Contact Officer: Jenny Bryce-Chan

KIRKLEES COUNCIL

HEALTH AND WELLBEING BOARD

Thursday 27th March 2025

Present:	Cllr Beverley Addy, Chair of the Health and Wellbeing Board Catherine Riley, Associate Director of Strategy Calderdale and Huddersfield NHS Foundation Trust Warren Gillibrand, Professor of Nursing Practice Tom Brailsford, Executive Director for Children and Families Liz Mear, Independent Chair Kirklees Integrated Care Place Committee Karen Jackson, Chief Executive Locala Rachel Spencer-Henshall, Deputy Chief Exec Michelle Cross, Executive Director Adults and Health Alaisdair Brown, Chief Executive of Kirklees Active Leisure Cllr Carole Pattison, Leader of the Council Vicky Dutchburn, Interim Accountable Officer, Kirklees ICB
In attendance:	Alex Chaplin, Strategy and Policy Officer Emily Parry-Harries, Consultant in Public Health Steve Brennan, Kirklees Director Partner Development Cllr Jo Lawson, Lead Member for the Health and Adults Scrutiny Panel Clare Groves, Service manager CGL Jacqui Stansfield, Safeguarding Adults Partnership Manager (via Teams)
Apologies:	James Creegan Christine Fox Sean Rayner Len Richards Dr Vanessa Taylor

1 Membership of the Board/Apologies

Apologies were received from James Creegan, Christine Fox and Sean Rayner.

The Chair gave a special note of thanks to former Board members Carol McKenna and Len Richards who had recently retired.

2 Minutes of previous meeting

That the minutes of the meeting held on the 20 January 2025, be approved as a correct record.

3 Declaration of Interests

No interests were declared.

4 Admission of the Public

All agenda items were considered in public session.

5 Deputations/Petitions

No deputations or petitions were received.

6 Public Question Time

No public questions were asked.

7 Update from board members following the KAL items and role as employer

Cllr Beverley Addy led the discussion, reminding Board members that at the informal meeting of the Health and Wellbeing Board on the 28th November 2024, colleagues from Kirklees Active Leisure (KAL) presented their targeted health and wellbeing initiatives aimed at reducing health inequalities, support the NHS by alleviating demand and improving overall health outcomes. Following the discussion, board members were encouraged to look at how they might engage with the initiatives from their own staffing point of view and how they might take up healthy options to enable employees to look after their own health and wellbeing. Board members were invited to provide feedback and give examples of initiatives they have undertaken within their organisations.

Dr Liz Mear, Independent Chair Kirklees Integrated Care Place Committee, advised that for staff in the Health and Care Partnership, as an induction offer to employees, they can link through to KAL to see what is on offer and join up. Dr Mear posed a question explaining that previously members of a corporate body could potentially get a discount for joining, giving an extra incentive and wondered if that was still possible and if it was still happening?

Professor Warren Gillibrand, University of Huddersfield provided the Board with information on the Employee Wellbeing Framework used within the University of Huddersfield, explaining that the University has enjoyed a long and positive relationship with KAL. He informed the Board that Health and wellbeing is approached in various different ways particularly around mental health and also physical health. There are a whole raft of initiatives that are provided for free to staff and students equating to approximately 30,000 people. Some examples are a range of social sports including cricket, football and a new one called pickleball, walking events and archery. In terms of physical and mental health there are choirs, musical events, book clubs, menopause support group and a regular wellbeing fare which anyone can attend. In addition, there is a return-to-work support group for parents.

Rachel Spencer-Henshall, Deputy Chief Executive and Executive Director for Public Health and Commissioning Kirklees Council, advised the Board that the Council has

a wide range of activities and recently carried out an active travel survey for staff to enable the Council to get a sense of what would help them to actively travel. It is not just exercise during or after the workday, it is how it can also be incorporated into getting to and from work. The findings from the survey will be used to inform how staff can be effectively supported to actively travel.

In addition, the Council has quite a few staff networks, and these networks tend to set up activities such as walking groups or other types of activity groups which is beneficial as both a connection with their colleagues, and also as a way to improve physical activity. The Council also has two volunteering days a year for all staff, and some of the staff and teams will use this as an opportunity to raise money for charity as well as volunteering for the more physical types of activity.

The Council is privileged to have its own wellness service, which is the public health delivery arm, aiming to help people identify what they want to improve for their health and wellbeing, and the service can refer people into KAL.

Rachel Spencer-Henshall informed the Board that following the previous conversation, a number of questions came to mind. For example, given that a lot of money is spent on interventions for anxiety and mental health, how can we be more creative about the solutions offered? Whilst counselling has an important place, in terms of prevention, how can we get people more active because this might then prevent them needing other interventions if they can be directed to physical activity offered locally. There is more to do, however, there is quite a lot going on and the aim is to continue working with staff to understand what they want to help to move more.

Karen Jackson, Chief Executive, Locala, informed the Board that Locala runs a significant number of initiatives and events and regularly holds a wellbeing week with a timetable of events ranging from mental health and physical activities. In addition, as a social enterprise, staff are given three days each year where they can volunteer how they choose. The team are good at being active and organising their own activities and walking type meetings particularly during Covid was encouraged and people found this to be positive for their mental health and wellbeing. There is a lot going on and the staff are in control and tend to drive this themselves and come with suggestions and requests. There is also a colleague fund where they can come with suggestions and if it needs a bit of financial leverage to set something up, that is available for them to do that.

Vicky Dutchburn, Interim Accountable Officer, Kirklees ICB, informed the Board that the Health Service has a range of initiatives including Employee Assist which offers a range of initiatives and mental health first aiders. There is also the volunteering type work with the aim of keeping it in the local communities, giving back into the community. The service advocates movement, not necessarily physical exercise but more movement and, an initiative from Covid that has carried on within a significant number of teams is the walking meetings.

Vicky Dutchburn explained that with the current organisational issues, these initiatives are being actively promoted and with the change in weather, employees are being encouraged to take their lunch break and use it productively. On a wider

scheme across West Yorkshire, they are currently doing the cycle to work review and once again promoting that scheme.

RESOLVED:

That the information presented be noted.

8 Annual Report - Kirklees Safeguarding Children's Partnership

Julie Sykes, Independent Scrutineer of Kirklees Safeguarding Children's Partnership, presented the Kirklees Safeguarding Children's Partnership's (KSCP) annual report, advising that the report outlines the milestones achieved and the ongoing challenges faced during the reporting period April 2023 to March 2024.

In summary, the Board was informed that Kirklees partners aim to provide high standards of safeguarding, fostering cultures of continuous improvement underpinned by ambition and innovation. Whilst each partner retained its own existing lines of accountability for safeguarding and performance monitoring, how the partnership works as a whole system is of crucial importance.

The partnership are committed to a strength-based approach, learning from work that has been successful in safeguarding children and the risk they face, as well as reviewing poor practice to facilitate improvements. As a result of this, there has been a continued focus on shared responsibility and learning across all the partnership priorities.

Highlights in terms of volume of cases dealt with indicate that 2023/24 was a busy year. The Front Door dealt with 17,608 initial contacts and 1,499 early help assessments were completed linked to 690 families. There was also a steady increase in the number of children looked after, rising from 604 in 2021, to 838 in 2023. The numbers of 16- and 17-year-olds who are not in education employment or training, remained positive for Kirklees, with rates well below those recorded for England and the Yorkshire and Humber region.

During the reporting period, the partnership focused on four key priorities, each supported by a subgroup who have developed action plans, taking responsibility for delivering against agreed actions.

Priority 1 – Tackling child exploitation and serious youth violence. The aim of this subgroup is to reduce the level of risk and harm caused by exploitation and violence for those young people who are identified at risk.

Priority 2 – Enhancing the emotional wellbeing of children and young people. The work of this subgroup focused on ensuring that all schools, colleges and universities have a postvention offer built into their bereavement policies to support healing and reduce risk after a suicide death.

Priority 3 – Promoting healthy relationships. This subgroup has focused much of its efforts engaging with educational settings, supporting them to tailor their approach to what analysis indicates are the risks the children and young people in their areas.

Priority 4 – to identify and reduce the impact of neglect on children and young people and achieve the offer of early support for children and families. The work of this subgroup focused on help that is needed to ensure that children are able to live in safe and supportive families. This includes understanding the support that is needed to enable young people and families to be resilient and able to identify their ownproblems before they are in crisis.

The Board was informed that the annual report also covers work from other subgroups including the Safeguarding Effectiveness Subgroup, Learning and Development, Child Death Overview Panel and the Policies and Procedures and Guidance Subgroup.

RESOLVED:

That the Board notes and accepts the Kirklees Safeguarding Children's Partnership's Annual Report and that Julie Sykes be thanked for presenting the information.

9 Kirklees Safeguarding Adults Board Annual Report

Jacqui Stansfield, Safeguarding Adults Partnership Manager, attended the meeting to present the Kirklees Safeguarding Adults Board Annual Report, on behalf of Rob MuCulloch-Graham, Independent Chair of the Kirklees Safeguarding Adults Board.

In summary, the Health and Wellbeing Board was advised that as in previous years, there has been significant challenge across the partnership with the economic difficulties which continue to impact on communities and the reduction in resources to be able to support them. It has been a year where work has been undertaken to look at how to work together to overcome financial challenges to maintain both the prevention and intervention work of services. Without the partnership work adults and families would have faced further significant health and social care difficulties.

The annual report outlines work against the strategic plan and shared objectives that have been agreed across the partnership. The KSAB's vision is to work together to take action to keep the people of Kirklees safe from abuse and neglect and putting people at the heart of everything and one aspect that is paramount is making safeguarding personal.

Work is in accordance with the six safeguarding principles which are empowerment, prevention, proportionality, protection, partnership and accountability. Working together, supporting adults to make safer choices within their chosen lifestyle, working together to take steps to prevent or stop abuse and neglect.

Having a confident workforce which is able to respond to safeguarding matters and promoting the public as a key partner is important. KSAB undertakes this through leadership, protection, prevention and learning and development. There is a three-year strategic plan and the annual report for 2023/24, showcases the shared objectives as follows:

Supporting the workforce – enabling frontline staff and volunteers to expand their knowledge and supporting them to acquire the skills necessary to carry out their role effectively.

Learning from experience – proactively share good practice and challenge practice that could be improved through the board's subgroups and board meetings to reevaluate and improve services across the partnership.

Partnership working – continuing to strengthen links and work closely with KSAB partners to provide assurance that safeguarding strategies are effective via self-assessments and joint learning events.

Community/public engagement – exploring ways of harvesting and sharing stories of people who have a direct lived experience of safeguarding as well as from those working or volunteering in the safeguarding sector, seeking examples of good practice and problematic areas across the partnership to improve ways of working.

The Board was informed that in 2023/24, the learning and development subgroup, were looking at different ways of shared learning. Partners have different shift patterns, for example, Locala nurses and hospital doctors and nurses who may need to access information, therefore there is a need to look at how to reach people at different times, aware that not everyone works nine to five.

Included in the learning and development offer is a variety of learning aids and different sources of resources that both staff and volunteers across the partnership can access. Another area looked at was around transitional safeguarding, mental capacity, professional curiosity, trauma, civility and respect, support/advice and learning and development for carers and young people. In addition to a whole programme of safeguarding adults in faith-based organisations.

The Board was informed that as part of reaching out to partnerships, a variety of network events were held. Once such event was navigating the 'carerverse' where a selection of invited speakers talked to frontline staff and the volunteer workforce about considering challenge and hidden challenge that carers encounter. The session included looking at pathways to support carers and those they care for in their situation and circumstance. There was also a network event around the Mental Capacity Act, aiming to demystify some of the mental capacity concerns that staff have.

A task and finish group was established with colleagues from communities and children's safeguarding partnership. The aim was to look at how to effectively embed learning from reviews, identify reoccurring themes coming out of the safeguarding adults' reviews, the domestic homicide reviews, (now called domestic homicide related deaths) and the children's practice reviews, to ensure learning reaches frontline staff.

The KSAB challenge event takes place each year in order to undertake constructive challenge about performance and to identify and agree priority areas of focus for each agency and KSAB over the next year. In 2024, the themes coming from quality and performance data from discussion with practitioners, highlighted that the

areas that needed to be focused on are, transitions, domestic abuse, working with families and households, community work and community networks, dealing with resource reduction and capacity reduction.

RESOLVED:

That the Board notes the Kirklees Safeguarding Adults Board Annual Report and that Jacqui Stansfield be thanked for presenting the information.