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Making health your business

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

ACKNOWLEDGEMENTS

Thank you to everyone who has contributed to the report, including providing the case studies. In particular we would like to thank our lead authors and steering group members.

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To find out more about Public Health in Brighton & Hove please go to www.brighton-hove.gov.uk/public-health

The references for the report are also available at the link above.

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MY ANNUAL REPORT THIS YEAR FOCUSES ON THE IMPORTANT RELATIONSHIP BETWEEN WORK AND HEALTH

‘Good work’ benefits our health and wellbeing. Good paid work includes earning a decent living wage and enjoying good working conditions.

Many jobs lack these, as illustrated by national debates about the ‘gig economy’ and zero hours contracts, and there are more people in work who are living in poverty than ever before.

There is a persuasive economic argument for investing in the health and wellbeing of all our communities. A healthy workforce is the bedrock of a productive and thriving economy. Our local Economic Strategy puts improving community participation and inclusion at its heart, recognising that everyone should be able to benefit from new economic opportunities. Our goal is to build community wealth so that local people and organisations benefit from prosperity in the city.

Helping people get ready for a good working life needs to start early. It’s why tackling inequality in educational outcomes is so important. Further and higher education and apprenticeships also play vital roles. The world of work is changing rapidly, and lifelong learning is important in helping people gain skills and knowledge to adapt to these changes.

People who are unable to work are at increased risk of poor health. This disproportionately affects some of our most disadvantaged neighbourhoods and residents, including people with mental health conditions and people with disabilities or impairments. This report highlights some of the local projects that support people into work and make our workplaces more inclusive.

Looking to the future, we will be spending more years in work and there will be an increasing number of older people in the workforce. Employers and workplaces will need to adapt to these changes to ensure they are age friendly. The NHS also has a role to play to ensure that helping people to stay in work is a key goal of managing long-term health conditions.

This report also contains tips for local employers to create healthier workplaces. These include actions to prevent and manage musculoskeletal conditions (which affect joints, bones, muscles), and mental health, which remain the most common reasons for sickness absence. A distinctive feature of our local economy is the high proportion of people working in small businesses, who are self-employed and/or are home workers. We need to understand more about how health and wellbeing can be supported in these settings.

I hope this report will support action to make Brighton & Hove a leading city for both wellbeing and work.



Alistair Hill
Director of Public Health,
Brighton & Hove City Council



There is a persuasive economic argument for investing in the health and wellbeing of all our communities. A healthy workforce is the bedrock of a productive and thriving economy.

SECTION 1 THE CONNECTION BETWEEN WORK AND HEALTH

We all benefit from good health. It enables us to take part in family life, our local community and the economy. Health isn't just an absence of illness: it is also the extent to which a person can live a fulfilling and active life.

A healthy person is someone with the opportunity for meaningful work, secure housing, stable relationships, high self-esteem and healthy behaviours. Good health is a benefit:

- ▶ **Individually**, as people generally give more value to their health than they do their career, income or education¹
- ▶ **Socially**, as good health allows people to play an active role in their community, and has been associated with higher levels of social cohesion²
- ▶ **Economically**, as areas of the UK experience quicker economic growth where there are high levels of good health.³

By thinking about the importance of good health within society as a whole, it enables us to focus on creating healthy environments rather than simply treating disease.⁴



Working people spend an average of a third of their waking hours at work⁵

What is good work?

Evidence shows that good work, including a good working environment, has a positive effect on the health of an individual and their whole family, and that bad work contributes to poor health.⁵ 'The Marmot report: Fair Society, Healthy Lives' provides a description of what is considered to be good work:

- ▶ A living wage and job security
- ▶ Control over your work and job satisfaction
- ▶ Supervisor and peer support
- ▶ In-work development and learning
- ▶ Flexible working hours
- ▶ Protection from adverse and dangerous working conditions
- ▶ Ill health prevention and stress management strategies in the workplace
- ▶ Support to facilitate a return to work for those who have been ill.

How is good work beneficial to health?

For most people, being in work is good for their health and wellbeing.

Income is essential to meet basic human needs like shelter, warmth and food, as well as to afford a good quality of life.

Work plays an important role in an individual's identity, sense of purpose and social status.

Employment provides support for continuous learning and skill development, which is important for wellbeing.



Employees working long hours are two and a half times more likely to have a major depressive episode⁶

Volunteering

Volunteering or unpaid work can also be beneficial for health. It provides many of the interpersonal benefits of paid work, such as a sense of purpose, social connections and

learning opportunities. For some people, this increase in skills or confidence can also create a route into employment.⁸



City Parks Rangers and volunteers harvesting posts for hedge laying

The Brighton & Hove Living Wage

Launched in 2012, the Brighton & Hove Living Wage campaign, led and managed by Brighton & Hove Chamber of Commerce, encourages local businesses to voluntarily pay all employees a good hourly rate. By 2020, 590 local employers had signed up to pay the Living Wage.

Set independently and updated annually, the Living Wage is calculated according to the basic cost of living in the UK and is the amount that allows a person to live, rather than just survive. The rate will be £9.30 per hour from 1 April 2020.

For more information, see www.livingwagebrighton.co.uk

Brighton & Hove City Council also supports a local campaign to end the practice of unpaid trial shifts in the city.



In the UK in 2015/16 an estimated 1.3million people suffered from a new or long-term illness that was related to their work¹⁰

How can work be harmful to health?

Jobs that are insecure, low-paid or fail to protect employees from stress and danger make people ill.⁹

The Joseph Rowntree Foundation¹¹ identifies four ways in which low paid work can have a negative effect on health:

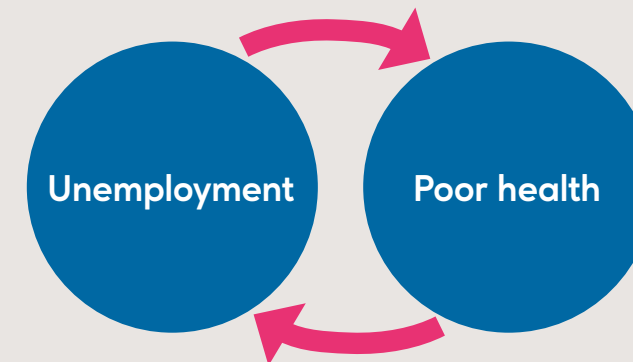
- 1 Material** – such as low paid work not providing enough income to afford heating, housing and adequate food
- 2 Psychological** – inadequate income makes it more difficult to avoid stress and feel in control, both of which are important for good health
- 3 Behavioural** – such as prioritising immediate gratification over the delayed gratification of long term health (eg smoking or drinking)
- 4 Health selection** – being in poor health often acts as a barrier to higher paid work, which can create a negative cycle leading to even poorer health.

It is three times more expensive to get the energy we need from healthy foods than unhealthy foods¹²



How is unemployment harmful to health?

Being unemployed can lead to ill health, and being in poor health increases the likelihood of unemployment, which can lead to even poorer health.¹³



This is because financial problems result in lower living standards, but unemployment isn't just harmful to health because of money reasons, it is also because:

- ▶ Unemployment can trigger distress, anxiety and depression in the individual, but it can also occur in their partners and children. Families without a working parent are more likely to suffer persistent low income and poverty, and there is correlation between lower family income and poor health in children¹⁴
- ▶ Unemployment is associated with decreased physical activity and increased smoking and alcohol consumption¹⁵
- ▶ People who are unemployed suffer a range of heightened health risks including increased rates of limiting long-term illness, mental illness and cardiovascular disease. It has also been associated with an increase in overall death rates and particularly suicide¹³

For those who are unemployed but able to work, gaining employment in a role that provides good work generally leads to improved health outcomes.

WORK AND HEALTH CONCLUSION

The relationship between work and health is significant.

Supporting those able to work back into paid employment and ensuring the work that is available for them, and for those already working, is good quality work with good pay, is an important public health goal.

This will lead to improved health outcomes across our city, will benefit the local economy and ensure all those working in our city can share in the wealth they are helping to create.

SECTION 2 WORK IN BRIGHTON & HOVE

This section uses data to provide a picture of the local population, our workforce, those not in work and local businesses.

Population

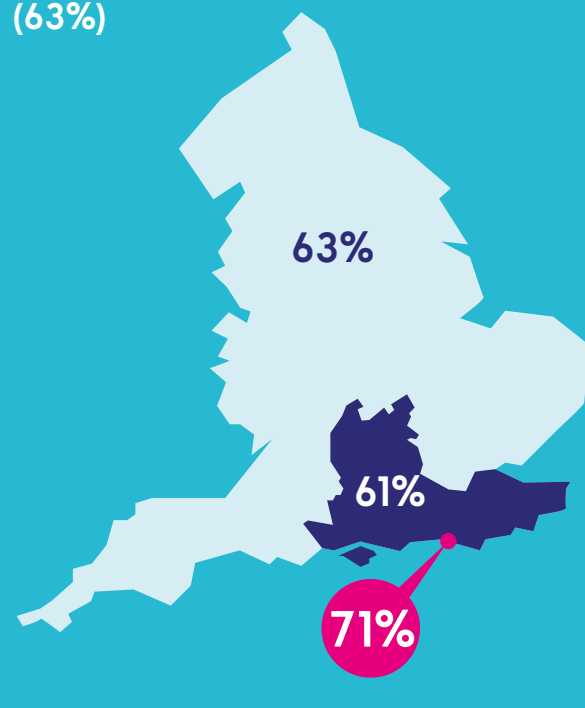
Brighton & Hove's resident population is growing, and growing quicker than seen nationally¹

It is projected to rise from 290,400 people in 2018 to 311,500 by 2030 (7%)



Brighton & Hove has a higher proportion of residents of traditional working age¹

71% (206,500) of people are aged 16-64, higher than the South East 61% and England (63%)



Employment

Not all people of working age work, some are in full-time education, are stay-at home parents or are unable to work due to health reasons and others cannot find work.

Brighton & Hove has a different economic profile to the South East and England with a lower employment rate and a higher unemployment rate.⁴

156,500 residents are employed, 97% of these are aged 16-64 years (year ending March 2019)

73% of working aged adults are in employment, which is lower than the South East (78%) and England (76%)

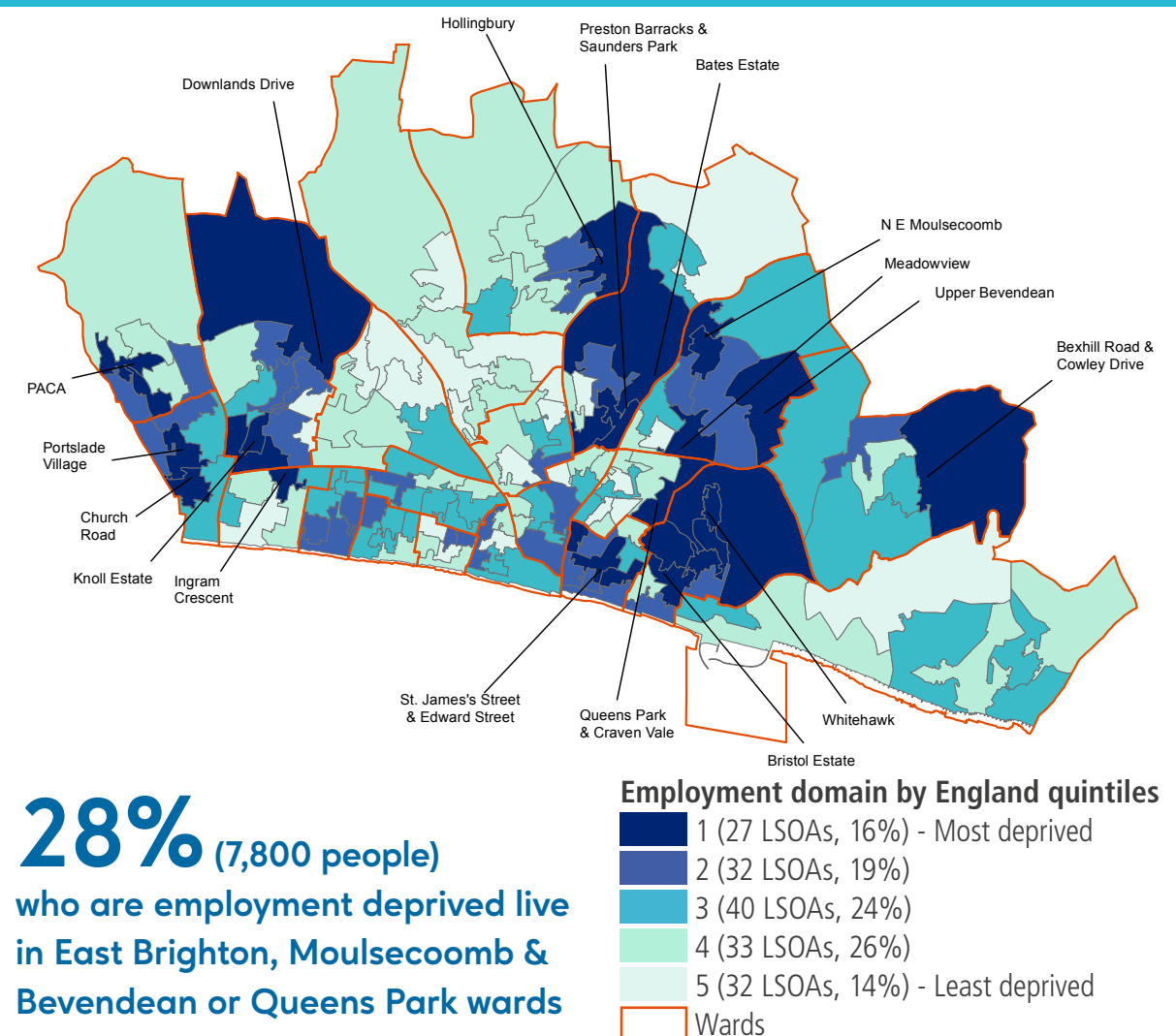
Unemployment

The city has a high unemployment rate, which is falling at a slower rate than has been seen regionally and nationally.³

There is a 7% unemployment rate in Brighton & Hove among 16-64 year-olds (10,800 people), which is higher than the South East (3%) and England (4%) (year ending March 2019)

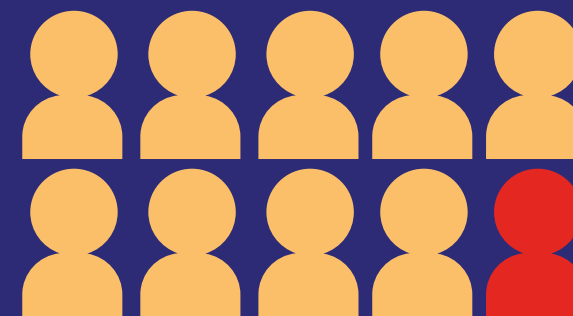
Since 2010 Brighton & Hove's unemployment rate has fallen by 13% (1,600 people), far slower than the 45% seen in the South East and England

Indices of Deprivation 2019 Employment domain, ranked by score



Public Health Intelligence, Brighton & Hove. Crown copyright and database rights 2011 Ordnance Survey 100050518

9% (around 27,500) of the working age population are involuntarily excluded from the labour market (Indices of Deprivation 2019)



Employment deprivation

Employment deprivation can be found across the city but is also concentrated in some neighbourhoods.⁵

Clusters can be found in East Brighton, Moulsecoomb and Bevendean, Queens Park, Hollingdean & Stanmer, Hangleton & Knoll, North Portslade and South Portslade.

Economic inactivity

Someone who isn't in work or actively seeking work is referred to as economically inactive.

In Brighton & Hove, there has been an 8% increase (3,400 people) in residents who are economically inactive since 2010,³ whereas rates have decreased in both the South East (4%) and England (7%).

21% of 16-64 year-olds (44,100 people) are economically inactive,³ similar to England (21%) but higher than the South East (19%) (year ending March 2019)

43% of residents who are economically inactive are students,³ which is a much higher rate than the South East (24%) and England (27%)

39% of those who are economically inactive would like a job,³ which is also a higher rate than the South East (22%) and England (21%)

Reasons for economic inactivity in 16 to 64 year-olds (year ending March 2019)

	Brighton & Hove		South East	England
Student	19,100	43%	27%	27%
Looking after family/home	5,900	13%	24%	24%
Temporary sickness	1,000	2%	2%	2%
Long term sickness	8,400	19%	19%	22%
Retired	3,500	8%	16%	13%
Other	6,000	14%	13%	11%

Students



- ▶ 38,340 students attend the two universities in the city,² an increase of 12% from 2014/15



- ▶ Students living in the city inflate the working age population – adding an estimated 63,200 19-28 year-olds



- ▶ This imbalances the city's economic profile

Unpaid care/volunteering

One in ten (13,400 people) of the employed population provide some degree of unpaid care to an individual they look after, compared to 11% in the South East and England (2011 Census).¹²

51% of the adult population of Brighton & Hove has volunteered at least once in 2018¹³ (38% in the UK).

Industry and employment

Brighton & Hove's largest employment sectors account for two thirds (65%) of all jobs:⁶

- ▶ Public admin, health and education - over 40,000 jobs (around a 1/3 of the economy)
- ▶ Professional and financial services - around 20,000 jobs
- ▶ Visitor economy activities - around 18,000 jobs
- ▶ Retail - around 16,000 jobs.

The city's business base is spread across a broader range of sectors, reflecting the large number of small businesses which characterise the city.

There are around 15,200 businesses in Brighton & Hove⁷

- ▶ 82% employ fewer than five people
- ▶ Around 40 (0.3%) employ more than 250 people

Occupation

Brighton & Hove's resident population is notable for the comparatively high proportion of people working in 'higher level' managerial and professional occupations.³ 60% of residents (94,200 people) are employed in these sectors, compared to only 51% in the South East and 47% in England.

Since 2010 the number of residents employed in higher level jobs has increased by 27% (25,900 jobs) while those working in lower level jobs has fallen by 11% (6,700 jobs) to 62,200 jobs.

Working patterns



- ▶ A quarter of workers work part time⁸



- ▶ Nearly 1 in 5 are estimated to work some sort of shift pattern⁹



- ▶ An estimated 1 in 20 is in non-permanent employment⁹

Commuting

More than one in ten workers work from home.¹⁰

There is a net daily outflow of workers from Brighton & Hove of around 5,000 people¹¹

- ▶ around 32,000 people commute into the city to work
- ▶ around 37,000 commute out of the city

Average commuting time:

- ▶ women 16.5 minutes
- ▶ men 19.9 minutes.

Those aged under 30 have shorter average commutes than those aged 30 or over.

Salaries

Full time working residents of Brighton & Hove earn a median of £583 a week, which is £31 less than across the South East.⁸

The median full time weekly salary for someone employed in Brighton & Hove is £552. They may live in the city or live elsewhere and travel into the city for work. This is less than the median salary of Brighton & Hove residents, who may work in or out of the city.⁸

Salaries for both residents and those working in the city have increased by 12% since 2010.

SECTION 3 STARTING WELL - WORK, FAMILIES AND YOUNG PEOPLE

Access to education and learning throughout life, not just for children and young people in school, plays a vital role in being work ready.

Work is a key determinant of the health of children, young people and families. Starting well in life leads to better educational achievement, which in turn sets us up for a good working life and a better chance of good health as adults. However, inequality in household income and educational achievement can result in young people failing to reach their full potential in their working life.

This section focuses on children and young people up to the age of 16, and explores the relationships between inequality and achievement, the actions in place locally to prepare our children and young people for work and casts an eye forward to the skills they will need to develop to thrive in the workplaces of the future.

Work, poverty, health and families

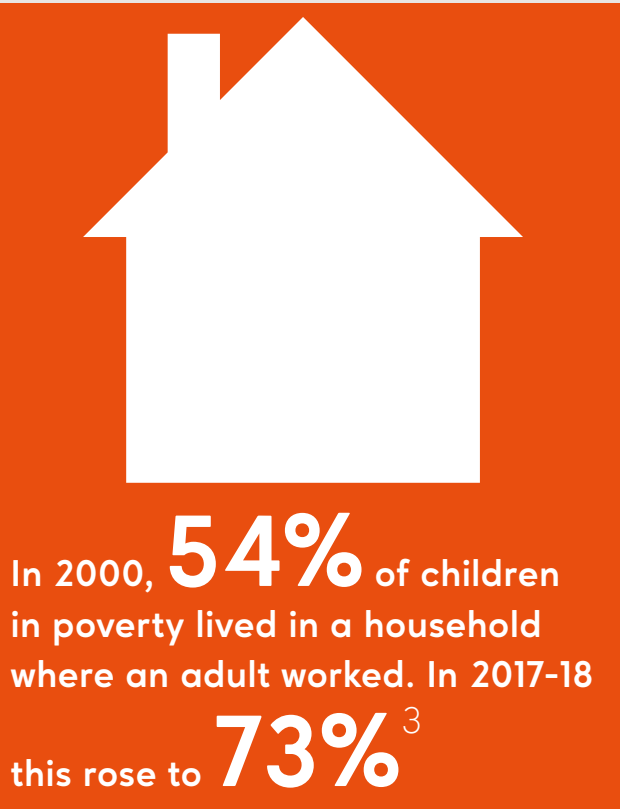
Good work helps lift families out of poverty. Living in a workless household is linked with an increased likelihood of living in poverty. However, being in work no longer guarantees to protect against poverty. An increasing proportion of people at the lower end of the UK's income distribution are living in a household where someone is in paid work.

Even in families where all adults work full time, one in six children are in poverty.⁴ This highlights the importance of good work that pays a living wage.

Household income is important for good outcomes in children. There is strong evidence that household income is important for children's cognitive development, physical health and social and behavioural development. Evidence indicates that poorer children have worse outcomes in part only because they are poor, and not for other factors associated with low income.⁶

In general, children growing up in deprivation are at increased risk of poor health outcomes, for example low birthweight, obesity and tooth decay.^{2,3,4}

The early years
are the first step
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access to good work

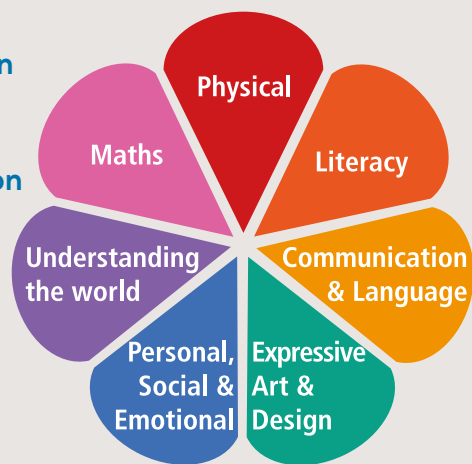


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The early years are the first step to good educational achievement and access to good work. Early language development and communication skills are primary indicators of child wellbeing due to the link between language and other social, emotional and learning outcomes. Children from socially disadvantaged families are more than twice as likely to be identified with a Speech, Language and Communication Need (SLCN). More than half of children living in areas of high social deprivation may start school with SLCN.¹⁵

The Early Years Foundation Stage includes seven areas of learning that shape educational programmes in early years settings. Children are defined as achieving a good level of development (GLD) if they achieve at least the expected level of development for the Early Learning Goals in: personal, social and emotional development; physical development; communication and language; mathematics; and literacy. The last six years have seen considerable improvement in children's level of development: 72% in 2019 (72% in England) from 45% in 2013 (52% in England).

Areas of learning in the Early Years Foundation Stage



However, the percentage of children eligible for free school meals achieving a GLD has only increased to 52% (57% in England), and for children living in the 30% most disadvantaged areas has only increased to 60%. This challenge of narrowing the gap between the most and least advantaged children also persists nationally.

Good educational achievement is important to provide young people with good work prospects.

One of the reasons educational achievement is so important is that generally, salary prospects are related to educational achievement. In fact, the gap between pay for the more and less educated has widened.¹¹ However, in the UK educational achievement is more strongly linked to parental education and income than in other European countries.¹¹

- ▶ **By age five**, children from the poorest 20% of homes are on average a year behind their expected development¹¹
- ▶ **By age 11**, 75% of the poorest children reach the government Key Stage 2 level compared to 97% of children from the richest families¹²
- ▶ **At age 16** an achievement gap persists. In 2017/8, 44% of Brighton & Hove students in the most deprived areas achieved level 4/grade C in English and Maths GCSE equivalent compared to 86% in the least deprived areas.

Young people with specific health needs and disabilities are at risk of worse than average educational achievement and work prospects. Over half (54%) of young people with a long-term health condition reported having to delay their education or training, with 63% reporting that they were prevented from reaching their full educational potential.

Young people with disabilities account for 7% of those aged 16-24, but make up 16% of those not in education, employment or training.¹⁶

24% of 16-24 year-olds with work-limiting disabilities are unemployed compared to **14%** of young people without such disabilities

Early years development and starting well at school: what we are doing in Brighton & Hove

The council's **Early Years Strategy** sets out how the outcomes for early years children will be improved, focusing on those who are most disadvantaged. The strategy will be updated in 2020 with a focus on speech, language and communication.

Brighton & Hove is one of 53 local authorities selected to take part in the national **Early Years Professional Development Programme** in 2020. Pre-reception Early Years practitioners from 15 settings will be supported to work with 2 to 4 year-olds to improve outcomes in language, literacy and numeracy for the most disadvantaged. At the end of the programme, participating settings will be accredited as communication friendly, and around 35 staff will be qualified at level 3 and 4 in language, literacy and mathematics for 2 to 4 year-olds.

The **National Children's Bureau Raising Early Achievement in Literacy (REAL) programme** has been adopted in children's centres and council nurseries. It aims to improve children's early literacy skills before they start school by working with parents to increase opportunities to learn in the home environment.

The **Providing Access to Childcare and Employment (PACE)** European funded project supports parents with two-year-olds to access childcare, training, volunteering and work. Each parent works with a keyworker in their local children's centre to create a personal development plan that focuses on small steps and achievable goals.

The **Universal Healthy Child Programme** (led by health visitors for families with children aged 0-5 and by school nurses for 5-19 year-olds) provides opportunities to identify and meet the needs of children at risk of poor outcomes and families in need of additional support.

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

School years and preparation for employment: what we are doing in Brighton & Hove

In December 2017, the Government launched a Careers Strategy which focused on ensuring that young people:

- ▶ understand the full range of opportunities available to them
- ▶ learn from employers about work and skills that are valued in the workplace
- ▶ have first-hand experience of the workplace
- ▶ receive a programme of advice and guidance delivered by individuals with the right skills and experience.

Secondary schools and colleges are required to develop their own strategies related to this.

In Brighton & Hove, a network helps schools connect with employers and industry professionals to ensure that young people learn about the world of work. During 2019/20 Brighton & Hove secondary schools are benefiting from **'Get Career Confident'**, a funded programme delivering innovative resources and careers guidance.

The **Apprenticeship Support and Knowledge for Schools and Colleges programme (ASK)** supports secondary schools and colleges to transform how students think about apprenticeships. Support could include an inspiring apprenticeship awareness assembly, application workshops, careers fair attendance, free resources, a teacher CPD session or a range of other options.

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/content/children-and-education/youth/youth-employability-service



Rebecca Butler – One of Steven's Employability Advisers

Widening participation programmes are provided by the Universities of Brighton and Sussex for local young people from primary school onwards, to equip them with an equal and fair chance to study in higher education.

The council's Youth Employability Service (YES) provides advice and guidance to young people up to the age of 19 (or 25 for those with an Education Health and Care Plan) who are not in employment, education or training (NEET), or at risk of becoming NEET. There is a wide range of re-engagement programmes available in the city which give young people the opportunity to develop their confidence and employability skills to support personal progression.

How will work look for future generations?

Rapid changes to the way we live, our housing, health and entertainment, influence the way we work, learn and travel. These changes can affect our environment, our economy and our satisfaction at work and are likely to impact on our young people.

Around 10% of the UK's workforce is in an occupation likely to grow by 2030 and 20% in an occupation likely to shrink.

Education, healthcare and wider public sector occupations are thought likely to grow, so an increase in people trained in those particular knowledge fields is expected. Emphasis has also been given to a greater need for interpersonal competencies, an increasing importance on social skills, judgement and decision-making.¹⁸

In 2018, the Brighton & Hove Chamber of Commerce organised a big debate on skills required for the workplaces of 2030.¹⁹ Key themes identified included:

▶ **Change isn't something new.** Rather than worrying about this we need to empower people to embrace and enjoy change. Emotional intelligence, adaptability and resilience are key attributes for the future workforce

▶ **More connections between education and business are essential.** The more we bridge the gap between education at all levels and work, the better equipped our next generations will be. Specifically, lessons on careers choices, building an understanding of the types of roles available and paths to follow to make informed decisions and play to strengths are key.

Around 10% of the UK's workforce is in an occupation likely to grow by 2030 and 20% in an occupation likely to shrink

STARTING WELL RECOMMENDATION

Continue to tackle the gaps in school readiness and educational outcomes, and support personal progression in order to reduce income, employment and health inequalities in later life.

For: Brighton & Hove City Council, nurseries, schools and colleges, health services, community and voluntary sector and families

SECTION 4.1 LIVING WELL - HEALTH AT WORK

Creating healthy workplaces and a healthy workforce makes sense for business, the city and for the working age population. Employers are in a unique position to be able to improve the health of their workforce and the health of their business.

How can employers create healthy workplaces?

The Local Healthy Workplace Accreditation Guidance has been developed by Public Health England, the Local Government Association and the Association of Directors of Public Health. It supports local authorities across England to set up local healthy workplace accreditation schemes that are tailored to local needs as a way to improve the health of those in work. We recommend developing a healthy workplace scheme for Brighton & Hove, based upon this guidance and we want to collaborate with local stakeholders to take this forward.

We recognise that employers are at different stages in creating healthy workplaces and supporting the wellbeing of their workforce. Some will find it simpler than others to put these tips into action. In particular, small businesses and home-workers will sometimes need different approaches to those that work for larger employers.

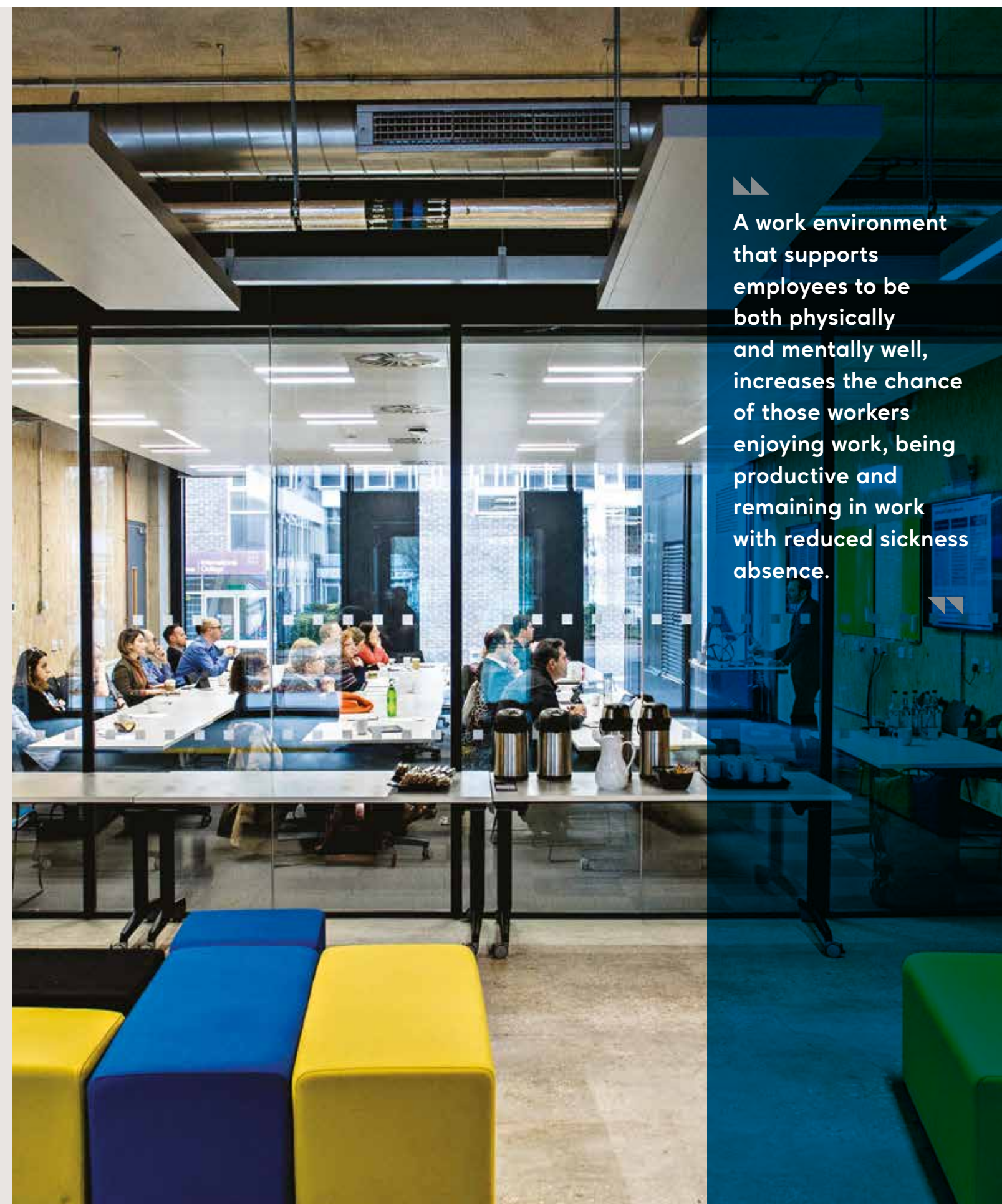
As a city characterised by a high proportion of small businesses, we could do more to understand what is helpful for health and wellbeing in those workplaces.

Mooncup Ltd

MOONCUP
THE ORIGINAL SILICONE MENSTRUAL CUP

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.



A work environment that supports employees to be both physically and mentally well, increases the chance of those workers enjoying work, being productive and remaining in work with reduced sickness absence.

TIPS FOR EMPLOYERS FOR A HEALTHY WORKPLACE

1. Are you supporting 'good work'?

'Good work' includes stable and secure employment with fair and good pay, under the worker's control, manageable demands,

and with opportunities for skills learning, training and career development. (Also see section 1).

2. Do you have a health promoting work environment?



Food

Why? Two out of three adults are overweight or obese. Being overweight or obese increases the chance of sickness absence.¹

How? The Eatwell Guide provides an evidence based guide for a healthy balanced diet² and the Government Buying Standards Framework³ ensures that food provided in public sector settings encourages healthier eating habits.

Think about: Are healthy fresh options available, affordable, attractive and accessible during working hours (including antisocial shifts)? Do vending machines contain healthy options? Are food heating and fridge storage options available? Are healthy refreshments available at events or meetings?



Physical activity

Why? One in four women and one in five men are inactive. Benefits of being active include reduced risk of death, cancer, heart disease, diabetes, bone and joint problems, stress and obesity. Benefits for businesses include greater productivity, reduced sickness absence, reduced travel congestion/costs, and cleaner air (from active travel).

How? Encourage, facilitate and reward active travel (travel by bicycle, on foot or public transport) by providing cycle to work schemes, on-site showers and cycle storage, subsidising public transport costs and active travel challenges. Reduce inactivity or sedentary behaviour during the working day with active breaks, walking meetings and standing desks, and encourage physical activity in and around the working day through workplace initiatives eg lunchtime yoga, walks or 'Couch to 5k'.

Think about: How sedentary is your workforce? What proportion travel actively to work and during the working day? Do you encourage active breaks?



Tobacco

Why? Smoking tobacco is the leading cause of premature death. Stopping smoking at any time has considerable health benefits. Brighton & Hove has high smoking rates. Smoking costs businesses £3.3 billion in lost productivity and smoking breaks nationally. People who smoke take an average of 30 minutes in cigarette breaks within business hours each day.

How? Helping smokers with evidence-based smoking cessation support and medication increases their chance of quitting by 400%. NICE guidance recommends employers allow their employees to access support during working hours without loss of pay.⁵

Think about: Do you allow workers paid breaks for smoking cessation? Do you have an up to date smoking policy? Have you considered banning smoking in outdoor spaces outside your workplace (smoke free legislation covers workplaces,⁴ but these spaces may attract smokers). Do you have clear signage? This discourages smoking breaks and presents a positive smoke-free image to visitors.



Alcohol

Why? Alcohol is estimated to cost the Brighton & Hove economy £107 million a year, including £25 million in economic impacts. Two in five adults in the city drink over the recommended amount (14 units per week) compared to one in five nationally. Drinking too much alcohol is a significant cause of absenteeism from the workplace, as well as presenteeism (being present at work whilst unwell from alcohol). Supporting employees to manage alcohol in the right way could have a positive impact on your business, as employees who drink within sensible levels will be more productive.

How? Promotion of alcohol focused campaigns like Dry January and other digital lifestyle support like One You www.nhs.uk/oneyou to all employees. Some professions, such as hospitality or construction industries, are at higher risk of harmful drinking levels - ask for more tailored support from local health promotion or alcohol services.

Think about: Do you have a work drinks fridge? Does your team socialising always involve drinking alcohol? Do you have a workplace drugs and alcohol policy? Is your workplace alcohol-free? If you have a work event are alcoholic drinks provided automatically - could non-alcoholic beers or mocktails be an option? Would you find it easy to talk to a colleague about alcohol? Do you know what to do if you think a colleague may have an alcohol problem?

3. Are you providing a healthy workplace throughout the life course?

Do your workers feel supported through the natural life-course including pregnancy, maternity and paternity, shared parental and adoption leave, breast-feeding, early parenting, returning to work after maternity leave, with young children, through the menopause, with long-term health conditions,

ageing and bereavement? Supporting workers through the ageing process covered in Section 5 of this report and through bereavement at the end of this chapter.

A few small changes to your policies or ways of working will make a big difference to employees at significant times in their lives.



New parents

Why? The majority of businesses employ parents. Working parents have an incentive to be loyal and dedicated workers, as they have dependents to care for. Maternity, paternity leave and shared parental leave as well as adoption leave are a statutory right, including paid and unpaid leave.⁷

How? By having policies and practice that support family-friendly working hours and provide support to return to work following maternity, paternity, shared parental or adoption leave.

Think about: Do you offer Keep In Touch (KIT) days to facilitate a smooth return to work? Do you have a flexible working policy? Do you provide guidance on leave entitlement and maternity/ paternity pay, shared parental leave, adoption leave, premature baby leave, maternity support leave, still birth, and right to return to work for mothers?

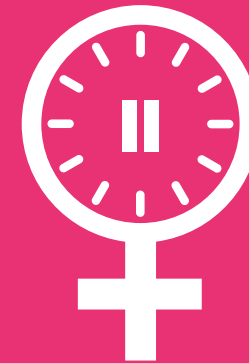


Breastfeeding

Why? Breastfed babies are less likely to get ill with respiratory and diarrheal infections, which is good for babies and for parents' sickness absence rates. Supporting breastfeeding is simple, inexpensive and has been shown to result in greater productivity and loyalty.⁶

How? Ask mothers how you can best support them on returning from maternity leave. Tell them how you support breastfeeding in a practical way with a private suitable place to express milk or feed infants, breaks, and appropriate facilities for expressed milk storage. It is not acceptable for new mothers to have to express milk in a workplace toilet.

Think about: Do you have a breastfeeding policy? Do you carry out a new mother's risk assessment to consider hazards associated with the workplace or conditions that could affect her ability to breastfeed or express milk? Do you provide suitable rest facilities for pregnant/breastfeeding mothers? Do managers know how to talk to and support new and breastfeeding mothers?



Menopause

Why? The menopause usually occurs between 45-55 years, with many women affected by peri-menopausal physical or psychological symptoms including loss of confidence. As the gender and age profile of the workforce changes, the business importance of supporting women through the menopause in a confident and positive way increases. Having an effective policy in place can help raise awareness and understanding of the issue, improve retention and help create/maintain a diverse workforce, reducing the potential for sex, age and disability discrimination.

How? There is a fast developing range of guidance and information available for businesses, managers, and those affected by the menopause including a guide⁸ and model policy.⁹

Think about: Do you have a menopause policy? Do you provide training for managers on how to support peri-menopausal workers? Do you have flexible working guidance? Do you support workers and managers to discuss the menopause and how best to manage it in an open manner?

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

4. Is your management culture and work environment supporting good work and good mental health and wellbeing?



NICE recommends developing policies to support workplace culture, such as respect for work life balance and the six Health and Safety Executive (HSE) management standards for work-related stress.¹⁰

- ▶ Demands (Impact of work patterns and work environment)
- ▶ Control (how much say the employee has in the way they do their work)
- ▶ Support (from the organisation, line manager and colleagues)
- ▶ Relationships (promoting positive working to avoid conflict and dealing with unacceptable behaviour)
- ▶ Role (if employees understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles)
- ▶ Change (how change is managed and communicated in the organisation).

5. Are you protecting workers from exposure to potential physical risks at work?



This includes accidents or exposure to harmful chemicals or infectious agents through measures such as health and safety procedures, safety equipment, vaccination, infection control and safer shift patterns. Occupational physical risks are diverse, and vary by profession. For example, prolonged sun exposure leading to an increased risk of skin cancers for outdoor workers and high physical injury risks for those in the construction industry.

Health and safety legislation and procedures form the basis of what an employer is required to do to protect the workforce from these risks, but to support a healthy workforce and workplace there is more that employers can do. An example would be physical activity or weight management programmes to help reduce the risk of musculoskeletal problems, or sun-safety procedures for outdoor workers such as those working in parks and green spaces, at the beach or in the construction industry. This is important for Brighton & Hove as a seaside city with higher than average rates of skin cancer.

6. Are you reducing the risk of workers developing the most common work-related health problems?

Musculoskeletal (MSK) problems and mental health problems are common and the causes of the highest number of working days lost.

However, workplaces can help prevent these conditions, and where they do occur can help employees recover, stay in work and reduce the risk of recurrence.



Musculoskeletal health

Why? Musculoskeletal conditions affect bones, joints, muscles and tendons, including back, neck, shoulder, knee and other joints. They are the cause of one in five working days lost, one third of long-term sickness absence, and a significant cause of work disability and poor productivity. One in eight of the working age population report suffering from a musculoskeletal problem. As our working population ages and works for longer, the challenge will increase.¹¹ Industries particularly affected include agriculture, construction, health and social care and transportation and storage.¹¹ Risks range from physical risks to the significant risks of a sedentary desk-based work environment. Work may cause new problems or exacerbate pre-existing ones. Employees with musculoskeletal problems are also at increased risk of stress, anxiety and depression which will affect their ability to cope with and recover from a musculoskeletal condition and their ability to work. Support from employers can lead to improved productivity, reduced sickness absence and a happier, healthier workforce.

How? Lots can be done to reduce the risk of musculoskeletal problems for your workforce and business:

- ▶ Prevent it: Provide a health promoting work environment. Ensure the physical environment and job reduces the risk of problems occurring or becoming worse because of work, in line with the Health and Safety Executive guidance.¹²
- ▶ Identify early and intervene: Look at your data, be aware as early as possible of workers with MSK problems and make adjustments to work or the work environment. Consider if early intervention with physiotherapy, self-management, occupational health or other healthcare interventions will make improvements.
- ▶ Support self-management: Avoid exacerbations and maintain a healthy active workforce. Consider targeted interventions like 'physical activity to look after your back'.
- ▶ Support rehabilitation and return to work: Consider changes to the work environment, hours, shifts and the type of work. Ensure employees have access to physiotherapy, self-management or other healthcare interventions as appropriate.

Think about: Business in the Community (BITC) have produced a toolkit highlighting the key issues for employers and employees and useful guidance on how to prevent and manage MSK conditions and reduce the costs and impact for your business www.bitc.org.uk/toolkit/musculoskeletal-health-toolkit-for-employers



Mental health

Why? One in six adults has a common mental disorder¹³ and it's a leading cause of sickness absence and of long-term sickness absence. This has significant costs for the government, economy and employers, with half of the costs from presenteeism (less productive individuals due to poor mental health) and additional costs from sickness absence and more frequent staff turnover.¹⁴ This amounts to £33-42 billion a year (or £1,205-£1,560 per year per employee).¹⁵ Of those with a long-term physical health condition, one in three has a mental health problem, usually anxiety or depression.¹⁶

In the event of loss of life through suicide, the impact to all those affected in the workplace, family and social networks is very great. Brighton & Hove has one of the highest suicide rates nationally with risks varying between occupations.

How? The Stevenson/Farmer review of mental health and employers¹⁴ recommends a set of mental health core standards, a framework of actions for organisations to implement:

- ▶ Produce, implement and communicate a mental health at work plan that promotes good mental health and outlines support available for those who need it
- ▶ Develop mental health awareness among employees by making information, tools and support accessible

- ▶ Encourage open conversations about mental health and the support available when employees are struggling, during the recruitment process and at regular intervals throughout employment and offer appropriate adjustments to employees who need them
- ▶ Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development
- ▶ Promote effective people management to ensure all employees have a regular conversation about their health and wellbeing with their line manager, supervisor or organisational leader. Train and support line managers and supervisors in effective management practices
- ▶ Routinely monitor employee mental health and wellbeing by understanding available data, talking to employees, and understanding risk.

Think about: Using the guide 'How to implement the thriving at work mental health standards in your workplace

www.mind.org.uk/workplace/mental-health-at-work

DYING WELL - SUPPORTING BEREAVED AND TERMINALLY ILL WORKERS

At any time, one in ten employees is likely to be affected by bereavement.¹ Although this is an intensely challenging time for individuals, a compassionate and flexible approach from employers can ensure that the impact on both the individual and the organisation is minimised.² Employees are allowed time off to deal with bereavement involving a dependent such as spouse, partner, child or someone who depends on the employee for care.³ Female employees who suffer a stillbirth after 24 weeks are entitled to statutory maternity leave and pay.

Grief impacts on almost every aspect of a bereaved person's life. It can interfere with their thought processes, concentration and sleep patterns at a time when they may need to make important decisions. Fatigue, anxiety and mood swings are common. Knowing that they are supported by their employer can help to minimise the employee's stress levels and reduce or avoid periods of sick leave.

Employers can prepare for managing bereavement in the workplace by having a clear bereavement policy, and by training managers, HR teams and selected staff to have compassionate and effective conversations with bereaved employees.

Supporting and recognising the needs of terminally ill staff is also important. As part of Our People Promise to support wellbeing at work, Brighton & Hove City Council has added its name to a charter aimed at helping employees with a terminal illness.

In December 2019, council leader Nancy Platts and chief executive Geoff Raw signed the 'Dying to Work' Charter alongside representatives from GMB, UNISON and the Trades Union Congress (TUC). The charter protects the rights of terminally ill staff and ensures they cannot be dismissed because of their condition.

LIVING WELL RECOMMENDATIONS

Promote the importance of good work across the city, for example through the Brighton & Hove Living Wage campaign.

For: Economic Partnership partners including Chamber of Commerce

Use evidence-based resources to improve health and wellbeing and prevent ill health at work.

For: The council and employers

Consider how health at work can be improved for those working in small businesses and at home.

For: The council and partners including the Chamber of Commerce

Establish a healthy workplace scheme for Brighton & Hove.

For: The council and employers

SECTION 4.2 THE ROLE OF THE NHS IN CREATING A HEALTHY WORKFORCE

The NHS as a healthy employer

The NHS is a large employer with responsibilities for staff health & wellbeing, and healthy workplaces.

The NHS People Plan¹ aims to make the NHS the best place to work and identifies the need for leadership for culture change as well as major recruitment and retention initiatives. The priorities are:

- ▶ Creating a healthy, inclusive and compassionate culture, promoting inclusive leadership
- ▶ Tackling bullying and harassment, violence and abuse
- ▶ Enabling fulfilling careers, with training and career development
- ▶ Ensuring everyone feels they have a voice, control and influence, including a focus on:
 - ▶ Physical and mental health and wellbeing, reducing sickness absence
 - ▶ Workload, work-life balance, flexible working, and caring responsibilities
 - ▶ Working environments.

Locally, priorities of the Sussex Health & Care Partnership, in response to the NHS Long Term Plan,² include developing healthy NHS workplaces and workforce health and wellbeing.

The NHS supporting people to stay in work

The NHS plays a crucial role in keeping people well, helping them to recover and be able to get back to work after injury or a period of illness and to support and educate people in self-care and self-management of their long-term health conditions.

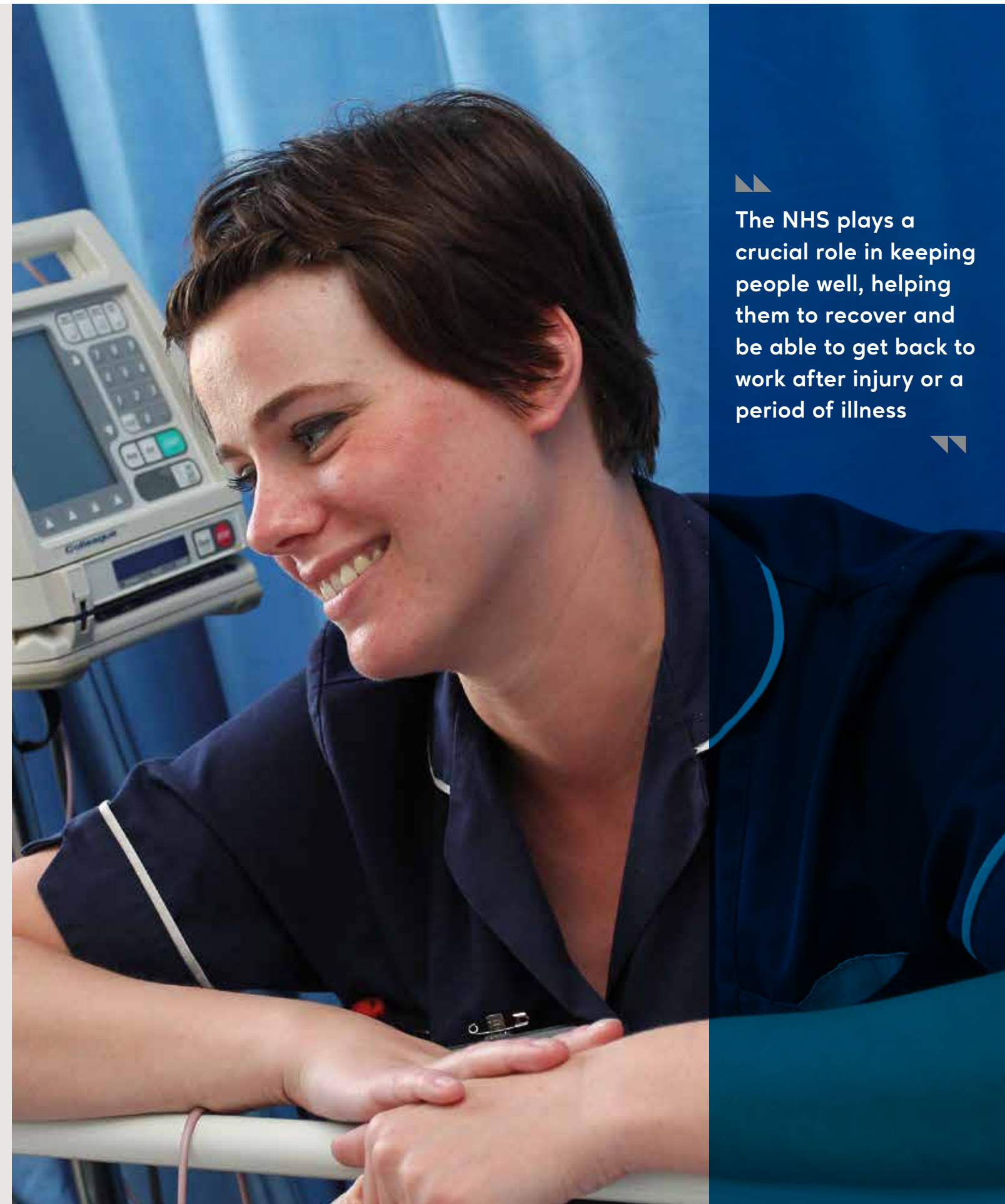
Nearly a quarter of the population of Brighton & Hove is living with two or more long-term physical or mental health conditions and the likelihood of having a mental health condition increases as the number of physical health conditions increase.

This highlights the importance of preventing and managing the health conditions of the workforce, their families and the economy.

There are more people with two or more long-term conditions under the age of 65 years than there are aged 65 years or over

28,000 < 65 years
23,500 65 +

The NHS plays a crucial role in keeping people well, helping them to recover and be able to get back to work after injury or a period of illness



People with long-term conditions should have personalised care plans to help them manage their conditions at work and employers need to make reasonable adjustments to support their employees. The NHS Long Term Plan includes increasing access to physiotherapists in primary care, to support people back into work quickly by treating their musculoskeletal conditions.

We know that those who are off work for more than four weeks are more likely to stay out of work permanently.¹ Currently, 'fit notes' are the main tool for GPs to support people who have been off work for four weeks or more to return to work. They consider what people can do rather than what they cannot. People may not always be fully recovered, as getting back to work can help recovery.⁴ Although there have been relatively few evaluations, the option 'maybe fit' [for work], used in 10% of cases, has been found to be helpful as it includes agreed work solutions to support recovery such as altered hours, amended duties or adaptations.⁵

"I use fit notes to help support a patient to get back to work. Working with the patient and employer to plan a return to work programme with altered hours, such as working from home, or switching from the night shift to the day shift after sickness."

Local GP Dr J. Simpkin

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.³

www.nhs.uk/flu



Sussex Community Foundation NHS Trust (SCFT)



SCFT employs 5,000 staff and provides community healthcare and children's services across Sussex. It has an ageing workforce, with 62% of over 50s describing themselves as feeling 'as fit as ever'. Recognising their experience, sound judgement and job knowledge, it is essential that these skilled staff are retained.

To support staff with long-term health conditions the occupational health & wellbeing service offers:

- ▶ 121 health & wellbeing assessments, healthcare advice and resources
- ▶ Health & wellbeing events to reduce risks of developing long-term health conditions and to support the maintenance of a healthy and happy workforce
- ▶ Support in self-management eg psychological talking therapies, physiotherapy, occupational psychologist, pain management
- ▶ A health action plan template to assist staff and managers to identify support they feel would help them at work, and if needed Access to Work and re-employment schemes
- ▶ Three levels of support for staff with mental health issues, including an employee assisted programme, a bespoke occupational health psychology service, and signposting to specialist mental health services.

www.sussexcommunity.nhs.uk

Sussex Partnership Foundation NHS Trust (SPFT)



The trust provides mental health services across Sussex. It supports its 4,000 staff with a range of wellbeing initiatives:

Mental Health First Aiders support colleagues during periods of stress, from 'a bad work day' to a family crisis.

Wellbeing Champions ensure correctly set up display screen equipment, reasonable adjustment assessments in place, mental health awareness, equality and diversity.

Menopause information - working with the Henpicked charity henpicked.net to produce a menopause leaflet, set up a menopause working group, arrange talks for staff, provide support for those experiencing difficulties and develop training for managers.

Health and Wellbeing Initiative Fund provides small grants for team and individual activities.

Mindfulness Based Cognitive Therapy

Wellbeing Wednesdays weekly bulletin with top tips. **Wellbeing resources** eg Managers' guide to Mental Health in the Workplace, and Partnership Perks - benefits guide.

www.sussexpartnership.nhs.uk

Brighton Sussex University Hospitals NHS Trust (BSUH)

BSUH is an acute teaching hospital trust employing 8,000 staff. It's Health & Wellbeing programme supports and provides opportunities for staff to lead healthy lives and make choices that support their wellbeing at work.

"I really do believe that our jobs in healthcare demand the best of us. In order for us to be able to give our best we need to pay attention to our own health and wellbeing and that of our colleagues."

Denise Farmer, Chief Workforce and Organisational Development Officer
Initiatives include:

- ▶ Sharing wellbeing information through webpages, newsletters, posters, twitter and a wellbeing toolkit
- ▶ Physical activities arranged for and by staff including swimming, football, pilates and tap dancing. Most instructors are staff who support colleagues while sharing their own hobby or interest.
- ▶ Ward-based sessions for staff who might not have much time e.g. yoga, mindfulness, health checks, shared tea breaks or breakfasts
- ▶ Beezee Bodies free 12-week weight loss group, supporting people to make small, realistic changes, to help lose weight.

www.bsuhwellbeing.nhs.uk



Ward breakfast

How the NHS can build community wealth and provide access to good work

The NHS is the UK's biggest employer, and locally the three largest NHS Trusts employ 17,000 people across Sussex. They can make a major impact by providing access to good work for local people.

The influence of the NHS in improving health and wellbeing extends far beyond providing health and care services. It is an 'anchor institution' – an organisation that is rooted in local communities, is a major employer and purchaser of goods and services, and operates on a not for profit basis.⁶ As such, NHS Trusts can influence the wider determinants of health and build community wealth.

The NHS can make a major difference to the local community by⁷:



- ▶ purchasing more locally



- ▶ using its buildings and spaces to support communities



- ▶ reducing its environmental impact

The NHS Confederation has recommended that NHS organisations work more closely with their Local Economic Partnership, including training and education providers, to develop plans that provide an increased supply of local people into the health and care sector.⁸

The NHS is the UK's biggest employer, and locally the three largest NHS Trusts employ 17,000 people across Sussex

THE ROLE OF THE NHS RECOMMENDATIONS

Ensure that helping people to stay in work is a key aim of managing physical and mental health long-term conditions.

For: NHS, employers, the council and the community & voluntary sector

Develop the role of health and care services as local 'anchor institutions' to build community wealth and provide access to good work for local people.

For: NHS, the council and other local organisations

SECTION 4.3

EQUALITY, INCLUSION AND WORK

Everyone should have equal access to employment regardless of gender, ethnicity, age, disability, sexual orientation, gender identity and religion. However, when considering employment and the workplace, many inequalities remain, for example gender and disability.

Since 2017, organisations with over 250 employees are required to publish information about their gender pay gap. In 2018 the gender pay gap by occupation for full-time employees favoured men for the main occupation groups. The gap ranged from 5% for people in sales and customer service type occupations to 24% for skilled trades. Although the gender pay gap fell between 2017 and 2018 to 9% among full-time employees, among all employees it was 18% because of more women working part-time. The gender pay gap for full-time employees is now close to zero for people aged 18-39 years and the greatest closure was for those aged 40-49 years.¹

Employees of Chinese, Indian and Mixed ethnicity all had higher median hourly pay than White British employees in 2018 in Great Britain; while Pakistani and Bangladeshi employees had the lowest median hourly pay.² On average, Chinese employees earned 31% more than White British employees; while Bangladeshi employees, on average, earned 20% less than White British employees. The existing pay gap between White British and employees from other ethnic groups is generally smaller for younger employees than for older employees and narrows once other characteristics such as education and occupation are taken into

account; however some significant gaps still remain, particularly for those born outside of the UK.

People with disabilities are more likely than people without disabilities to be economically inactive. The unemployment rate (the

proportion of economically active people aged 16- 64 who are unemployed) for people with a disability was 8% in January-March 2019, meaning 3.3 million people with disabilities of working age were economically inactive (not in work and not looking for work). For people without disabilities the rate was 3%. The economic inactivity rate for those

with disabilities was 44% compared with 16% for those without disabilities.³ However, nationally over the five years to March 2019, the number of people with disabilities in employment increased by almost 950,000 (32%), compared with a 1.1 million increase (4%) in the number of people in employment without disabilities. Therefore, almost half of the growth in employment levels over the last five years was from people with disabilities. But the 'disability employment gap' (the difference in the employment rate of people with disabilities and people without disabilities) in January to March 2019 was still 30%. Over the five years up to January to March 2018, the disability employment gap reduced by 3.8 percentage points.

Although the gender pay gap fell between 2017 and 2018 to 9% among full-time employees, among all employees it was 18% because of more women working part-time



Good employment benefits the health and wellbeing of both the population and individuals.

Supporting people with disabilities into employment

In 2017, the government published a strategy **Improving lives: the future of work, health and disability** aiming to get a million more disabled people into employment by 2027.⁴ The proposals included tailored employment support for disabled people and people with health conditions, delivered through Jobcentre Plus new Disability Employment Adviser Leader roles and new training for work coaches. Specialist Employability Support is to be provided for people with the greatest needs. Support for young people with disabilities, including apprenticeships and overcoming workplace access issues, were also included.

In 2016 an independent review⁵ considered the difficulties faced by people using alcohol or drugs or who are obese in terms of gaining work.

Most obese working-age people are in employment, but severe obesity is associated

with lower rates of employment. Obesity is a significant risk factor for sickness absence, claiming disability benefits and retiring early. Some employers are reluctant to recruit obese people because of the perceived risks.

Mental health

Individual Placement and Support Services (IPS) that provide employment support to people with mental health problems have good evidence of their effectiveness. The fundamental approach of IPS is 'place then train'. Trained employment specialists work closely with clients to help them find competitive paid work and then continue to support the clients and their employer.

A review after 12 months⁶ found that people who received supported employment were more likely to be in competitive employment (34%) than those who received pre-vocational training (12%). The number of people who needed to be supported for one person to obtain competitive employment was 4.5.

Employment of people with disabilities by health condition %, Age 16-64, January-March 2019

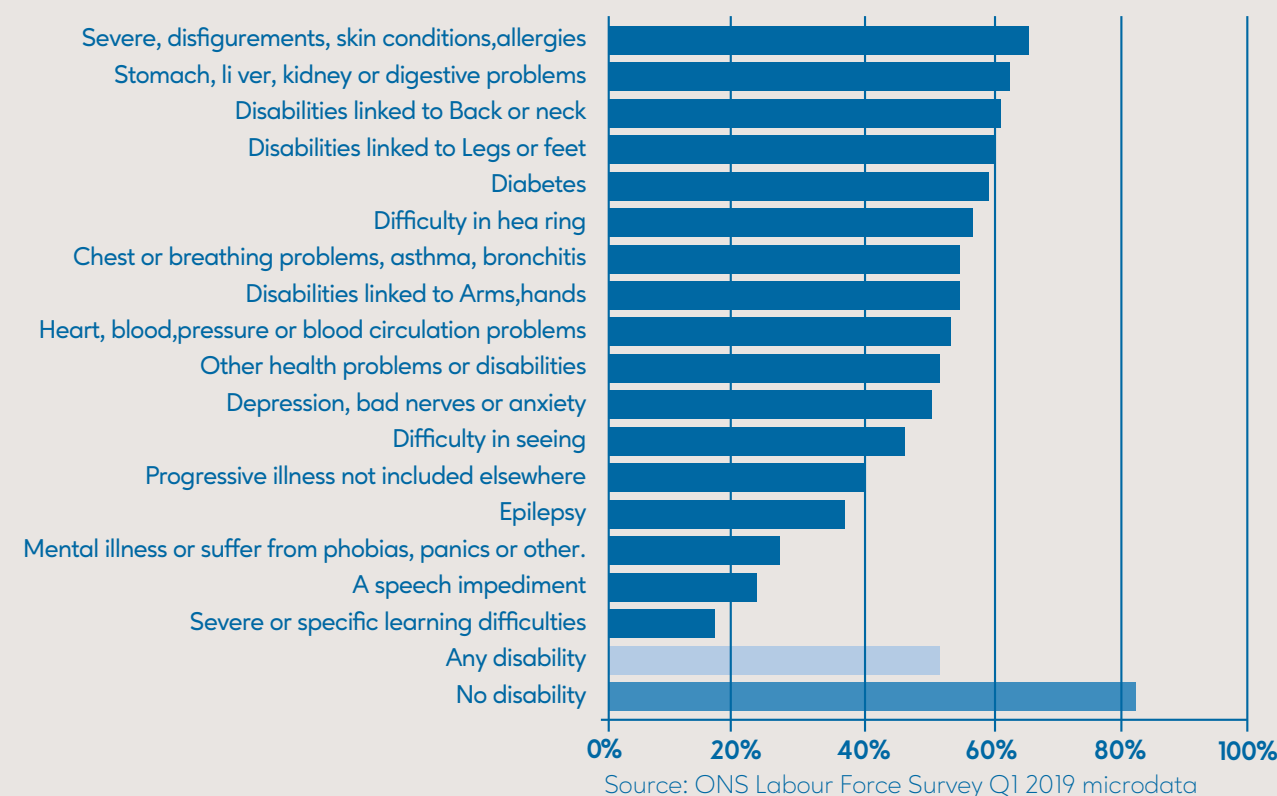


Figure from: People with disabilities in employment. House of Commons Library.³

Routes

Led by local charity Community Works, the 'Routes' project supports people who are long-term unemployed or economically inactive into learning and employment. It adopts a community development approach to supporting participants in deprived areas of Sussex, including the wards of Hangleton & Knoll, East Brighton, Moulsecomb and Bevendean.

Routes is a Building Better Opportunities Project funded by The European Social Fund and The National Lottery Community Fund in the Coast to Capital Local Economic Partnership area. The Brighton & Hove delivery partners are The Hangleton & Knoll Project and the Brighton Housing Trust (The Whitehawk Inn).

Dedicated advisers offer personalised funded packages of support to address complex barriers to work and learning, as many participants declare mental health issues, experience disabilities and are aged over 50. The offer includes tailored advice and guidance to design personal development plans, practical employment preparation, and access to volunteering, training and financial support for travel, clothing and childcare.

The project initially ran from September 2016 until February 2019 and additional Building Better Opportunities funding has enabled Routes to continue until 2021 to support at least 300 people.

To date the project has helped:

- ▶ 212 people with multiple barriers to enter the labour market
- ▶ 35 people move into employment
- ▶ 43 people move into education and training
- ▶ Nearly half of the participants report an improvement in their health and wellbeing and reduced isolation.

People report improvement in their motivation, confidence, mental health and work readiness during the programme. This positive impact extends to their families and communities.

www.routes.org.uk



Community Roots specialist employment support

In October 2019 the Community Roots service was launched in Brighton & Hove, bringing together 16 local services committed to supporting good mental health and wellbeing across the city. Specialist employment support is delivered as part of the new network and is provided by Southdown.

Southdown work in partnership with Sussex Partnership NHS Foundation Trust's mental health clinical teams, and local Job Centres and employers, to increase opportunities for people with mental health challenges to secure and retain employment through IPS.

In 2018/19, Southdown's IPS worked with 328 clients, 47 of whom had autism. In total, 88 people found paid employment in a competitive setting or worked as self-employed. An additional 30 volunteering and work experience placements and 84 education and training placements were found.



Community Roots employment specialist with a client

76% of these clients were still in work three months after they secured employment, 53% after six months and 35% after one year. Some of the clients identified as not being in sustained employment had moved on from their original employment to new employment elsewhere.

The service is continually working to challenge stigma, and to widen the range of services which refer clients.

www.southdown.org/how-we-help/employment-support

The success of such mental health based programmes has led to a national trial of 'place then train' employment support being carried out for people using alcohol and drugs.

Substance misuse

One of the **Improving lives: the future of work, health and disability** report's recommendations was to provide high-quality employment support within substance misuse treatment services. Brighton & Hove is one of seven sites taking part in a national study of the impact of IPS on adults receiving treatment from local community alcohol and drug treatment services (IPS-AD Trial). Participants have alcohol, opioid or other drug problems and have been unemployed or inactive for at least six months and want to work.

In Brighton & Hove, three employment support specialists are based within Pavilions Drugs & Alcohol Service, with an individual caseload of up to 25 clients, providing up to nine months support for each client.

Half of the individuals receive 'treatment as usual' and the other half receive intervention from the employment specialists. A wide range of outcomes are recorded but the primary outcome is at least one day of employment in the open competitive job market during 18 months of follow up. By June 2019 the service had supported 21% of the people in the IPS intervention group into paid employment.

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



Learning disability

People with learning disabilities want to work and want to work in the same types of jobs as the rest of society. Providing effective supported employment for people with learning disabilities can reduce health inequalities and benefit employers.⁷

The number of people with a learning disability who have a job is very low. In England in 2018-19, 6% of people known to social services were in paid employment,⁸ compared to 53% of people with a disability and 82% of non-disabled people in the UK.⁹ In Brighton & Hove in 2018-19, 9% of people with a learning disability known to social services were in paid employment.⁸

Employers with experience of employing people with learning disabilities have positive views of their employability and performance. They are generally reliable and dedicated workers who improve staff morale, increase diversity, reduce staff turnover, take less sick days and enhance the social corporate responsibility of their employers.¹⁰

The adjustments needed when employing a person with learning disabilities are easy to implement and low-cost. On average, adjustment costs are only £75. Access to Work is a discretionary government scheme that pays a grant to employers which can go towards extra employment costs.¹⁰

Employment resources:

www.mencap.org.uk/employerinfo

At Work Service

Possability People is a local charity which provides advice and support to help improve the health and wellbeing of disabled people and those living with long-term conditions.

Their At Work Service provides a range of tailored support services for employers and their staff teams. An equitable approach and involvement helps reassure and give employers confidence that they are doing the right thing. Small and Medium Enterprises (SME) and some of the city's largest employers now have greater confidence and skills in managing and supporting those with a musculoskeletal condition in the workplace; have been supported to have open dialogue with employees; have received guidance on developing Wellness Action Plans which have provided clarity as to what helps keep their staff well at work and what approaches and adjustments are helpful. Occupational health teams have also valued the contribution the service has made in providing early interventions to prevent sickness absence. For example, through alleviating difficulties experienced outside of work making

employment more sustainable in the longer-term, and supporting returns to

work through our ability to bring new ideas, approaches and perspectives in relation to reasonable adjustments. As an example, one SME could save £78,000 in employee replacement and agency costs, with further potential savings of £5,478 in presenteeism and sickness absence costs.

Wherever possible, the At Work Service is supported by delivering Disability Confidence Training – opening up broader opportunities for employers to think differently about and take action to improve how they recruit, retain and develop disabled people.

www.possabilitypeople.org.uk/how-we-can-help/independent-living/communityemployment/possability-people-at-work

Possability
People

Team Domenica

Team Domenica is a social enterprise charity, created in 2016 by Rosa Monckton, whose daughter has Down's Syndrome. Team Domenica's mission is to help people with learning disabilities discover their career potential, create employment opportunities and remove barriers to work in local communities. Based in central Brighton, they operate a unique three-tier set-up of training centre, training café and employment centre.

The training centre has three core employment programmes to provide an extended transition between the education environment and world of work. They include structured study and training, extended work placements with partnered employers, and wrap-around support for candidates who transition into paid work.

The two training cafés are open to the public and enable candidates to practice professional and social skills through being centrally involved in the running of Café Domenica. The cafés bring local people together, educate them on the real value gained by interacting with people with learning disabilities and strengthen their relationships within the community.

Team Domenica's Employment Centre aims to establish relationships with local companies and provide guidance and advice on employing young people with learning disabilities. They work with employers across all industries including supermarkets, banks, hotels, businesses and small charities across Brighton & Hove.

www.teamdomenica.com



Supporting working carers

Supporting unpaid carers is a key priority for the city. Along with the NHS Clinical Commissioning Group, Brighton & Hove City Council have developed a Carers Strategy, aimed at creating a Carer Friendly City. Being an unpaid carer does not discriminate on the basis of age and the strategy spans the needs of young carers (under 18) to those over 80 years.

Locally we have developed a partnership approach to supporting all carers through the Carers Hub. This provides a range of services including: raising awareness, information and advice, assessment services, and specialist services (including dementia carers, young carers, young adult carers and peer support).

National research has identified the ‘top three interventions’ for supporting working unpaid carers: a supportive employer/line manager;

flexible working; and additional care leave. We are developing and providing a range of services for both working carers, and local employers. The Carers Hub supported 443 working carers in 2018/19. Over the past 12 months they provided carer awareness

training sessions to more than 50 local employers, and helped small to medium employers to join Employers for Carers, which allows them to access a comprehensive range of support and resources for free.

A Carers Employers Passport is also available for employers supporting unpaid carers. It records

the care they provide, the impact this has, and the adjustments that have been agreed to support them to reduce the ‘juggling’ of work and caring.

There are 23,967 unpaid carers in the city (2011 Census)
Carers UK estimate that their economic contribution is equivalent to £437 million per year

12% of the carers supported in Brighton & Hove also work, compared to the national figure of 3% (2018/19 Carers Survey)



The Carers Centre's Working Carers Lead, Steve, providing information at our Carers Rights Day event, November 2019

Supporting migrants into work

Brighton & Hove's International Migrants Needs Assessment looked at the qualifications and skills brought to the city by migrants, what employment sectors they occupy, and the barriers experienced by migrants as they seek work.

The difficulties faced by refugees are particularly acute. Often highly skilled and qualified, refugees may have to leave their homes at very short notice and become traumatised and demoralised by long journeys in search of safety. Unless they arrive on a resettlement programme, refugees may also have had long periods of inactivity and uncertainty while they wait for their asylum applications to be decided upon, leading to a loss of confidence and skills.

These challenges are compounded by barriers including limited opportunities to develop skills and convert existing qualifications. Employers may also lack awareness of refugees' skills, potential and their entitlement to take up employment in the UK.

Migrant ESOL Support Hub

In Brighton & Hove, a local partnership project, the Migrant ESOL Support Hub, is guiding migrants who may be far from the labour market towards the most appropriate English language provision and the steps they need to take to find employment. The council is also seeking to learn from local refugees in the labour market and explore ways of supporting the recruitment of refugee communities.

www.trustdevcom.org.uk/what-we-do/equalities-and-inclusion/mesh-the-migrant-and-esol-support-hub



EQUALITY, INCLUSION AND WORK RECOMMENDATION

Join up health and employment support for groups finding it hardest to access employment.

For: Department for Work & Pensions, the community & voluntary sector, the council, NHS and our communities

SECTION 5 AGEING WELL AND WORK

Health is the biggest determining factor as to whether older workers can remain in work, outweighing other factors such as job satisfaction and work quality.¹

As people live longer, the population of older people will increase, and as changes to the state pension age come into effect, we need to ensure that people are supported to be in good quality work for as long as they need to be.

This enables individuals to plan and save for their retirement, helps employers to maintain a skilled workforce, and leads to increased tax revenue and reduced demand on public services.²

There is evidence that the social engagement many of us enjoy in our jobs can delay cognitive decline and the risk of dementia. Fulfilling work can also help us to define our place and purpose in society and promote self-esteem and confidence.^{1,4}

Being able to remain in good-quality work for as long as you need to not only benefits the financial, health and social wellbeing of individuals, but, is also good for the economy and makes the state pension more affordable.⁵

Challenges faced by older workers

For some people early retirement is planned and well managed, but for many older workers, leaving employment prematurely or involuntarily because of health issues can be catastrophic for their financial future and that of their families. Poor health is also a barrier to participating in volunteering opportunities in later life.⁶

Brighton & Hove has a high rate of income deprivation affecting older people in the city (20%) compared to England (16%) and the

South East (12%). There is also a higher than average proportion of older people living alone and locally, poverty in single pensioners is higher compared to pensioner couples. The majority of single pensioners are female.

Older workers typically face higher levels of long-term unemployment and low pay.⁴

Women face particular difficulties in accessing work in later life as they are more likely to be caring for family members, and are more likely to be in part-time work.⁵

As we live longer many people are also faced with being carers for longer. There is evidence that this is having a negative impact on levels of volunteering, with today's retired people giving less time than previous generations.⁶

Health and wellbeing

Healthy life expectancy is a measure of the average number of years a male or female would expect to live in good health. This has fallen in recent years from 63.9 years to 61.6 years for males and from 64.1 years to 62.2 years for females. People are therefore living longer in ill health.

In Brighton & Hove the proportion of people in employment aged 50-64 years is significantly lower than the England average (72%), whereas, for those aged 25-49 years it is significantly higher (82%)

Brighton & Hove has a high rate of income deprivation affecting older people in the city (20%) compared to England (16%) and the South East (12%)

Employment in good quality work can help people to maintain good health as they move into later life.



This, alongside the rising retirement age, means that increasing numbers of people of working age are in ill-health.⁷

The most prevalent health conditions affecting people aged 50-64 are musculoskeletal conditions (21%), cardiovascular conditions (17%) and depression and anxiety (8%). Evidence suggests that mental health problems such as depression and anxiety have the greatest impact. Nationally, only 43% of those with a long term health condition in the 50-64 age group are in work, compared to 83% of people with no long-term health conditions.⁴

Older workers, including volunteers, look for employment that offers any adjustments needed for health conditions and disabilities - as poor health overrides all positive factors in shaping decisions about staying in work.⁸ They value learning, training and opportunities for career progression, as they are seen to support work-life balance and strengthen connections. However, workers aged 50 and over are not only less likely to seek out or take part in work related training than younger colleagues, but they are also less likely to be offered it.¹

Discrimination and inclusion

The House of Commons Women and Equalities Committee recommended that all jobs should be available on flexible terms unless an employer can demonstrate an immediate and continuing business case against doing so. This would allow older workers to participate in employment on an

equal basis.⁵

Despite it being against the law to discriminate against anyone in the workplace because of their actual or assumed age, research with employers found that though they valued older workers, few were taking any actual steps to change their policies and practices regarding the recruitment, retention and training of older workers.⁹

There is an argument that even using the term 'older worker' to categorise an

employee can give rise to prejudice and discrimination, and often age-stereotypes will surface where there is technological change or pressure to reduce jobs.¹⁰

Age friendly workplaces

Brighton & Hove is a member of the UK Network of Age Friendly

Communities and in 2018 the Centre for Ageing Better produced a toolkit for employers to encourage and support an age friendly employment workplace.¹¹ This toolkit is also relevant to managing volunteers as a recent review found that separate 'older people's' volunteering programmes can exacerbate barriers relating to ageist attitudes, and that it is preferable to ensure all opportunities are inclusive and age friendly.⁸



UK Network of Age-friendly Communities

Workers aged 50 and over are not only less likely to seek out or take part in work related training than younger colleagues, but they are also less likely to be offered it



The age-friendly employer's toolkit recommends five broad actions:

- 1 Be flexible about flexible working - hire flexibly and widen the range of working options available, help people navigate the system, and help managers manage flexibility.
- 2 Hire age positively - conduct age positive recruitment, minimise age bias in recruitment, and develop returner or re-entry programmes.
- 3 Ensure everyone has the health support they need - create an open and supportive culture around managing health at work, ensure full, equal, and early access to support any reasonable adjustments, make sure support is sustained over time for workers with health conditions.
- 4 Encourage career development at all ages - ensure that development training and progression is available equally to all ages, provide guidance at mid-life and beyond, including retirement plans, and help people to manage transitions and plan for the future.
- 5 Create an age-positive culture - monitor and share workforce data by age, equip line managers with the skills to manage age-friendly practices, and encourage interaction and networking among staff of all ages.

Until 2010 the UK state pension age was

65 years

for men and

60 years

for women

equalising to

65 years

for both by 2018

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

68 years

before qualifying for a state pension

AGEING WELL RECOMMENDATIONS

Use the age friendly employer's toolkit to help local employers become more age-friendly, promote health at work, help staff in mid-life to plan for their future, and support more older workers to remain in good work for longer.

For: The council, Brighton & Hove CCG and employers

SUMMARY OF RECOMMENDATIONS

STARTING WELL

Continue to tackle the gaps in school readiness and educational outcomes, and support personal progression in order to reduce income, employment and health inequalities in later life.

For: Brighton & Hove City Council, nurseries, schools and colleges, health services, community and voluntary sector and families

LIVING WELL

Promote the importance of good work across the city, for example through the Brighton & Hove Living Wage campaign.

For: Economic Partnership partners including Chamber of Commerce

Use evidence-based resources to improve health and wellbeing and prevent ill health at work.

For: The council and employers

Consider how health at work can be improved for those working in small businesses and at home.

For: The council and partners including the Chamber of Commerce

Establish a healthy workplace scheme for Brighton & Hove.

For: The council and employers

Ensure that helping people to stay in work is a key aim of managing physical and mental health long-term conditions.

For: NHS, employers, the council and the community & voluntary sector

Develop the role of health and care services as local 'anchor institutions' to build community wealth and provide access to good work for local people.

For: NHS, the council and other local organisations

Join up health and employment support for groups finding it hardest to access employment.

For: Department for Work & Pensions, the community & voluntary sector, the council, NHS and our communities

AGEING WELL

Use the age friendly employer's toolkit to help local employers become more age-friendly, promote health at work, help staff in mid-life to plan for their future, and support more older workers to remain in good work for longer.

For: The council, Brighton & Hove CCG and employers

GET IN TOUCH - HOW WE CAN HELP YOU

Together we can make a plan to help your staff get healthier. We can help you make positive changes and stick to them, and make sure they become part of your organisation's everyday life.

We can help you:

- ▶ find out what your staff need to be more healthy
- ▶ access the accredited Level 2 Understanding Health Improvement in the Workplace training course
- ▶ plan and put into action a workplace wellbeing programme
- ▶ make sure your wellbeing programme is working

Depending on your organisation, we may also be able to offer your staff:

- ▶ support with healthy eating
- ▶ support to apply for the Healthy Choice Award for your staff canteen
- ▶ help to make your workplace sugar smart
- ▶ talks and workshops about how to increase physical activity, including active travel to and from work
- ▶ support to stop smoking
- ▶ support and advice about alcohol or drugs
- ▶ NHS Health Checks for people over 40 years old

The areas we focus on are:

- ▶ general advice about good health
- ▶ physical activity and active travel
- ▶ healthy eating
- ▶ emotional health and wellbeing
- ▶ smoking
- ▶ drugs and alcohol

To find out more about the support we can give you:

Email healthylifestyles@brighton-hove.gov.uk

Call 01273 294589

Visit our website at www.brighton-hove.gov.uk/healthylifestyles

