

Living and Working Well

Health and Wellbeing Board 14 December 2023

What this presentation covers

- Our living and working well (LWW) goal and updated outcomes
- Governance
- Update since last HWB report (October 2022)
 - **Work and Health / Fair Work Charter**
 - **Suicide Prevention**
- Our asks of the Health and Wellbeing Board

LWW Goal and updated outcomes

Working age people have good emotional health and wellbeing and fewer suicides

How will we know if this goal has been achieved?

Improvement in the percentage of working age people with good mental wellbeing (57% in October 2021) and reduction in overall suicide rate (15.6 / 100,000 people 2018-20)



October 2023, survey low response rate via Talkback Panel. Exploring additional options with CIEEC

**Suicide rate for 2019-21 16.9 /100,000
Suicide rate for 2020-22 expected shortly**



Focus on Living and Working Well : overview

Vision 2024 /
2034

West Yorkshire Integrated Care Board

Calderdale Cares Partnership Board

Delegated responsibility for the planning, commissioning and provision of health and care services

Co-ordinates the health and care service contribution to the delivery of the wellbeing strategy

Clinical &
Professional
Forum

Integrated
Workforce
Group

Collaboratives
and networks

Partnership Development
Group

Communication,
Engagement &
Equalities
Collaborative

Calderdale Place Leaders

Health and Wellbeing Board

Oversee the identification of wellbeing needs and assets (JSNA)

Develop wellbeing strategy and oversees its delivery

Enable joining up of services and programmes to achieve strategic outcomes

Starting Well
Partnership

Developing Well
Partnership

Living and Working
Well Partnership

Ageing Well
Partnership

Inclusive Economy Board

Oversee borough-wide recovery to the economic crisis caused by Covid-19

Develop and deliver a long term strategy for an inclusive economy

Promote investment in Calderdale

Tackling
inequalities:
Anti Poverty
Group

Tackling climate
change: Climate
Change
Partnership

Thriving
Towns: Town
Development
Boards

Active Calderdale Transformation Partnership

Calderdale Community Safety Partnership

Calderdale Safeguarding Arrangements

Calderdale JSNA Steering group

Calderdale intelligence network

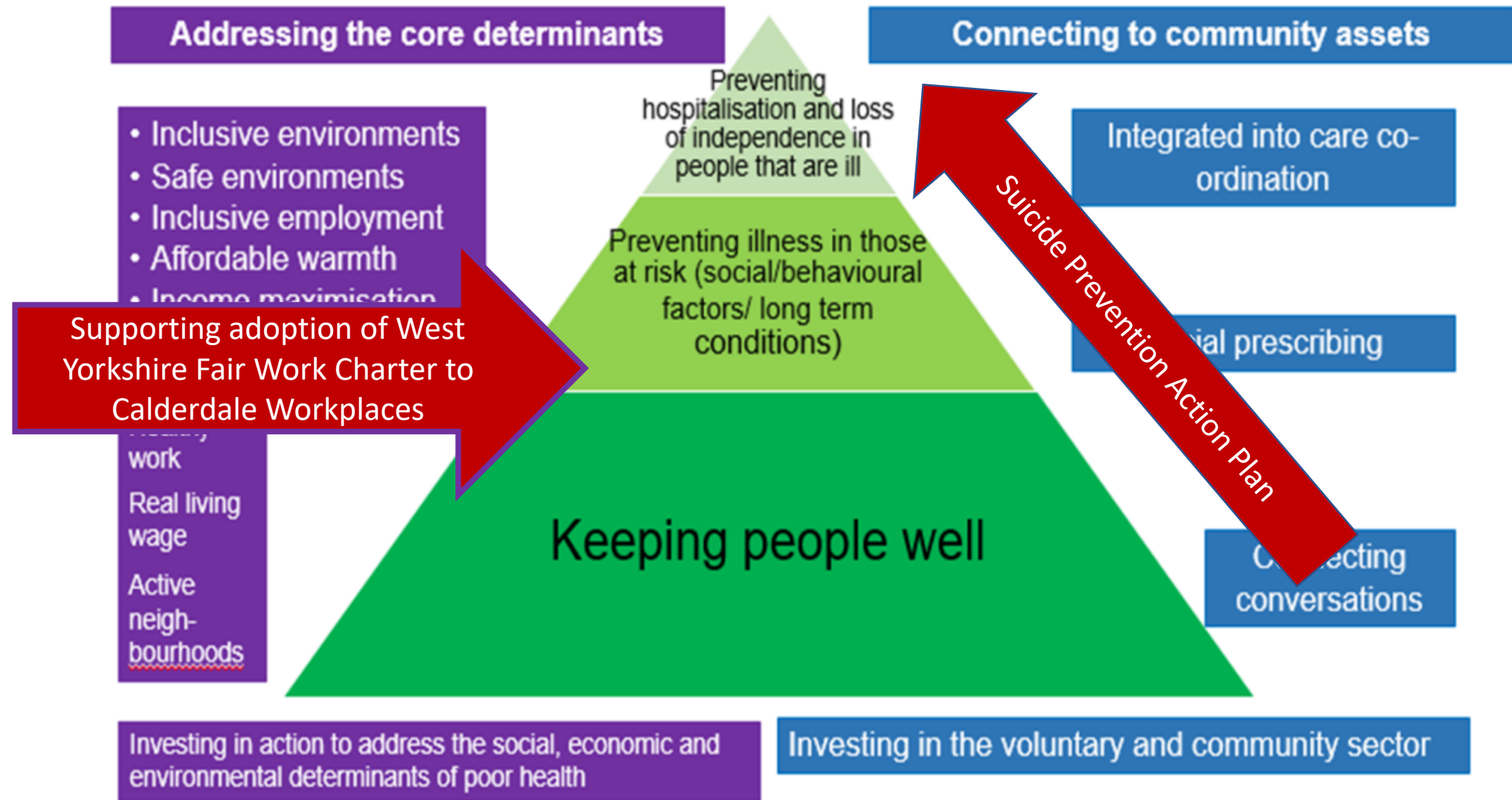
Mental health
transformation

Making Every
Adult Matter

Calderdale
Strategic Drug
and Alcohol
Partnership

Calderdale
Suicide
Prevention
Strategic Group

Implementation
of the Fair
Work Charter



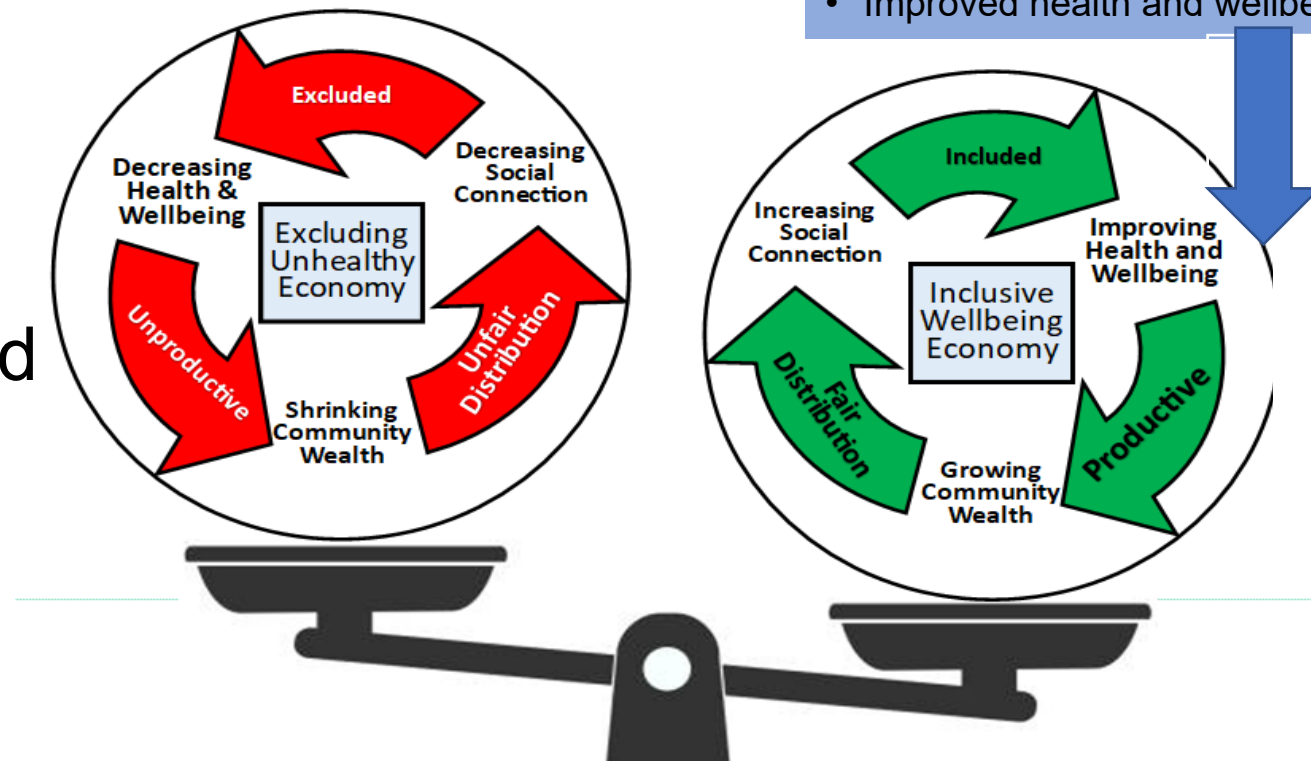
Update on Work and Health

1. Economy and Health
Fair Work Charter
WorkWell grants prospectus

How the economy impacts on people's health and wellbeing

- Work and employment
- Inclusion
- Participation and power
- Resources to spend on creating health and wellbeing

- Purpose for all, irrespective of circumstances
- Communities that provide for people and enable people to contribute
- Safe neighbourhoods, where people trust and help each other, and feel they belong
- Fulfilling, fair work
- Income needed for a fulfilled life, with dignity, choice, and control
- Improved health and wellbeing



Fair Work Charter Vision

A thriving economy where businesses **of all sizes** can meet their ambitions and work together to ensure the **diverse people and communities** of West Yorkshire contribute to, and benefit from, economic prosperity

Fair Work Charter

Themes

- Opportunity
- Security
- Wellbeing
- Employee Voice
- Fulfilment

Benefits for employers

- A clear framework and pathway for providing fair work
- Help to retain and recruit good staff
- Boost productivity, growth and profitability
- Joining a network of like minded employers and partners providing peer support

Early Adoptors in Calderdale: SUMA foods; Calderdale Council

What this means:

- Building on the existing good work and good practice in the Council
- Embedding this into existing work such as the Workforce Strategy
- Carrying out a mapping exercise of what is already happening including CMBC and identifying any gaps
- Business and engagement team identifying local businesses to be early adopters

WorkWell grants

Department of Work and Pension programme launched December 2023

- Inviting Integrated Care Boards, alongside local authorities, to bid for WorkWell funding.
- The WorkWell pilot will offer funding to a third of England's Integrated Care Systems to provide early intervention support to help participants start, stay and succeed in work.

Governance of Health and Work

It is proposed that the implementation of the Fair Work Charter and bids for WorkWell Grants are overseen by the Inclusive Economy Board

Health and Wellbeing Board are asked to consider how they can be updated on the progress

Update on Suicide Prevention

December 2023

Calderdale Suicide Prevention Plan on a page 2022-24

1. Reduce risk in higher-risk groups/improve MH in specific groups

2. Reduce risk in high-risk places

3. Provide better support for those bereaved by suicide

4. Communications and engagement

5. Support research, data collection and monitoring

6. Leadership and governance

1. Reduce risk in high risk groups / improve MH in specific groups

Plan

- 1.Reduce risk in those known to have higher risk for suicide
- 2.Ensure procedures are in place for suicide clusters
- 3.Ensure a broad range of workforce are trained
- 4.Support workplaces to develop SP plans
- 5.Build resilience in CYP
- 6.Increase help seeking opportunities
- 7.Improve MH in specific groups

What are we doing?

1. Pathways work – Stepping Stones and Golden Threads *
2. Draft response plan to be fleshed out, linked to data, and intelligence
3. WY Funded SP courses promoted. CMBC costing approach to embed in training *
4. Sharing best practice, campaigns and linking into Fair Work Charter www.staffcheck-in.co.uk
5. System approach to mental health promotion within healthy schools
6. Earlier across system to reduce risk of crisis
7. Mental Health transformation; work with people with multiple disadvantage

1.1 Reduce risk in those known to have higher risk - Pathways

Stepping Stones

- Support for adults who have self-harmed and/or attempted suicide across the CKW footprint
- Referrals initially from A&E and SPA
- To provide this in a timely manner using problem solving, evidence based psychological interventions
- Bids currently being reviewed, 2 year contract to be awarded by Christmas and mobilised by April 2024
- Funded using Core20Plus5 monies

Golden Threads

- Aim to provide holistic support for adults presenting in distress in high-risk public locations
- Biopsychosocial assessment and co-developed action plan
- Still under development

1.3 Ensure a broad range of workforce are trained

Free in person SP training available for people working in Calderdale (WY funded)

- SP-OT Suicide Prevention Overview Tutorial (1.5 hours 60 places)
- SP-EAK Suicide Prevention Explore, Ask, Keep Safe (3.5 hours, 120 places)
- Online training courses from 20 mins - <https://suicidepreventionwestyorkshire.co.uk/suicide-prevention-training>

Target groups

- Staff from GP surgeries, including social prescribers.
- Union representatives/line managers in major employers, particularly of men
- Criminal justice colleagues
- Housing association staff
- DWP staff, debt advisors and others who come into contact with the recently unemployed, or those experiencing debt and/or financial exclusion.
- Those who come into contact with children and young people, including schools.

2. Reduce risk in high risk public places

Plan

- 1.Reduce/eliminate pedestrian access to prohibited routes
- 2.a) Signage and b) surveillance
- 3.Ensure optimal physical barriers are in place
- 4.Increase help seeking opportunities
- 5.Change community perceptions about high risk locations
6. Support for witnesses
7. Agree focus on other important means of suicide that may be amenable to prevention

What SSPG members are doing

CMBC agreed to establish a project board to develop a detailed business case for effective physical barriers at high-risk public places in Halifax, which includes consideration of feasibility and affordability

4. To develop with partners

5. Incorporate principles for improved health and wellbeing into CMBC place-shaping work

6. Support from Leeds Mind (WY)

7. N/a currently based on surveillance data

3. Improve support for those bereaved

- Continue to improve signposting of bereaved family/friends to support
- Ensure witnesses offered support
- Ensure all agencies know about support available for adults
- Identify/develop support for CYP
- Service contract ends December 2024 – intention to recommission

0113 3055800 SBS@leedsmind.org.uk



West Yorkshire
Suicide Bereavement Service

Compassionate support for people
bereaved by suicide

Has someone you cared about ended their own life?
You are not alone.

4. Communication and Engagement

1. Refine the Calderdale SP communications and engagement plan
 2. Support responsible media reporting
 3. Monitor suicide reporting in media
 4. Encourage sensitive and non-stigmatizing use of language
- Develop and implement a Calderdale communications and engagement strategy with an emphasis on proactive, positive messaging around suicide prevention as well as best practice media guidelines.
 - Using co-production with people with lived experience
 - Complementary to WY SP campaigns

5. Support data, research, monitoring

Plan

1. Suspected Suicide Surveillance
2. Coroner audit
3. Ambulance data
4. High risk locations attendance data
5. Develop data dashboard
6. Ensure good evidence underpins what we do
7. Identify gaps in intelligence
8. Agree monitoring criteria for SP strategy impact

Activity

1. On-going with local data, to consider benefit of national data
2. Preliminary analysis undertaken.
3. Needs further work / data improvement
4. Receiving monthly data from police which now contains additional items. Reporting form for community safety
5. Data working group set up to address, along with 7, and 8
6. Principle underpins all work

Suicide Audit 2019-21 – Calderdale

Provisional Preliminary Findings

- Around 4/5 were men
- The age bands with the highest proportions of suicide were 46-55 year olds at 32% and 26-35 year olds at 21%
- Just over half of Calderdale suicides were single with a further 19% separated or divorced. 48% of suicides lived alone
- 66% occurred at home
- No pattern across the year

40% had accessed Primary Care in the preceding month; 24% had accessed SMH services, 14% had been signposted or referred to SMH

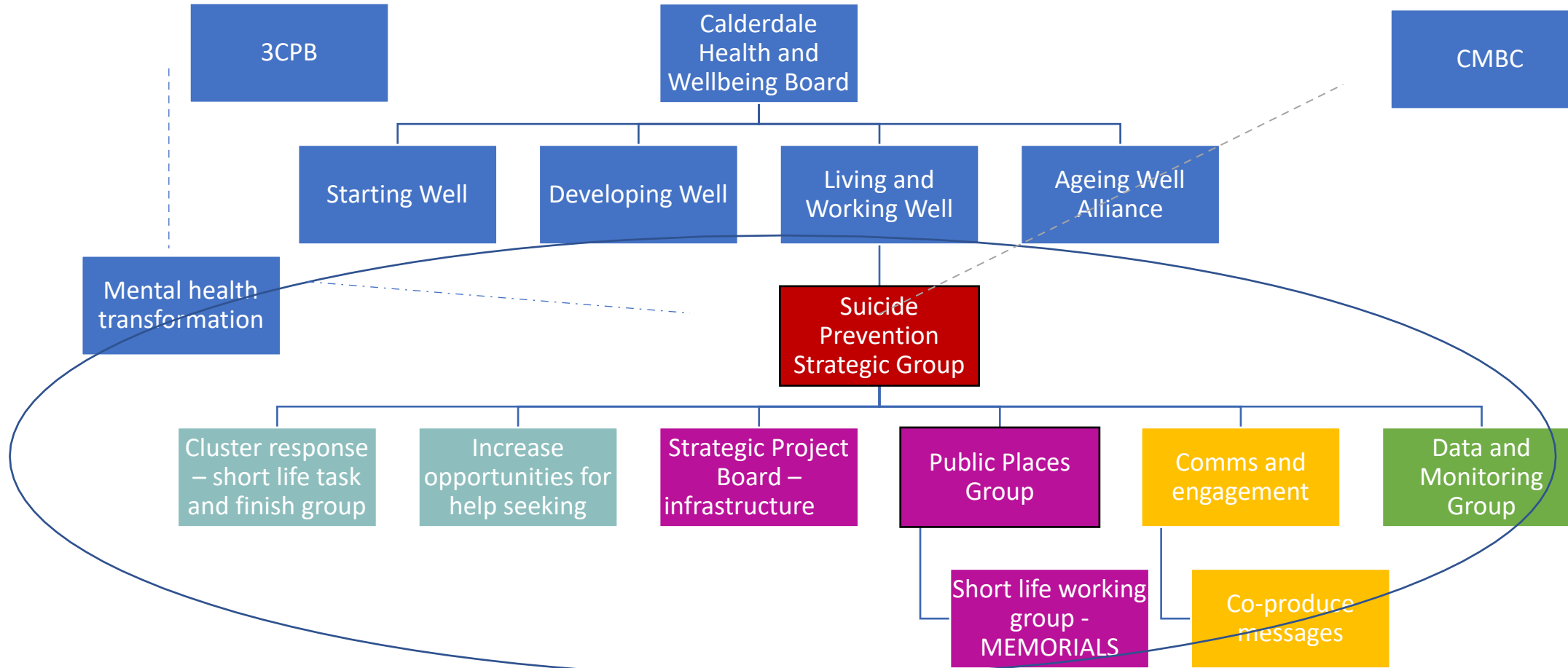
68% had a diagnosed mental health condition, and a further 11% had a suspected mental health condition that was not diagnosed

60% had at least 1 physical illness diagnosis; 19% had 3+ physical illness diagnosis

The most common adverse life events were:

- Own illness or injury
- Relationship Stress
- Social/ Environmental Stress

6. Governance of Suicide prevention



West Yorkshire Suicide Prevention Champions Campaign

The campaign encourages anyone aged 18+ to sign up and pledge support to the ambition to lower the suicide rate in West Yorkshire, and take an active role in challenging stigma, raising awareness and encouraging suicide prevention action in their home, communities and workplaces

- Suicide Prevention Champions campaign launched in September
- Hosted on the West Yorkshire Suicide Prevention website
- Councillor Swift became first Calderdale Champion, 29 signed up so far

2 Simple Steps:

Step One: Complete the online Zero Suicide Alliance Training: 20 minutes to save a life

Step Two: Make a pledge which works for you

Join here: <https://suicidepreventionwestyorkshire.co.uk/becomeachampion>

Example of HWB member actions

At their November meeting Cabinet approved proposals for CMBC to

- 1. Establish a project board to develop a detailed business case for effective physical barriers at high-risk public places in Halifax, which includes consideration of feasibility and affordability
- 2. Incorporate principles for improved health and wellbeing and reducing suicide into the emerging CMBC approach to place-shaping, and to consider how to include the high-risk public places which connect the two existing Spatial Priority Areas, into the ongoing work in these areas.
- 3. Develop and implement a communications and engagement strategy with an emphasis on proactive, positive messaging around suicide prevention as well as best practice media guidelines.
- 4. Develop and cost a trauma informed approach to embed appropriate and relevant suicide prevention training for CMBC staff into standard practice within CMBC.

For Health and Wellbeing Board to consider

1. Sign your organisation up to the Fair Work Charter

<https://www.westyorks-ca.gov.uk/a-mayoral-combined-authority/mayoral-pledges/fair-work-charter/>

2. Support suicide prevention awareness and training

- Offer Suicide prevention training to your workforce
- Sign up to become a West Yorkshire Suicide Prevention Champion
- Ask your employees to become a SP Champion

<https://suicidepreventionwestyorkshire.co.uk/becomeachampion>

3. What else could your organisation do?

Issues for Health and Wellbeing Board

The Health and Wellbeing Board are asked to approve

- 1) Proposals for the future shape of the Living and Working Well Partnership
- 2) The oversight of work and health, including the Fair Work Charter and Workwell is via Inclusive Economy Board

The Health and Wellbeing Board are asked to consider and advise

- 1) How they would like to be updated on work and health
- 2) Appropriate Chair for Strategic Suicide Prevention Group