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| <b>DECISION-MAKER:</b>   | Health and Wellbeing Board                      |
| <b>SUBJECT:</b>          | Annual Director of Public Health Report 2022-23 |
| <b>DATE OF DECISION:</b> | 13 December 2023                                |
| <b>REPORT OF:</b>        | Director of Public Health                       |

| <b><u>CONTACT DETAILS</u></b> |               |  |             |
|-------------------------------|---------------|--|-------------|
| <b>Executive Director</b>     | <b>Title</b>  | Director of Public Health  |             |
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| <b>Author:</b>                | <b>Title</b>  | Director of Public Health  |             |
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| <b>STATEMENT OF CONFIDENTIALITY</b>  |
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| Not applicable   |
| <b>BRIEF SUMMARY</b>   |
| <p>Under the Health and Social Care Act 2012 and the NHS Act 2006, the Director of Public Health has a statutory duty to prepare an independent report on the health of the local population, and the Local Authority has a duty to publish it.</p> <p>The subject of this year's annual report is the importance of good work and fair employment for individual and population health. The report underlines that employment is beneficial for health provided that work is of good quality. Broadly this means that recruitment and working conditions are accessible, fair and secure, that employees can access opportunities to learn and progress, and that value is placed on workplace wellbeing.</p> <p>Employers, and in particular Anchor Institutions, can therefore have a strong influence on the health of the local population. At the same time, investing in good work and workplace health can bring important benefits for economic growth and businesses: a healthy workforce is a productive workforce.</p> <p>The report charts the opportunities and challenges for the economy, workforce and population health in Southampton, and sets out some practical steps employers can take to deliver more good work in the city. Using case studies it highlights where employers are currently making progress on aspects of good work.</p> <p>The report calls on employers and business leaders to review and reshape their approach to workplace health and wellbeing, and recommends that employers:</p> <ol style="list-style-type: none"> <li>1. Actively maximise their impact across the five key areas of influence as anchor institutions in our city;</li> <li>2. Understand the health and social needs of their workforce and their business;</li> <li>3. Adopt the principles of The Good Work Charter;</li> </ol> |

4. Instil leadership that brings about a change in culture whereby the way work is organised promotes good physical and mental health;
5. Level the playing field by paying special attention to the needs of those disproportionately impacted by unemployment or who find it difficult to remain in work;
6. Take an interest in in-work poverty;
7. Work locally in city-wide partnerships towards skills planning and strategic leadership;
8. Monitor and record the impact of their action.

The Director of Public Health also recommends that business and skills planners be ready to implement actions arising from the developing Local Skills Improvement Plan (LSIP).

Progress towards these recommendations will be monitored and supported under the SCC Health and Wellbeing Strategy 2017-25 commitment to 'Work with employers and employees to improve workplace wellbeing through healthier work places'. This also aligns with the ongoing work to adopt an Anchor Institutions approach within the HIOW ICS and through HWBB partners.

#### **RECOMMENDATIONS:**

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|  | (i)  | The Health and Wellbeing Board considers the recommendations of the Annual Report of the Director of Public Health for Southampton.                                |
|  | (ii) | Board members consider how the report's recommendations can be implemented in their respective organisations as Anchor Institutions and key employers in the city. |

#### **REASONS FOR REPORT RECOMMENDATIONS**

|    |                |
|----|----------------|
| 1. | Not applicable |
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#### **ALTERNATIVE OPTIONS CONSIDERED AND REJECTED**

|    |                |
|----|----------------|
| 2. | Not applicable |
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#### **DETAIL (Including consultation carried out)**

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| 3. | The report (Appendix 1) is an independent report on the state of the health of the Southampton population. |
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#### **RESOURCE IMPLICATIONS**

##### **Capital/Revenue**

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|----|--|
| 4. | The report does not have direct resource implications. |
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##### **Property/Other**

|    |                |
|----|----------------|
| 5. | Not applicable |
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#### **LEGAL IMPLICATIONS**

##### **Statutory power to undertake proposals in the report:**

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|----|---|
| 6. | The requirements for the Director of Public Health to prepare an Annual Report, and for the Local Authority to publish it, are set out in the Health and Social Care Act 2012 and the NHS Act 2006. |
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##### **Other Legal Implications:**

|                                      |  |
|--------------------------------------|--|
| 7.                                   | Not applicable   |
| <b>RISK MANAGEMENT IMPLICATIONS</b>  |  |
| 8.                                   | Not applicable   |
| <b>POLICY FRAMEWORK IMPLICATIONS</b> |  |
| 9.                                   | The report's focus on workplace health and wellbeing and good work aligns with the Southampton Joint Health and Wellbeing Strategy (2017-2025) and the Health in All Policies approach as approved by Council and set out in the SCC Corporate Plan 2022-30. |

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| <b>KEY DECISION?</b>               | <b>No</b>   |
| <b>WARDS/COMMUNITIES AFFECTED:</b> | All   |
| <u>SUPPORTING DOCUMENTATION</u>    |   |
| <b>Appendices</b>                  |   |
| 1.                                 | Annual Director of Public Health Report 2022-23: Working towards a healthier Southampton, also available at <a href="https://www.southampton.gov.uk/public-health-annual-reports">Public Health Annual Reports (southampton.gov.uk)</a> |

#### Documents In Members' Rooms

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|---|---|
|   | None  |
| <b>Equality Impact Assessment</b>   |   |
| <b>Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.</b> | <b>No</b>   |
| <b>Data Protection Impact Assessment</b>  |   |
| <b>Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.</b>      | <b>No</b>   |
| <b>Other Background Documents</b>   |   |
| <b>Other Background documents available for inspection at:</b>  |   |
| <b>Title of Background Paper(s)</b>   | <b>Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)</b> |
|   | None  |