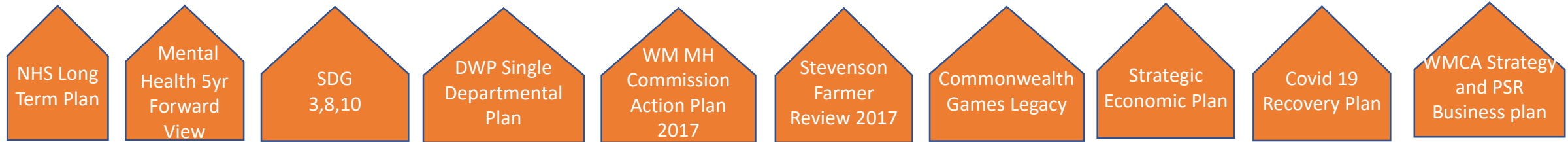


#ThriveWM2031

Sean Russell

Head of Wellbeing and Mental Health



#Thrive 2031

Vision - We will work collaboratively to deliver a step change across the WMCA region for work place wellbeing so the regions businesses and employers feel the productivity improvement of investing in health and wellbeing. Bridging the gap between health and good work will reduce the health inequalities and build a more prosperous society.

Outcomes –

1. We will reduce the number of sick days lost through poor mental health in the region
2. We will reduce the number of people out of work with poor mental health
3. We will create employment opportunities for vulnerable people
4. We will raise the awareness and understanding of work place wellbeing with citizens
5. We will bridge the gap between work and health to reduce health inequalities
5. We will celebrate best practice and share learning across the region

Delivery

1. Thrive at work
2. Thrive into work
3. Skills and citizen engagement
4. Develop agreed vision and reconvene and refresh Thrive MH Commission
5. Access to services – taking opportunities to innovate and joining up the dots

1. Thrive at work
2. Thrive into work
3. Skills and citizen engagement

Move to one overarching programme Thriving Workplaces linking better with PSR / TFWM and Productivity and Skills

TIW – 10yr plan to get 3000 people with poor Mental and physical health into work in region

TAW – 10yr plan to reduce sickness absence in region by 2%

Mental Health Awareness – support the providers in the region to reach 500,000 people trained in Mental health awareness

Wave 1 – June 2020- March 2021

Wave 2 – April 2021 – March 2023

Wave 3 – April 2023 – March 2031

Reconvene and refresh Mental Health Commission in line with Health Inequalities and Post COVID 19 Lens- March 21

Thrive into Work

1. Establish expansion of pilot until July 2021
2. Conduct review of evidence
3. Develop IPS Skills Academy
4. Develop pipeline for sustainable future delivery

- Outputs**
1. 360 referrals into programme yr1
 2. 126 Job starts yr1
 3. 66 individuals retained in work post 13 weeks
 4. 30 individuals trained in IPS skills
 5. 100% businesses with Job starts sign up to Thrive at Work

Mental Health Awareness

1. Support roll out of MHFA
2. Support role out of EMM
3. Amplify This is me
4. Develop BAME Thrive (Work focused)
5. Develop MH Star Awards to sponsor led event
6. Develop MH and CWG

- Outputs**
1. MHFA 45,000 by 2022 -
 2. Every Mind Matters 400,000 by 2027
 3. 400 businesses sign up -This is Me
 4. Annual MH Star Awards
 5. MH sport symposium held yearly
 6. 80% CWG construction partners and volunteers trained in MH awareness

Thrive at Work

1. Midlands Engine pilot drives activity to June 2022
2. Develop new website
3. Develop pipeline for sustainable future delivery post Pilot.

- Outputs**
1. Recruit 842 new businesses by June 2022
 2. 50% complete foundation level
 3. 20% complete Bronze
 4. 5% complete Silver
 5. 1% completed Gold

1. Identify new programmes of work in line with refreshed MH Commission
2. Seek to identify core funding opportunities for new areas of business
3. Thrive into work now embed in NHS Long Term plan through Local STP work streams
4. Thrive at Work becoming a self sustaining programme – potentially a Social Impact Company from WMCA
5. Mental Health and Work is embedded across the system as a key component of reducing health inequalities.
6. CWG legacy work will continue to drive a focus on Work Place mental Health with key focus on Sport / Construction / Transport
7. Align to the #2041 Climate Action Plan
8. Amplifying the learning from the Midlands Engine Pilot seek to establish Midlands What works centre for wellbeing to build research and delivery

1. Maintain literacy programme to reach 500,000 by 2027 and develop next gen approach
2. Drive output of 300 vulnerable people into good work per year through IPS
3. Maintain growth of Thrive at Work programme with Thrive embedded in 400 new businesses per year 20% Bronze, 5% silver 1% gold.
4. Develop Social Climate approach – building emotional and mental health resilience and strengthening social ties and collective efficacy

April 2031

So what does good look like?

Our region will be healthier, happier, greener and more productive.

Businesses and employers will have the tools to keep their staff well in workplace and confident to recruit / retain people with poor physical and mental health conditions.

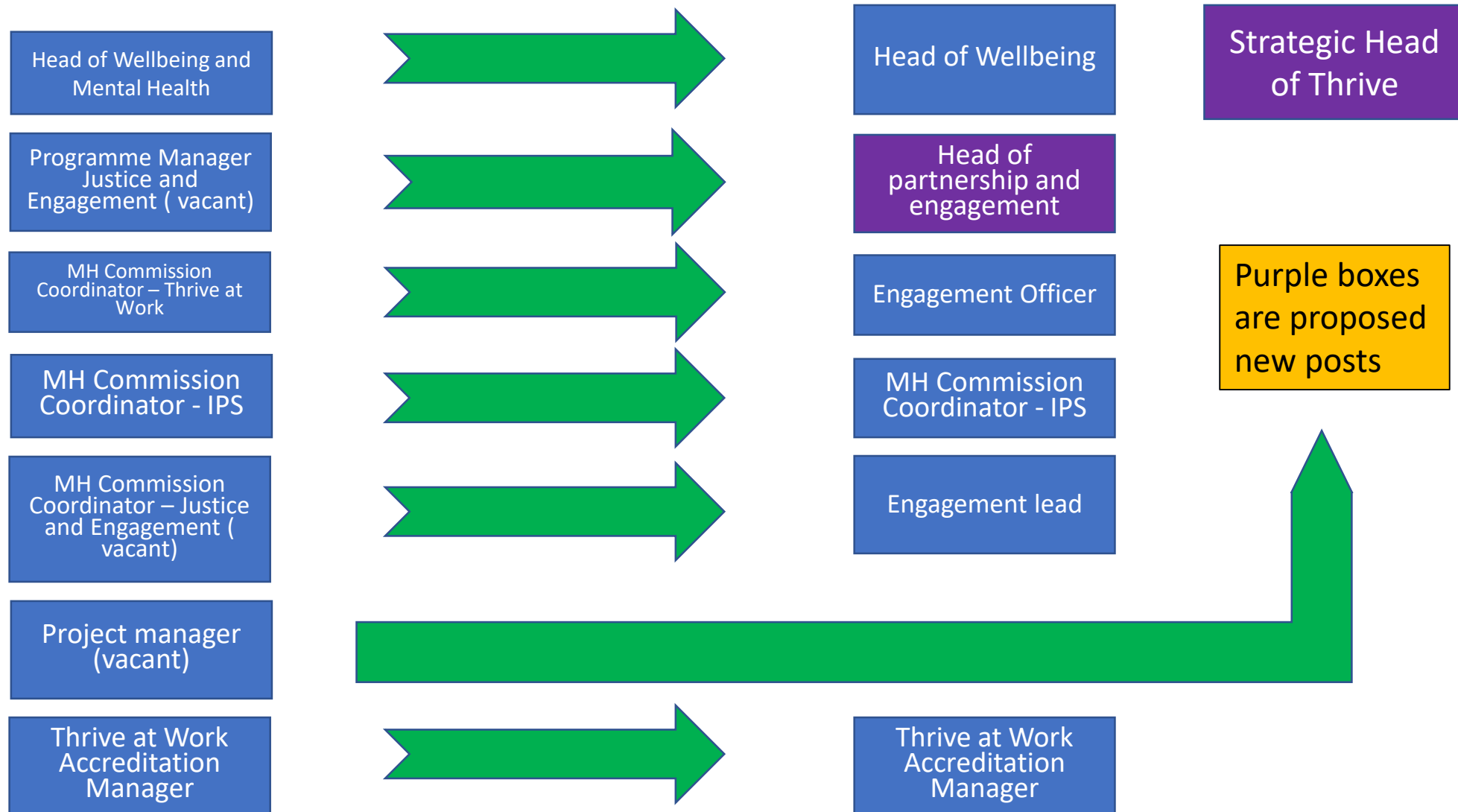
Our region will be a place of choice to come to live and work because we are seen as a beacon of supportive and empowering workplaces

Creation of Thriving Workplaces

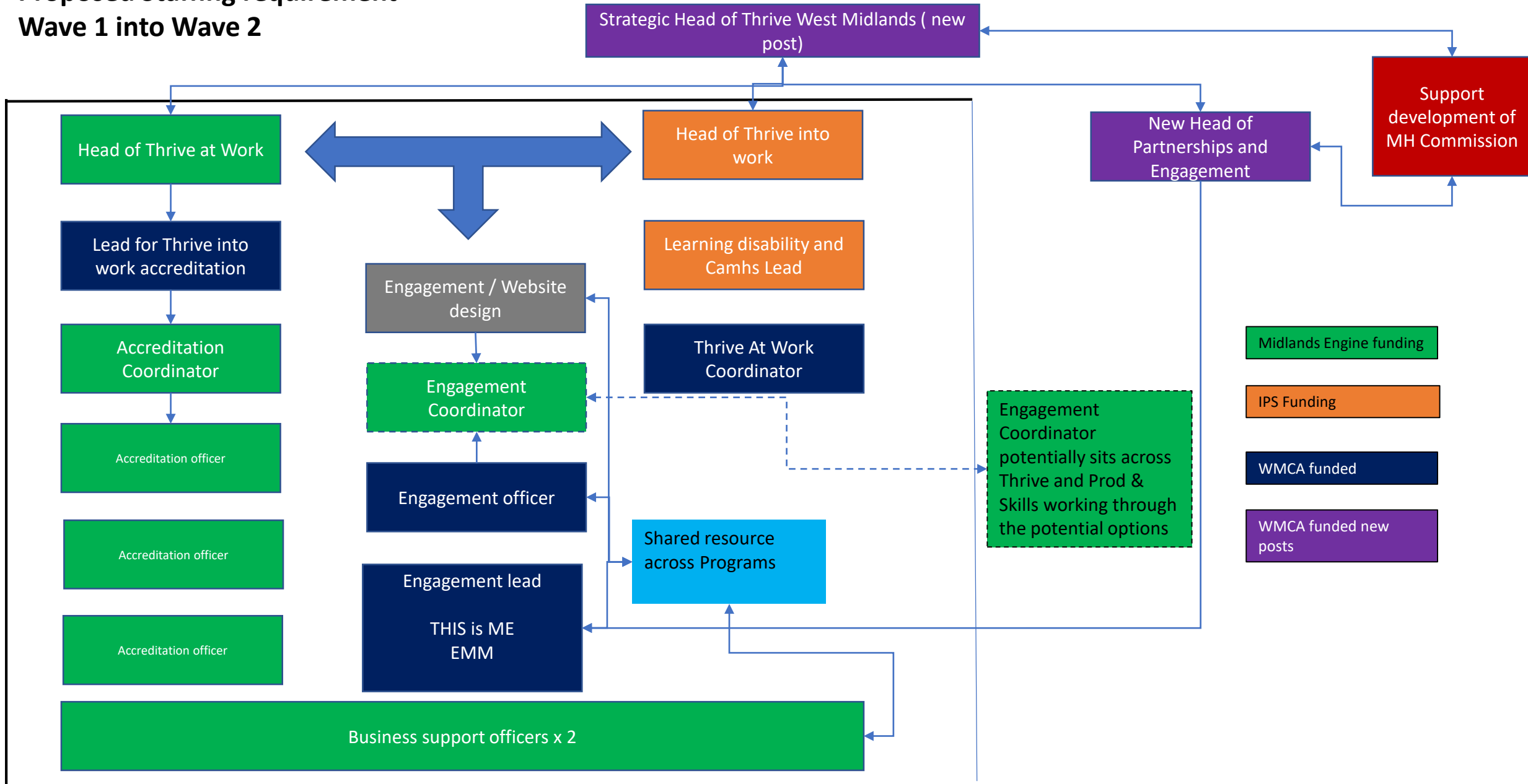
Wave 1 – June 2020 – March 2021

1. Reconvene the MH Commission and refresh the strategy going forward #Thrive2031
 1. Proposed 3 / 4 meetings to provide: -
 1. An update on progress to date
 2. Discussion around Covid 19 and the next steps implications for the region
 3. Prepare an action plan for what is needed within; WMCA, broader system and developments in MH awareness
2. Align programme with a full PSR, Health Inequalities and Covid 19 lens
3. Establish an agreed vision and strategy with Wellbeing Cabinet lead and partners across the region for Launch April 2021
4. Align Thrive at Work and Thrive into Work as core work related programmes – support the resource to become one team rather than a set of individual partners. (slide 4 and 5)
5. Align Engagement role with Productivity and Skills to ensure one voice to the employers of the region (slide 5)
6. Establish road map for programme for wave 2 and pipeline for extending funding for existing projects:-
 1. Thrive into work – funding until July 2021
 2. Thrive at work – Funding until June 2022
7. Establish work place mental health at work and wellbeing metrics to use as baseline for year 1.
8. Establish team to fulfil operational model to end of funding round
9. Shift CSTR management into the LCJB through NHS England.

Existing staffing Level WMCA fees based posts and proposed changes in the review



Proposed Staffing requirement Wave 1 into Wave 2



Wave 2 – April 2021 – March 2023

1. Identify new programmes of work in line with **refreshed MH Commission**
 1. **Work, Public Awareness**, linking to **Inclusive Communities and Inclusive Growth and Prevention**
 2. **Strengthen links with DWP / NHS / PHE / LA DsPH and DAS / LEPs / Businesses / Voluntary Sector**
2. Seek to Identify core funding opportunities for new areas of business
3. **Thrive into work now embed in NHS Long Term plan** though Local STP work streams
4. Thrive at Work developed into a **self sustaining** programme – potentially a Social Impact Company spun out from WMCA
5. Amplify the learning from the Midlands Engine MHP Pilot and seek opportunities to develop a **Midlands What works Centre** for Wellbeing and work to build academic knowledge.
6. **CWG legacy** work will continue to drive a focus on Work Place mental Health with key focus on Sport / Construction / Transport

Wave 3 April 2023 – March 2031

1. Reconvene MH Commission and ensure strategy is still fit for purpose.
 1. If not, develop new strategy and new set of interventions
2. Thrive at Work is a sustainable product and has a clear work place strategy and business model going forward.
3. Delivery will be set to meet the ambition and outcomes



So what does good look like within the first few years?

- Our region will be healthier, happier, greener and more productive.
- Businesses and employers will have the tools to keep their staff well in workplace and confident to recruit / retain people with poor physical and mental health conditions.
- Our region will be a place of choice to come to live and work because we are seen as a beacon of supportive and empowering workplaces and communities
- We have -
 1. Supported partners to maintain the suite of awareness programmes to reach 300,000 people by 2023. Ensure there is a developed next gen approach to amplify the message to meet the ambition of 500,000 by 2027.
 2. % increase in vulnerable people in sustained work
 3. Maintain growth of Thrive at Work programme with Thrive embedded in 400 new businesses per year 20% Bronze, 5% silver 1% gold.
 4. Develop resilience approaches to build a strong social climate –community level emotional resilience and mental health driving social ties and collectively efficacy

Budget 2020/ 2021

Job Title	Emp No	Note	Grand Total	Establishment	Secondment
MH Commission:					
Programme Director	SEC01			-	1.00
Programme Manager - Justice & Community	15091			1.00	
Corporate Support Officer - MH Commission	99998			1.00	
Corporate Support Officer - MH Commission	15058			1.00	
Corporate Support Officer - MH Commission	15059			1.00	
Project Manager	99997			1.00	
Group Manager	99999			1.00	
Grand Total			432,317.92	6.00	1.00

GVA30 WMCA Fees		External advice and support budget £131,000	
date	What		Amount
Sep-20	MHFA		10,000
Jan-21	Thrive Awards		10,000
Jan-21	This is Me		10,000
Sep-20	Citizen IAP		10,000
Jul-20	Veterans		10,000
Jul20- Mar21	Development of MH Commission		40,000

- Current proposed committed funds for 2020/21 external advice
- Short term vacancy GVA funding (April, May and June) being used to contribute to population intelligence hub staff £43k

Proposed fee based Establishment 21/22 and 22/23

	Grand Total	Establishment
Head of Wellbeing		1.00
New Head of Partnerships and Engagement		1.00
Engagment Lead		1.00
TIW Coordinator		1.00
Engagement Officer		1.00
New - Strategy Head of Thrive WM		1.00
Lead TIW Accreditation		1.00
	481, 577.92	7.00

- Additional £49k for new posts following restructure will come from a reduction of external advice budget £131,000 to £90,000 and alignment of proposed new roles following job evaluation
- The two **new posts** create additional capacity to reduce the spend on external consultancy

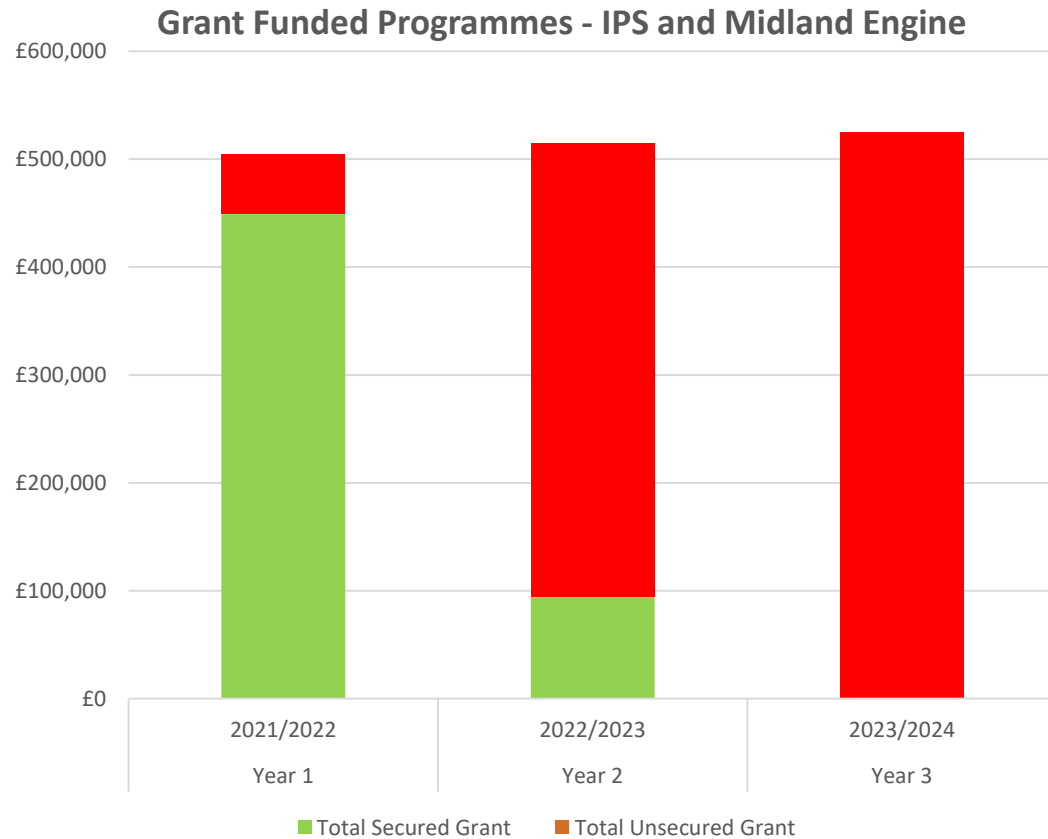
Grant funded programmes – IPS and Midlands Engine

Per year	IPS – Thrive into Work – Work and Health Unit Grant funded – July 2021 **	Thrive at Work - Midlands Engine – funding ends June 2022
	£150,000	£378,000
Existing staff	2 FTE	6 FTE
current vacancies in year 2020/21 Expect to fill posts following the review		4 FTE £172,268.56

**** Extension proposal for current IPS programme from July 2020 – October 2021- Funding stream GVA 71 – proposal currently with Work and Health Unit for decision on 14th July 2020**

	Programme delivery	Resources	Funding
WHU proposed Grant	£500,000	Programme team	£130,000 (underspend Yr. 3 (20/21))
IPS Underspend	£250,000	IPS Academy programme- 2 consultants commissioned	£100,000 (Yr. 1&2 Underspend)

Grant funded programmes financial position to 2023



Grant Funded Programmes - IPS and Midland Engine			
	Year 1	Year 2	Year 3
	2021/2022	2022/2023	2023/2024
Total Secured Grant	£449,121	£94,070	£0
Total Unsecured Grant	£55,400	£420,541	£524,903
Total Staffing Budget	£504,521	£514,611	£524,903

Resource requirements June 2020 – June 2022

- Midlands Engine current staff are extended until end of the Programme June 2022. – Midlands Engine Budget
- Midlands Engine Engagement lead role is redeveloped into a coordinator post across Productivity and Skills and Midlands Engine to coordinate one single business ask and offer – **working with productivity and Skills to develop this this further.**
- Recruitment of Midlands Engine resources x5 (Head of Thrive at work maternity cover, Accrediting / Engagement officers) to drive the ambition- Midlands Engine Budget
- Recruitment of Head of Partnership and Engagement role once agreed
- Retain staff in place for the extension of Thrive into work team until October 2021 and potentially March 2022 to drive policy and system change.
- Recruitment for Head of Wellbeing and Mental health – WMCA Fees budget (currently being recruited)
- Recruit Strategic Head of Thrive (New post)