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| HIGH LIFE HIGHLAND  REPORT TO BOARD OF DIRECTORS  14 March 2023 | AGENDA ITEM 12  REPORT No HLH / 6 /23 |

## **HEALTH AND WELLBEING UPDATE - Report by Chief Executive**

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| **Recommendation** The report provides the regular six-monthly progress update on the health and wellbeing activity including the implementation of the Health and Wellbeing Plan (2022-2027). Some examples of the work which has taken place to support the health and wellbeing of Highland communities are included within the report.  It is recommended that Directors:   1. note the progress made to date; and 2. comment on the update. |

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| **1.** | **Business Plan Contribution** |
| 1.1 | This report supports the highlighted Business Outcomes from the High Life Highland (HLH) Business Plan:   1. **Seek to continuously improve standards of health and safety.** 2. Commit to the Scottish Government’s zero carbon targets and maintain the highest standards in environmental compliance. 3. **Use research and market analysis to develop and improve services to meet customer needs.** 4. **Increase employee satisfaction, engagement and development to improve staff recruitment and retention.** 5. **Improve the financial sustainability of the company.** 6. **Value and strengthen the relationship with THC.** 7. Develop and deliver the HLH Corporate Programme and seek to attract capital investment. 8. **Use research and market analysis to develop and deliver proactive marketing and promotion of HLH and its services.** 9. Initiate and implement an ICT digital transformation strategy across the charity. 10. **Develop and strengthen relationships with customers, key stakeholders and partners.** 11. **Deliver targeted programmes which support and enhance the physical and mental health and wellbeing of the population and which contribute to the prevention agenda.** |
| **2.** | **Background** |
| 2.1 | Since 2012, the High Life Highland (HLH) Board has received updates, minimum twice per annum, on how the organisation is supporting and enhancing the physical and mental health and wellbeing of the Highland population. |
| 2.2 | The HLH Business Plan (2022–2027) includes a specific outcome which expresses that HLH will deliver targeted programmes which support and enhance the physical mental health and wellbeing of the population and which contribute to the prevention agenda. There is a corresponding Health and Wellbeing Plan (2022–2027) and the areas of work listed in the action plan have been RAG rated (see **Appendix A**). |
| 2.3 | The focus of the health and wellbeing work in HLH is to embed health improvement and health promotion as fundamental parts of service delivery, through all HLH services, with a commitment to equality. |
| 2.4 | HLH services have developed a health improvement plan based on the Health and Wellbeing Plan in collaboration with the Head of Health and Wellbeing. Some examples of work that has taken place since the last update to the Board (August 2022) are included in this report. |
| **3.** | **Green Health Link Worker** |
| 3.1 | Through the Public Contracts Scotland portal (national advertising website for Scottish public bodies to post regulated procurements), the Cairngorms National Park Authority issued a notice for a community based or community focused organisation to work alongside their Strategic Green Health Development Manager and their staff team. The aim of the project was to provide a developmental/piloting role for an evolving green health prescribing programme in Badenoch and Strathspey. |
| 3.2 | The brief highlighted that the programme had a key focus on reducing inequalities and supporting participation in accessing opportunities for health and wellbeing through connection with nature and the outdoors from those who may face additional barriers. |
| 3.3 | HLH has a proven track record of supporting individuals using a person-centred, empowering approach that enables participation. Therefore, HLH was already well aligned to the requirements of the green health prescribing programme. |
| 3.4 | Following a competitive tender process HLH secured funding from the Cairngorms National Park Authority to support the development of opportunities in the Badenoch and Strathspey area that will:   * support the development of a social prescribing programme focussed on opportunities for health and wellbeing through connection with nature and the outdoors; * build and strengthen working relationships among healthcare staff and community organisations; * support referred individuals as appropriate into community-based activities or self-led opportunities that connect with nature and the outdoors; * work alongside community agencies to reduce barriers and support individuals to participate in opportunities; * monitor, record and share the knowledge and learning from this development / pilot project . |
| 3.5 | HLH has successfully appointed a Green Health Link Worker, based in Badenoch and Strathspey, who is working directly with colleagues in the National Park and with the local GP Practices and health professionals to develop a pathway from primary care to green health activities in the locality. |
| 3.6 | The health benefits of enjoying outdoor green space are well documented – in that it can help improve physical, mental and social wellbeing.[[1]](#footnote-2) This is often referred to as green health and HLH is well placed to support the green health agenda through this and other similar initiatives. |
| 3.7 | Although this is a short-term project, it presents an excellent opportunity to develop and strengthen relationships with customers, key stakeholders and partners. The project could also lead to further opportunities in future as part of the Heritage Horizons - Cairngorms 2030 programme.[[2]](#footnote-3) |
| 3.8 | The opportunity also supports HLH’s aim to improve the financial sustainability of the organisation as external funding has been secured from an organisation that is growing its portfolio in the health and wellbeing space. |
| 3.9 | By recruiting to the new post internally, this work stream has provided an opportunity to increase employee satisfaction, engagement, and development to improve staff recruitment and retention by providing an internal development opportunity for existing employees. |
| **4.** | **GP Movement and Activity Programme** |
| 4.1 | Physical inactivity is associated with 1 in 6 deaths in the UK and is estimated to cost the UK £7.4 billion annually (including £0.9 billion to the NHS alone). Many people still don’t realise that physical activity has significant benefits for health, both physical and mental, and can help to prevent and manage over 20 chronic conditions and diseases, including some cancers, heart disease, type 2 diabetes, and depression.[[3]](#footnote-4) |
| 4.2 | In the UK, physical inactivity is the fourth greatest cause of ill health, with negative impacts on health, social and economic outcomes for individuals and communities. Importantly, up to 40% of long-term conditions could be prevented if everyone met the UK Chief Medical Officer’s physical activity recommendations. 27% of the general population are classified as ‘inactive’, meaning they do less than 30 minutes of physical activity (such as walking) per week. 33% of children do less than half of the recommended physical activity for their age. The inactive are at high risk of developing long-term health conditions, a situation that is worsened by the fact that when they develop illness, they generally become even less active.[[4]](#footnote-5) |
| 4.3 | Building on the successful implementation of exercise programmes for people affected by a range of illnesses or long-term health conditions HLH is commencing a pilot programme with two GP Practices (Tain and Dingwall) to support health professionals to help their patients to become more active. |
| 4.4 | The pilot is titled ‘GP Movement and Activity Programme’ (or GP MAP) and provides GPs the option to signpost patients to HLH leisure facilities to access everything that our centres have to offer to support health and wellbeing. |
| 4.5 | Following signposting from their GP, patients will be supported by a member of the leisure team to visit the leisure facility and will receive: a tour of the building;; a gym induction; an explanation of group exercise classes available; general conversation about their interests relevant to HLH services; contact details with information on how to get in touch if they have any further queries; a free 7 session pass (patient has up to 8 weeks to use the 7 session pass). Then, after 7 sessions have been used, the centre will contact the patient to ask them to complete a feedback form and offer them membership options. |
| 4.6 | An evaluation of the pilot will be conducted to understand the impact of the programme which will focus on health outcomes and will also include other outputs such as number of memberships generated prior to any potential roll out to other HLH facilities and GP Practices. As there are over 60 GP practices in our geographical area, there is significant potential to scale the offering should it prove to be successful. |
| **5.** | **Suicide Intervention and Prevention Programme** |
| 5.1 | There were 753 probable suicides in Scotland in 2021 which is more than five times the number of people killed in road traffic accidents. The National Records of Scotland reported that there were 39 probable suicides in Highland in the same year (2021). Suicide rates in the Highland area are statistically significantly higher rate than Scotland as a whole: 22.0 per 100,000 population in Highland compared to 14.3 per 100,000 in Scotland.[[5]](#footnote-6) |
| 5.2 | Through the Highland Community Planning Partnership (CPP), a training course called SIPP (Suicide Intervention and Prevention Programme) is being delivered to help improve awareness of suicidal thinking and to increase the confidence of people to ask someone if they are feeling suicidal and to support them to seek further help. |
| 5.3 | The course is delivered online over two separate 2-hour sessions and by the end of the course, participants should be able to: recognise a person at risk of suicide; ask about suicide including the essential listening and questioning skills; describe the impact of attitudes to suicide and identify local services available to help with suicide prevention. |
| 5.4 | To assist the CPP to roll out this training as widely as possible across Highland, HLH has identified 13 colleagues from across most services to become training facilitators. HLH colleagues are in the process of completing their training to become facilitators (due to conclude at the end of February 2023). Once the training for facilitators is complete, facilitators will start to deliver the SIPP to a wide range of colleagues from across the CPP including Police Scotland, Scottish Fire and Rescue Service, Highlands and Islands Enterprise, NHS Highland, and The Highland Council. |
| 5.5 | Supporting the CPP in this way affords HLH not only the opportunity to deliver targeted programmes which support and enhance the physical and mental health and wellbeing of the population, and which contribute to the prevention agenda, it also offers robust connections to develop and strengthen relationships with customers, key stakeholders, and partners. This initiative will also help the organisation’s endeavours to increase employee satisfaction, engagement, and development to improve staff recruitment and retention as it offers a unique CPD opportunity to be part of the roll out of a programme which supports a strategic CPP priority. |
| **6.** | **Falls Prevention – Winter Resilience** |
| 6.1 | Falls are a significant public health concern because around one in three people over the age of 65 will experience a fall each year, increasing to one in two for those over 80 years of age. [[6]](#footnote-7) Falls and fractures present a serious threat to older people’s health, wellbeing, and independence. Falls can cause pain, distress, loss of confidence, and can be life threatening, yet they are preventable.[[7]](#footnote-8) |
| 6.2 | There is considerable evidence to suggest that exercise programmes designed to improve strength and balance, delivered over several weeks or months by a local service can lead to a reduction in falls.[[8]](#footnote-9) |
| 6.3 | Since 2012 HLH has delivered falls prevention classes as part of leisure centre programmes. In response to increasing demand the number of classes offered by HLH has risen from just 1 class per week to 20 classes per week. Circa 200 people per week people take part in the classes. |
| 6.4 | As part of its winter resilience planning NHS Highland commissioned HLH to extend our falls prevention exercise class offering to reach more people.[[9]](#footnote-10) Two new online classes plus one new face-to-face class in Inverness Leisure have been offered as a result. The support from NHS Highland has also enabled HLH to develop new marketing and promotional materials which will enable the organisations to inform and reach more people to participate in the classes beyond the winter 2023 period. |
| 6.5 | By responding to the need identified in the community this partnership demonstrates how HLH is using research and market analysis to develop and improve services to meet customer needs. The resources made available from NHS Highland to develop new marketing and promotional materials is enabling HLH to use research and market analysis to develop and deliver proactive marketing and promotion of the organisation and its services. |
| **7.** | **Live It Highland** |
| 7.1 | The prevalence of diabetes remains significant in Scotland with nearly 6% of the population being affected (nearly 90% of those have Type 2) and the Scottish Government are implementing the Diabetes Improvement Plan to improve diabetes care in Scotland. The plan includes a requirement for NHS Boards tocommit themselves to implementing a programme of work to improve the quality of care and outcomes within the identified priority areas.[[10]](#footnote-11) |
| 7.2 | One of the identified priority areas is the prevention and early detection and early intervention of diabetes and its complications. To support the broader work being undertaken by NHS Highland the health board has commissioned HLH to deliver a new programme called Live It Highland to support people affected by Type 2 diabetes. |
| 7.3 | Live it Highland is delivered over 6 weeks and participants cover topics such as: what is diabetes; stress and soothing; food, mood and diabetes; good sleep; physical activity and diabetes; information and tips for planning to make personal changes. The programme is delivered by HLH Tutor Coaches who have been recruited following an internal recruitment process and who have been provided with unique, bespoke, person-centred training to enable them to deliver the programme safely both online and face-to-face. |
| 7.4 | Following a successful initial delivery phase which commenced in 2022/23, NHS Highland has extended the time scale for HLH delivery of Live It Highland to March 2024. The aspiration is, if the programme continues to be well received by patients and health professionals, that the programme will continue beyond the next funding phase, subject to securing required resources. |
| 7.5 | Live It Highland is another example where HLH is delivering targeted programmes which support and enhance the physical and mental health and wellbeing of the population, which contribute to the prevention agenda. The programme is also enabling the development and strengthening of relationships with customers, key stakeholders and partners whilst offering colleagues opportunities likely to result in increased employee satisfaction, engagement and development and improve staff recruitment and retention through the provision of interesting and exciting CPD opportunities. |
| **8.** | **Implications** |
| 8.1 | Resource Implications – there are no additional resource implications arising from this report. |
| 8.2 | Legal Implications - there are no new legal implications arising from this report. |
| 8.3 | Equality Implications – there are no new equality implications arising from this report. |
| 8.4 | Risk Implications – there are no new risk implications arising from this report. |

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| **Recommendation** It is recommended that Directors:   1. note the progress made to date; and 2. comment on the update. |

Designation: Chief Executive

Date: 27 February 2023

Author: Lynn Bauermeister, Head of Health and Wellbeing

**Appendix A: Health and Wellbeing Action Plan RAG Ratings**

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| Scotland’s Public Health Priorities | Action | Date | RAG |
| Healthy places and community | * Deliver new and improved activities in HLH facilities including targeting older people and people with health conditions * Provide trusted health and wellbeing information, in digital and other media through libraries and other services * Continue to support the Highland Green Health Partnership through representation at partnership meetings and taking forward priority actions identified where possible * Work with 3rd sector partners to facilitate, enable and attract voluntary groups such as walking groups to utilise HLH facilities and encourage engagement in HLH activities * Deliver Prescribe Culture activities through museums and countryside rangers * Deliver a range of programmes and activities through HLH Adult Learning and Youth Work teams * Provide safe and inclusive spaces for people to meet in HLH café’s and catering services, maximising outdoor spaces for catering where possible | Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23 | G  G  G  G  G  G  G |
| Early Years | * Provide facilitated reading and storytelling for personal growth and therapeutic support in libraries including Book Bug sessions * Develop provision of holiday activity programmes such as ‘Schools Out’ in summer * Augment parent and toddler swim sessions to be programmed in all facilities * Deliver the Youth Music Initiative Programme through KODALY music education including targeting the most vulnerable as part of inclusive delivery practices * Provide family learning and literacy opportunities through Adult Learning and Youth Work team in targeted communities to improve educational outcomes * Facilitate visits for childcare and school groups to cultural facilities including Highland Folk Museum outdoor classroom and at Inverness Museum and Art Gallery | Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23 | G  G  G  G  G  G |
| Mental Wellbeing | * Continue to be a proactive partner in the CPP Mental Health Delivery Group to support the implementation of its action plan * Deliver wellbeing initiatives for young people through the Youth and Sport Services * Deliver and grow the HLH “You Time” programme in libraries and leisure centres with a focus on targeting older adults to enable reduced social isolation and loneliness * Enable access to music instrumental tuition (which facilitates good mental wellbeing and personal development for participants) * Provide short walks into nature and other wellbeing focussed walks/activities through countryside rangers * Deliver targeted projects – using nature to improve mental health outcomes * Help reduce social isolation and loneliness in vulnerable adults through Adult Learning team by providing accessible group work, digital skills and removing barriers to digital connectivity * Deliver Learn with Lorna sessions through the archive service which support participants social connectedness and help to reduce loneliness * Offer high quality volunteering opportunities through the archive and museums services * Deliver initiatives through museums, art galleries and archives that support mental wellbeing through engagement with cultural opportunities. * Support and assist people affected by dementia and their carers via a range of activities and programmes, including archives providing care homes with reminiscence resource packs and museums developing and delivering the House of and Shinty Memories projects | Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23 | G  G  G  G  G  G  G  G  G  G  G |
| Harmful Substances | * Update internal policies and arrange training to reflect the ‘People First - Language Matters’ approach * Resume support to Northern Stars event through Youth and Sport Service * Enable delivery of smoking cessation clinics in HLH facilities * Work closely with a range of referring partners to ensure that learning is available through the Adult Learning Service which is accessible for those living with the impact of harmful substances * Programme learning opportunities for young people to enable them to make informed choices about substance us and work closely with Highland Drug and Alcohol Partnership on joint initiatives through Youth Services. | Mar 23  Mar 23  Mar 23  Mar 23  Mar 23 | A  A  A  G  G |
| Poverty and Inequality | * Provide training opportunities for the workforce in topics related to poverty and inequality * Develop an approach to augmenting trauma informed practice across the workforce * Promote and preserve the Budget offering for *highlife* membership * Facilitate social interaction and empathic help and support – (face-to-face and digital) through libraries * Offer free to access and targeted programmes (towards communities which have locality plans as part of the work of Community Planning partners) to reduce inequalities through Adult Learning Service * Provide free accessible youth work provision and focus the work at those at risk of poorer outcomes. | Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23 | G  G  G  G  G  G |
| Healthy Weight and Physical Activity | * Develop the Active Health programme targeting people with a range of health conditions including:   + cancer; chronic pain; Parkinson’s disease; type 2 diabetes; cardiovascular disease; people a at risk of falling; neurological conditions. * Deliver commissioned services for NHSH such as:   + Live It healthy weight programme   + Digital Inclusion programme for people with Type 2 Diabetes   + Physiotherapy in leisure centres * Support the development and implementation of the Active Highland Strategy and Disability Sport Strategy * Embed physical activity and nutrition into existing Youth and Adult Learning programmes and activities wherever relevant, inc. healthy snacks at youth club settings, after school food provision to reduce food insecurity, health walks, bushcraft, and outdoor activities (with HLH Rangers and Outdoor Activities colleagues). * Collaborate with UHI on research studies relating to healthy weight and/or physical activity * Implement Scotland’s Healthy Living Award in all HLH cafés and sustain existing awards in Highland Folk Museum and Inverness Museum and Art Gallery *(Scotland’s Healthy Living Award was paused during the pandemic, it appears a decision has been taken nationally not to resume the award – therefore this action will be removed from future reports)* * Maximise opportunities to provide healthy freshly made food for consumption in all HLH catering outlets | Mar 23  Mar 23  Mar 23  Mar 23  Mar 23  Mar 23 | G  G  G  G  G  G |

1. [Think Health Think Nature](https://www.thinkhealththinknature.scot/research/) [↑](#footnote-ref-2)
2. [Heritage Horizons – Cairngorms 2030](https://cairngorms.co.uk/working-together/cairngorms-2030/) [↑](#footnote-ref-3)
3. [UK Government Physical Activity Guidance](https://www.gov.uk/government/publications/physical-activity-applying-all-our-health/physical-activity-applying-all-our-health) [↑](#footnote-ref-4)
4. [UK Faculty of Sport and Exercise Medicine](https://scotland.movingmedicine.ac.uk/why-movement-matters/why-moving-matters-2/) [↑](#footnote-ref-5)
5. [Public Health Scotland](https://publichealthscotland.scot/publications/suicide-statistics-for-scotland/suicide-statistics-for-scotland-update-of-trends-for-the-year-2021/) [↑](#footnote-ref-6)
6. [UK Health Security Agency](https://ukhsa.blog.gov.uk/2014/07/17/the-human-cost-of-falls/) [↑](#footnote-ref-7)
7. [Department for Health and Social Care](https://www.gov.uk/government/news/better-care-to-prevent-falls-and-fractures-will-improve-lives-and-save-the-nhs-billions) [↑](#footnote-ref-8)
8. [Age UK](https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_2013_falls_prevention_guide.pdf) [↑](#footnote-ref-9)
9. [NHS Highland – Preparing for Winter](https://www.nhshighland.scot.nhs.uk/health-and-wellbeing/falls-prevention/) [↑](#footnote-ref-10)
10. [Scottish Government – Diabetes Improvement Plan](https://www.diabetesinscotland.org.uk/wp-content/uploads/2021/02/575776_SCT0221023700-001-P3.pdf) [↑](#footnote-ref-11)