

Making health your business

Annual Report of the Director of Public Health
Brighton & Hove 2019



THE IMPORTANT RELATIONSHIP BETWEEN WORK AND HEALTH

It's a two way relationship...

- Good work is good for health
- Investing in health & wellbeing is good for the economy

But bad work and unemployment can lead to ill health – which also increases the likelihood of unemployment



IN BRIGHTON & HOVE

- More working age people (71% aged 16-64)
- 38,340 students – inflates working age population
- High skill levels (low pay)
- Largest employment sectors account for two thirds of all jobs
 - Public admin, health and education (40,000 jobs)
 - Professional and financial services (20,000 jobs)
 - Visitor economy activities (18,000 jobs)
 - Retail (16,000 jobs)
- 82% of businesses employ less than five people



STARTING WELL – WORK, FAMILIES AND YOUNG PEOPLE

- Educational inequality increases the risk of inequality throughout life
- Good educational achievement is important to provide young people with good work prospects
 - Pay gap for more and less educated has widened
- Access to education plays a vital role in being work ready

CASE STUDIES

EMAS and the REAL project

In the summer term, EMAS (Ethnic Minority Achievement Team) worked with a group of mothers from the Bangladeshi community and their nursery-aged children. The project was based on the Making it REAL principles which aimed to work with parents to improve the speaking, listening and literacy skills of pre-school children and give them a positive start.

The sessions were structured between events at the children's centre space at Fairlight School, home visits and an environmental print walk from the Level to Jubilee Library, where all the families were helped to join in. There was 100% attendance at every session and positive feedback from all the families. The project gave the EAL (English as an Additional Language) mums an opportunity to learn the



important role they play in their children's learning by engaging with them through simple everyday activities.

www.brighton-hove.gov.uk/emas

Youth Employability Service - Steven's story

Steven contacted a Youth Employability Adviser directly as she had supported his sister four years ago. He had completed Levels 1 & 2 Motor Vehicle Mechanics, but the Level 3 course had been withdrawn leaving Steven without a course in September and feeling lost.

During Steven's first appointment he met with an adviser and they investigated all options including alternative colleges, apprenticeships and directly contacting employers. Steven was supported to write a CV and covering letter and the adviser concentrated on building Steven's confidence by discussing his skills. He was supported to apply to Kwik Fit and Renault and then worked with his adviser on interview practice. Steven felt confident in his skills and was able to talk about them passionately during his interview. The Youth Employability team was never in doubt of this!

Steven is really enjoying his apprenticeship: "It's going really well thank you. I have to go to Coventry for my training! But Kev is my mentor and I think he's probably one of the best people in there to work with. Thank you for all your help, you helped me a lot with everything."

www.brighton-hove.gov.uk/centers/children-and-education/youth/youth-employability-service



Rebecca Butler - One of Steven's Employability Advisers.

LIVING WELL – HEALTH AT WORK

- Promote the importance of good work
 - Encourage employers to create healthy workplaces
 - Promote the Living Wage
- Consider the groups excluded from work
 - mental health, physical disability and long term conditions
- Supporting people into work to tackle inequalities
- Key roles for NHS and care to play
 - Supporting people with long term conditions to stay in work
 - As healthy employer
 - As ‘anchor institutions’ to build community wealth and provide good work for local people

CASE STUDIES

Mooncup Ltd



Mooncup Ltd, manufacturer of the Mooncup menstrual cup, employs 20 staff, nine of whom are aged over 40. In 2017, Mooncup Ltd was the winner at 'The Best Place to Work' by Brighton & Hove Business Awards. This was partly due to the good health and wellbeing

practices they promote in their offices such as monthly massages, daily office-made vegan lunches, team days out, standing up desks and having dogs in the office. Additionally, a mindfulness session is available each week as well as occupational therapist visits when required.



Free flu jabs for health & social care workers

As flu contributes significantly to winter pressures on health and care services, flu vaccinations are funded by the NHS for frontline health and social care workers

Vaccinations benefit staff, their families and friends, patients, visitors and helps reduce the levels of all-cause mortality and flu like illnesses.¹

www.nhs.uk/flu



The Supported Employment Team - Mark's story

The Brighton & Hove Supported Employment Team is a council service helping employers to have a diverse workforce, and working with local residents with disabilities to overcome their barriers to employment. The team focus on working with people with learning disabilities and autism, and young people with disabilities.

Mark came to the Supported Employment Team because he was struggling financially and wanted to make changes in his life. He had never found the right job, so hadn't been able to sustain long-term employment. As well as having a learning disability and other health issues he had struggled most of his life with mental health issues including depression and anxiety. Mark found it hard to leave his house or answer the door.

Mark was interested in working in a care home. As his confidence improved, the

Supported Employment Team contacted Autumn Lodge, a local care home, and organised work experience for one morning per week over four weeks in a variety of roles. The manager offered Mark a position as a kitchen assistant working a few hours a week, as this is the role where Mark felt most confident and best suited his skills.

Mark is thrilled he has achieved his personal goal of gaining meaningful employment before his 50th birthday. His self-confidence and self-esteem have increased and he has been asked to work more hours. He has also been swimming regularly and volunteers in a charity shop. Although still facing many challenges, Mark is much happier and is excited about his future. Mark feels this is a direct result of gaining paid employment.

www.brighton-hove.gov.uk/supported-employment



Brighton & Hove Buses



Brighton & Hove Buses employ over 1,500 people and as a business they are developing their approach to supporting the health and wellbeing of their staff.

Over the past year they have offered free NHS Health Checks to their staff, hosted stalls from the council's Healthy Lifestyle Team to support staff who want to stop smoking or drinking, or to become more active, and introduced Mental Health First Aid, as well as upskilling their managers in mental health awareness.

Equality and diversity have also been a key focus. They are already a Disability Confident Employer and have offered new training, including sessions on the menopause. They offer free sanitary products in staff bathrooms and have also offered practical help to parents and carers, including financial contributions in emergencies. Brighton & Hove Buses have already seen benefits in better morale, engagement and commitment and are committed to continuing this wellbeing work.

www.buses.co.uk

AGEING WELL AND WORK

Looking to the future...

- More years in work
- Value of work in healthy ageing
- Experiences of exclusion from the workplace
- Age friendly workplaces
 - Flexible working, health support, career development or retraining

By 2039 both men and women
will have to wait until they are

68 years

before qualifying for a
state pension

DYING WELL – SUPPORTING BEREAVED AND TERMINALLY ILL WORKERS

- Challenging time for individuals
 - At any time, one in ten employees is likely to be affected by bereavement
- Employers need a compassionate and flexible approach
 - minimise impact on the individual and organisation
- Employers should prepare for managing bereavement
 - Policies, training
- BHCC signed up to the 'Dying to Work' Charter

THE IMPACT OF COVID-19 – HEALTH & WORK

- Direct and indirect impact on physical and mental health
- Impact of working lives and economy
- Impact on health inequalities & specific occupational groups, including frontline and key workers (inc BAME workers)
- Importance of infection prevention and control in our workplaces – and the challenge for workplaces and economy
- Homeworking and remodeled workplaces as the new normal
- Longer term impact of recession health & wellbeing
- **Health & wellbeing has to be at the heart of recovery**