

Name of meeting: Cabinet
Date: 18th November 2020
Title of report: Huddersfield Central Place Partnership – Tackling the Taboo – Supporting Women Going Through the Menopause

Purpose of report:
 To consider allocating £42,947 funding from the Place Partnership mental health themed budget to support a two-year pilot for women experiencing the menopause in the Place Partnership Area

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Key Decision - Is it in the <u>Council's Forward Plan (key decisions and private reports)</u>?	No
The Decision - Is it eligible for call in by Scrutiny?	Yes
Date signed off by <u>Strategic Director</u> & name	Rachel Spencer-Henshall – 03/11/2020
Is it also signed off by the Service Director for Finance?	Eamonn Croston – 05/11/2020
Is it also signed off by the Service Director for Legal Governance and Commissioning?	Karl Larrad – 31/10/2020
Cllr Cathy Scott Housing & Democracy	Cllr Cathy Scott – Housing & Democracy

Electoral wards affected: Almondbury, Dalton and Newsome

Ward councillors consulted: Cllrs Munro, Davies, McGuin, Khan, Mather, McBride, Cooper, Allison and Lee-Richards.

Public or private: Public.

Has GDPR been considered? Yes

1. Summary

A million pounds in total has been allocated by the Council to the seven place partnerships in Kirklees, for mental health and well-being initiatives.

The Huddersfield Central Place Partnership led by Cllr Karen Allison (comprised of the three wards identified above) is collaborating with the WomensCentre and local community partners in their respective wards (via their own regular Ward Partnership Meetings) to develop a two year pilot that will aim to; better understand and raise awareness of the menopause and its impact on women, their families and lives, put in place a range of support to help them (and their families) better manage their experiences/symptoms of menopause, create opportunities for local women to shape the design, delivery and evaluation of a local response to support for women going through the menopause and their families and enable opportunities to share learning across Kirklees and beyond.

The Menopause is experienced by all women, causing significant impact on their lives and their mental health and that of their families. However, it is rarely discussed publicly, and very little information and support is available. In Almondbury, Dalton and Newsome, there are around 7,000 women aged 45-65, many of whom will be experiencing menopausal mental health difficulties. Covid-19 and lockdown has further exacerbated negative impacts on many women's mental health and wellbeing.

Menopause Support UK (<https://menopausesupport.co.uk/>) reports that:

- One person in four with menopause symptoms is concerned about their ability to cope with life.
- 10% of women seriously consider giving up work due to their symptoms.
- There is little support available for women (or their families) on managing the menopause. Currently there are only 29 NHS menopause clinics in the UK (with waiting times for appointments up to 6 months)

Women's Centre has been aware that this is a gap in support for women in Kirklees, there is a high need but as it is a taboo subject and people who may be suffering and isolated are hidden, so their voices are not heard. A review of national literature has highlighted the need for support for women and their families around the menopause. Which demonstrates there is growing evidence of need as feedback from women and partners state there is no dedicated local support for women to access in their neighbourhoods with managing the menopause.

This pilot will help improve the wellbeing and mental health of women going through the menopause by improving knowledge, awareness and understanding about the menopause, symptoms and how to manage these. Anticipated outcomes, for women experiencing menopause and their families includes:

- Better understanding of the menopause, symptoms and the impact across all members of the community (women, families, communities, professionals/services and employers).
- Increased ability to self- manage, or support others, to manage the menopause and its impact.
- Improved mental health and wellbeing for women and their families.
- Improved confidence and self-esteem for women experiencing menopause.
- Reduced anxiety and feelings of isolation for women experiencing menopause.
- The development of knowledge about the menopause and where to get support for women and their families from all communities.

2. Information required to take a decision

Experiencing menopausal symptoms while being in a lockdown can make this a particularly difficult time for many women. A recent guest writer blog on Kirklees Local TV (KLTV) highlighted examples of how the impact of managing the menopause has been exacerbated by lockdown and Covid-19 restrictions and all the concerns and worries that come along with it; e.g. financial pressures, unemployment, being furloughed, isolation, working from home, ill health, strained relationships home schooling and loss of support networks.

<http://kirkleeslocaltv.com/news/looking-after-womens-health-and-managing-menopause-in-lockdown/>

The health care of women should be kept in mind as menopause may pose a long-term risk to health. It is important that through this pilot we work with local providers of care in order to establish a better care for the health of this significant part of our population amidst the pandemic.

It is important to highlight that perimenopausal/menopausal symptomatic women may delay seeking health services and this may result in worsening pre-existing illnesses. Strategies must be adopted to minimize these issues and provide appropriate guidance to women to better manage their health. As isolation becomes the rule and elective consultations and surgeries are postponed it becomes even more important through this initiative that it reaches out to women and provides a range of support and information.

Councillors in the Hudds Central Partnership with their local knowledge and leadership roles, in consultation with local partners and Women's Centre staff/users feel the best approach is to allocate funding at this point so the pilot can start during covid from January 2021 onwards.

If funding is approved by Cabinet, £42,947 will enable the project to be developed alongside WomensCentre which will ensure the following phases of the initiative are progressed over a 2-year pilot:

This community led Project will be coordinated by a Project Worker (8 hours a week, employed by WomenCentre) to:

- **Develop and design the service in partnership with local people and communities** (Months 1-4):
- Local women and their families, professionals e.g. GPs, community groups etc will be asked about what support is needed and how this might look. A representative steering group including women with lived experiences, Ward Councillors, Active Citizens and Places Officer will oversee the project, ensuring it is co-produced and meets the diverse needs of the communities across the respective 3 wards.
- **Deliver information and support** – to prevent escalation of mental health issues, develop better coping strategies and minimise the impact on women and their families, through for example:
 - **Menopause Cafes** (virtual or face to face) – informal drop-in safe spaces where women and their families can find out more about the menopause.
 - **Peer support groups** – where women share their experiences and coping strategies.
 - **Volunteer recruitment** - key to expansion and sustainability of the project.
- **Community events** - raising awareness about the menopause and its impact in creative and engaging ways, e.g. comedy, cabaret or drama (e.g. Menopause the Musical).
- **Campaigning** – raising awareness about menopause, its impact and support available both online, in communities and workplaces.

- **Evaluation** – an independent evaluator will be appointed. Learning will be shared locally, regionally and nationally.

All awareness raising – will have both online and face to face aspects to it. Social media channels and the Women's Centre website will be used to provide/host information and raise awareness. Building based campaigns (e.g. in pubs, café's, libraries and other community venues) will also be undertaken and co-produced by the users with lived experience of menopause. Future community events – Ideally these will be building based, but this will be dependent on covid-19 restrictions. Comedy events, talks, performances etc could be offered online but face to face would be preferable going forward. Project delivery will adapt to comply with covid requirements.

The main beneficiaries will be women going through the menopause and their families. Of the 7,000 women living in Almondbury, Newsome and Dalton, who are aged between 45-64 (Kirklees Observatory) we anticipate that by the end of two years:

- at least 50% of these women (3,500) and
- 50% or their partners and families (1,750) would be aware of this project.

The pilot will work hard to reach women from all cultural and socio-economic backgrounds, localities and all communities with targeted information and appropriate services, e.g. women with disabilities, carers, BAME women, LGBT women and those living in poverty.

The worker will undertake a consultation with a range of stakeholders across Almondbury, Dalton and Newsome including GPs/PCNs, voluntary sector services, community support groups, ward partnerships/networks and local employers. (Cllr Allison, Active Citizens and Places Officer and WomensCentre staff have been invited to attend the Council's Menopause Awareness Session for Managers on the 24th November to discuss these issues further and share learning and links on how women can be better supported in communities.)

Women and their families will be engaged through local campaigning, using community languages e.g. Urdu, using local WhatsApp groups, local social media groups e.g. face book, local support and ward networks/partnerships and promotion via the Council and health services. WomensCentre will also undertake outreach work across the wards to ensure socially isolated women are supported to access the service, who will monitor uptake across the wards to ensure the pilot responds to gaps in engagement.

The project will be driven by local people in the lead, co-designing and shaping all aspects, based on what women and their families say they need and want to support them. The pilot will work hard to reach and engage women from all cultural and socio-economic backgrounds, localities and all communities with targeted information and appropriate services, information and support. There will be opportunities for people using the service to be involved the all aspects of the project including awareness raising, community events and group facilitation including the training and supervision of volunteers who want to support the pilot's activities during and post the initiative.

3. Implications for the Council

- **Working with People**

Local community organisations (and their users with lived experiences) and local partners have contributed their experiences during the conversations with ward councillors in Newsome, Dalton and Almondbury Wards. Their experiences have informed the agreed outcomes and priorities, and the proposals put forward for this two-year pilot.

- **Working with Partners**

The place partnership has worked collaboratively with the relevant Ward Partnership Forums and Women's Centre via its users and alongside Councillors from the respective three wards and the Active Citizens and Places Officer have met to discuss the design of the project. Councillors are aware of need and demand in their Wards and socially connecting adults and supporting people who present a mental health condition is a key priority for the place partnership. At a Town Hall Drop-in earlier in the year women from a range of community organisations attended to feedback their perspectives to support the Place Partnership to progress appropriate interventions/approaches to help improve women feeling more socially connected and supported, which included more wrap around family support.

- **Place Based Working**

Place Partnerships involve a number of wards working together to address strategic issues and a place partnership lead Councillor has been identified for each of the seven place partnerships to lead the development of place-based working in their area. The success of the place partnerships is based on Councillors and key partners being engaged and working together effectively to share intelligence and deliver interventions.

The Huddersfield Central place partnership lead member has worked with ward Councillors and undertaken local discussions with communities, services and partners to share data and intelligence in order to better understand local needs and opportunities which has been used to shape and propose interventions that will lead to better outcomes.

- **Climate Change and Air Quality**

No Change.

- **Improving outcomes for children**

By providing support to mum, who is experiencing the symptoms and impacts of the Menopause, and through the project taking a whole family approach to improving understanding around this physical and mental health condition, this will inevitably then bring huge benefits into the family home and will strengthen the family unit.

Children and young people will learn to understand the signs and symptoms of menopause and grow up knowing it shouldn't be a taboo subject but something that should be talked about in the home – creating tolerance, understanding and empathy.

- **Other (e.g. Legal/Financial or Human Resources)**

The legal power for grants is section 1 of the Localism Act 2011 (general Power of Competence). Also, the council must when providing grants comply with Financial Procedure Rules contained in the Council's Constitution and in particular FPR 20.7 to 20.13.

Place partnerships have been allocated a total budget of £1M to improve mental health outcomes and £400K to tackle domestic abuse. This proposal is seeking funding to support this initiative in order to meet identified mental health priorities whilst also supporting and building local voluntary/community capacity at a place-based level.

Do you need an Integrated Impact Assessment (IIA)?

Yes, stage 1 will be undertaken and stage 2 if required for equality considerations regarding access to provision.

4. Consultees and their opinions

As outlined above all the nine councillors of the respective wards have been consulted about this initiative and they have held community / partner drop-ins at the start of the year seeking local views in order to shape future priorities/approaches for the Place Partnership. Cllrs have also updated their respective partners through their own ward partnership meetings throughout the year on the work of the place partnership.

The Lead Cllr of the Place Partnership has also engaged her respective colleagues of the other six Place Partnerships at a Leads meeting in September and all showed their support.

Women's Centre and their users have also been engaged from the offset to ensure perspectives from an organisation who has extensive experience in representing women and addressing health inequalities have been built into this proposal. WomensCentre will in turn engage wider with a range of professional and community stakeholders when delivery commences along with agreeing the most appropriate tool to monitor impact from the pilot (e.g. WEMWBS, happiness tool or others; self-assessment tools – these will measure things like knowledge about menopause, ability to manage symptoms, Feeling supported, safety of support, improvement in relationships, wellbeing, self-esteem, reduced anxiety etc.)

Employee Health Care have also been made aware of the proposed pilot and links have been made with their own campaign to support women employees of the Council who are experiencing menopause.

5. Next steps and timelines

The proposed initiative will be progressed with WomensCentre. A contract will be drawn up and grant issued, and an action plan drawn up to ensure key phases of the pilot, milestones, monitoring, capturing going impacts is in place. A Steering Group will be established for the project to set the direction and leadership and a recruitment plan will be implemented to secure the right person with lived experience is employed and in post for January 2020.

6. Officer recommendations and reasons

The Cabinet is asked to approve **£42,947 revenue funding** from the Huddersfield Central Place Partnership mental health theme allocation for this Menopause Pilot. Given it meets the priorities set out by the Place Partnership which are:

- Socially Connected Adults:
 - adults self-reporting a mental health condition (incl *women who are peri-menopausal and menopausal*)
 - adults experiencing loneliness/isolation

The breakdown of costs for this project are at Appendix 1, attached.

7. Cabinet Portfolio Holder's recommendations

The Cabinet Portfolio Holder, Councillor Cathy Scott, supports the recommendations in this report and would ask Cabinet to approve funding of £42,947 from the Place Partnership mental health theme budget as outlined in section 6 of this report.

Reasons for recommendation - to meet the place partnerships agreed outcomes to better understand and raise awareness of the menopause and its impact on women, their families and lives, put appropriate support in place that is shaped, designed and evaluated by local women through the menopause and their families, and enable opportunities to share learning across Kirklees and beyond.

8. Contact officer

Cheryl Reid, Active Citizens & Places Officer, email cheryl.reid@kirklees.gov.uk Tel 01484 221000

9. Background Papers and History of Decisions

Annual Council 22nd May 2019 – item 7 Ward and Place Partnerships – establishment of Place partnerships.

10. Service Director responsible

Rachel Spencer- Henshall, Strategic Director Corporate Strategy, Commissioning & Public Health

Breakdown of Costs:

Research, engagement and delivery of support **£30,947**

Project worker costs 2 years (24,870)
 sessional worker volunteer training and support (£2450)
 Room hire, travel, video link for remote working (£3620)

During the first four month the project worker will meet with people within each of the three wards to find out what support they would like within their community and what community resources are available to support this. This will ensure that from the onset local people are leading the direction of the project. This will influence the delivery of support, community events and campaigns and awareness raising.

Community events **£6,500**

Engagement, room hire, cost of events e.g. guest speakers, performances

Campaigns and awareness raising **£2,500**

Development and production of materials (online and paper), translation costs

External evaluation **£3,000**

Organisation yet to be agreed

In Kind contributions from Women's Centre:

- **Line management** (1.5 hours included in the project – any additional management time will be provided)
- **Recruitment costs**
- **Support by WomenCentre comms manager**
- **Hosting of information and support on WomenCentre website**
- **Links to other organisations** in Kirklees providing mental health support via the Working together Better Partnership.
- **Language support** - staff who speak a range of languages including Urdu/Punjabi, Amharic, Arabic, Russian, Spanish will be able to support the development of support in communities.