



REPORT TITLE Addressing Health Inequalities and widening participation across the Integrated Care System (ICS) – Employment and Skills

Dates between which decision will be taken	Earliest date: 26 April 2023 Latest date: 12 May 2023
Cabinet Member	Cllr Philip Robinson – Cabinet Member for Education, Skills and Bus Transport
Key Decision	Yes
Purpose of Report	<ol style="list-style-type: none">To agree acceptance of an additional £818k to support a programme of work across the Integrated Care Service (“the ICS”) and other employers, delivered by Gloucestershire County Council’s Employment and Skills hub and any relevant commissioned partners, addressing health inequalities for people at risk of long-term unemployment/economic inactivity and increasing employment opportunities within the NHS for young people at risk of long-term unemployment for the purpose of;<ol style="list-style-type: none">Addressing health inequalities relating to long term unemployment and economic inactivityOpening up opportunities for young people including those who are at risk of long-term unemployment to develop their skills and capacity for work across the Integrated Care System (ICS)Addressing the skills and recruitment needs of the Care SectorTo note that the activities this funding covers will take place over 2 years between April 2023 and March 2025
Recommendations	<p>That the Cabinet Member for Education, Skills and Bus Transport:</p> <ol style="list-style-type: none">Approves the receipt by the council of £818k in funding (the “Funding”) from the Gloucestershire Integrated Care Board (the “Gloucestershire ICB”) pursuant to the provisions of an existing funding transfer agreement that was entered into between the council and Gloucestershire ICB under Section 256 of the National Health Service Act 2006 – [Employment and Skills 2021]. Such funding shall be received in addition to the £400k funding that was received by the council from Gloucestershire ICB pursuant to an Officer Decision on the 21st of October 2021 for the purpose of addressing health inequalities.

	<p>2. Delegates authority to the Executive Director for Economy, Environment and Infrastructure, in consultation with the Cabinet Member for Education, Skills and Bus Transport, to allocate such funding to the delivery of employment and skill activities set out in Appendix 1 to this report in the period April 2023 to March 2025 in accordance with approval given by the JCPE (comprised of members from the Gloucestershire ICB and the council) on 10th March 2023. In the event that an allocation to any single provider of the proposed activities described in Appendix 1 will exceed £500,000, a separate Individual Cabinet Member decision shall be sought in order to authorise such allocation.</p>
<p>Reasons for Recommendations</p>	<p>The Funding will allow the council to put in place additional resource to:</p> <ol style="list-style-type: none"> 1. Utilise the opportunities that exist across the Integrated Care System and wider Care Sector for work related activities including Apprenticeships, work experience and paid employment 2. Provide dedicated resource to work with schools and colleges to create pathways into the Care Sector particularly in areas of highest deprivation 3. Support people who have challenges in the labour market into employment both within the sector and into other employment opportunities 4. Embed inclusive workplace practices across the ICS and Care Sector 5. Provide additional management capacity across work programmes to support the infrastructure of employability and skills provision 6. Provide the opportunity to explore opportunities to commission projects with Voluntary and Community Sector (VCS) organisations to provide additional support in communities or with specific groups of individuals <p>Economies of scale will be achieved by building additional resource into the council's existing teams and workstreams delivered by the councils Employment and Skills Hub.</p>
<p>Resource Implications</p>	<p>The Funding, amounting to £818k will allow the council over the period of 2 years, 23/24 to 24/25 to increase resources and will be delivered through the Council's Employment and Skills Hub, Gloucestershire Careers Hub and where appropriate, the commissioning of organisations from the Voluntary and Community Sector.</p> <p>The Gloucestershire ICB funding is made up from:</p> <p>£117,600 Working with Adults, Employment & Skills 20-21 S256/10</p> <p>£200,000 Care Leavers 21-22 S256/14</p> <p>£500,000 Employment & Skills 21-22 S256/18</p> <p>£817,600 Total approval being requested.</p>

	There are no material resource implications in the development or delivery of the activities described in Appendix 1 as all costs are covered within the proposal.
Background Documents	<ol style="list-style-type: none"> 1. Outline Proposal – Addressing Health Inequalities available on request from Vikki Walters vikki.walters@gloucestershire.gov.uk 2. Public Health England – Health Profile for England 2017 https://www.gov.uk/government/publications/health-profile-for-england/chapter-6-social-determinants-of-health#employment 3. Health Foundation – Unemployment and Mental Health, why both require action for our Covid-19 recovery https://www.health.org.uk/sites/default/files/2021-04/2021%20-%20Unemployment%20and%20mental%20health.pdf 4. Public Health England – Health Matters – Health and Work January 2019 https://www.gov.uk/government/publications/health-matters-health-and-work/health-matters-health-and-work
Statutory Authority	<p>Children’s and Families Act 2014</p> <p>Care Act 2014</p> <p>Children (Leaving Care) Act 2000</p> <p>Education and Skills Act 2008</p> <p>Document relating to the transfer of monies under S256 of the NHS Act 2006 – Employment and Skills 20/21</p>
Divisional Councillor(s)	All
Officer	<p>Any representations should be sent to:</p> <p>Name: Vikki Walters Tel. no: 01452 328645 Email: vikki.walters@gloucestershire.gov.uk</p> <p>By 5pm on 25 April 2023</p>
Timeline	April 2023 to March 2025

Background

1. Links between unemployment and poor health

Evidence and national reports (see examples below) confirm that there is a direct link between unemployment and poor health, with unemployment being a major risk to both physical and mental health.

[Chapter 6: social determinants of health - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/social-determinants-of-health)

2. The additional complexity of employment and unemployment patterns post-Covid has led to even stronger links between unemployment and mental ill-health, [Unemployment and mental health](#)

3. Young people with disabilities, who are care experienced, not in education, training or employment (NEET) all present a higher risk of being long term unemployed.

4. What we need to do in Gloucestershire

To help address health inequalities we need to;

- Increase employment opportunities
- Provide personalised tailored support for individuals
- Work with employers to encourage, incentivise and enforce good quality work
- Increase the capacity to provide community-based support

5. For those groups who at risk of long-term unemployment we need to create a range of employment opportunities to help challenge stigma and raise the expectation of work. This is especially true for young people to mitigate the risk of exclusion from the labour market and minimise the risk of poor health associated with long-term unemployment.

6. Work is already underway to share good practice and identify actions that Anchor Organisations in Gloucestershire can take to address health inequalities through employment.

7. The NHS is the largest employer in Gloucestershire with a broad customer base. As an “Anchor Organisation” it has a role in helping us to address health inequalities through employment by

- Providing employment opportunities including apprenticeships, traineeships, supported internships and work experience for people who are at risk of long-term unemployment
- Creating a good employment experience for employees
- Addressing recruitment practices

8. As a purchaser the NHS can help by local sourcing of goods and services which can create more jobs locally and impact on local wealth. ICS organisations are in a good position to influence their supply chains to ensure that Social Value is evident and opportunities throughout the supply chain are created for apprenticeships, traineeships and paid employment for young and high-risk groups.

9. “Good employment” has been shown to be beneficial to both physical and mental health. “Good employment” is where the environment supports individuals to thrive – it is safe with good communication.

10. Financial benefits to GCC arising from the above recommendations

The financial benefits to supporting people into sustainable employment (particularly those who present a higher risk to being long term unemployed) can be realised through;

- Savings to Adult Social Care by diverting people away from services and encouraging independence
- Savings to health organisations by potentially reducing the number of interactions with health professionals

11. Other benefits arising from this the above recommendations

As well as a financial benefit to the council and the ICS there is potential for better customer experience. Through the NHS employing a more diverse workforce of people from a range of backgrounds this can help them comply with the Public Sector Equality Duty which requires public bodies to have due regard to the need to;

- Eliminate discrimination
 - Advance equality of opportunity
- Foster good relations between different people when carrying out their activities

Options

12. Option 1: To accept the funding on the basis described in this report's recommendations

12.1 Most of the activities will be delivered through the council's Employment and Skills Hub. The funding would allow the Council's Employment and Skills Hub to increase the necessary resources required to deliver the additional projects or services as detailed in Appendix 1 to those groups who are at risk of long-term unemployment or economic inactivity and reduce health inequalities in areas of highest deprivation and among high-risk groups.

12.2 The funding will also allow additional commissioning by the Council's Employment and Skills Hub of Voluntary and Community Sector organisations, where deemed appropriate to deliver short term projects as detailed in Appendix 1 to individuals or groups of people who are at risk of long-term unemployment or economic inactivity. Commissioning of additional projects will be subject to the Council's usual procurement processes and will help to encourage those who are furthest from the labour market to engage with employment and skills activity.

12.3 Accepting this funding and allowing the Employment and Skills Hub to increase resource and engage in work with community-based organisations will help to reduce the barriers faced by individuals, employers and enhance the capacity of the Voluntary and Community Sector to support their local community.

13. Option 2: Not to accept the Funding

Not to accept the funding would mean the activities detailed at Appendix 1 could not be carried out and at-risk groups would not be able to access support they need to enter or re-enter the labour market. The council would not have resources to help it address the specific barriers experienced by these groups or create sustainable change for people living and working in

Gloucestershire. This would also prevent the scaling-up of existing employment and skills work programmes so economies of scale could not be capitalised on. Given the ongoing increases in job postings for the care sector, not using this funding would lead to more unfilled vacancies.

Risks

14. There are no financial risks associated with this proposal for GCC as all costs are covered by the Funding provided.
15. As these workstreams/outcomes will be integrated with existing Employment and Skills Hub work, there is a risk of competing priorities impacting on service delivery. This risk will be mitigated by the preparation of a delivery plan and this delivery plan will be monitored and reviewed by the GCC Head of Employment and Skills and the Strategic Lead for Inclusive Employment, or their nominated deputies, on a monthly basis.
16. There is a risk of the wider economic situation impacting on this work. For example, the Government debate and proposals around the funding of social care may highlight the relatively low pay in the sector, at the same time as other sectors/organisations are seeking to recruit and competing with the care sector for candidates.
17. The Cost-of-Living pressures and possible recession may also impact on recruitment into roles and employer/customer confidence, however limited mitigation of such factors is possible, but every effort will be made to manage these within the workstreams.
18. There are few risks envisaged to delivery of the activities described in Appendix 1 as the additional workforce will be either employed or commissioned by the council's Employment and Skills Hub which currently provides employment services for people who are furthest from the labour market and a team of people with expertise in working with a broad range of employers and partners delivering outcomes for vulnerable people across Gloucestershire.

Financial implications

19. The costs of the development and delivery of the activities described in Appendix 1 are covered within the Funding allocation received by the council from the ICB. Therefore services will be delivered up to the available budget of £817,600.

Climate change implications

20. Implications can be mitigated through the use of technology and resource management. In particular, using the distributed delivery ('hub and spoke') model already in place for the Council's Employment & Skills Hub which includes a range of delivery and community methods utilising community-based resources and virtual communications. The activities described in Appendix 1 will be partly delivered remotely and partly in the NHS and other ICS employer workplaces. Efforts will be made to deliver as much of the programme as possible in energy and resource-efficient ways e.g. use of remote support via telephone and Teams meetings, use of pool cars and public transport, predominantly digital rather than paper-based resources, etc.

Equality implications

21. It is anticipated that this proposal will have a positive impact on those groups with protected characteristics by working with the ICS to open up opportunities for those who are often overlooked and increase knowledge across the ICS around inclusive employment and supporting people in the workplace.

Has an Equalities Impact Assessment (EIA) been completed? **Yes** / No

If an Equalities Impact Assessment has been completed the following statement should also be included in this section:

Cabinet Members should read and consider the Equalities Impact Assessment in order to satisfy themselves as decision makers that due regard has been given.

Data Protection Impact Assessment (DPIA) implications

22. This work will not involve any aspect of sharing data with any external organisation. All relevant GCC GDPR and Data Protection protocols will be followed as part of the existing service requirements.

Social value implications

23. This funding will allow us to explore further social value associated with the work around Anchor Organisations, including across ICS business areas and their supply chain and to utilise Gloucestershire County Council's social value policy which seeks to improve the quality of life for every community.

24. It will also provide us with the opportunity to work with other employers to investigate how social value can be utilised to promote inclusive employment recruitment and retention practices.

Consultation feedback

25. No specific consultation has been carried out in respect of this activity however development of initiatives funded are based on ongoing evidence gained through customer feedback, work with stakeholders and partners, including extensive evaluation of the Gloucestershire GEM Project, monitoring of monthly Local Labour Market Information (LMI) which includes job postings for the care sector, and ongoing customer feedback through the Council's Employment and Skills Hub which includes a user-led customer resource.

Officer recommendations

26. The funding is accepted and utilised to further enhance the offer available for those who experience barriers to entering or reentering the labour market.

Performance management/follow-up

27. This will form part of the existing performance management arrangements for S256 allocations in respect of Employment and Skills.

Appendix 1

1. Activities

In August 2022 the Joint Commissioning Partnership Executive comprised of members of Gloucestershire County Council and ICS organisations agreed funding for the council's Employment and Skills Hub to undertake the following Activities during the period October 2022 to March 2025

- To address health inequalities associated with long term unemployment and economic inactivity
- To embed the principles of an Anchor Organisation by employing an inclusive workforce from the wider community
- To encourage young people, particularly those from groups at risk of long-term unemployment to think about the Care Sector as a viable career by;
 - Opening up opportunities for work placements, apprenticeships and traineeships
 - Working with schools and colleges to promote the variety of jobs available and create career pathways
 - Helping individuals to develop their Developing their employability skills, knowledge and capacity for employment
- To work with the Proud to Care initiative to address the skills gaps and recruitment issues experienced by Care Providers
- To provide additional support to people looking for work and voluntary opportunities who have moderate mental health issues and those who have complex health issues who are engaged with primary and secondary services

It is anticipated that the following outcomes will be achieved:

- Increase awareness of apprenticeships and traineeships opportunities by young people
- Increase the number of young people taking up apprenticeships and traineeships across the ICS and with other employers
- Create a programme of work experience and Supported Internships for young people who are disadvantaged in the labour market across all ICS business areas
- Increase Employment & Skills Hub and Careers Hub staff knowledge of education providers, young people, families and carers about career choices in the NHS and Care Sector
- Increase in the number of people with mental health issues and complex health issues accessing employment support
- Embed Identify and share inclusive working practices amongst Integrated Care System (ICS) employers and their supply chains.
- More people taking up employment in the Care Sector including those who are changing careers

Through the recruitment of new posts into the council's Employment and Skills Hub and the commissioning of relevant low value projects this proposal will increase resources to:

- Work across the ICS implementing the pre-agreed Board proposal to open up opportunities working with young people including those with barriers to employment.
 - Establishing links with education providers to arrange work placements, tasters, tours, talks and re-starting the 30/30 Challenge
 - Work with ICS and GCC Apprenticeship and ICS Workforce Groups to understand what opportunities do/can exist
- Recruit into the council's Employment and Skills Hub a post to work with the Council's Proud to Care initiative to understand the skills and recruitment needs of Gloucestershire Care Providers to;
 - Provide insight for the creation of a Local Skills Improvement Plan (LSIP) for health and social care
 - Create a Comms plan to positively promote the Care Sector
- Increase support for people with moderate mental health issues who are not eligible for the Gloucestershire Health and Care NHS Trust provided Individual Placement and Support (IPS) service through the recruitment of an additional post in the council's Forwards Supported Employment Service
- The employment of a post which can dedicate time to working with the ICS Groups and employers and Proud to Care to coordinate the activities, manage performance and create relationships both across the ICS and with external partners including education providers
- Develop an ICS-wide Supported Internship programme to complement and work with our existing programmes for disadvantaged young people;
 - DfE funded AIM Supported Internships provide young people with Education and Health Care Plans (EHCPs) in their last year of education with work placements to increase their skills and capacity for work
 - Works for Me is a programme funded by the Economic Recovery Plan which works with young people with are NEET to either re-engage them in education and training or help them into apprenticeships or paid work.
- Enhance further the offer to:
 - Young people who have barriers to entering or re-entering the labour market
 - People who may experience health inequalities due to being economically inactive or at risk of economic activity or long-term unemployment.
 - Develop more capacity within the council's Employment and Skills Hub by employing a Schools Coordinator, to support young people living in areas of high deprivation who are at risk of becoming NEET and linking with schools
 - Provide more management, monitoring and reporting capacity across employment programmes to support the infrastructure of the programmes through the recruitment of an additional management post within the council's Employment and Skills Hub
 - Work with the council's Proud to Care Team and Adult Education service to initiatives like Employment Routeways which will enhance skill development and create robust pathways into the Care and other sectors
 - Address health inequalities relating to long term economic inactivity which Care Leavers are at a high risk of experiencing, by employing additional resource within the council's Employment and Skills Hub to:
 - Open up opportunities for care-experienced young people to develop their skills and capacity for work with ICS employers and
 - Provide the resources to help care-experienced young people achieve their employment ambitions and lead independent and fulfilling lives

- Commission through the council's procurement processes additional short-term, low-value community-based projects to support young people within their communities and who are at risk of long-term unemployment or economic inactivity through the identification of gaps within existing provision or where additional resource is needed either within a specific geographic location or for an identified group of individuals