

| BIRMINGHAM CITY COUNCIL LOCAL INNOVATION FUND "Doing things differently in neighbourhoods to make better places to live" WARD PROPOSAL FORM | |
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| WARD Stockland Green | INNOVATION TITLE Get Healthy Get Working |
| Innovations have to meet the LIF priorities and add value to the City wide core priorities listed below. (Tick all those that apply) | |
| <u>City Core Priorities</u> <ul style="list-style-type: none"> • Children - a Great City to Grow Up In <input type="checkbox"/> ❖ Jobs & Skills a great City to succeed in <input checked="" type="checkbox"/> ❖ Housing a great City to live in <input type="checkbox"/> ❖ Health a great City to lead a healthy & active life <input checked="" type="checkbox"/> | <u>LIF Priorities</u> <ul style="list-style-type: none"> • Citizens' Independence & Well Being <input type="checkbox"/> • New approaches to investment <input type="checkbox"/> • Active citizens & communities stepping up <input type="checkbox"/> • Clean streets <input type="checkbox"/> • Improving local centres <input type="checkbox"/> |
| What is your innovative idea and how does it show collaborative, partnership working and active citizenship? | |
| <p>As a well-established third sector organisation, embedded within the communities in which we serve, we have a strong track record of delivering high quality support services and interventions - providing a co-ordinated and holistic approach to responding to local community needs. We/our partner organisation are experienced practitioners in delivering: community development, family support, debt/welfare advice, employment support, independent living, health and well-being and managing community hubs and have been providing these services for over 20 years.</p> <p>Our application is to fund 'Get Healthy Get Working' - our innovative project responding to the needs of adults who are claiming Employment Support Allowance (for health related barriers that prevent them accessing employment). We have been delivering the project on Castle Vale to test a new approach to tackling health related unemployment for the last 18 months, and are ready to scale up the delivery to support a wider range of clients. Our outcomes for our existing provision to date are:</p> <ul style="list-style-type: none"> - 67 Engaged - 24% into employment – on track to achieve 30% by Sept 2017 - 43% into volunteering - 98% evidencing improvements in well-being - 40% financial capability improved <p>We are using our learning and testing of this model, including good practice to scale up delivery that benefits clients furthest away from the labour market through a genuine and trusted health and employment service. 'Get healthy Get Working' offers the opportunity for people to access a dedicated</p> | |

and qualified coach. The coach will be their key-worker for a minimum of 6 months. We recognise that for those further away from the labour market support interventions may be required for a longer period of time. In the early stages of support the coach will meet weekly with individuals to assess their requirements and ensure there is a process of continuous progress and moving forwards. It is envisaged that the frequency of meetings with the coach will reduce as time goes on. The coach will provide bespoke 1-1 support to enable, change mind-set and change behaviours - a 'true' coaching model. This approach will move people from a 'can't do' or 'don't want to do' to a 'can-do' using a range of coaching and mentoring techniques:

- ❖ Exploration of needs, motivations and thought processes
- ❖ Reflection and mindfulness
- ❖ Questioning techniques
- ❖ Observation and listening
- ❖ Develop personal competencies and do not develop unhealthy dependencies on supportive relationship
- ❖ Work within their area of personal competence.
- ❖ Encourage a commitment to action, develop a plan, review and take forward

The coach will continue to provide support, if required, when clients are in employment. This will aid on-going review and continue to reflect the on-going support needs of the individual – therefore leading to sustained employment, one of the major challenges we are aware of for this client group. Regular contact with the employer would also prove beneficial and all effort will be made to establish a trusted partnership to support the client.

Our coaches will be fully qualified and accredited. Due to the nature of the customer group and the requirements of the model the coach will also be an experienced practitioner.

The individual will also access practical support that will assist in removing the barriers to employment: predominantly relating to health and well-being interventions and employability skills (employment advisors will be qualified to IAG level 6). People will also be able to access 'wrap-around' provision that has been identified through the employment coach. This type of support will be bespoke to the individual and reflect their personal circumstances and challenges which are contributing to their employment and health situation. Wrap-around provision will include some mentoring, however, this will differ and complement the role of the coach.

We already provide a range of wrap-around provision (as highlighted below) therefore a responsive service that meets the needs of clients can be quickly provided. In particular we would like to highlight our health and well-being knowledge and expertise that closely aligns with delivery of this service. Our health and well-being activities have been delivered for over 13 years and we have increasingly focused upon a model of social prescription – whereby individuals access a social prescription as opposed to or complementary to a medical prescription. Activities are provided within the community which support and improve an individuals well-being. Our delivery has evidenced that over 90% of clients improve their well-being scores (using WEMWBS).

Wrap-around opportunities include:

- ❖ Family support
- ❖ Debt advice
- ❖ Specific mental health and well-being provision e.g. social prescription
- ❖ Links to physical activities
- ❖ Counselling

- ❖ Volunteering opportunities
- ❖ Ensuring a co-ordinated approach to a referral pathway
- ❖ Training – basic skills
- ❖ identify and secure time-limited work placements with a range of local employers to enable people to gain practical experience within a work environment (via JCP/BCC's Employment Access Team, Chamber of Commerce, other employment initiatives e.g. Talent Match)

There will be times when other wrap-around services will be required, due to specialisms or areas of expertise. Partners already have strong working relationships with other providers (both statutory and VCS); these links will be optimised and new connections made to maximise outcomes for clients.

The project will also ensure that links with other local agencies are developed and maintained. Mapping of provision has been undertaken for the priority wards to ensure a complementary not duplicated service is provided. A clear referral pathway has been established for our work on Castle Vale and we will utilise these contacts whilst developing others for the delivery in Stockland Green, ensuring a streamlined and effective pathway which is enabling as opposed to creating barriers.

The coach will be the central point of contact and will therefore, develop and retain regular contact with parties throughout the client journey. This will form part of the review sessions and ensure a full picture is gathered from a number of sources.

Collaborative partnership working:

This project is a collaboration between Compass Support, Spitfire Support Services and Stockland Green Opportunity Housing & Training (SGOHT) In addition we have, and will continue to, work with other partners such as the member organisations of the Stockland Green Ward Advisory Board to identify referrals, offer alternative specialist support where required and ensure that members of the community have good quality local provision.

Active citizenship:

A key element of the Get Healthy Get Working programme is volunteering which forms part of the client's journey towards employment. We expect 50% of participants to engage in some form of volunteering, this builds key skills and builds community capacity in the local area.

Time Frame – is it:-

One off event/programme

Implement and complete within 6 months (2016)

Implement and complete within 12 months (2017)

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| X |

How will the innovation be implemented?

We will ensure that the relevant resources are placed within Stockland Green and will be scaling up our team to reflect this. Referrals would be sought from a range of sources using a dedicated referral pathway. These would include but are not exclusive to:

- ❖ JCP
- ❖ local agencies- schools, childrens centres, community organisations
- ❖ Existing clients
- ❖ Health – GP's, practices, district nurses, mental health team
- ❖ Commissioned services – for example, CRI (substance misuse provider)
- ❖ Self-referral

Clients would continue to be supported by their Coach and regular contact would be made with wrap-around providers to ensure there is feedback on progress. This would require close working relationships to achieve a common goal with the client. The Coach would remain the key contact throughout the whole of the process.

We will provide resources to establish a Coach, Employment Advisor support and well-being activities/interventions in the Stockland Green Ward who will provide one-to-one support and coordinate the wrap-around services, we will utilise this funding to provide resources for some of the key elements of the programme:

- ❖ Social prescription activity
- ❖ 1-1 Coach support
- ❖ Employability and skills training

What outcomes will the proposal achieve? What will success look like and how will its impact be measured? How will you ensure legacy/ continuation and what learning will the project provide?

| Outcome | Indicator |
|----------------------------|---|
| Engagement | Numbers of clients engaged |
| People moved off ESA | No of claimants reduced |
| Employment | No. of participants securing employment opportunities No. of participants evidencing sustained employment (13 weeks) |
| Improved mental well-being | Participants will report improvements in their overall well-being |

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| and resilience | <p>derived from WEMWBS scores</p> <p>Participants will report improved resilience – better able to make decisions about their own financial, health and well-being needs</p> |
| Improved skills, knowledge and competency | <p>No. of participants engaged in volunteering opportunities</p> <p>No. of participants engaged in work-place opportunities</p> <p>No. of participants engaged in training/taster opportunities</p> <p>No of participants successfully completing training</p> |
| Financial inclusion increased | <p>No. of participants that have reduced their debt</p> <p>No. of participants that have increased their individual income</p> |

We expect to work intensively with **60 clients** over the year, based upon our track record (and taking into account that this client group is among the most challenging to move into employment) success will comprise:

30% Into employment or full time education

50% into volunteering

20% reduced debt

90% Improved mental and emotional wellbeing (as evidenced by WEMWBS framework)

We know that this project can deliver a Social Return on Investment because an independent report found that every £1 invested into Compass Support equates to £11.25 of social value (2015-16).

Have you considered other sources of funding and whether the project can be used to leverage further funding from elsewhere (please specify funding sources)?

We have secured funding to continue delivery in Castle Vale and Tyburn Ward. We will also maximise contacts with the Youth Employment Initiative across the locality and through the mental health lot to provide additional support/resources for clients aged 18-19 years. We will also be actively seeking additional funding to support succession planning/sustainability. Funding secured for some of our wrap around provision will contribute towards this delivery e.g. debt/benefit advice , broader health and well-being work

We have also considered succession planning and are already identifying other funding streams that will support this delivery in the future. We are also being pro-active in enabling discussions with GP's and other health providers regarding commissioning opportunities.

What resources will be required?

- Capital
- Running costs
- People power volunteers

| £ |
|--------|
| 65,000 |
| |

Amount required from LIF **£40,000...**

Have you got any match funding – in cash or in kind?

Approximately £17k of other sources of funding will be utilised to support delivery of this project , including funding for our wider wrap-around services. There will also be a significant contribution regarding management times, use of local facilities and development opportunities with other providers/partners.

Contact person for proposal

NameCheryl Dockery.....

Telephone0121 748 8100.....

E-mail Cheryl.dockery@pioneergroup.org.uk.....

Which residents or community groups was the proposal discussed with and when (please give details of any meetings and which councillors attended)?

The proposal was shared and discussed with SGOHT a local housing provider and the chair of the SGWAB, Cllr Holbrook who all recognise the need to connect and support those in long term unemployment.

The Stockland Green Ward Advisory Board is a community stakeholder group in which has around 30 member organisations, comprising of community, faith groups and statutory partners, including local elected members and West Midlands Police all of whom are active in the life of Stockland Green.

The Groups ward plan, which is the strategic document created by SGWAG has as some of its priorities

"Better access to benefit and debt advice and money management skills."

"Promote employment and training opportunities"

These priorities complement the activities and outcomes described in the submission.

Discussed at

Ward meeting STOCKLAND GREEN

Date 25/7/17

Signatures of all 3 Ward Councillors

Name Penny Holbrook Signature P. Holbrook Date 25/7/17

Name JOSH JONES Signature Josh Jones Date 31.7.17

Name MICHAEL FINNEGAN Signature M. Finney Date 11/8/17

Internal use only

Received: Date

Go to Cabinet Committee – Local Leadership for decision: Date

Approved

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| Yes | |
| No | |