



HEALTHONOMICS

TACKLING HEALTH INEQUALITIES
THROUGH INCLUSIVE GROWTH

Report of the Director of Public Health 2018/19

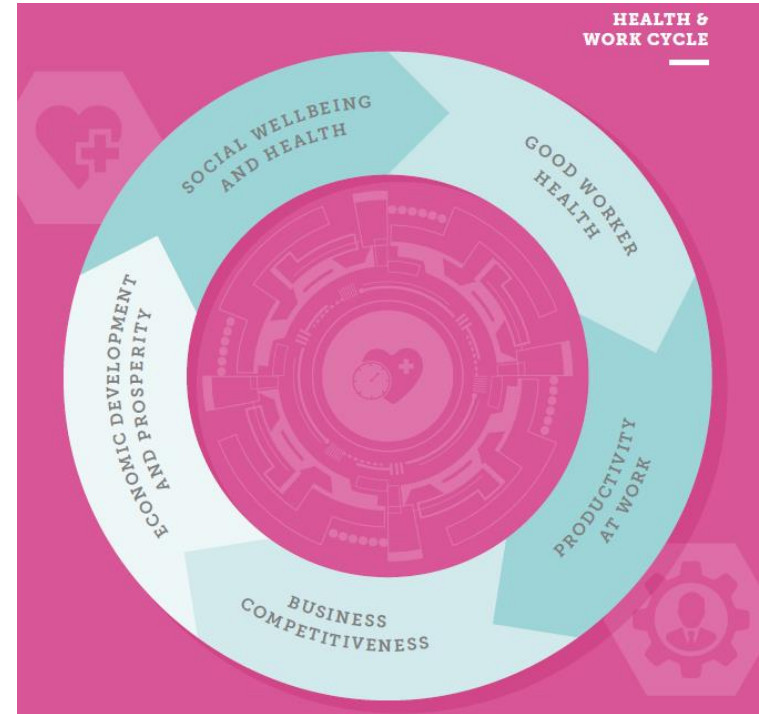


Health and wealth: a cycle

“Being in good employment is protective of health. Conversely, unemployment contributes to poor health. Getting people into work is therefore of critical importance for reducing health inequalities”

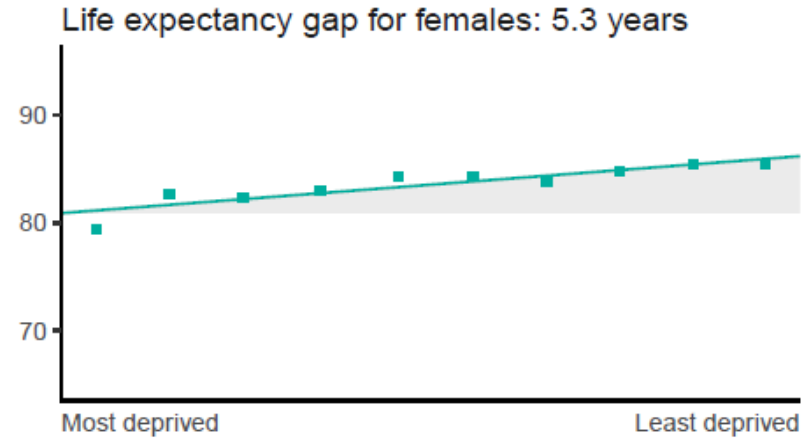
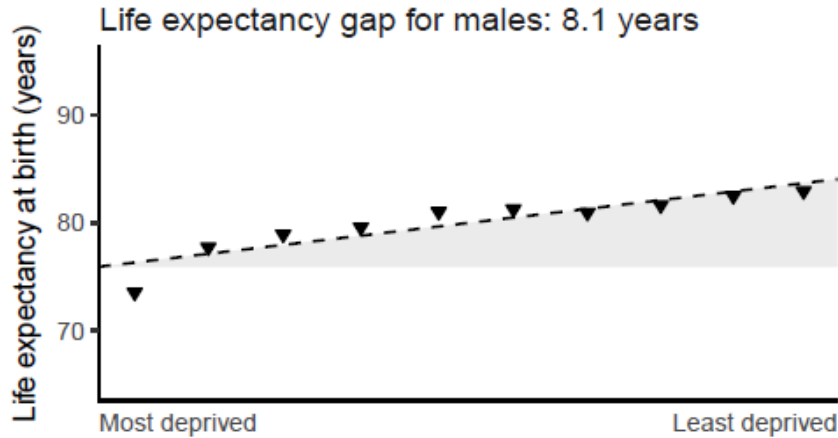
Marmot Review, 2010

But what’s good for health is also good for business: increased performance and productivity, lower sickness absence, etc.



Health inequalities in Gloucestershire

Our population is comparatively healthy – BUT, this hides inequality




▼ Life expectancy for males ■ Life expectancy for females

--- Inequality slope for males — Inequality slope for females

Inclusive growth and health inequalities

“Inclusive growth is economic growth that is **distributed fairly** across society and creates **opportunities for all.**” (OECD)

Current model
Grow now,
redistribute later



Our current model assumes a 'grow now, redistribute later' approach to tackling inequalities

This has created a divided society, with many people feeling left behind from our economy

This compounds the UK's poor productivity problem, holding down real wages and living standards

A new model is needed

New model
Inclusive growth



Where investment in social infrastructure is an integral driver of growth

Where as many people as possible can contribute to and benefit from a new kind of growth

We call this **Inclusive Growth**

Inclusive growth: a crucial part of any strategy to increase productivity

Tackling inequalities through inclusive growth should also tackle poor long-term economic performance and improve the productive potential of Gloucestershire



Social mobility: a driver of inclusive growth

Social mobility can be considered across three domains:

- Early years and school readiness
- Educational attainment and post 16 options
- Rewarding employment opportunities

3 of 6 Gloucestershire districts are in the bottom 20% nationally in social mobility index rankings.

Particular challenges against **Early Years** and **Youth** indicators

Social mobility index ranking (out of 324)

CHELTENHAM	225
COTSWOLD	268
FOREST OF DEAN	303
GLOUCESTER	282
STROUD	43
TEWKESBURY	199

Social mobility: a driver of inclusive growth

School readiness is a key determinant of outcomes in later life but Gloucestershire's 5 year olds are:

- Less likely to have reached a 'good level of development' than in England
- Even less likely if they are eligible for free school meals
- Less likely to reach expected level in phonics

This disparity can also be seen at age 15/16:

- Gloucester City ranks 311th out of 324 for GCSE attainment by children with free school meals
- Young people eligible for free school meals at age 15 are less likely to go on to enter higher education by the age of 19 than in other parts of England

Places that support inclusive growth

Three key infrastructure-related actions to support inclusive growth:

- **Social value** from infrastructure projects
- Delivering **affordable housing** – Cotswold ranked 292nd out of 324 for housing affordability
- Investing in **public transport** – plays a critical role in enabling people to access education, training, and employment opportunities where car ownership is lower



17% 

do not have access to a car
or van (40,000 households)



‘Good work’ for all

Good work is “*safe, fair, secure, fulfilling, supportive and accommodating*” (Joseph Rowntree Foundation)



- Healthier, active and engaged employees are more productive and have lower levels of sickness absence and presenteeism
- But ‘good work’ is about healthy workplaces and more!

“

Businesses that have diverse, inclusive workplaces recognise this brings improved productivity. For example, offering flexible working can enable employers to reach a wider talent pool, both male and female, including returners, older workers and people with disabilities. Creating a workplace which is truly flexible can improve productivity.

HM Government’s UK Industrial Strategy, 2017

”

Living our values every day



Accountable



Integrity



Empower



Respect



Excellence



The role of the health, care and public sectors

Around 74,000 people working in these sectors in Gloucestershire in 2015 – just over a quarter of the total workforce

Opportunities to drive inclusive growth:

- Future workforce
- Employment practices
- Procurement spend
- Social value
- Public estate
- Health innovations



RECOMMENDATIONS

My report sets out the challenges and opportunities of driving inclusive growth to tackle health inequalities and increase productivity. No one business or organisation can do this alone.

I make the following recommendations to partners across the system in order to deliver on the ambitions set out in this report.

- 1** The Health and Wellbeing Board should set out its position on inclusive economic growth and its benefits to health (and vice versa) and seek to influence and align its strategy and actions wherever possible with those of economic development partners, particularly GFirst Local Enterprise Partnership (LEP).
- 2** GFirst LEP, in the development of the Local Industrial Strategy and other key strategies and plans, consider the recommendations of this report and set out its plans to ensure that everyone in Gloucestershire can contribute to and benefit from local growth. Representation by GFirst LEP on the Health and Wellbeing Board would support this.
- 3** GFirst LEP and the Education and Skills Board should consider their role in tackling social mobility and promoting inclusive growth.
- 4** Key partner organisations should cooperate to undertake a 'deep dive' of Gloucestershire's social mobility indicators, to better understand areas for focus and trends of concern and agree a joint approach to increasing social mobility. In the meantime, partners should continue to focus efforts around school readiness to maintain the early improvements being seen.
- 5** Public Health and Local Planning Authorities should continue to work together with other partners in housing, transport and other infrastructure specialists to maximise opportunities to build healthy communities with a thriving and inclusive economy. This should make sure that there is a strong understanding of inequalities amongst planners and other partners, and that actions taken to create healthy places benefit people from all socio-economic backgrounds.
- 6** Businesses and public sector partners should consider how 'good work' in Gloucestershire could be measured and encouraged amongst local employers. Plans to improve the flexibility of the workplace should seek to make sure that this is available to all, wherever possible.
- 7** Local anchor institutions should consider how they can lead by example in delivering inclusive growth through their employment and spending power. There may be an opportunity for the One Gloucestershire Integrated Care System (ICS) to play a key role in this at a local level.



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Questions or comments?

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