

# GLOUCESTERSHIRE HEALTH AND WELLBEING PARTNERSHIP

Minutes of the meeting of the Gloucestershire Health and Wellbeing Partnership held at Shire Hall, Gloucester on Tuesday 25 July 2023.

Cllr Carole Allaway- Martin (Chair)	Ann James
Mary Hutton	Nikki Richardson
Dame Gill Morgan	Guy Stenson
Siobhan Farmer	Des Gorman
Raghu Ananthakrishnam	Gupti Gosine
Tom Beasley	Dr Lauren Halden
Chris Brown	Nathaniel Hooton
Angela Claridge	Riki Moody
Tracy Clark	Kerry O'Hara
Helen Edwards	Gail Pasquall
Nick Evans	Guy Stenson
Keith Gerrard	Katie Tucker

## 1. APOLOGIES

Apologies received prior to the meeting included:

### List of apologies (as of 25 July 2023)

Alistair Cunningham  
Professor Sarah Scott (represented by Siobhan Farmer)  
Mark Walkingshaw  
Ruth Saunders (represented by Gupti Gosine)  
Angela Potter (represented by Des Gorman)  
Andrew Grant  
Barbara Piranty  
Nick Evans  
Gemma Artz (represented by Kerry O'Hara)  
Olesya Atkinson (represented by Dr Laura Halden)  
Darren Knight  
Mark Pietroni (represented by Raghuram Ananthakrishnan)  
Andrea Holder  
Charles Sharp (represented by Katie Tucker)  
Matt Leonard  
Dr Bob Hodges

## 2. DECLARATIONS OF INTEREST

No declarations of interest were made at the meeting.

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### **3. MINUTES**

The minutes of the Gloucestershire Health and Wellbeing Board Partnership meeting held on 30 May 2023 were agreed and confirmed as a correct record of that meeting.

### **4. PUBLIC QUESTIONS**

No public questions were submitted for consideration in advance of the meeting.

### **5. FORWARD PLAN**

Suggested items for inclusion on the forward plan for the Gloucestershire Health and Wellbeing Board and the Gloucestershire Health and Wellbeing Partnership were noted.

Suggested items included: -

#### **Health and Wellbeing Partnership Meeting - 26 September 23**

- **Focus on Pillar 2:** Improve quality and outcomes across the whole person journey
- **Exemplar theme focus:** Blood Pressure
- **Focus on a Partner**

#### **Health and Wellbeing Board Meeting - 28 November 2023**

- **DPH annual report** – Alcohol
- **Adverse Children Experiences (ACEs)** – update
- **Annual review of all 7 HWB priorities** (dashboards/reports for each)

#### **Health and Wellbeing Partnership Meeting - 28 November 2023**

- **Focus on Pillar 2:** Achieving equity
- **Exemplar theme focus:** Employment
- **Independent review of the Partnership**

Member organisations were invited to advise of any other suggestions appropriate to add to the respective work plan(s) and to consider putting themselves forward as the focus of an item at the Health and Wellbeing Partnership Meeting on 26 September 2023 to convey how the Integrated Care Strategy was being used as a framework to deliver health, care and wellbeing at their organisation.

Members were advised of some statutory items that would be need to be considered at future meetings.

Noting a request for consideration of those areas of the health and care system that present the most challenge, it was suggested that members submit proposals of

areas of work that might be combined into a list of comparators and aligned with the work of the Partnership. **Action by – All**

## **6. EXEMPLAR THEME: SMOKING**

Members received an in-depth presentation on the second of three exemplar themes agreed as a key focus of work for the Partnership during 2023/24. The theme for consideration at this meeting was Smoking. To view the slideshow presentation presented at the meeting, please refer to the link published on the Gloucestershire County Council website [here](#)

Pete Willsher, (Senior Public Health Officer), Tracy Marshall, (Public Health Manager), and Katie Tucker, (Kingfisher Treasure Seekers), presented information on the work being undertaken to reduce tobacco dependency in Gloucestershire.

Key points raised during the discussion included: -

- i. Vaping, including vaping in young people, was a key area of concern, for which public health officers were hoping to seek more support/investment from which to address the issue.
- ii. Considering HWP members as employers and leaders in activity to reduce tobacco use, the following activities were suggested as recommended actions at the meeting: -
  - a) Introduce annual employer AUDIT activities regarding 'stop smoking' opportunities;
  - b) Identify best practice to enable the sharing, consideration and adoption of activities;
  - c) Arrange workshop events to share findings and showcase best practice/promote adoption across the Partnership;
  - d) Create 'Stop Smoking Champions' within organisations to promote stop smoking and to share up to date information;
  - e) Explore opportunities to enable large employers to align at civic level in order to support service based interventions.
- iii. Advising members on what the Partnership might offer to address tobacco dependency, the following suggestions/questions were made/asked: -
  - a) Consider if anything was missing from current interventions/if there was anything more that could be added?
  - b) Were members happy with what was being proposed?

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- c) Could Partnership members commit to the civic activity component of the plan?
- d) Could the Partnership commit to what the community wanted in order to address tobacco dependency?
- e) Consider how effective each of the interventions were?
- f) Consider how successful the interventions were?
- g) Consider new trends/changing patterns;
- h) Consider other options – look at alternatives to simply asking what is needed to quit smoking;
- i) Ask yourselves ‘are we offering what people want’?
- j) Work on the basis that no person requiring help should be left without a response or the offer of a solution;
- k) Ask yourselves ‘how can the Partnership learn and work together to address the issue’?

A request for more comparative data was made, with overall consensus that the issues raised at the meeting should be combined into a single action plan from which the Partnership could review and make decisions. It was agreed that the meeting today represented the first stage of the Partnership’s work, and that the next stage should include a full and in-depth review/mapping exercise. **Actions by – Public Health Team**

## **7. CREATING ONE WORKFORCE FOR ONE GLOUCESTERSHIRE**

Members received a combined presentation of examples of current partnership working aimed at achieving workforce ambitions, including work towards development of a One Workforce for One Gloucestershire Strategy. The presentation included 3 examples of work, comprising: - international recruitment, (Riki Moody & Ollie Counter), apprenticeships for secondary school children, (Mandy Tuckey & Christy Costello), and apprenticeship levy, (Dan Boon).

To view the slideshow presentation presented at the meeting, please refer to the link published on the Gloucestershire County Council website [here](#).

Key points raised during the discussion included: -

- i. Recruitment within Adult Social Care is a significant area of concern, with a high number of vacancies;

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- ii. In a joint exercise between NHS Gloucestershire and GCC, efforts are being made to look at long-term solutions across the whole Adult Social Care system, (including international recruitment and retention initiatives);
- iii. It was agreed it was important not to duplicate work and, wherever possible, to link/combine different aspects of work being considered by the Partnership;
- iv. Members were asked to consider how Partnership organisations could come together to combine efforts in encouraging more people to live and work in Gloucestershire;
- v. Key workforce (12 month) ambitions set out in the One Workforce for One Gloucestershire Strategy included: -
  - a) A reduction in vacancies and turnover rates across all system partners;
  - b) Further expansion of apprenticeships roles, internships, volunteering and other alternative routes to employment;
  - c) A system wide Workforce Wellbeing Strategy and support offer for the workforce across Gloucestershire;
  - d) Cross sector career development opportunities, including the opportunity for more employed staff to sit on VCSE sector boards.
- vi. Key workforce (5 year) ambitions set out in the One Workforce for One Gloucestershire Strategy included: -
  - e) Vacancy rates across all partners in our system to be reduced by 50%;
  - f) More individuals with protected characteristics, including Black Asian and Minority Ethnic groups recruited to senior leadership positions across partners;
  - g) A system wide learning and development platform across Gloucestershire accessible by all partners organisations;
  - h) Greater employment mobility across public, voluntary and community sectors but with strong retention across the County.
- vii. Referring to the one page draft 'Developing One Workforce for One Gloucestershire' Strategy, the following questions/actions were asked of the Partnership: -
  - a) To share thoughts on priority focus areas?
  - b) To advise of any other priority focus areas not yet heard about?

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- c) To consider how the Partnership can progress practical and action focused collaborations?
- viii. The draft one page strategy to be presented/considered for approval by the Integrated Care Board in September.
- ix. One member questioned the relationship of the voluntary care sector to the strategy and asked if any engagement was planned with the VCSE? It was agreed to share the full draft strategy with members to provide a more detailed update. **Action by – Tracey Cox**
- x. Another member referred to the disparities in pay and equalities between public and private sector organisations and asked if this could be included in the work of the Partnership/referred to by the strategy. **Action by – Becky Willmoth/Tracey Cox**

The presentation was noted with a request that members take away the information and submit any comments via the partnership mailbox [glicb.ghwbpartnership@nhs.net](mailto:glicb.ghwbpartnership@nhs.net) in advance of the next meeting.

## **8. EXPLORING ADDITIONAL WORKFORCE OPPORTUNITIES**

Mandy Quayle, (Director of People at Gloucestershire County Council), and Tracey Cox, (Director of People, Culture and Engagement for NHS Gloucestershire), gave a detailed presentation on partner workforce collaboration opportunities.

In advance of the meeting, partners had been asked to identify the top three opportunities they considered to be the most appropriate areas of work the partnership might progress in the next year to achieve workforce ambitions set out in the Integrated Care Strategy (please see item 7 for details of the ambitions).

Members were invited to reflect on the outcomes of previous meetings and to share any feedback or comments via the partnership mailbox [glicb.ghwbpartnership@nhs.net](mailto:glicb.ghwbpartnership@nhs.net).

Feedback from a recent survey on areas of work where collaboration might progress workforce opportunities included those set out in the slide show presented at the meeting. To view the slideshow presentation presented at the meeting, please refer to the link published on the Gloucestershire County Council website [here](#).

Members noted the importance of working together to share common ambitions rather than recycling posts and positions from organisation to organisation. It was agreed that investment in new posts and experience from out of county would significantly benefit the health and care system for Gloucestershire.

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## **9. FUTURE MEETINGS**

Pending minor changes agreed after the meeting, the dates of HWB/HWP meetings in 2023/2024 are now confirmed as: -

**Meetings in 2023** (to be held in the Council Chamber, Shire Hall, Gloucester)

Gloucestershire Health and Wellbeing Partnership Meeting - 26 Sept 2023  
Gloucestershire Health and Wellbeing Board/Partnership Meetings – 28 Nov 2023

**Meetings in 2024** (to be held in the Cabinet Suite, Shire Hall, Gloucester)

All meetings to commence at 1.30pm, (with a short break between meetings on the dates where the two committees meet).

From 30 January 2024, meetings to be held in the Cabinet Suite at Shire Hall (located on the ground floor). Due to the size of the room, this arrangement will be conducted as a trial basis.

Gloucestershire Health and Wellbeing Partnership Meeting – **30 Jan 2024** (date change from 23 Jan 2024)

Gloucestershire Health and Wellbeing Board/Partnership Meetings – **19 Mar 2024**

Gloucestershire Health and Wellbeing Partnership Meeting – **07 May 2024**

Gloucestershire Health and Wellbeing Board/Partnership Meetings – **30 July 2024**

Gloucestershire Health and Wellbeing Partnership Meetings – **24 Sept 2024** (date change from 17 Sept 2024)

Gloucestershire Health and Wellbeing Board/Partnership Meetings – **26 Nov 2024** (date change from 5 Nov 2024)

**After the meeting, members noted information on local arrangements relating to the ‘Know Your Numbers Week’ initiative taking place from 4 to 10 September 2023.**

- a) Know Your Numbers week is a national initiative introduced to encourage people to get their blood pressure checked.
- b) Gloucestershire’s plans for the week initially focused on siting the NHS bus in locations around the county where hypertension levels were known to be low. Clinicians to be located on the bus to offer blood pressure checks.
- c) Community groups to undertake blood pressure checks in local areas.
- d) Raised awareness of the initiative to help signpost the population to sites where they might have their blood pressure checked, (including community pharmacies).

**Specific points drawn to members attention included: -**

- a) Were any partners interested in raising awareness about ‘Know Your Numbers’ week?
- b) Were there any partners with thoughts on where it might be a good idea to explore setting up a ‘Pressure Station’ for people to have their blood pressure checked (subject to securing clinicians to undertake the checks).

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- c) Were any partners willing to run 'Pressure Stations' within their own workforce? Similar to the above, this was something NHS Gloucestershire was keen to support but dependent on clinicians undertaking checks and therefore subject to demand.

### **Blood Pressure Ideas Generation Workshop**

A workshop to take forward a high-level plan/proposals relating to blood pressure. Partner colleagues were invited to attend an idea generating workshop relating to blood pressure on 15 August 2023 (9.30-11.30am) at Churchdown Community Centre. The aim of the workshop was to consider about best to progress some of the blood pressure focused ideas emerging from discussions with partners from across the system. Those interested in attending the session/engaging in further discussions were invited to contact:

[glicb.circulatory@nhs.net](mailto:glicb.circulatory@nhs.net)

### **CHAIRPERSON**

Meeting concluded at 4.40pm