report on 8th September. A further update report will be presented to the Panel on 13th October 2020.

7. **Conclusion**

The Board is asked to note the intention of NHS East Berkshire, North East Hampshire & Farnham; and Surrey Heath CCGs to merger on 1 April 2021.

8. **Appendix Attached**

'A' - Creating the New Health and Care Landscape presentation

9. **Background Papers**

None

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Creating the new Health and Care landscape



Setting the scene:

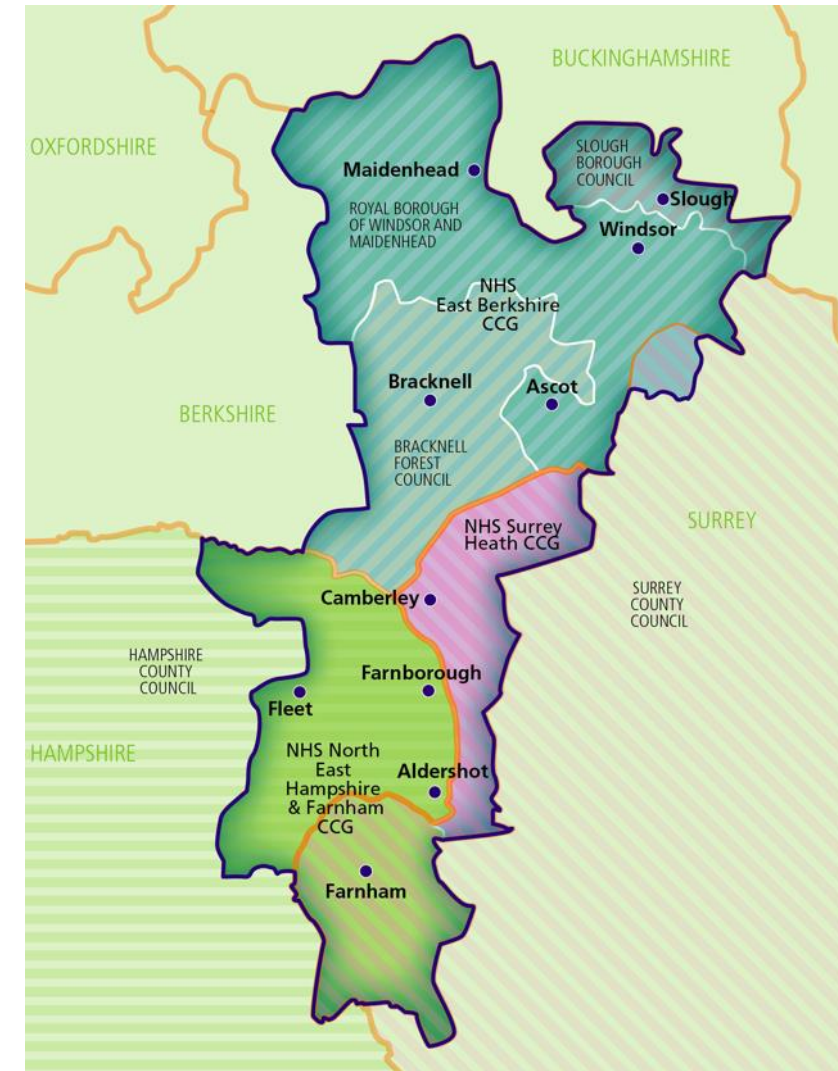
- We want to share our thinking around the developments for future ways of working across the Frimley Collaborative – the three clinical commissioning groups of East Berkshire, North East Hampshire and Farnham and Surrey Heath.
- As you may be aware, nationally NHS England (NHSE) has opened an opportunity for clinical commissioning groups to consider a merger, which would require us to note an expression of interest to NHSE by end of September 2020.
- Our Frimley Collaborative Board have agreed to register an intent to merge at this stage, providing an opportunity for us to further explore our options before final submission.
- The national timetable sets clear deadlines, which means if we were to go ahead with a formal merger we would need to deliver a business case by September 2020, with merger preparation during winter 2020/21 and merger from April 2021.
- The [NHS Long Term Plan](#) ambition is for each Integrated Care System is to have streamlined commissioning arrangements, to enable a single set of commissioning decisions at Integrated Care System, typically involving a single CCG for each ICS.
- The crisis of Covid-19 has demonstrated that we have greater impact when health, social care and communities come together, with a common aim. We have an exciting opportunity for us to build on the many positive examples of change during the pandemic and to transform how we work and ultimately deliver better outcomes for local people.

What have we achieved as a Collaborative:

- Created five place based leadership teams and structures with clinical leaders, lay members and managing directors;
- Increasing our focus on individuals, neighbourhoods, PCN's and communities;
- Major role in shaping the future ICS and strengthened strategic commissioning across our system;
- Continue to build our evidence based decision making - population health management and focus on health inequalities;
- Created a single executive team and making decisions as a single Collaborative Board* combining three Governing Bodies together;
- Transformed how we work together as a collaborative and as a system – demonstrating rapid learning and effective working with our COVID 19 Pandemic response; and
- Created shared priorities and values, focusing on the things that really matter and working collaboratively with our partners across health and care.

*January 2020

Frimley Collaborative Partnership of Clinical Commissioning Groups



Working in a way that is right for local people:

- ✓ We know that many people are unaware of the structures that make up their local health and care services – we want local people to know the NHS is working as a whole system to provide the best services and outcomes for the local population, regardless of our organisational boundaries;
- ✓ We also want them to know we are delivering consistently good quality services, targeted and tailored to meet the needs of our local population and delivering positive outcomes no matter where people live;
- ✓ We will retain a local focus in five places and work closely with our PCNs to ensure we continue to make clinically led decisions, increasing our focus on the local population and the communities and neighbourhoods within them;
- ✓ We want patients and local people to know that our decisions are based on good evidence and insight from across health and care and our third sector, including what people tell us about their experiences of using health and care services;
- ✓ We want to stop people becoming ill where we can, so that the future way of working and how people access services is different, more focused on preventing ill health and supporting people to look after themselves.



Working in a way that is right for the future:

- ✓ The NHS Long Term Plan ambition is for each Integrated Care System to have streamlined commissioning arrangements, to enable a single set of commissioning decisions at ICS level - typically involving a single CCG for each ICS;
- ✓ We want to have a collective commissioning voice across our system, strengthening our role as we integrate further with our partners across Frimley Health and Care;
- ✓ It makes sense to work together to maximise the benefit of the way we use our resources across our three CCG's and Frimley Health and Care ICS;
- ✓ We want to do things once where it makes sense to, working at scale when it is right to do so and reducing duplication - such as on clinical transformation projects across acute, community and primary care;
- ✓ We can increase our understanding of population health by sharing and using data and insight across our organisations to drive decision making and address health inequalities across our system and at place



How will the landscape look in the future?:

- ✓ We will focus on improving population health outcomes and where our services can be more efficient – particularly around services closer to peoples homes;
- ✓ Frimley ICS is one of the leading systems in the country – with that position comes potential opportunities – we want to take advantage of those opportunities and continue to drive transformation and innovation across our services;
- ✓ We need to provide greater value for money as we reduce duplication, freeing up much needed resource and expertise to work collectively on the things where it makes sense to do just once and where we can make the biggest difference;
- ✓ There will be opportunities to use resources and assets more effectively and collectively, centralising some functions to be more effective and streamlined – meaning better access to support and expertise;
- ✓ We will create new ways of working to simplify how we do business such as making it easier to share data and where possible not doing things three times;
- ✓ We will develop clear, lean decision making processes that support getting things done



What are the benefits/opportunities that a merger could provide?:

By working as a merged organisation we will:

- ✓ Be more resilient to our continued pandemic response by combining our ways of working and our capability and capacity even further
- ✓ Be able to retain local knowledge and use population health management and local insight at the centre of our decisions
- ✓ Be able to combine the best of our resources, bringing together expertise from across the three CCG's and resources such as staff intranet, HR portals, system level training hubs;
- ✓ Build on what already works - retain our strengths, learn from each other and harness our talent
- ✓ Target and tailor services, recognising the need to adapt and deliver services to meet the needs of our local communities
- ✓ Align our priorities with local authorities, third sector and community partners at place and across the system or particular communities where it makes sense
- ✓ Create opportunities to develop stronger local partnerships and community led projects
- ✓ Create more opportunities to talk and listen to our local communities, co-designing our services and the community deal(s)



Timetable:

- **July – August 2020** – engagement programme to seek the views of the staff, public, local councils, ICS partners, member practices, and local organisations to help develop the case for change and show how we have incorporated their views in how we plan to work in the future.
- These views will play a key part of the decision making process when the Collaborative Board meet on 8 September 2020. Alongside the case for change that clearly sets out the pros and cons of a future merger.
- **September 2020** - the Collaborative Board will deliberate whether or not to submit an application to NHSE to merge.
- **Mid September 2020** – member practices will be asked to vote on the proposed merger.
- **30 September** – deadline for application to NHSE/I



What happens if we decide to submit an application to merge?

- **30 September** – deadline for application to NHSE/I
- **October 2020** – NHSE/I hold a regional panel and will decide on the merger and whether to offer a conditional approval.
- **Oct - November 2020** - We expect to receive feedback on the application and we will need to move quickly to finalise the new CCG constitution before the end of the year.
- **January – March 2021** – Mobilisation period and when all the technical aspects are carried out – asset and resources transfer to the new organisation.
- **Mid March 2021** – formal notification from NHSE/I on the new organisation and the dissolution of the three CCGs.
- **1 April 2021** – new CCG



What next:

We want to hear your views on the following questions

- a) What are the benefits and opportunities that a merger would provide – to you, your CCG/Place, our practices and our patients/local communities?
- b) What are the challenges from your perspective, that a merger could effect?
- c) What do you think is important for us to retain?
- d) Are there some practical things that you think we need to be aware of and consider as part of the merger discussions?

SLOUGH BOROUGH COUNCIL

REPORT TO: Slough Wellbeing Board

DATE: 23rd September 2020

CONTACT OFFICER: Shelly Khan, Public Health Programme Officer
(For all Enquiries) 07544 656618

WARD(S): All

PART I**FOR COMMENT & CONSIDERATION****UPDATE ON JOINT STRATEGIC NEEDS ASSESSMENT (JSNA) PROGRESS****1. Purpose of Report**

This report will provide a brief update on progress on the Berkshire Joint Strategic Needs Assessment (JSNA) shared vision, including highlighting some of the process being implemented Berkshire –wide to inform decision-making, evaluation and commissioning of services. The new JSNA process is based on the data available from the Berkshire Observatory (quantitative) and identifying the priorities highlighted through discussions, strategies, joint working and local needs assessments (qualitative).

2. Recommendation(s)/Proposed Action

The Board is requested to note the report.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

The [Slough Joint Wellbeing Strategy](#) (SJWS) details the priorities agreed for Slough with partner organisations. The SJWS has been developed using a comprehensive evidence base that includes the Joint Strategic Needs Assessment (JSNA) 2016-2020.

3a. Slough Wellbeing Strategy Priorities

Development of the JSNA process across Berkshire will meet the needs of the Slough Wellbeing Strategy (SWS) priorities by establishing a responsive JSNA process that is easy to use, read and access. This will ensure that any work set out locally will be supported by the JSNA evidence base (qualitative or quantitative data) to keep the SWS priorities at the heart of what Slough offers and delivers to the local population.

The SWS priorities are:

1. Starting Well
2. Integration (relating to Health & Social Care)
3. Strong, healthy and attractive neighbourhoods
4. Workplace health

3b. **Five Year Plan Outcomes**

- *Outcome 1: Slough children will grow up to be happy, healthy and successful*
- *Outcome 2: Our people will be healthier and manage their own care needs*
- *Outcome 3: Slough will be an attractive place where people choose to live, work and stay*
- *Outcome 4: Our residents will live in good quality homes*
- *Outcome 5: Slough will attract, retain and grow businesses and investment to provide opportunities for our residents*

The JSNA process will provide continued evaluation, assessment and evidence of how our priorities are being supported to deliver positive outcomes for Slough residents.

4. **Other Implications**

(a) Financial

There are no financial implications of proposed action.

(b) Risk Management (*Compulsory section to be included in **all** reports*)

There are no risks as this report is for information only.

(c) Human Rights Act and Other Legal Implications

There are no human Rights Act implications.

Equalities Impact Assessment

An EIA isn't necessary, but the results of the JSNA will help ensure that services and local provision are inclusive of race, gender and disability etc, and will take into consideration the possible impact for age, religion and sexual orientation, as well as mitigating against any adverse impact.

(d) Workforce

Developing an understanding of the needs, issues and priorities affecting Slough (as well as each of the other Berkshire boroughs) will require resources, partnership buy-in and commitment to look at each priority area highlighted in the Prioritisation Matrix presented recently by the Berkshire Shared Public Health team.

Services and capacity within teams have been stretched, changed or stopped in light of the COVID 19 pandemic, and are likely to be further disrupted with the second wave predicted this winter, therefore work on the JSNA may be delayed and timelines extended.

5. **Supporting Information**

5.1 Statutory guidance on JSNA states that it is about the process of analysing need, in order to reduce inequalities and improve health and wellbeing; it does not, however, dictate what the output should be. The JSNA is becoming a more outcome-based tool, as opposed to simply being a data and information suppository. It is therefore an on-going piece of work that will be continually updated.

5.2 The JSNA information helps to highlight:

(i) The needs of the whole community - this includes how needs vary for people in different demographic groups, and may be harder to meet for those in disadvantaged areas or vulnerable groups who experience inequalities, such as people who find it difficult to access services; and

(ii) The wider determinants of health - The wider social, environmental and economic factors that impact on health and wellbeing - such as access to green space, air quality, housing, community safety and employment.

By highlighting these areas, the JSNA can be used to guide decision making and to inform policies, strategies and commissioning, thereby helping to reduce health inequalities and enabling communities to live longer, healthier lives.

5.3 The JSNA provides a “snapshot” of where we are at, as a borough, which recognises potential or actual areas of concern where we may need to:

- a) concentrate our efforts;
- b) allocate resources;
- c) re-consider current and future investment; or
- d) leave (as they are working just fine).

5.4 Over the summer of 2019 the public health team, working alongside the leisure team, completed an in-depth ‘appreciative enquiry’ research study on the Slough population. This ‘Health Beliefs’ project has provided a vital source of information on the general health and health attitudes of the local population, capturing opinions and views from over 1600 Slough residents from across all wards in the borough. This resource will prove invaluable with helping shape the JSNA, as well as strengthening our ability to understand and support the local population.

Progress to date:

5.5 Work on the Berkshire Observatory has been completed and will ensure we have an interactive data tool to support the JSNA, providing publically accessible data. In addition to this, for the first phase of the JSNA vision, a prioritisation tool has been created by the Berkshire shared Public Health team to look at the areas that are key areas of need across Berkshire.

5.6 Local teams discussed and produced a list of priority needs for the business year 2020/21 and now plan to start with identifying the top questions across Berkshire for everyone within the system, then working together to answer these (the Dorset Approach to JSNA – see *Appendix A*).

Once the Berkshire-wide questions are identified, there will be local questions to consider i.e. those that may be pertinent to one Board and not another.

Therefore, the next steps in the Berkshire JSNA process will involve building a “FAQs”-based approach to the JSNA, to tackle the questions that are regularly (or have recently been) asked. This approach will identify those questions regularly being asked in information requests, as well as those asked when informing commissioning decisions. This systematic approach of answering common questions of the JSNA process will make it more user-friendly (although there may still be some need for high level interpretation of data/ information for answering detailed questions).

- 5.7 This new approach to the JSNA process is currently being trialled by the JSNA leads and the Shared team, on the topic of Child and Adolescent Mental Health, which was a key priority need identified by both the business planning for 2020/21 and the prioritisation tool (see *Appendix B*).

For each “topic”, the plan is to create high-level summaries that answer:

- What is it?
- Why/ how is it a problem?
- What are the added insights?

This is in addition to Identification of localised questions that need answering and identification of questions pan-Berkshire (or across East/ West Berkshire) that need answering.

Having agreed the subject of the JSNA process pilot, the next steps are:

- to agree what work this will involve;
- agree who will lead on inputting information into the relevant sections of the FAQs;
- decide how detailed the answers need to be; and
- consider how the Berkshire Observatory data will support and integrate into this development work?

6. **Comments of Other Committees**

None

7. **Conclusion**

The Slough Wellbeing Board is asked to note the current progress in developing the qualitative “data” which will inform future decisions around priorities and issues, that are highlighted through the on-going JSNA process.

The Board is asked to note that this new JSNA process is being developed to enable Slough Borough Council and partners within the SWB to be responsive to the needs (and opinions) of the local population, and responsive to any changes in the local social and health economics affecting Slough residents as a result of this (and any potential future) pandemic.

The Board should bear in mind the following considerations which may affect the Berkshire JSNA process:

- **Timescales** – to consider consultation time required with relevant teams who need the JSNA to inform decision making i.e. commissioning teams.
- **Capacity** – whether JSNA leads and other key contacts have the capacity to invest in progressing this within any timescales that are set and agreed
- **Coronavirus** and the impact of the local response in terms of priorities, staffing and timescales.
- **Consultant changes** – for some LAs, there is due to be a change in consultant posts, so local business planning time has been set aside, but there are no set priorities yet
- **Berkshire East/ West Split** – the split across two Integrated Care Systems (ICS) and different ways of working could impact the JSNA development work
- **Prioritisation within LAs** – understanding the prioritisation methods currently being used within each LA and whether the prioritisation tool could become a new adopted approach, if it is continued to be developed.
- **Mandated / Statutory requirements** – Ofsted require a SEND JSNA: are there other partner agencies that also need to be considered, for whom we ensure an FAQs page is developed?

The continued success of this development work will require commitment to this process from the JSNA, CCG and Local Authority leads, as well as the Public Health Consultants from each borough, to ensure there is resource and backing to complete this approach and drive its success. There will also be a need to develop realistic timescales to ensure good involvement of key stakeholders/groups for consultation on their decision-making processes

The Berkshire Public Health team have indicated that getting all the sections completed by January 2021 will be extremely ambitious, given that currently the JSNA leads have only met a few times and are currently looking at the pilot topic of Children and Adolescent Mental health in developing the JSNA process.

Consideration also needs to be given to the current stretched resources/ capacity, any new issues emerging as a result of the Covid 19 pandemic, and our preparedness for the second wave of the Covid pandemic.

8. **Appendices Attached**

- A - the Dorset Approach to JSNA
- B - Prioritisation Process

Appendix A Dorset Approach to JSNA

The Berkshire Observatory has been developed to provide an online automated data resource at a local level, to identify health and wellbeing priorities and guide decision making.

There is now a keen interest to develop it to include local data and custom reports. To know the content of the custom reports, and what local data will help to fill in gaps, we need to assess the questions that need to be answered across the Berkshire System

Dorset's engagement approach advises looking at the priorities across Berkshire to determine the key questions that need to be answered to help the needs of our population. This question approach is to ensure that we aren't 'data blinded' and utilise all information available to make the best decision for our local populations. If we look at priorities as questions, we will be able to establish the elements needed to answer them.

Dorset's approach "mind-maps" information to answer a question, resulting in resolutions that are not always fixed by costs; instead this can lead to better communication across stakeholders (NHS partners and other key stakeholders).

Clear collaborative questions can be answered together across Berkshire, before looking at questions relevant to the local population, creating a holistic approach to identifying what decisions will best affect change.

Process:

- Collated the priorities from the strategies across Berkshire
- Identified Gaps
- Summarised priorities and gaps into headings
- Looked at prioritisation models to determine the best way forward
- Decided on prioritisation focus areas for measuring need

To understand the priority for JSNA we identified the following headings for assessment:

- Current Situation?
- Population Affected?
- Harm?
- Inequalities?
- A Local Priority?
- A National Priority?

In order to make it fair and comparable for each priority, a score was allocated to each topic against the data. This resulted in the following top ten topics (and their score):

Top 10

1. Self Care, Promoting Independence and Maintain Healthy Life for as long as possible	(37.5)
2. Smoking	(36.8)
3. Non Communicable Diseases	(36.4)
4. Physical Activity	(36.0)
5. Healthy Eating	(35.7)
6. CAMHS	(35.5)
7. Air Quality	(35.3)
8. Community Environments (Transport, Crime, Housing)	(34.5)
9. Dementia	(34.2)
10. Drug Use	(33.3)

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SLOUGH BOROUGH COUNCIL

REPORT TO: Slough Wellbeing Board

DATE: 23rd September 2020

CONTACT OFFICER: Ketan Gandhi – SBC Service Lead – Communities & Leisure
Ramesh Kukar – Chief Executive Slough CVS

For all Enquiries) (01753) 875500

WARD(S): All

PART I

FOR COMMENT & CONSIDERATION

STRONG, HEALTHY AND ATTRACTIVE NEIGHBOURHOODS

1. **Purpose of Report**

To update the Slough Wellbeing Board on the progress in developing a model for Strong, Healthy and Attractive Neighbourhoods Initiative, which is a Wellbeing Board priority.

2. **Recommendation(s)/Proposed Action**

The Board is requested to note the progress made in developing the Strong, Healthy and Attractive Neighbourhoods model and adopt this as the model to be rolled out across identified neighbourhoods across Slough as part of the Localities approach.

3. **Slough Wellbeing Strategy Priorities**

3a. Strong, healthy and attractive neighbourhoods is a key priority of the Slough Wellbeing Board. The approach developed in Chalvey provides a model that can be rolled out across Slough as part of a wider localities agenda.

A summary of need and data insights are provided in the accompanying document Appendix 1 Draft Strong, healthy and attractive neighbourhoods plan, Chalvey

3b. **Five Year Plan Outcomes**

The strong, healthy and attractive neighbourhoods initiative cuts across all of the Councils five Year Plan Outcomes, however, it has a particular focus on Outcomes 2 & 3

Outcome 2: Our people will be healthier and manage their own care needs

Outcome 3: Slough will be an attractive place where people choose to live, work and stay

4. **Other Implications**

(a) Financial

The strong healthy and attractive neighbourhoods initiative aims to make better use of existing resource. The model provides a more focussed way of identifying and addressing need and working in a collaborative way to ensure intended outcomes and impact are achieved.

(b) Risk Management

Risks associated with the delivery of the Strong, Healthy and Attractive (SHA) initiative will initially be monitored by the SHA task and finish group and relevant operation and strategic groups as well as being reported to the Slough Wellbeing Board.

(c) Human Rights Act and Other Legal Implications

There are no direct legal or Human Rights Act Implications

(d) Equalities Impact Assessment

There is no requirement to complete an Equalities Impact Assessment (EIA) in relation to this report. EIAs will be completed for specific aspects of the programme as required. A key principle of the model is to address inequalities.

5. **Supporting Information**

- 5.1 Strong, healthy and attractive communities are built on a combination of people, place, local pride and collaborative working with a clear understanding of need, feel and all the factors that make up the neighbourhood. The strong, healthy and attractive neighbourhood's initiative starts with the principle of working 'with' communities, rather than doing things 'to' them.

Our communities are at the heart of everything we do. It is our responsibility to ensure that as we change the way we do things, we communicate and engage with people so they understand what is happening around them and why - as well as empowering them to help us shape and implement our vision for Slough. Strong communities are fundamental to Slough's wellbeing and it making it a great place to live, lean and work.

5.2 **What makes a strong, healthy and attractive neighbourhood?**

Our neighbourhoods are the places where our residents live, learn, work and socialise together. These everyday relationships are the glue that binds neighbourhoods and communities, bringing together people from different backgrounds and interests and building shared local identity, tradition and belonging.

People in strong, healthy and attractive neighbourhoods know their neighbours and have been empowered to have the skills and opportunity to take part in and feel part of local life. Trust between residents and public and private sector partners helps to create a shared stake in their local area and strong partnerships are built to work together collaboratively on shared priorities. The voice of the wider community is heard and reflected in local decisions.

5.3 The approach

No single entity can deliver strong, healthy and attractive neighbourhoods.

We have begun the work in delivering the SHA initiative in Chalvey, building on the experience and learning from good community development work undertaken in Manor Park.

There are some key principles that underpin the strong, healthy and attractive neighbourhood's initiative. These include:

- Being Insight and data led to inform real need, this includes a robust needs analysis undertaken with residents
- Co-design and produce a neighbourhood plan with residents and key partners
- Develop a integrated approach to meeting needs within a given locality
- Enable behaviour change so that residents are integral to identifying need as well as identifying solutions.
- Enable behaviour change in communities building resilience and independence
- Prioritise prevention ensuring that any approaches secure short, medium and long term sustainable outcomes and are not 'stick plaster' fixes
- Develop and deliver high quality responses to addressing community need
- Develop a one neighbourhood approach (as part of a wider 'One Slough' approach)
- Provide oversight of all local projects
- Ensure regular and effective communication so that people are informed of progress being made in relation to neighbourhood plans
- Be flexible and adapt to new and changing need
- Creating behaviour change by all which includes all the public sector institutions, residents, the Community & voluntary sector, faith groups and residents.

Our work in Chalvey to date has taken the following approach:

- Started with frustration in the community at the perceived lack of action by institutions to address key issues
- Working with communities and elected Ward Members to develop trust and regular communication routes. Securing some quick wins was essential to this
- Working with the community to secure a move from being reactive to proactive

- Undertaking a needs analysis and detailed insight information from a variety of sources to gain a better understanding of needs and priorities for the neighbourhood
- Working with partners and residents to secure buy in to develop the strong, healthy and attractive neighbourhood approach
- Pulling together all the information and conversations and drafting a plan
- Going back out to further consult on the plan
- Adopting the approach of #One Slough to develop the model on collaboration and a focus on addressing need as opposed to the priorities of individual organisations or groups.

5.4 Why Chalvey

Transforming Chalvey

Why Chalvey

- Chalvey presented the highest need across all Slough Wards and scored lowest against the Council's key deprivation indicators
- Chalvey ward is the second poorest in terms of health across the Frimley area
- New hub will be live in July 2020

What are we trying to achieve

- Transform one of our areas of greatest need by tackling some of the key issues present
- Change perception of the area in the borough
- Empower & enable the community through more localised engagement, co designed and co-delivered local projects
- Embed a more collaborative and holistic working across services and partners
- Produce a clear neighbourhood plan so that all understand what we are trying to achieve and are working to a planned approach
- Embedded a needs led approach for each area
- Create strong, healthy and attractive neighbourhoods co-designed with residents and partners, creating resilience, pride and ownership

5.5 What has data and need analysis identified?
















Introduction Page 2 for an introduction to this report

 Population There are 9,785 people living in Chalvey Ward <small>See page 44 for more information on population by age and gender, ethnicity, country of birth, language, migration, household composition and religion</small>	 Education & skills 21% of people have no qualifications in Chalvey Ward compared with 22% across England <small>See page 44-46 for more information on qualifications, pupil attainment and early years educational progress</small>
 Vulnerable groups 18% of children are living in poverty in Chalvey Ward compared with 17% across England <small>See page 10-22 for more information on children in poverty, people out of work, people in deprived areas, disability, pensioners and other vulnerable groups</small>	 Economy 39% people aged 16-74 are in full-time employment in Chalvey Ward compared with 38% across England <small>See page 46-55 for more information on people's jobs, job opportunities, income and local businesses</small>
 Housing 3% of households lack central heating in Chalvey Ward compared with 3% across England <small>See page 24-32 for more information on dwelling types, housing tenure, affordability, overcrowding, age of dwelling and communal establishments</small>	 Access & transport 37% of households have no car in Chalvey Ward compared with 28% across England <small>See page 56-59 for more information on transport, distance services and digital services</small>
 Crime & safety The overall crime rate is higher than the average across England <small>See page 34-35 for more information on recorded crime and crime rates</small>	 Communities & environment The % of people 'satisfied with their neighbourhood' (53.6%) is lower than the average across England (79.3%) <small>See page 59-66 for more information on neighbourhood satisfaction, the types of neighbourhoods locally, local participation and the environment, air pollution</small>
 Health & wellbeing 13% of people have a limiting long-term illness in Chalvey Ward compared with 18% across England <small>See page 36-45 for more information on limited long-term illness, life expectancy and mortality, general health and healthy lifestyles</small>	Appendix A Page 67 for information on the geographies used in this report, publication dates for new indicators and acknowledgements.

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Ward scorecard - initial high level findings

1	52.20		Cippenham Green	6	41.61		Langley Kedermister	11	34.28		Colnbrook w. Poyle
2	51.76		Upton	7	41.22		Cippenham Meadows	12	32.44		Britwell & Northborough
3	51.69		Haymill & Lynch Hill	8	41.14		Central	13	32.09		Wexham Lea
4	48.28		Langley St Mary's	9	39.68		Farnham	14	31.90		Eliman
5	42.49		Foxborough	10	36.77		Baylis & Stoke	15	24.92		Chalvey

Ward Scores

	Overall	Access	Cohesion	Early Life	Economy	Education	Env. quality	Mortality	Food & nutrition	Participation	Safety	Shelter	Wellbeing
Bayle & Stoke	10	7	5	13	13	3	8	10	6	1	10	13	9
Brindell & Northborough	12	2	4	9	15	15	1	15	14	14	7	10	8
Central	8	4	12	5	10	10	11	1	2	11	15	12	3
Chalvey	15	11	15	8	14	5	13	14	13	10	14	15	12
Cippenham Green	1	1	2	4	4	14	2	7	5	6	2	2	2
Cippenham Meadows	7	12	7	12	5	11	5	5	4	15	5	5	7
Colnbrook w. Poyle	11	15	10	11	7	4	10	11	7	13	12	7	13
Elman	14	6	6	7	11	12	14	13	8	8	11	14	10
Farnham	9	9	8	10	9	7	7	3	11	12	9	11	5
Foxborough	5	5	9	14	12	2	15	6	15	2	6	6	1
Haymill & Lynch Hill	3	8	3	1	6	6	3	8	9	4	1	1	4
Langley Kidominator	6	3	14	3	3	8	6	9	12	7	8	9	11
Langley St Mary's	4	14	11	2	2	9	12	2	1	9	3	3	6
Upton	2	10	1	6	1	1	4	4	3	3	13	4	14
Worham Lea	13	13	13	15	8	13	9	12	10	5	4	8	15

Chalvey Story

Chalvey insight and needs analysis

Analysis by the Data Insight Team found that Chalvey performed the **worst** in Slough across five components:



Community Safety



Shelter / Housing



Cohesion



Economy



Health

In addition, partners and residents have also informed us of the following:

- The key priorities that the CCG want to address in Chalvey are Coronary health and Diabetes
- The Police want to focus on Serious Youth Violence
- The issues of community cohesion and acceptable behaviours is critical to community feelings and tensions
- The need for a representation from young people and specific approaches to hear the voices and meet the needs of girls and women
- The need to ensure that the plan positively impacts on the whole community especially those most in need or affected by existing circumstances.

5.6 Building on strong infrastructure:

The approach in Chalvey is built on a strong infrastructure of work and initiatives that are already in place. The following is a flavour of current initiatives

Current Work in Chalvey			
Project / Programme	Service areas/organisation	Lead	Other information
Potential change to traffic movements to reduce congestion and mitigate against the impacts of The Grove Academy	Transport	Savia DeCruz/Chris Green	Potential for new pad facilities at Ragstone/Ledgers Junction
CPI	Transport	Kam Hothi	
Community Development	Communities	Zulf Awan	locality plan
Chalvey Can	Communities	Kam Shaff	
Chalvey 360 Project	Communities	Gary Tallett	
SBC housing landlords scheme	Housing Services	Colin Moore	
Chalvey regeneration	Regeneration & Housing Development	John Griffiths & Cassandra Polyzoides	
New medical centre & care home scheme	Regeneration & Housing Development	John Griffiths	
Adelphi	Regeneration & Housing Development	Kassandra Polyzoides	Plans for cultural/Arts venue
Tower and Ashbourne	Regeneration & Housing Development	John Griffiths	Demolition and redevelopment
Salt Hill CCTV	CCTV	Alison Hibbert/Peter Webster	A network of additional CCTV cameras in Salt Hill Park
The Grove academy	DfE	Tony Madden	All ages School
Montem development (SUR)	SUR	Kassandra Polyzoides	
Intensive engagement programme (police)	Police	Police	

In addition to the above there are a number of community and voluntary sector organisations as well as other public and private sector initiatives that can be built upon.

5.7 Current status:

- Detailed insight data and needs analysis results have been shared with residents, the C&V sector and a number of partner agencies
- A operation group for developing a Chalvey Neighbourhood plan is being pulled together
- As part of this there will be task and finish groups looking in detail at the priorities highlighted earlier to identify specific objectives and actions
- Active discussions with partners are taking place to avoid duplication and ensuring partners do not start up similar initiatives which confuse communities as well as not making best of use of resources.

5.8 Who is involved to date:

- First and foremost community representatives and ward members
- Representation from across Council departments
- THE C&V sector
- Thames Valley police
- CCG
- Primary Care Network including local GP's

- Local Businesses
- Schools

5.9 **Next steps:**

There is a need to both move at speed as well as getting the neighbourhood plan right. We currently anticipate a draft neighbourhood plan being drafted by September 2020

- Pull together a SWB task and finish group
- Operational Group and work stream task and finish groups to meet and draft Neighbourhood plan by May
- Ensure that the Initiative is embedded in to the developing Localities model
- Start to roll out the model and approach to other areas across Slough (Plan to be put in place to do this)

6. **Comments of Other Committees**

This report has not been shared with other committees, however, the general principles of the Localities agenda has been widely discussed and well received as the right direction of travel for Slough.

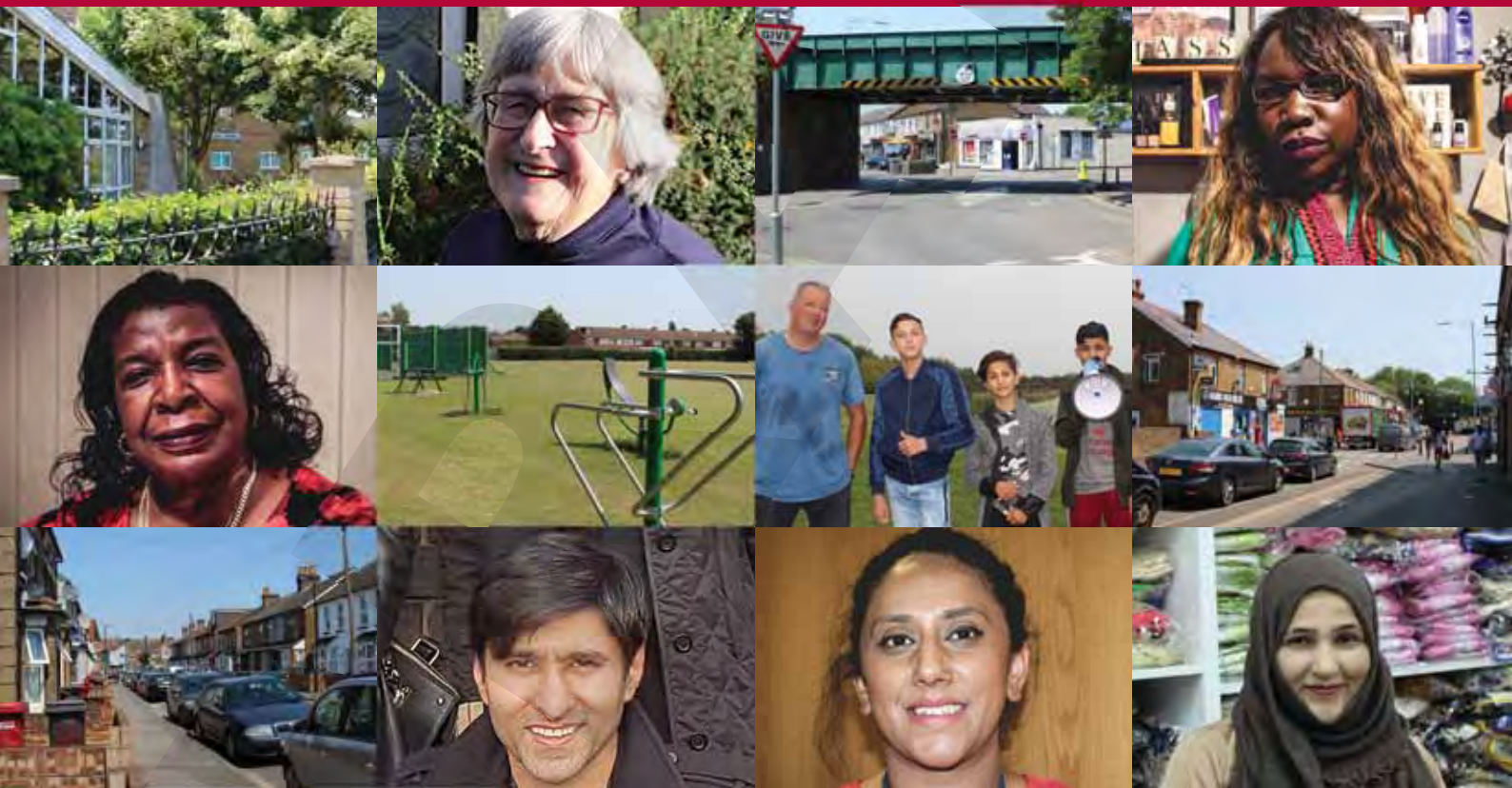
7. **Conclusion**

The Chalvey Strong Healthy and Attractive Neighbourhoods model provides a excellent example of collaboration and working with communities as opposed to do to. Existing approaches whilst being well intended have been piece meal with no strategic overview or master plan for a neighbourhood. This approach and model provides just that. It provides an opportunity to transform one of Slough's most deprived areas with a focus on addressing embedded areas of concern. Key to the plan is to create the behaviour change from all involved that could really see this neighbourhood becoming a great place to live learn, work, paly and full of opportunity and ambition.

8. **Appendices**

- A - Draft Chalvey Strong, Healthy and Attractive Neighbourhood Plan
- B - Presentation Slides – Co-create Strong, Healthy and Attractive Neighbourhoods

Strong, Healthy and Attractive Chalvey



Introduction

Strong, healthy and attractive communities are built on a combination of people, place, local pride and collaborative working with a clear understanding of need, feel and substance of the neighbourhood. The strong, healthy and attractive neighbourhoods' initiative starts with the principle of working 'with' communities, rather than doing things 'to' them.

In Summer 2019 Slough Borough Council worked with local partners and the community to ask questions around the aspirations for Chalvey, taking into account the challenges the area faces as one of the wards with the highest level of need across all of Slough. A community survey was completed and data was captured from different agencies working in the area, which can be seen on page 1, to give a strong picture of the areas of need and success.

Data sets were captured from a wide variety of sources, and can be seen as an appendix to this document. This included Thames Valley Police speaking to residents door to door as part of the Intensive Engagement programme; Slough Borough Council's Community Development Team engaging residents with the Creating Stronger

Neighbourhoods Survey both online and in person; and Slough Borough Council supporting engaged residents to discuss the findings from the survey and think about how the project should move forwards.

Layering the hard data with the community voice has allowed this community plan to keep residents at the heart of the projects featured. The project will be driven by an operational group made up of community members, working with council officers and representatives from the various organisations included in this. This plan was published in (MONTH TBA) 2020 with progress updates to be published annually. The plan is flexible and can be altered at any time, with the consent of the operational group.



Cllr Ruqayah Begum



Cllr Atiq Sandhu



Cllr Mohammed Sharif

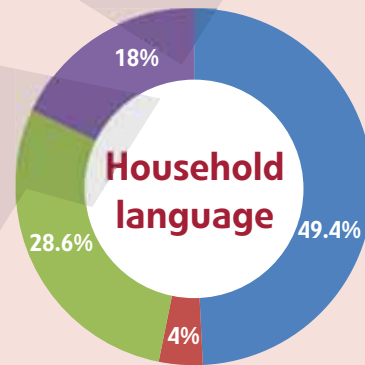
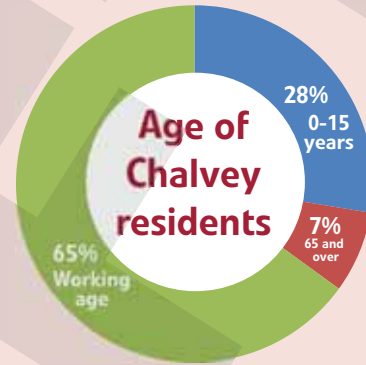
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Get to know Chalvey: statistics and survey results

People

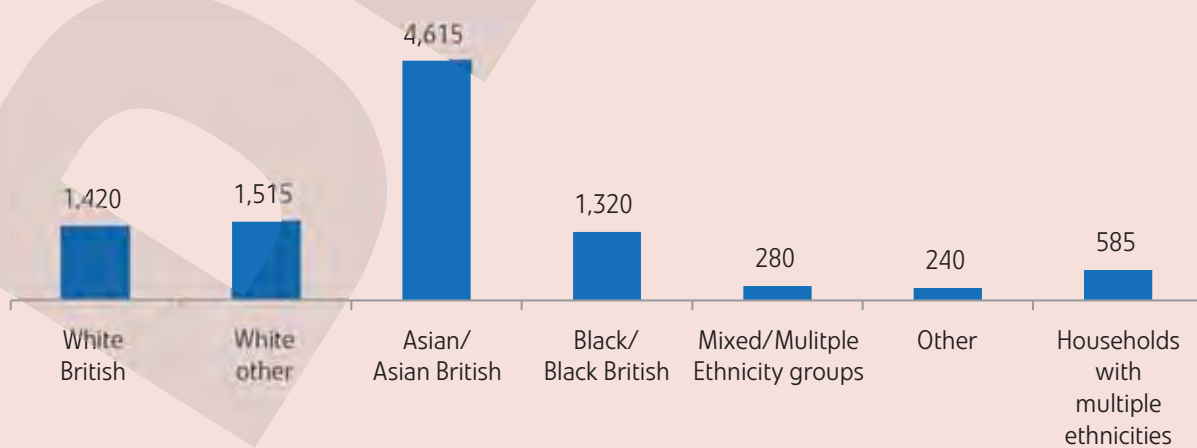


- All people in households have English as main language
- No adults but some children have English as their main language
- No household members have English as their main language
- At least one adult (not all) have English as their main language

Chalvey is the 2nd most deprived ward in Slough. 20.9% of children in Chalvey are at risk of living in poverty, compared with 19.3% across Slough.

A third of people are classed nationally in the 10% most deprived against the measure of 'barriers to housing and services'.

Broad ethnic groups within Chalvey

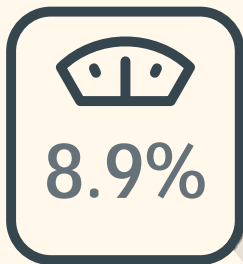


The following 6 themes were chosen as key areas of development from survey responses and the following information gives a good idea of the current situation in Chalvey.

Health & Wellbeing



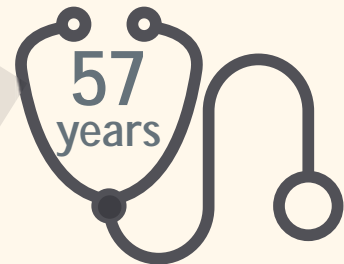
Chalvey ward is the second poorest in terms of health across the Frimley NHS area which covers North Hampshire, East Berks, West Surrey and South Bucks



Estimated prevalence of obesity in Chalvey by NHS Digital



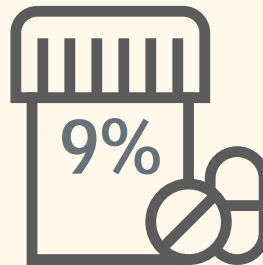
Estimated prevalence of high blood pressure in Chalvey by NHS Digital



Healthy life expectancy in Chalvey for men and women estimated by Local Insight Report



Within Chalvey GP registers estimate of the prevalence of depression



Estimated prevalence of diabetes in Chalvey by NHS Digital (above the English average of 7%)

Housing & Regeneration



Homelessness applications per 1,000 households in Chalvey (ranked 14th/15)

Ranked 13th*

for owner-occupier affordability

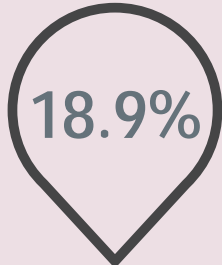
Ranked 15th*

for private rental affordability

*15th is the worst across Slough

Get to know Chalvey: statistics and survey results

Businesses, Skills & Jobs



people living in income deprived households, reliant on means tested benefits. Average in Slough is 15.3%



children less likely to achieve at school (attainment level 8 in 2016/17, compared to all children in Slough of 61.6%)

115
Chalvey residents

claiming Job Seekers allowance according to the ONS figures Sep 2017

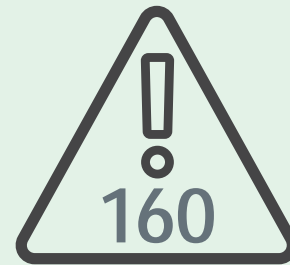
1.4%

of the population in Chalvey claim job seekers allowance compared to 1.35% of the Slough population

Community Safety

“
65%* of survey respondents said crime and community safety was the thing needing the most improvement
”

“
15%* of respondents to the Creating Stronger Communities survey reported feeling ‘not at all’ or ‘not very’ worried about their personal safety at night
”



recorded crimes per 1,000 of the population ranking 13th out of 15 wards in 2018

*Exact survey figures can be found on page 23 Appendix H



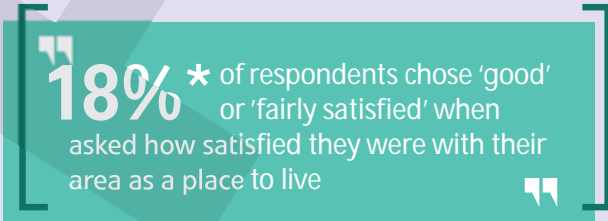
Community Cohesion



51.92%

of residents surveyed for the place survey (2018) felt there is a very or fairly big, problem with people not treating each other with respect and consideration

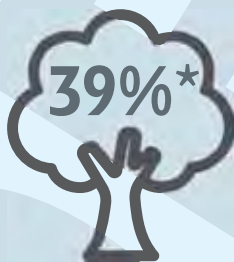
Lack of belonging was heavily reported in the Creating Stronger Neighbourhoods Survey (2019)



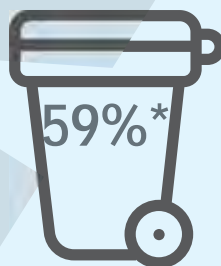
The top reasons given for those responses were a **lack of community cohesion** and **no sense of community**.



Environment



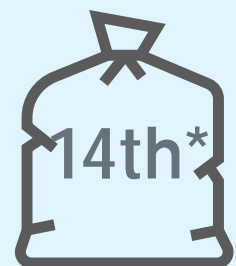
of survey respondents reporting parks and open spaces as their most valued part of their community



of respondents most valued clean streets as part of their community



out of the 15 wards for air quality



out of 15 wards for flytipping

*15th is the worst across Slough

*Exact survey figures can be found on page 23 Appendix H

What are we trying to achieve?

See appendices for further detail about projects mentioned and action plans for each theme

6 Environment

- Slough's Urban Tree Challenge will increase the number of trees in the area and develop community projects around caring for local wildlife
- Parks and open spaces will be of high quality following the refurbishment of play equipment at Chalvey Recreation Ground and the improved maintenance and new ownership of Stabmonk Park and will be frequently used by participants of community projects like Chalvey Can
- Controlled Parking Zones will be introduced around the new school to manage the expected increase in traffic and around Ragstone Road at the request of residents to ease some of the parking tensions in the area



1 Health & Wellbeing

- A resilient and aware community supported to address preventable health conditions such as obesity, diabetes and coronary health disease
- An empowered community with more people living longer, happier and healthier lives with a reduction in health inequality

2 Housing & Regeneration

- Improved living conditions of the community by ensuring quality rented housing that meet decency standards
- Regeneration that creates a sense of pride, making Chalvey a great place to live, learn and work

3 Businesses, Skills & Jobs

- A thriving economy, good learning and skills opportunities where residents have secured employment earnings that are at least on par with the Slough average wage

4 Community Safety

- Chalvey residents and visitors recognise and feel that it is a safe place to live, work, learn and visit

5 Community Cohesion

- A place where diversity, culture, faith and identity is valued and celebrated

6 Environment

- Chalvey has cleaner streets, improved air quality and safe green spaces

1 Health & Wellbeing

- Healthy lifestyles will be promoted and encouraged through campaigns and projects such as Chalvey Can, Health Champions and Active Movement
- Access to health care services will be improved with the launch of a new Health Hub in 2021, the Living Well programme from Public Health England and schemes like Young Health Champions

2 Housing & Regeneration

- All privately rented homes will be required to hold a licence under the Selective Licencing Scheme launched in 2020, in only Chalvey and the Central ward
- The redevelopment of Tower & Ashbourne housing will provide 193 new state of the art homes for the community in 2021, with the longer term ambition of the Montem Lane site also providing 230 new homes by 2025
- The new Health Hub and Extra Care scheme, both with state of the art facilities will be opened in 2021, improving the access to health services and supported living

3 Businesses, Skills & Jobs

- The opening of Grove Academy, Chalvey Early Years Centre and Chalvey Community Centre in 2020 will support residents to access education from EVFS to Further Education level through community and family learning opportunities
- Residents will have access to skills development, including ESOL, business support and employment pathways, including jobs clubs, through programmes developed as part of the Inclusive Growth Strategy

Making it happen

Now is the time to make this happen, the plan is written, the people are in place and all of the partners involved are keen to get started

Detailed action plans for each theme can be found in the appendices of this document and will be used to monitor progress. The operational group will be made up of community members, council officers and partners working together to deliver this community plan.

Regular meetings will be held to review the progress of the projects within the plan, holding all parties to account and official annual progress reports will be published along with frequent updates shared with the community.

How can you get involved?

If you are an organisation and are interested in working in Chalvey please contact the Community Development Team at communitydevelopment@slough.gov.uk

If you are a Chalvey resident and want to hear more about the plan or how you can get involved please contact the Community Development Team at communitydevelopment@slough.gov.uk

Important pathways to note

- To report issues to Slough Borough Council visit: <https://slough-self.achieveservice.com/MyServices>
- To report an unlicensed HMO or property email: privatesectorhousing1@slough.gov.uk or call: 01753 477307
- To report empty properties call 01753 875431 or email privatesectorhousing1@slough.gov.uk
- To report non-emergency police issues call 101
- To report emergency police issues call 999
- To report non-urgent police issues specifically in Chalvey email: ChalveyUptonTownNHPT@thamesvalley.pnn.police.uk

List of appendices

Appendix A: Current Services Available in Chalvey

Appendix B: Health & Wellbeing Action Plan

Appendix C: Housing & Regeneration Action Plan

Appendix D: Businesses, Skills & Jobs Action Plan

Appendix E: Community Safety Action Plan

Appendix F: Community Cohesion Action Plan

Appendix G: Environment Action Plan

Appendix H: Data Sets, Survey Figures and Photo Credits



Appendix A: Current Services Available in Chalvey

Chalvey has a lot to offer residents of Slough including:



Places of worship

Places of worship - mosques, churches, hindu temple and gurdwara



Health services

Chemist
Doctors Surgery



Food and Beverages

Chalvey supermarket
Ambala Sweet centre
Fast food outlets
Juice bar
Kopernick Polish supermarket



Car services

Car MOT and repair centre
Car body repairs
Car washes



Children's services inc. schools and nurseries

Chalvey Grove Children's Centre
Slough + Eton Secondary School
Montem Academy
Grove Academy
Claycots



Parks and open spaces

Keel Drive Allotments
Ragstone Road Allotments
Stabmonk Park
Chalvey Recreation Ground

Temple Wood

Tower and Ashbourne Play Area



Community and support services

Chalvey Community Centre (January 2021)
Chalvey Hub (January 2021)
Brook House Sheltered housing
YMCA
Three Ward Councillors and Slough MP Office
Pakistani Welfare Association community centre and support/advice services
SHOC
PowerLeague



Essential services







Chalvey Recycling Centre
Petrol Station
Dry cleaners
Launderette
Funeral services










Retail offer

Local barbers
Hairdressers and beauticians
Betting shop
Local shops and off licences
Solicitors
Tailors
Holiday Inn hotel
ASDA including optician, travel money, pharmacy, halal butchers







Appendix B: Health and wellbeing action plan




	Health and wellbeing		Community safety
	Housing and regeneration		Community cohesion
	Business skills and jobs		Environment

Project Name	Project details	What difference will that make to the community?	Lead by who?	Start Date	Completion Date	What we need from the community
Chalvey Can 	<p>A 3 year project supporting families to adopt more healthy and active lifestyles. Engage 800 families in Tier 1 Engage 40+ families per year in Tier 2 Engage 30 families per year in Tier 3</p>	<ul style="list-style-type: none"> Improved health and wellbeing for families in Chalvey More activities for children and families in Chalvey's parks and open spaces Learning opportunities in the form of training qualifications 	Active Slough	Summer 2020 (COVID dependent)	Summer 2023	<ul style="list-style-type: none"> Attend activity sessions Promote the programme to other members of the community Train to become community coaches and deliver sessions in Chalvey
Living Well Programme 	<p>A service launched in April 2020 to support residents with lifestyle changes including:</p> <ul style="list-style-type: none"> Stopping smoking Weight management Oral hygiene Healthy eating NHS Health Checks Falls Prevention support <p>You can access this support online or in person all for free with easy access to tailored personal plans. Support sessions will be available at the Chalvey Community Centre from early 2021</p>	<ul style="list-style-type: none"> Improved health and wellbeing for residents in Chalvey, specifically: <ul style="list-style-type: none"> Increased smoking cessation Reduction in obesity levels Improvement in oral hygiene of under 5s Reduction in high blood pressure, diabetes and coronary health disease Reduction in falls for 65+ 	Solutions4Health and Public Health	April 2020	Ongoing	<ul style="list-style-type: none"> Work with Solutions4Health to tell them what kind of sessions the community in Chalvey want Attend sessions Promote the services to other residents
Chalvey Medical Centre 	<p>A new GP surgery will be built to offer state of the art primary care facilities for the population of Chalvey. The building will be a health hub, able to give residents access to a range of health services, including GP services and community health initiatives</p>	<ul style="list-style-type: none"> Improved GP services for Chalvey residents Improved access to health services 	Dr MLH Kumar (Chalvey Medical Centre)	Summer 2020	Summer 2021	<ul style="list-style-type: none"> Register at the new surgery Engage with health initiatives offered by the health hub





Project Name	Project details	What difference will that make to the community?	Lead by who?	Start Date	Completion Date	What we need from the community
Young Health Champions 	<p>Young people volunteer to increase awareness of healthy lifestyles and promote involvement in activities supporting positive mental health and emotional wellbeing among their peers. They also influence decisions with local health partners linked to the mental health and wellbeing services for children and young people. There are already YHCs active from Slough and Eton, with more to come on board once Grove Academy is opened.</p>	<ul style="list-style-type: none"> Improved mental health and wellbeing for children and young people in Chalvey Increased awareness for children, young people and their families following campaigns delivered by YHCs 	Aik Saath & NHS East Berkshire CCG, Local schools	Ongoing	Ongoing	<ul style="list-style-type: none"> Young people to engage with the young health champions project
Active Movement 	<p>A project delivered by Chalvey Grove Children's Centre and local schools whereby families are supported to make small changes to their daily routines, increasing their physical activity levels. This includes mapped walks in local parks, information about healthy eating and diet, and information about oral health.</p>	<ul style="list-style-type: none"> Reduction in obesity levels for children Improved oral health for under 5s Improved health and wellbeing for Chalvey families 	Chalvey Grove Children's Centre	Ongoing	Ongoing	<ul style="list-style-type: none"> Families to join the Max Club and receive a welcome pack Promote the programme to families within Chalvey
Health Champions 	<p>Volunteers will work with the local community to promote healthy lifestyles and work with residents to access health services available to them in their local area.</p>	<ul style="list-style-type: none"> A local support system of volunteers who can support residents to access local health services as well as motivate residents to take control of their own health needs 	NHS Healthmakers	Autumn 2020	Ongoing	<ul style="list-style-type: none"> Residents can apply to become a health champion and access training Promote the scheme to residents in Chalvey
Slough Treatment, Advice and Recovery Team 	<p>A free, confidential service for anyone who is concerned about their own or someone else's substance use. Online and face to face support is available to all residents including evening and weekend sessions for those who cannot attend during the working day and drop in sessions in various locations across Slough to make accessing support as easy as possible.</p>	<ul style="list-style-type: none"> Available support for residents struggling with addiction and dependency 	Turning Point	Ongoing	Ongoing	<ul style="list-style-type: none"> Promote the service to members of the community Volunteer to be part of the Peer Support scheme (details can be found in the Community Safety action plan)

Appendix C: Housing & Regeneration Action Plan







	Health and wellbeing		Community safety
	Housing and regeneration		Community cohesion
	Business skills and jobs		Environment






















Project Name	Project details	What difference will that make to the community?	Lead by who?	Start Date	Completion Date	What we need from the community
Selective Licencing Scheme 	<p>A licencing scheme for landlords with privately rented properties in Chalvey designed to ensure properties meet regulatory standards.</p>	<ul style="list-style-type: none"> The general appearance of privately rented properties in Chalvey will improve A feeling of pride for both tenants and the wider community in the appearance of Chalvey Improved living conditions which provide a stable and secure base, a place for residents to feel safe and comfortable, improving health and wellbeing 	Housing Regulation Team	July 2019	Ongoing	<ul style="list-style-type: none"> Reactive reporting of suspected unlicensed properties to the Enforcement Team Promote the scheme to landlords and tenants Private sector tenants to ask landlords to provide evidence of licencing
Tower & Ashbourne Development 	<p>192 new units will be made available to residents on the housing register. New play equipment will be installed in the children's play area linked to the development, as well as a secure car park and bike storage. There will also be a community space in one of the blocks, with the final use to be decided but with the certainty of benefitting the community.</p>	<ul style="list-style-type: none"> The development will help with the easing of the housing register The quality of the housing will be greatly improved, with the development shortlisted for a design award The development will offer local housing for local people, along with easier pedestrian access to the town centre There will be a space the community will benefit from The development will host the most up to date technology for building and residential management, giving Chalvey residents access to enhanced connectivity 	Housing Development and Contracts	Demolition of tower blocks Summer 2020 Construction of new blocks Autumn 2020 Opening of new housing Summer 2021	Summer 2021 (COVID dependent)	<ul style="list-style-type: none"> Engagement in any consultation around the community space within the new blocks
Empty Properties Scheme 	<p>In an effort to make use of the empty properties across the borough, Slough Borough Council are working with owners of vacant properties (of more than 6 months) that have fallen into disrepair. They will work to bring those properties back up to living standards and add these to the properties available to residents on the housing list.</p>	<ul style="list-style-type: none"> More housing available, easing the pressure of residents waiting for housing An improvement in property standards in the area Less empty properties with less opportunity for crime in the local area 	Housing Regulations Manager/Housing Team	2020	Ongoing	<ul style="list-style-type: none"> Promote the scheme to local residents Sign up to be a part of the scheme Report any suspected vacant properties to the Housing Team





Strong, Healthy and Attractive Chalvey

Project Name	Project details	What difference will that make to the community?	Lead by who?	Start Date	Completion Date	What we need from the community
Chalvey Extra Care Scheme 	<p>Extra Care housing is for residents needing support, to help them continue to live in self-contained accommodation and allow them to maintain their independence, dignity and personal choice. An Extra Care Housing Scheme will be located off Turton Way, providing 54 units for residents in need of extra support. The development has been designed with experts in Adult Social Care to ensure the properties are suitable for the residents requiring them.</p>	<ul style="list-style-type: none"> This will give improved support for more vulnerable residents This will ease the pressure on Adult Social Care and the NHS, meaning vulnerable residents can stay in self-contained accommodation for as long as possible It will also generate employment opportunities for local people 	Housing Development and Contracts	2020	April 2021 (COVID dependent)	
YMCA 	<p>Resource of a Housing Officer working directly with YMCA tenants in the Chalvey area, supporting them into sustained tenancy. Tackling many of the issues that often arise for those vulnerable individuals including anti-social behaviour, substance abuse and employment. Improved community safety linked to anti-social behaviour and substance abuse.</p>	<ul style="list-style-type: none"> An improvement in community safety An improvement in tackling substance abuse and anti-social behaviour Support for local people on the verge of homelessness 	YMCA	Ongoing	Ongoing	<ul style="list-style-type: none"> Apply to volunteer with Chalvey's YMCA Promote the services offered by the YMCA to local residents
Montem Redevelopment 	<p>The development of over 200 new homes on the Montem Leisure Centre site.</p>	<ul style="list-style-type: none"> Local employment and work experience opportunities during the development of the site through SUR Improvement in the appearance of the old Montem Leisure site which has previously seen complaints about anti-social behaviour and disarray Improved maintenance of the Chalvey Brook, Stabmonk Park and other green spaces on the site Local houses for local people, with a portion of affordable housing 	Slough Urban Renewal	2021	2025	<ul style="list-style-type: none"> Involvement in the public consultation
Housing Developments 	<p>10 units will be developed on three sites in Chalvey: Stour Close, Church Street and Darvills Lane. This will provide 10 sites of affordable, social and general housing, improving the standard of housing available. These developments will also improve connectivity for residents, using the latest technology for building and residential management.</p>	<ul style="list-style-type: none"> Local houses for local people, including affordable housing Improved standard of housing in Chalvey The developments will contribute to easing the housing register 	Housing Developments & Contracts	Subject to planning	Subject to planning	<ul style="list-style-type: none"> Engagement in any consultation for the new developments







Appendix D: Businesses Skills & Jobs Action Plan














	Health and wellbeing		Community safety
	Housing and regeneration		Community cohesion
	Business skills and jobs		Environment

Project Name	Project details	What difference will that make to the community?	Lead by who?	Start Date	Completion Date	What we need from the community
    Chalvey Grove Children's Centre	Chalvey Grove is a full service offer Children's Centre (1 of 4 in Slough) offering support to Chalvey families with early years education, parenting support programmes, childcare and more	<ul style="list-style-type: none"> Better opportunities and life chances for Chalvey children and families Plenty of family activities to access free of charge or low cost Improved early years education Improved parenting support Better opportunities and life chances for Chalvey children and families 	Early Years and Prevention Team	Ongoing	Ongoing	<ul style="list-style-type: none"> Parent Champion volunteer roles Attend sessions and programmes put on at the Children's Centre
    Chalvey Early Years Centre	The nursery school will open along with the community hub. It will offer integrated support service for children with SEND, ASD and Educational Psychologists 99 nursery school spaces	<ul style="list-style-type: none"> Better opportunities and life chances for Chalvey children and families 	Early Years and Prevention Team	April 2021	Ongoing	<ul style="list-style-type: none"> Access services Refer people to the service
    The Grove Academy	A new school for ages 4-18 years with 1800 pupils spaces. Additional community space available to hire for events and activities	<ul style="list-style-type: none"> More local school spaces for Chalvey children A new site for community engagement 	Schools Team	September 2020	Ongoing	<ul style="list-style-type: none"> Hire and utilise the available spaces outside of school
    Community Learning at Chalvey Hub	A community designed learning programme available to Chalvey residents delivered in the community, offering traditional courses as well as new forms of learning including ESOL and support into employment.	<ul style="list-style-type: none"> Higher employment rates Improved ESOL levels Information, advice and guidance for adults wanting to get back into employment 	Community Learning Team	January 2021	Ongoing	<ul style="list-style-type: none"> Access services Engage with the community learning team to shape the new learning programme Refer people to the service
    Chalvey Satellite Library	Library provision with access to books, IT access and events for children and families	<ul style="list-style-type: none"> Free access to IT, literature and activities 	Libraries and Culture	January 2021	Ongoing	<ul style="list-style-type: none"> Access services promote library services to other residents
 Community Leaders' Scheme (Inclusive Growth Strategy)	TBC	TBC	TBC	TBC	TBC	TBC







Project Name	Project details	What difference will that make to the community?	Lead by who?	Start Date	Completion Date	What we need from the community
Slough Skills Compact Inclusive Growth Strategy 	TBC	TBC	TBC	TBC	TBC	TBC
Slough EmployAbility 	<p>EmployAbility is a specialist employment service that supports people with disabilities enter into meaningful part time or full time employment.</p>	<p>The project will help people with learning disabilities, physical disabilities and mental health needs into:</p> <ul style="list-style-type: none"> • paid work • work placements/experience • Volunteering that can be seen as a step towards paid work. 	EmployAbility	Ongoing	Ongoing	<ul style="list-style-type: none"> • Referrals to programme • Training and employment opportunities with local businesses • Raising awareness of the programme
Building Better Opportunities 	<p>A project helping people who are furthest from the labour market to find work, training and employment opportunities.</p> <p>Focus on people with multiple disadvantages/complex needs who are aged 18 and over and unemployed</p> <p>New Chalvey hub to host a BBO work/employment coach</p>	<ul style="list-style-type: none"> • Training opportunities in Chalvey e.g. retail at Chalvey Supermarket or Checkout, food outlets offering basic food hygiene • Increased local employment • Vocational profiling • Work experience opportunities • Support for finding jobs 	Building Better Opportunities Team	Ongoing	September 2021	<ul style="list-style-type: none"> • Referrals to programme • Training and employment opportunities with local businesses • Raising awareness of the programme
Job Clubs 	<p>A regular provision of job clubs run by Community Learning and Building Better Opportunities to support people into employment. These clubs will be run digitally until it is possible to deliver face to face at the community centre.</p>	<ul style="list-style-type: none"> • Reduction in unemployment across Chalvey • A better trained workforce available for Chalvey businesses • Support for finding jobs 	Community Learning and Building Better Opportunities	Jan 2021	Ongoing	<ul style="list-style-type: none"> • Attend job club sessions • Promote sessions to other residents • volunteer in a job club support role





Appendix E: Community Safety Action Plan

	Health and wellbeing		Community safety
	Housing and regeneration		Community cohesion
	Business skills and jobs		Environment







Project Name	Project details	What difference will that make to the community?	Lead by who?	Start Date	Completion Date	What we need from the community
 PSPO	A Public Spaces Protection Order (PSPO) was put in place in 2019 to last for three years covering all of Chalvey. The order challenges anti-social behaviour across Chalvey and will remain in place until 2022	<ul style="list-style-type: none"> Reduction in public gatherings Reduction in antisocial behaviour Reduction in street drinking 	Resilience and Enforcement Team	2019	2022	<ul style="list-style-type: none"> Reporting of non-compliance to anti-social behaviour hotline
   Intensive Engagement Programme	A 12 month programme of intensive engagement between the police and the community. The police and SBC are working with local people to find community based solutions to some of the neighbourhood issues in Chalvey.	<ul style="list-style-type: none"> More police presence; 2 PCSOs and 1 PC specific for Chalvey Increased community involvement in community safety Identify local assets Community will participate in developing and delivering solutions Less street drinking/ drug taking Improved feeling of community safety for residents and visitors Improved health outcomes Reduced hospital admissions linked to alcohol 	Slough Borough Council and Thames Valley Police	March 2020	March 2021	<ul style="list-style-type: none"> Engagement in the programme Attending community training
   Peer Support Turning Point Programme	A volunteering scheme to support vulnerable members of the community struggling with addiction and dependency	<ul style="list-style-type: none"> Improved feeling of community safety for residents and visitors Improved health outcomes Reduced hospital admissions linked to alcohol 	Turning Point/Public Health	Ongoing	Ongoing	<ul style="list-style-type: none"> Applying to become a peer mentor and attending the training Promote the opportunity to volunteer to other residents
   Detached Youth Work	Youth workers work with young people in settings they feel comfortable with to engage them with activities and services relevant to them	<ul style="list-style-type: none"> Reduction in anti-social behaviour Improved outcomes for young people in Chalvey 	Young People's Services	Ongoing	Ongoing	Promote activities to local young people
 Placing of new CCTV covering Alexandra Road	A new CCTV camera to be installed covering Alexandra Road capturing any evidence of anti-social behaviour	<ul style="list-style-type: none"> Reduction in anti-social behaviour Increase in monitoring and evidencing antisocial behaviour Improved sense of safety for the community 	CCTV Team	May 2020	Ongoing	Continued reporting of any anti-social behaviour
   Thames Valley Neighbourhood Team	Thames Valley Police Neighbourhood Team will continue to patrol Chalvey to deter antisocial behaviour, crime and prosecute offenders	<ul style="list-style-type: none"> Reduction in antisocial behaviour Reduction in crime Increase in police presence Increased feeling of community safety 	Thames Valley Police	Ongoing	Ongoing	Continued reporting of any anti-social behaviour





Appendix F: Community Cohesion Action Plan





	Health and wellbeing		Community safety
	Housing and regeneration		Community cohesion
	Business skills and jobs		Environment

Project Name	Project details	What difference will that make to the community?	Lead by who?	Start Date	Completion Date	What we need from the community
Chalvey 360 	<p>A project working with the Roma community in Chalvey to help community tensions, encourage integration and a shared cultural understanding within the community. Including 2 Roma Community Development Workers and 1 Targeted Family Support Worker who work directly with the Roma community and the wider services leading to a better shared understanding of British and Roma culture.</p>	<ul style="list-style-type: none"> A reduction in anti social behaviour reports Increased attendance and improved educational outcomes for Roma children and young people Improved understanding of shared values within the community 	Community Safety	2018	March 2021	<ul style="list-style-type: none"> Engagement and uptake of services offered from the Roma community A willingness to learn about different cultures and share experiences
Chalvey Community Hub 	<p>Community space hireable for all members of the community for events, meetings and activities</p> <p>Introduction of customer facing council services, accessible to residents on their doorstep</p> <p>A year round calendar of events celebrating the community</p>	<ul style="list-style-type: none"> A place for community events Easy access to services faster resolutions for residents A calendar of events for the community to engage in 	Community Development Team	January 2021	Ongoing	<ul style="list-style-type: none"> Engagement in the services accessible from the hub Using the community space and the satellite library Organise community and cultural events
Chalvey Together 	<p>A programme of events, courses and activities that will give residents the opportunity to meaningfully interact with neighbours. This will include ESOL courses, celebration events, cultural events, sports activities, community gardening and projects developed by the community. The programme will have community input throughout and will have cohesion at the heart, encouraging Chalvey people to get to know each other in a safe and neutral environment.</p>	<ul style="list-style-type: none"> Individuals will get the opportunity to interact with other people in the community on a personal basis A reduction in social isolation An improved sense of belonging as community members build their networks with other local people 	Community Development Team (with input from deliverers e.g. Community Learning, Active Slough, Housing, Adult Social Care and voluntary sector)	Ongoing	Ongoing	<ul style="list-style-type: none"> An open-mind to meet new people and try new things A willingness to get to know people as individuals, regardless of what background they come from or what pre-conceived ideas you have Volunteer opportunities to get involved in supporting/leading events An enthusiasm to bring creative ideas for potential projects that will encourage community cohesion
Hate crime awareness campaigns 	<p>To raise awareness of different life experiences campaigns will be run to educate residents about the impact of hate crime. Covering hate crimes against those with protected characteristics including disabled people; people of different ethnicities and races; LGBTQ+ communities; people of different religions; women and senior citizens.</p>	<ul style="list-style-type: none"> Residents will become educated in different life experiences, learning to understand their diverse community People from all walks of life will feel safe within Chalvey and feel listened to and understood when reporting hate crimes 	Thames Valley Police: Community Development Team	Ongoing	Ongoing	<ul style="list-style-type: none"> A willingness to learn about different experiences Reactive reporting of any hate crimes witnessed or experienced

Appendix G: Environment Action Plan

	Health and wellbeing		Community safety
	Housing and regeneration		Community cohesion
	Business skills and jobs		Environment

Project Name	Project details	What difference will that make to the community?	Lead by who?	Start Date	Completion Date	What we need from the community
 Refurbishment of play equipment at Chalvey Recreation Ground	Once building work has been completed for Grove Academy the play equipment at Chalvey Recreation Ground will be refurbished	<ul style="list-style-type: none"> Better play facilities for Chalvey families Improved health and wellbeing for residents 	Parks Team	Spring 2020 dependent on release of S106 funds from Grove Academy	TBC	<ul style="list-style-type: none"> Reporting of any anti-social behaviour
 Salt Hill Stream Project (Temple Wood)	A project supporting the community to improve Temple Wood to encourage new wildlife and biodiversity as part of the Salt Hill Stream Project	<ul style="list-style-type: none"> Improved wildlife and green spaces Outside activities to do as a family Improved health and wellbeing for residents 	Parks Team	Ongoing	Ongoing	<ul style="list-style-type: none"> Involvement in community projects
 Council ownership of Stabmonk Park	The council will take on the ownership of Stabmonk Park which will mean improved maintenance of the park	<ul style="list-style-type: none"> Better maintained green spaces Improved health and wellbeing for residents 	Parks Team	TBC dependent on transfer of ownership to Slough Borough Council	TBC	<ul style="list-style-type: none"> Involvement in community projects Report any issues to the council
 Urban Tree Challenge Project	A borough wide tree-planting project engaging communities with their local environment. 30 trees will be planted in Chalvey Sites for trees in Chalvey: <ul style="list-style-type: none"> Chalvey Road West High Street West Copthorne Junction Botham Drive 	<ul style="list-style-type: none"> Increase in trees in Chalvey Community projects to get involved in Improved air quality, wildlife and appearance 	Environmental Services	2020	Ongoing	<ul style="list-style-type: none"> Involvement in the community projects

Project Name	Project details	What difference will that make to the community?	Lead by who?	Start Date	Completion Date	What we need from the community
Controlled Parking Zone 	A resident's parking scheme will be introduced to residential roads surrounding the Grove Academy site as well as certain residential roads in the east of Chalvey	<ul style="list-style-type: none"> • Combatting parking problems expected occur due to the increase in traffic from the new school • Tackling parking issues residents have raised with the parking team in the east area of Chalvey 	Parking	Summer 2020	Ongoing	<ul style="list-style-type: none"> • Support to report any parking issues • Adhering to the parking scheme • Input into any public consultation
A bus pass prioritisation scheme for pupils attending Grove Academy 	Pupils of Grove Academy that are eligible will receive a free bus pass	<ul style="list-style-type: none"> • Fewer cars on the road linked to the new school • Less traffic, better air quality 	Major Infrastructure Team	2020	September 2020	<ul style="list-style-type: none"> • Parents and students to apply for and take advantage of their free bus passes
Chalvey in Bloom 	The potential of a Chalvey in Bloom initiative will be explored, encouraging communities to get gardening	<ul style="list-style-type: none"> • Improved appearance of Chalvey • Working with neighbours • Improved green spaces 	Parks Team & Community Development	TBC	TBC	<ul style="list-style-type: none"> • Get involved with the project • Get involved with the organisation of Chalvey in Bloom
Friends of Chalvey green spaces 	The potential of a 'Friends of' group will be explored to see how the community could care for the green spaces across Chalvey	<ul style="list-style-type: none"> • Improved green spaces • An opportunity to work together as a community to learn new skills 	Parks Team & Community Development	TBC	TBC	<ul style="list-style-type: none"> • Volunteer to become part of the 'Friends of' group

Appendix H

Data Sets

- Health Beliefs survey, a Slough-wide survey undertaken in partnership between Public Health and Leisure, broken down by ward where possible 2018
- A 'Needs Analysis' survey of Chalvey residents - Creating Stronger Communities 2019
- Tenants and Leaseholders Survey (2018 and 2015)
- SBC's Data Insight Team Ward Ranks and Scores* (plus additional analysis by the Data Insight Team)
- Local Insight Report (2019), Oxford Consultants for Social Inclusion*
- Office for National Statistics, 2011 census
- Place Survey 2018
- Thames Valley Police Information Gathering from door to door visits as part of Intensive Engagement project, 2020

Photo Credits

- Chalvey Stories, 2017
- Slough Borough Council, 2020

Survey Figures

Total survey responses for the Creating Stronger Communities Survey 2019: 238 respondents

65% = 155 respondents

15% = 37 respondents

37% = 88 respondents

18% = 43 respondents

51% = 121 respondents

39% = 93 respondents

59% = 140 respondents

This document can be made available on audio tape, braille or in large print, and is also available on the website where it can easily be viewed in large print.

Strong, Healthy and Attractive Chalvey

If you would like assistance with the translation of the information in this document, please ask an English speaking person to request this by calling 07849 353670.

यदि आप इस दस्तावेज में दी गई जानकारी के अनुवाद किए जाने की सहायता चाहते हैं तो कृपया किसी अंग्रेजी भाषी व्यक्ति से यह अनुरोध करने के लिए 07849 353670 पर बात करके कहें.

ਜੇ ਤੁਸੀਂ ਇਸ ਦਸਤਾਵੇਜ਼ ਵਿਚਲੀ ਜਾਣਕਾਰੀ ਦਾ ਅਨੁਵਾਦ ਕਰਨ ਲਈ ਸਹਾਇਤਾ ਚਾਹੁੰਦੇ ਹੋ, ਤਾਂ ਕਿਸੇ ਅੰਗਰੇਜ਼ੀ ਬੋਲਣ ਵਾਲੇ ਵਿਅਕਤੀ ਨੂੰ 07849 353670 ਉੱਤੇ ਕਾਲ ਕਰਕੇ ਇਸ ਬਾਰੇ ਬੇਨਤੀ ਕਰਨ ਲਈ ਕਹੋ।

Aby uzyskać pomoc odnośnie tłumaczenia instrukcji zawartych w niniejszym dokumencie, należy zwrócić się do osoby mówiącej po angielsku, aby zadzwoniła w tej sprawie pod numer 07849 353670.

Haddii aad doonayso caawinaad ah in lagu turjibaano warbixinta dukumeentigaan ku qoran, fadlan weydiiso in qof ku hadla Inriis uu ku Waco 07849 353670 si uu kugu codsado.

اگر آپ کو اس دستاویز میں دی گئی معلومات کے ترجمے کے سلسلے میں مدد چاہئے تو، براہ کرم ایک انگریزی بولنے والے شخص سے 07849 353670 پر کال کر کے اس کی درخواست کرنے کے لئے کہیں۔

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Co-create strong, healthy and attractive neighbourhoods

#OneSlough



Co-create strong, healthy and attractive neighbourhoods

Purpose of Report

To Update the Wellbeing on the progress in developing a model for the rollout of Strong, Healthy and Attractive Neighbourhoods Initiative across Slough

Recommendations:

- The Committee is requested to note the progress made in developing the Strong, Healthy and Attractive Neighbourhoods model and adopt this as the model to be rolled out across Identified neighbourhoods across Slough as part of the Localities approach

#OneSlough



Co-create strong, healthy and attractive neighbourhoods

Strong, healthy and attractive communities are built on a combination of people, place, local pride and collaborative working with a clear understanding of need, feel and substance of the neighbourhood.

Page 65

The strong, healthy and attractive neighbourhoods' initiative starts with the principle of working 'with' communities, rather than doing things 'to' them.

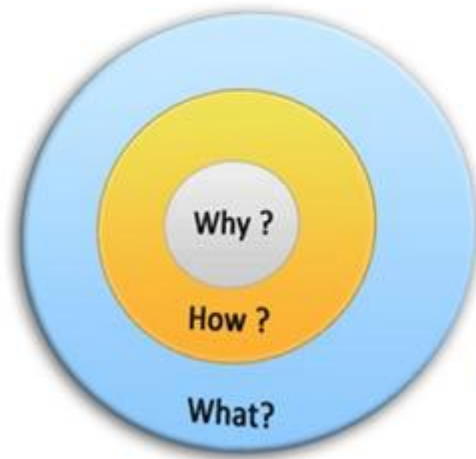


#OneSlough



Slough
Wellbeing
Board

Co-create strong, healthy and attractive neighbourhoods



Why = The Purpose

What is your cause? What do you believe?

How = The Process

Specific actions taken to realize the Why.

What = The Result

What do you do? The result of Why. Proof.

#OneSlough

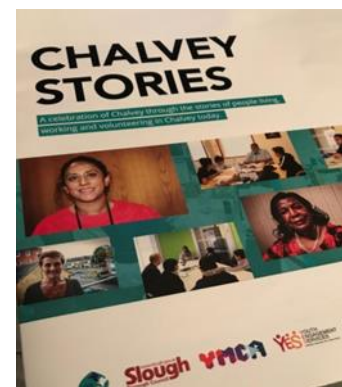


Slough
Wellbeing
Board

Co-create strong, healthy and attractive neighbourhoods – Why Chalvey?

- Deprivation – Economic, Health, Housing, Poverty
- Crime
- Community Cohesion
- Frustration
- Resource – Significant but Siloe, reactive and does not make desired impact
- Historic approach
- Community pride

Page 67



#OneSlough



Co-create strong, healthy and attractive neighbourhoods – Approach?

Localities

Intelligence gathering including a needs analysis

Developing a collaborative plan

Creating ownership through engaging, empowering and enabling our communities

Actions speak louder than words



#OneSlough



Slough
Wellbeing
Board

Co-create strong, healthy and attractive neighbourhoods – What?

What are we trying to achieve?

See appendices for further detail about projects mentioned and action plans for each theme

6 Environment

- Slough's Urban Tree Challenge will increase the number of trees in the area and design community projects around existing tree-lined streets.
- Parks and open spaces will be of high quality following the refurbishment of play equipment at Chalvey Sports and Ground and the improved maintenance and new ownership of Slough Park and will be regularly used by participants of community projects like Chalvey Can.
- Controlled Parking Zones will be introduced around the new sites of housing to ensure that essential services in the area are not disrupted.

5 Community Cohesion

- Programme and initiatives promoting cultural awareness and celebrating the rich diversity of Chalvey Community Centre in January 2021 will create a shared space for the community to use for a calendar of events and activities celebrating the commitment to homes in the community.
- A Community Neighbourhood Office will support community groups and residents to develop and deliver projects and programmes that improve and activate their local communities.

4 Community Safety

- Anti-social behaviour in the area will be tackled with the continued public spaces Protection Order in place until 2021 to the addition of new CCTV around Alexandra Road to monitor and evidence anti-social behaviour and the area and regularly patrol teams.
- Thames Valley Police and DCU are working with the community through the Inclusive Regeneration Programme to help residents and businesses to make Chalvey feel safe, secure and well protected.
- Partners are also using awareness sessions around improving and being responsible for personal safety.



1 Health & Wellbeing

- Slough's Urban Tree Challenge will increase the number of trees in the area and design community projects around existing tree-lined streets.
- Parks and open spaces will be of high quality following the refurbishment of play equipment at Chalvey Sports and Ground and the improved maintenance and new ownership of Slough Park and will be regularly used by participants of community projects like Chalvey Can.
- Controlled Parking Zones will be introduced around the new sites of housing to ensure that essential services in the area are not disrupted.

2 Housing & Regeneration

- All privately rented homes will be required to hold a license under the Section 8 licensing Scheme as introduced in 2020, in only Chalvey and the Central ward.
- The refurbishment of Tower 8, Ashburton housing will provide 103 new units of this sort from the community by 2021, with the longer term ambitions of the Moorbank Lane site a long-term 230 new homes by 2025.
- The new Health Hub and Care Centre scheme, in the north of the site, the facility will be opened in 2021, improving the access to health services and supported living.

3 Businesses, Skills & Jobs

- The opening of Grove Academy, Chalvey Community Centre in 2020 will support residents to access education from EYF5 to Further Education level through community-led family learning opportunities.
- Residents will have access to skills development, including ESOL, business support, student placement pathways, including job clubs, through programmes developed as part of the Inclusive Growth Strategy.

Key to the success of this plan is behavior change by all. This aspect is still to be added.

#OneSlough



Co-create strong, healthy and attractive neighbourhoods – Next steps

- **Adoption of Model**
- **Governance – Local & Slough wide**
- **Real collaboration**
- **Finalise Chalvey Plan**
- **Enabling and empowering**
- **Communications**
- **‘So what’**
- **Roll out of model**



#OneSlough

SLOUGH BOROUGH COUNCIL

REPORT TO: Slough Wellbeing Board
DATE: 23rd September 2020
CONTACT OFFICER: Ellie Gaddes, Policy Insight Analyst
(For all Enquiries) (01753) 875657
WARDS: All

PART I

FOR COMMENT AND CONSIDERATION

WORKPLACE HEALTH TASK AND FINISH GROUP – SEPTEMBER 2020 UPDATE

1. **Purpose of Report**

To provide the Slough Wellbeing Board with an update on the work of the Workplace Health Task and Finish Group.

2. **Recommendations/Proposed Action**

That the Board review the work of the Workplace Health Task and Finish Group.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

3.1 The work of the Slough Wellbeing Board aims to address the four priority areas outlined in the Slough Wellbeing Strategy 2020-2025:

- Starting Well
- Integration
- Strong, healthy and attractive neighbourhoods
- Workplace Health

3.2 In particular, the work of the Workplace Health Task and Finish group aims to address Priority Four – Workplace Health.

3.3 The priorities in the Wellbeing Strategy are informed by evidence of need contained in the Joint Strategic Needs Assessment. Therefore, the work outlined in the work programme is built upon the evidence outlined in the JSNA.

3.4 The work of the Slough Wellbeing Board also contributes to the five priority outcomes in the Council's Five Year Plan:

- Outcome 1: Slough children will grow up to be happy, healthy and successful.
- Outcome 2: Our people will be healthier and manage their own care needs.
- Outcome 3: Slough will be an attractive place where people choose to live, work and stay.
- Outcome 4: Our residents will live in good quality homes.
- Outcome 5: Slough will attract, retain and grow businesses and investment to provide opportunities for our residents.

3.4 In particular, the work of the Workplace Health Task and Finish Group aims to address outcome two of the council's Five Year Plan.

4. **Other Implications**

(a) **Financial**

There are no financial implications of proposed action.

(b) **Risk Management**

There are no risk management implications of proposed action.

(c) **Human Rights Act and other Legal Implications**

There are no Human Rights Act implications arising from this report.

(d) **Equalities Impact Assessment**

There are no equalities implications arising from this report.

5. **Supporting Information**

5.1 The Workplace Health Task and Finish group was set up in spring 2020 in order to lead on delivering Outcome Four of the Slough Wellbeing Strategy – Workplace Health.

5.2 The first meeting of the Task and Finish group was scheduled to take place in spring 2020. However, this meeting was postponed due to the COVID-19 outbreak.

5.3 The first meeting of the Task and Finish group will now take place on Friday 9th October, between 10:00-12:00am. This meeting will be chaired by Suzanne Foley, the Service Lead for Public Health at Slough Borough Council. Administrative and policy support will be provided by Ellie Gaddes, Slough Borough Council. Also invited to this meeting are:

- Dipak Mistry – HR, Slough Borough Council
- Simon Lawrence – Frimley Health NHS Foundation Trust
- Lucy Bowman – Department for Work and Pensions

- Ramesh Kukar – Slough Council for Voluntary Services
- Rajni Cairns – Public Health, Slough Borough Council
- Tracey Faraday-Drake – Frimley Place Director for Slough

5.4 Since the group was established in spring 2020, some changes to the membership of the group have occurred. In particular, the group will now be chaired by Suzanne Foley, instead of Liz Brutus, as Liz Brutus has stepped down from Slough Borough Council. The Terms of Reference of the Task and Finish Group have been amended to reflect these changes. The amended Terms of Reference can be found in Appendix A.

5.5 To support the work of the Workplace Health Task and Finish group, Public Health Berkshire have worked alongside Slough Borough Council to produce an insight dashboard for the group. This dashboard displays information on six indicators. These indicators reflect the ambitions outlined under Priority Four of the Slough Wellbeing Strategy:

- Gap in the employment rate between those with a learning disability and the overall employment rate.
- Gap in the employment rate between those with a long-term health condition and the overall employment rate.
- Gap in the employment rate between those in contact with secondary mental health services and the overall employment rate.
- Sickness absence – the percentage of working days lost due to sickness absence.
- Average weekly earnings of Slough residents and non-resident employees in Slough.
- Staff wellbeing.

5.6 This dashboard will be updated annually, and aims to allow the Workplace Health and Finish Group and the Slough Wellbeing Board to assess their success in achieving the ambitions outlined under Priority Four of the Slough Wellbeing Strategy. This dashboard can be found in Appendix B.

6. **Conclusion**

This report is intended to provide the Slough Wellbeing Board with an update of the work of the Workplace Health Task and Finish group.

7. **Appendices Attached**

A - Workplace Health Task & Finish Group – Terms of Reference
B - Workplace Health Dashboard

8. **Background Papers**

None.

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**Slough
Wellbeing
Board**

Task & Finish Group

Priority Four: Workplace Health

Terms of Reference

Background

The Slough Wellbeing Board is a partnership between organisations from the public, private and voluntary sectors in Slough. In 2020, the Board developed a new Wellbeing Strategy, to cover 2020 to 2025. This strategy contains four key priority areas which the Board will seek to address in order to improve the health and wellbeing of the people of Slough. These priorities are:

1. Starting Well
2. Integration
3. Strong, Healthy and Attractive Neighbourhoods (Building Community Asset Resilience)
4. Workplace Health

Purpose

This task and finish group has been set up by the Wellbeing Board to lead on co-ordinating and delivering the fourth priority of the 2020-2025 Wellbeing Strategy: Workplace Health.

Membership

The group is comprised of members from a range of organisations, all with an interest in Workplace Health. Not every member of staff who is a member of this task and finish group is also a member of the Wellbeing Board. The group is comprised of:

- Suzanne Foley (Chair) – Slough Borough Council
- Lucy Bowman – Department of Work and Pensions
- Ramesh Kukar – Slough Council for Voluntary Service
- Rajni Cairns – Slough Borough Council
- Dipak Mistry – Slough Borough Council
- Simon Lawrence – Frimley Health
- *More members to be confirmed, from local business partnerships and Royal Berkshire Fire and Rescue Service.*

Operation

- The task and finish group will meet every 2 months.
- Meetings will be chaired by Suzanne Foley
- Regular reports will be provided to Slough Wellbeing Board.
- Administrative support will be provided by Ellie Gaddes from Slough Borough Council.

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Slough Workplace Health Dashboard

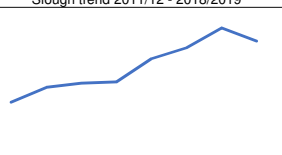
Gap in the employment rate between those with a learning disability and the overall employment rate - 2018/19

The Slough Wellbeing Board's target is to **REDUCE** this measure.

The percentage point gap between the percentage of working age learning disabled clients known to CASSRs in paid employment (aged 18 to 64) and the percentage of all respondents in the Labour Force Survey classed as employed (aged 16 to 64)

Slough	71.9	England	69.7
Bedford	66.3	Milton Keynes	63.0
Bracknell Forest	74.2	Peterborough	69.4
Bradford	63.9	Reading	70.6
Bristol	72.7	Salford	71.7
Coventry	68.7	Southampton	68.8
Leicester	61.8	Swindon	73.1
Luton	60.6	Thurrock	69.7
Manchester	67.7		

Slough trend 2011/12 - 2018/2019



Source: [Fingertips PHE](#)

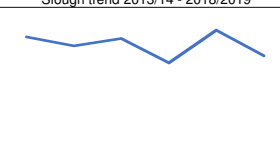
Gap in the employment rate between those with a long-term health condition and the overall employment rate - 2018/19

The Slough Wellbeing Board's target is to **REDUCE** this measure.

The percentage point gap between the percentage of respondents in the Labour Force Survey who have a long-term condition who are classified as employed (aged 16-64) and the percentage of all respondents in the Labour Force Survey classed as employed (aged 16-64)

Slough	10.9	England	11.5
Bedford	16.7	Milton Keynes	10.5
Bracknell Forest	7.6	Peterborough	8.4
Bradford	10.4	Reading	8.3
Bristol	10.2	Salford	11.2
Coventry	14.9	Southampton	8.9
Leicester	10.3	Swindon	12.0
Luton	13.5	Thurrock	16.1
Manchester	15.7		

Slough trend 2013/14 - 2018/2019



Source: [Fingertips PHE](#)

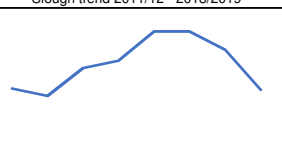
Gap in the employment rate for those in contact with secondary mental health services and the overall employment rate - 2018/19

The Slough Wellbeing Board's target is to **REDUCE** this measure.

The percentage point gap between the percentage of working age adults who are receiving secondary mental health services and who are on the Care Programme Approach recorded as being employed (aged 18 to 69) and the percentage of all respondents in the Labour Force Survey classed as employed (aged 16 to 64)

Slough	62.5	England	67.6
Bedford	72.7	Milton Keynes	70.5
Bracknell Forest	70.3	Peterborough	63.3
Bradford	58.0	Reading	64.8
Bristol	69.6	Salford	69.4
Coventry	61.7	Southampton	69.3
Leicester	66.2	Swindon	65.2
Luton	65.1	Thurrock	66.4
Manchester	62.8		

Slough trend 2011/12 - 2018/2019



Source: [Fingertips PHE](#)

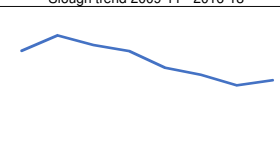
Sickness absence - the percentage of working days lost due to sickness absence - 2016-18

The Slough Wellbeing Board's target is to **REDUCE** this measure.

The percentage of working days lost due to sickness absence in the previous week

Slough	1.0	England	1.1
Bedford	0.8	Milton Keynes	0.8
Bracknell Forest	0.6	Peterborough	1.4
Bradford	0.9	Reading	0.8
Bristol	0.9	Salford	0.9
Coventry	0.9	Southampton	0.7
Leicester	0.9	Swindon	1.2
Luton	1.1	Thurrock	1.4
Manchester	1.2		

Slough trend 2009-11 - 2016-18



Source: [Fingertips PHE](#)

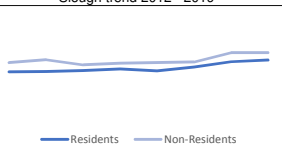
Average weekly earnings of Slough residents & non-resident employees in Slough - 2019

The Slough Wellbeing Board's target is to **INCREASE** this measure.

Median gross (before tax, National Insurance and other deductions) weekly earnings in pounds (£) of full and part-time employees paid through the PAYE system, excluding over-time. Based upon employees resident location during April each year. Median earnings in pounds for employees living in the area.

Slough	Residents		Non-Residents		England	Residents		Non-Residents	
	613.9	675.4	591.3	591.4					
Bedford	577.1	569.7	Milton Keynes	636.3	653.4				
Bracknell Forest	680.1	710.2	Peterborough	527.0	547.6				
Bradford	500.0	522.1	Reading	611.0	640.1				
Bristol	594.1	601.2	Salford	516.6	540.4				
Coventry	541.3	577.0	Southampton	552.6	615.9				
Leicester	457.5	495.1	Swindon	584.5	563.9				
Luton	560.4	598.2	Thurrock	632.4	587.6				
Manchester	535.5	600.6							

Slough trend 2012 - 2019



Source: [ONS annual survey of hours and earnings - resident analysis](#)
[ONS annual survey of hours and earnings - workplace analysis](#)

Staff Wellbeing - 2018

The Slough Wellbeing Board's target is to **INCREASE** this measure.

Percentage of employees that felt they had satisfactory hours and were not in low pay

Glassdoor.com Best UK towns & cities to work in report by affordability, hiring potential and job satisfaction.

Slough	72.0	England	72.4
Bedfordshire	59.8	Milton Keynes	61.5
Bracknell Forest	61.9	Peterborough	66.3
Bradford	67.7	Reading	67.1
Bristol	78.1	Salford	73.4
Coventry	75.1	Southampton	69.2
Leicester	68.7	Swindon	73.4
Luton	70.2	Thurrock	61.8
Manchester	74.4		

Glassdoor rank of Slough



Source: [Office for National Statistics - Annual Population Survey](#)

Source: [www.glassdoor.com](#)

Key
 England Best Better Similar

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SLOUGH BOROUGH COUNCIL

REPORT TO: Slough Wellbeing Board
DATE: 23rd September 2020
CONTACT OFFICER: Ellie Gaddes, Policy Insight Analyst
(For all Enquiries) (01753) 875657
WARDS: All

PART I

FOR COMMENT AND CONSIDERATION

SLOUGH WELLBEING BOARD - WORK PROGRAMME 2020/21

1. **Purpose of Report**

For the Slough Wellbeing Board to discuss its work programme for 2020-21.

2. **Recommendations/Proposed Action**

That the Board review the work programme and potential items listed for inclusion.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

3.1 The work of the Slough Wellbeing Board aims to address the four priority areas outlined in the Slough Wellbeing Strategy 2020-2025:

- Starting Well
- Integration
- Strong, healthy and attractive neighbourhoods
- Workplace Health

3.2 The priorities in the Wellbeing Strategy are informed by evidence of need contained in the Joint Strategic Needs Assessment. Therefore, the work outlined in the work programme is built upon the evidence outlined in the JSNA.

3.3 The work of the Slough Wellbeing Board also contributes to the five priority outcomes in the Council's Five Year Plan:

- Outcome 1: Slough children will grow up to be happy, healthy and successful.
- Outcome 2: Our people will be healthier and manage their own care needs.

- Outcome 3: Slough will be an attractive place where people choose to live, work and stay.
- Outcome 4: Our residents will live in good quality homes.
- Outcome 5: Slough will attract, retain and grow businesses and investment to provide opportunities for our residents.

3.4 In particular, the work of the Slough Wellbeing Board aims to address outcome one and two of the council's Five Year Plan.

4. **Other Implications**

(a) **Financial**

There are no financial implications of proposed action.

(b) **Risk Management**

There are no risk management implications of proposed action.

(c) **Human Rights Act and other Legal Implications**

There are no Human Rights Act implications arising from this report. Any specific activity undertaken by the Wellbeing Board which may have legal implications will be brought to the attention of Cabinet separately.

(d) **Equalities Impact Assessment**

There are no equalities implications arising from this report. Equalities Impact Assessments will be completed for any specific activity undertaken by the Wellbeing Board which may have equalities implications.

5. **Supporting Information**

5.1 This work programme outlines some of the work the Wellbeing Board will be involved in over the next year.

5.2 In particular, some of the statutory responsibilities of the Board have been scheduled into the work programme, in order to make sure these pieces of work are addressed at the most suitable time of year. This scheduling has taken place by drawing on conversations with officers from the appropriate organisations, as well as conversations with the Chair of the Wellbeing Board.

5.3 In addition to these items, regular updates on the work being done to address the priorities of the Wellbeing Strategy have been scheduled across the year. This aims to allow the Board to maintain a close overview of the work being done in these areas by the Children and Young People's Partnership Board, the Health and Social Care Partnership Board, the Strong, Healthy and Attractive Neighbourhoods Task and Finish group, and the Workplace Health Task and Finish group.

5.4 The work programme is a flexible document which will be continually open to review throughout the municipal year.

6. **Conclusion**

This report is intended to provide the Slough Wellbeing Board with the opportunity to review its upcoming work programme and make any amendments it feels are required.

7. **Appendices Attached**

A - Work Programme – 2020/21

8. **Background Papers**

None.

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**Slough Wellbeing Board Work Programme
2020/21**

Meeting Date
17th November 2020
<ul style="list-style-type: none"> • Better Care Fund Plan 2020-21 • Slough Safeguarding Boards Annual Report (2018/19) • Update – Priority One, Starting Well. Children and Young People Partnership Board • Update – Priority Two, Integration. Health and Social Care Partnership Board
12th January 2021
<ul style="list-style-type: none"> • JSNA Refresh (highlights and update on progress) • Slough Safeguarding Boards Annual Report (2019/20) • Update – Priority Three, Strong, Healthy and Attractive Neighbourhoods Task and Finish Group • Update – Priority Four, Workplace Health Task and Finish Group
24th March 2021
<ul style="list-style-type: none"> • Update – Priority One, Starting Well. Children and Young People Partnership Board • Update – Priority Two, Integration. Health and Social Care Partnership Board
12th May 2021
<ul style="list-style-type: none"> • Better Care Fund Annual Report • Update – Priority Three, Strong, Healthy and Attractive Neighbourhoods Task and Finish Group • Update – Priority Four, Workplace Health Task and Finish Group

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SLOUGH WELLBEING BOARD - ATTENDANCE RECORD 2020/21

MEMBER	15/07/20	23/09/20	17/11/20	12/01/21	24/03/21	12/05/21
Lucy Bowman	Ab					
Neil Dardis	Sub					
Cate Duffy	P					
Tracey Faraday-Drake	P					
Chris Holland	P					
Lisa Humphreys	P					
Ramesh Kukar	P					
Tessa Lindfield	P					
Councillor Nazir	P					
Dr Jim O'Donnell	P					
Councillor Pantelic	P					
Colin Pill	Ab					
Alan Sinclair	P					
Aaryaman Walia	Ab					
Supt Wong	P					
Josie Wragg	P					

P = Present

Sub = Substitute sent

Ap = Apologies given

Ab = Absent, no apologies given

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