

KIRKLEES HEALTH & WELLBEING BOARD

MEETING DATE: 27th March 2025

TITLE OF PAPER: Update from board members following the KAL items and role as employer

1. Purpose of paper

To assist board members in providing updates following the KAL presentation and the Chair's request for members to evaluate how their respective organisations align with and engage KAL activities.

As part of the previous discussion at November HWBB, the board explored the various activities organisations have implemented or could establish to support employee well-being. Particular emphasis was placed on the promotion of sports and active social engagement, with reference to existing initiative, such as after-work badminton sessions at CHFT.

In this context, we would like to gain further insight into the measures that have been introduced to enhance staff wellness, not only in collaboration with KAL but also within the wider organisational framework. Understanding these efforts, or future plans, will help identify best practices and opportunities for further development.

2. Background

At the November Health and Wellbeing Board meeting, during the private session, colleagues from Kirklees Active Leisure (KAL) presented their targeted health and wellbeing initiatives. These programmes are designed to reduce health inequalities, support the NHS by alleviating demand, and improve overall health outcomes.

The Chair encouraged members to reflect on how their organisation or directorate aligns with KAL's offer and to discuss this both during the meeting and as a follow-up action. At the March board meeting, the Chair will ask members to provide an update on their engagement with these initiatives.

A summary of the KAL presentation is below, please also see attached [full presentation](#).

3. Proposal

Members are asked to remind themselves of the November KAL agenda item, summary below, and provide an update during the formal session on 27th March.

Background on KAL

- Established in 2002 as an independent charitable trust.
- Manages 8 sites.
- Largest employer of young people in Kirklees.
- Offers various services, including school swimming, fitness memberships, and health & wellbeing programs.

Health & Wellbeing Programme Overview

KAL provides a tiered approach to health and fitness programs, ranging from general fitness support to specialist interventions:

1. First Steps to Fitness (Tier 2)

- 4-week structured program with free membership.
- Supports mental health, resettlement, and confidence-building.
- 1,171 referrals since August 2021, with a 62% start rate.

2. Moving Mums (Tier 3)

- Focuses on maternity and postnatal fitness.
- Offers free swims, gym access, and specialist classes.
- 799 referrals, with 50% of users under 40.

3. Fitness for Health – Exercise Referral (Tier 4)

- 12-week program tailored to various health conditions.
- 1,856 referrals since January 2022, with 54% starting.
- Key outcomes:
 - 65% of users report improved exercise confidence.
 - Mental wellbeing improvements (+67% on Warwick Edinburgh Scale).
 - Physical health improvements (BMI, blood pressure, fitness levels).

4. Live Well – Condition-Specific Exercise (Tier 5)

- 16-week program for cardiac rehabilitation.
- 163 referrals, with a 74% completion rate.
- 64% of participants are over 60.

Key Findings & Impact

- Programs demonstrate high engagement and positive health outcomes.
- Improvements in mobility, self-care, mental wellbeing, and physical fitness.
- Cost-effective: Fitness for Health costs £138 per participant vs. £345/day for a hospital bed.
- High demand exceeds KAL's current capacity.

Why KAL?

- Affordable, accessible health programs across Kirklees.
- Highly trained staff and welcoming environments.
- Strong customer satisfaction (76.4% index).

4. Financial Implications

None

5. Sign off

Cllr Beverley Addy, Portfolio Holder Adult Social Care and Health

6. Next Steps

The Chair will confirm the frequency of any further updates and actions required of board members.

7. Recommendations

To consider and prepare how each organisation/ programme of work relates to and engages with the initiatives outlined in the KAL presentation, and feedback at March board.

8. Contact Officer

Alex Chaplin, Strategy and Policy Adults and Health