

Gloucestershire Employment, Health, Wellbeing and Inequalities Summit

Event summary
13th November 2023



Purpose of the event

- To bring together as a network organisations whose purpose is to support people who are or are at risk of becoming unemployed or economically inactive.
- Jointly hosted by Gloucestershire Employment and Skills Hub, Gloucestershire Health and Wellbeing Partnership and DWP.
- Aims of the Summit:
 - **Share information** about evidence of links between employment and health; support available locally for individuals; needs of Gloucestershire residents; common barriers that prevent people from working or staying in work.
 - **Identify gaps** in what we know, need to know, and in the support available.
 - **Collaborate** to provide more joined-up support, to lobby with a ‘collective voice’ and to secure further resources for unmet needs of residents.
- Over 70 attendees - commissioners, strategists, providers of employment services and organisations connected with wellbeing or other activities that can help people engage or progress within their employment journey.
- It has been reported in two pieces on punchline-gloucester.com [here](#) and [here](#).

Summary messages from group discussions (1 / 2)

In groups, attendees reviewed a “mapping” of provision across the county and considered what else they would like to do or do differently.

Totality of provision

- Collaborate with funding across organisations to ensure it is used most effectively, especially in deprived areas.
- Is competition between service providers unhelpful (e.g. for work placements)?
- Is more focus needed on triage?

Working with employers

- Engage employers with one voice – current commissioning can hinder this.
- Work with employers to link support to the “S” part of ESG (environmental – social – governance).
- “Spend as much time with employers as with economically inactive people?”.

One to one support

- Recognition that 1:1 relational practice is the most impactful – and therefore that more capacity is needed for 1:1 support, to help people with complex needs.

Summary themes from group discussions (2 / 2)

In groups, attendees reviewed a “mapping” of provision across the county and considered what else they would like to do or do differently.

Information sharing

- Create a directory of services to promote information sharing among partners (to improve touchpoints and avoid people falling into gaps).

Prevention

- Push support and discussion upstream, into schools and families.
- Ensure outreach is able to find economically inactive residents who may not have access to resources

Other issues

- Community transport to help people get to training or jobs.
- Recognise volunteering as a measure of success for programmes.
- Emphasise economic benefit of employment – e.g. address fear of loss of benefits.

Five big ideas

Working as a
network

Develop a pilot for closer joint working with a priority cohort in an area. Prove it is possible to share accountability as a network.

Collaborative
commissioning

Use the mapping of overall provision to inform commissioning and shine a light on unhelpful competition between providers.

Information
sharing

Share information to support clear pathways – an app populated with current information and contacts, including for 1:1 support.

Focus on
employers

Speak with one voice to business and create a “product” to highlight social value from linking work and health.

Earlier
intervention

Shift support further upstream, finding more opportunities to engage schools and families.

Next steps

Immediate focus - maintain momentum among partner organisations:

- Create cross partner working group to plan activity, pending agreement of governance.
- Drive short-term priority actions.
- Develop a pledge for agreement at early summer 2024 second summit.



Suggested short-term priority action areas:

- Employer action: partners focus on making their own organisations exemplars.
- Information sharing: identify IT platform and what to share.
- Agree “front-door” arrangements.
- Measuring success: early design of KPIs for distance travelled.