

DECISION ITEM

REPORT OF	MEETING	DATE	ITEM NO
DEVELOPMENT SERVICES	ENVIRONMENT, HEALTH AND HOUSING COMMITTEE	2 NOVEMBER 2021	6
BUSINESS HEALTH MATTERS FUNDING			

PUBLIC ITEM

This item is for consideration in the public part of the meeting.

SUMMARY

The purpose of this report is to advise the Committee of funding awarded from the European Social Fund (ESF) to provide support to the Business Health Matters programme which is being rolled out across Lancashire and delivered within each locality district (other than Ribble Valley). The Business Health Matters programme supports local businesses in improving the physical and mental health of their employees so that staff are happier, healthier and more resilient. Healthier working-aged individuals, who are given opportunities to upskill remain in employment and live longer, happier lives. Businesses benefit from this with increased productivity and sustained workforces, resulting in reduced absence costs and lower staff turnover rates.

Business Health Matters is a portfolio of projects and services linked to Workplace Health and Wellbeing. The projects and services delivered aim to improve the wellbeing of employees in the workplace and address both physical and mental health. The portfolio includes health screening, wellbeing planning and workplace health champion training.

The project is focused on skills development and in particular the training of Workplace Health Champions in SME's (small / medium sized businesses) across Fylde. The Champions will gain a Level 2 or Level 3 accredited qualification and act as a champion for workplace health within their organisation.

The project is led by Active Lancashire and brings together a partnership which includes Leisure Service Providers, Local Authorities and Housing Associations from across Lancashire. In addition to delivering level 2 and 3 qualifications, the project will also deliver basic skills qualifications and look to improve the labour market status of females.

The project runs from April 2021 to December 2023 and the funding allocated to Fylde Council by Active Lancashire to deliver this initiative is £80,251 to 31st December 2023. Fylde Council plan to recruit an officer to deliver this service for the duration of the project which will be fully funded from the ESF funding.

RECOMMENDATIONS

Committee is requested to consider and:

To recommend to the Finance & Democracy Committee approval of a fully funded revenue budget increase in the sum of £80,251 (split between the years 2021/22 £26,750, 2022/23 £26,750 & 2023/24 £26,751) to be met in full, from the ESF Funding through Active Lancashire relating to this project.

SUMMARY OF PREVIOUS DECISIONS

None.

CORPORATE PRIORITIES

Economy – To create a vibrant and healthy economy	√
Environment – To deliver services customers expect	√
Efficiency – By spending money in the most efficient way	√
Tourism – To create a great place to live and visit	√

REPORT

1. Poor workplace health is of huge detriment to businesses, with physical inactivity costing employers £7.4 billion each year and mental health issues costing businesses over £42 billion per year across the UK. In Lancashire, 22.3% of working-age residents within Lancashire are economically inactive, which is 2.4% higher than the national average, and nearly a third of those people are on long term-sick. This high number of inactive residents is putting a great strain upon our health services and the Lancashire economy. By providing businesses with the tools and support to improve the physical and mental health of their staff, the programme aims to reduce the number of employees out of work due to health conditions and make Lancashire a healthier, happier place to live and work.
2. As part of the Building Blocks / Business Health Matters project 1,210 participants across Lancashire must gain the Level 2 qualification in Introduction for Workplace Health Champions. Out of this total as part of the Building Blocks / Business Health Matters project 1,210 participants must gain the Level 2 qualification in Introduction for Workplace Health Champions. Out of this total Fylde Council is responsible for 24 participants achieving this level of qualification.
3. In addition, the project must also deliver 390 participants across Lancashire which have gained a Level 3 qualification in Skills for Workplace Health Champions. Fylde Council is responsible for 8 participants gaining a level 3 or above qualification.
4. In addition to the above qualification the Building Blocks / Business Health Matters Project is required to support 536 participants across Lancashire to gain a basic skills qualification. Out of this total Fylde Council is responsible for 11 participants achieving this level of qualification.
5. The Business Health Matters programme is made up of 2 main projects:
 - Workplace Health Champion Training - A free offering that delivers basic skills training, accredited Level 2 and 3 training to employees in SMEs. The training is delivered by Active Lancashire and a number of partners (via a tutor workforce).
 - Workplace Health Screenings - Health screenings (physical and mental) are delivered in the workplace by trained gym and leisure staff. Businesses are further supported by tailored wellbeing packages based on the outcomes of the screenings.
6. Fylde Council shall provide 'in kind' match funding to a maximum of £66,876 against total project costs of £167,191 for the Building Blocks / Business Health Matter Project in accordance with the following timeframes: 1st January 2021 to 31st December 2023. The match funding from Fylde Council will be provided in officer time, to support the delivery of the project:

ESF Grant to Fylde	£80,251
ESF Grant to Active Lancashire	£20,064
Match Funding Fylde Council (Officer time)	£66,876

Total Project costs

£167,191

7. This new project role will sit within the Tourism and Cultural Services team where the existing Sports Development and Weight Management Officer functions reside. There are already strong links to national governing sporting bodies, Active Lancashire and this team are already working closely with local leisure and sports clubs and organisations and heavily involved with the local leisure offering.
8. The programme is supported Chambers of Commerce, along with 20 local and national delivery partners including The Lancashire Colleges, Lancashire Mind, UCLan, UKactive and a number of local authorities, including Fylde Council and leisure trusts. In Lancashire, all local authorities, other than Ribble Valley have partaken in this project
9. Fylde Council plan to recruit an officer to deliver this service for the duration of the project which will be fully funded from the ESF funding.
10. A job description and person specification will be prepared. The post will be full time, working flexible hours and will report to the Health and Sports Development Officer in the Cultural Services Team and will be responsible for delivering the project outputs, plus fully work within GDPR guidelines
11. More information on the project - <https://www.businesshealthmatters.org.uk/>

IMPLICATIONS	
Finance	The report recommends that Finance and Democracy Committee approve a fully-funded revenue budget increase in the sum of £80,251 (split between the years 2021/22 £26,750, 2022/23 £26,750 & 2023/24 £26,751) in order to fund a Business Health Matters post.
Legal	None arising directly from this report
Community Safety	None arising directly from this report
Human Rights and Equalities	None arising directly from this report
Sustainability and Environmental Impact	None arising directly from this report
Health & Safety and Risk Management	Improvement in workplace health and wellbeing through the outputs from this initiative.

LEAD AUTHOR	CONTACT DETAILS	DATE
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BACKGROUND PAPERS		
Name of document	Date	Where available for inspection
None		