

TRAFFORD COUNCIL

Report to: Health & Wellbeing Board
Date: 15/03/2024
Report for: Information/Decision
Report of: Public Health/Policy Team

Report Title

Mental Health: An update on the deep dive priorities and next steps for population mental health and wellbeing delivery and governance in Trafford

Purpose

To update the Board on progress made against the deep dive priorities for Mental Health and next steps for population mental health and wellbeing delivery and governance in Trafford

Recommendations

Members of the Board are invited to share any further update on their organisation's intention towards addressing the deep dive targets and whether they wish to set further ambitions in relation to Real Living Wage and Good Employment Charter accreditation.

The Board is asked to consider their role in future governance of population mental health and wellbeing in Trafford, specifically in the context of the newly established Trafford All Age Mental Health and Wellbeing Group.

Contact person for access to background papers and further information:

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Mental Health: An update on progress towards addressing the 'deep dive' priorities and next steps for population mental health and wellbeing delivery and governance in Trafford

1.1 Background

The quality and security of work is extremely important for mental health and wellbeing, with permanent work identified as a protective factor. Fulfilling employment also offers a platform for structured routines, positive relationships, and gaining a sense of purpose and achievement, as well as providing access to an income.

The Greater Manchester Good Employment Charter (GEC) is a voluntary membership and assessment scheme that aims to raise employment standards across GM, for all organisations of any size, sector or geography and includes Real Living Wage accreditation (RLW).

In February 2022 Trafford's Health and Wellbeing Board set a target for 60% employers represented on the Board to commit to becoming Living Wage accredited and 30% to work towards full membership of the Good Employment Charter by April 2024.

1.2 Review of progress to date

By March 2024 a total of 5 out of 10 (50%) organisations represented on the Health and Wellbeing Board are Real Living Wage accredited (Greater Manchester Police, Trafford Council, African Caribbean Care Group, Talk, Listen, Change and L&Q Housing).

2 out of 10 (20%) organisations represented on the Health and Wellbeing Board are Good Employment Charter accredited (Trafford Council and L&Q Housing) with a further 2 (GM Integrated Care and GM Mental Health Foundation Trust) identified as 'supporters' of the Good Employment.

Further detail is set out in Annex 1.

1.3 Next steps for population mental health and wellbeing delivery and governance in Trafford

An All Age Mental Health Group has been recently established in Trafford which has met twice, bringing together stakeholders from across the Local Authority, NHS, VCFSE sector and including commissioned mental health service providers. It is jointly chaired by the Local Authority and ICB. The purpose of the group is to oversee mental health and wellbeing delivery and transformation across Trafford and to provide oversight of the delivery of the Trafford Mental Health and Wellbeing delivery plan. Greater Manchester has set 5 ambitions as part of a five year Mental Health and Wellbeing Strategy and each GM locality is asked to develop a delivery plan for 2024-2028 aligned to these five ambitions. Annex 2 sets out these five ambitions.

Trafford Public Health, in partnership with Trafford ICB locality Mental Health Commissioning leads and the Trafford VCFSE mental health lead has begun the process of socialising the five GM strategic ambitions with key stakeholders across Trafford as the starting point for wider consultation and co-production of priorities to be reflected in the drafting of the delivery plan. This has included conversations with:

- Local Authority leads for Transport, Planning, Housing, Environment, Poverty to ensure recognition within the delivery plan of the significance of the wider determinants/ building blocks that influence mental health and wellbeing
- Local women and service providers represented at the Trafford Women's Voices event (25th January 2024) to identify specific priorities and opportunities for improving the mental health and wellbeing of women
- Members of the citizen panel from the Poverty Truth Commission (PTC) to explore how the priorities for mental health identified by the PTC can be built on within Trafford's mental health and delivery plan
- Members of the Thrive in Trafford Children and Young People's Mental Health and Wellbeing Partnership to identify lifecourse opportunities for prevention and early intervention building on the recommendations of the Aqua review.¹

Next steps are to build on these initial conversations and to co-produce with system stakeholders the content of a draft delivery plan. A mental health and wellbeing Joint Strategic Needs Assessment for Trafford will also be refreshed to inform the content of the delivery plan. A provisional timeline has been agreed with the All Age Mental Health Group to have a delivery plan ready for launch by autumn 2024.

1.4 Summary

Progress has been made towards meeting the Deep Dive target for 60% employers represented on the Health and Wellbeing Board to commit to becoming Living Wage accredited and 30% to work towards full membership of the Good Employment Charter by April 2024.

A new mental health and wellbeing delivery plan 2024-2028 is being developed for Trafford in line with the 5 GM strategic ambitions. This will be co-produced with stakeholders working across the system. It will take a lifecourse perspective and build on and address recommendations from previous consultations such as the Poverty Truth Commission and the Aqua review.

1.5 Ask of the Board

Representatives of the Health and Wellbeing Board are invited to provide any further updates on their organisation's commitment to/ intention towards addressing Real Living Wage and Good Employment Charter accreditation. The Board is also asked to consider whether they would like to set any further ambitions in respect of Real Living Wage and Good Employment Charter accreditation.

The Health and Wellbeing Board is asked to consider what role it might play in the future governance of mental health and wellbeing across Trafford, especially in the context of the newly established All Age Mental Health Group.

Annex 1

¹ In December 2021 NHS Trafford CCG approached Aqua – an NHS health and care quality improvement organisation working across NHS, care providers and local authorities to undertake a review to identify improvement opportunities for children and young people's mental health in Trafford.

Health and Wellbeing Board member organisation accreditation status for Real Living Wage and Good Employment Charter

Health and Wellbeing Board members	Real Living Wage accredited	Good Employment Charter accredited	Good Employment Charter supporter
Greater Manchester Mental Health Foundation Trust			yes
Greater Manchester Police	yes		
Trafford Council	yes	yes	
Greater Manchester Integrated Care			yes
African Caribbean Care Group	yes		
Talk Listen Change	yes		
Trafford Community Collective*			
Trafford Local Care Organisation			
L&Q Housing	yes	yes	
Greater Manchester Fire and Rescue Service			
Healthwatch Trafford			
Total 10 (* doesn't include Trafford Community Collective for purpose of calculating % as this is member led and not a single organisation)	5 (50%)	2 (20%)	2 (20%)
	Target 60%	Target: 30% working towards	

(membership of the Health and Wellbeing Board taken from [Health and Wellbeing Board \(traffordpartnership.org\)](https://traffordpartnership.org); information about Good Employment Charter accreditation taken from [Members | GM Good Employment Charter](#); information about Real Living Wage accreditation taken from [GM Living Wage Campaign 2023 - Greater Manchester Poverty Action \(gmpovertyaction.org\)](https://gmpovertyaction.org))

Promoting awareness/encouraging accreditation

Trafford Council's policy team has been working across the borough to support and encourage local businesses, partners, and organisations to become accredited.

On 21st June 2023 employers in Trafford and councillors came together at Stretford Public Hall at an event to promote the Real Living Wage

The Sustainable Growth Strategic Partnership Event that took place on 20th Feb 2024 focused on employment and skills and provided a further opportunity to promote the Real

Living Wage and Good Employment Charter. Further events are planned for 4th July and 8th October 2024 with a focus on Climate, and Inequalities and Health. The Real Living Wage and Good Employment Charter will be considered as part of wider determinants lens.

The Living Wage Foundation offers advice for any organisation considering becoming Real Living Wage Accredited. The Good Employment Charter website has lots of resources to support organisations considering accreditation. Emma Moseley (Trafford Council Senior Policy Manager) is happy to talk through Trafford Council's experience of applying and offer support to anyone considering becoming Real Living Wage Accredited.

Annex 2: the 5 Greater Manchester strategic ambitions for mental health and wellbeing 2024-2028

1	People will be part of mentally healthy, safe and supportive families, workplaces and communities
2	People's quality of life will improve through inclusive, timely access to appropriate high-quality mental health information, support and services
3	People with long-term mental health conditions will live longer and lead fulfilling and healthy lives
4	People will be comfortable talking about their mental health and wellbeing and will be actively involved in any support and care that they receive
5	The mental health and wellbeing system recognises the inequality, discrimination and structural inequity people experience and are committed to developing more inclusive services and opportunities that people identify with and are able to access and benefit from