Berkshire West Health & Wellbeing Strategy
2021-2030
Reading Implementation Plans (2022 -2025)

Health and Wellbeing Board Priority 1	Reduce the differences in health between different groups of people			
Priority item description	**What will be done – the task**	**Who will do it**	**By when**	**Data Source, indicator/ measure**
1. Take a 'Health in All Policies' approach that embeds health and wellbeing across policies and services.	1.1 Develop a "Healthy Policies" working group to identify key factors that should be included in all service delivery policies to ensure equity of access and consistency of approach.	Lead: Public Health & Wellbeing Team supported by sub-groups: • Social Inclusion Steering Group • The Alliance for Cohesion and Racial Equality • Reading Voluntary Action • Healthwatch Reading • Reading Refugee Support Group • Community Participatory Action Research Project Team • Service User representatives	**31st March 2023**	**No Measure**

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2. Address the challenge of funding in all areas and ensure that decisions on changing services, to improve outcomes, does not adversely affect people with poorer health.	2.1 Work towards jointly funded and integrated services, engaging Voluntary Care Sector and other system partners to collaborate on solutions focussed outcomes. 2.2 Stakeholder equality impact reviews to be undertaken when there are proposed changes to ensure anyone likely to be affected adversely has the opportunity to access appropriate support services. 2.3 Review Better Care Fund and Joint Funding arrangements on a regular basis to ensure clarity around the funding streams and availability. 2.4 Design services around the needs of those most at need drawing on the local Joint Strategic Needs Assessment	Lead: Reading Integration Board • Integration Programme Managers • Reading Voluntary Action • Public Health & Wellbeing Team • Social Inclusion Steering Group • Social Impact and Voluntary Care Sector Board • The Alliance for Cohesion and Racial Equality • NHS and Local Authority Commissioning teams	31st March 2022	Equality Impact Reviews developed Evidence of joint funding Stakeholder engagement
3. Use information and intelligence to identify the communities and groups who experience poorer outcomes and ensure the right services and support are available to them while measuring the impact of our work.	3.1 Use a Population Health Management approach to identify people at risk of poorer outcomes (see Priority 2), sharing information with system partners to enable risk stratification and identify service gaps. 3.2 Develop services to meet the needs of the local populations to support health and wellbeing, ensuring these are accessible and well communicated within all communities and groups.	Lead: Reading Integration Board • Integrated Care Services at Berkshire West, Oxfordshire and Buckinghamshire [System level] • Health Inequalities Board • Integrated Care Partnership Berkshire West [Place level] • Reading Integration Board – Health Inequalities programme • Public Health & Public Health Management Analysts Sub-Group • Reading Community Learning Centre	30th September 2023	Dashboard Developed ONS Health Index (Healthy People, Healthy Lives, Healthy Places) Reading Adoption of standard policies working together across system partners to ensure consistent data categorisation and taxonomy to enhance data sharing. Accessible communication policy developed

	3.3 Identify effective and General Data Protection Regulations (GDPR) compliant methods of cascading information to community services/groups to inform service delivery and development.	• The Alliance for Cohesion and Racial Equality • Community Participatory Action Research Project Team • NHS and Local Authority Commissioning Teams • Healthwatch Reading		
	3.4 An accessible information and communication policy developed, aligned with the NHS accessible information standard, to incorporate other indicators e.g., language, ethnicity), to ensure that we communicate with people in a way that meets their specific needs).			
	3.5 Engage Employment Services throughout the region through existing networks and collaboration to develop "Healthy People" frameworks to support people from a range of communities to identify their health and social care needs and engage with support networks and provide focused activities and opportunities for diverse ethnic communities and people from disadvantaged backgrounds.			
	3.6 Providing Population Health Management data to Primary Care Networks/GPs to enable a risk stratification approach to support people in accessing health services.			
4. Ensure an effective programme of NHS Health Checks and follow up support services that are designed to meet the needs of all people in the community, ensuring	4.1 Effective access to Health Check programmes for these groups of people: • Learning Disabilities (extended support for Carer time and transport where needed) • Dementia	Lead: Public Health & Wellbeing Team – Linking with: • Primary Care Networks • General Practitioners • The Alliance for Cohesion and Racial Equality	31st March 2023	Number of Annual Health Checks

appropriate communication and engagement methods that are culturally sensitive.	• Asylum Seekers / Refugees • Rough Sleepers • Minority ethnic groups	• Community Participatory Action Research Project Team • Mental Wellbeing Hubs within Primary Care Networks • Commissioning Teams • Project team for "Reading on the Move" vehicle		
	4.2 Identification of Barriers to accessing Health Checks (e.g., language, culture) (e.g., through community settings / Pop-ups at appropriate locations) to address priority areas of Dental health, Musculo-Skeletal Conditions, and offering ongoing "face to face" healthcare.			
	4.3 Health checks for people living with Dementia – annual NHS			
	4.4 Delivery of The NHS Cardiovascular Disease Health Check programme for those aged 40-74 years old, enabling appropriate lifestyle changes and referral to health improvement services and/or treatment plans to be put in place.			
	4.5 Health Equity audit to help inform service delivery, including the prioritisation of certain high-risk groups, likely to be most at risk of developing Coronary Vascular Disease – which also shares many common risk factors with Covid-19.			
	4.6 Development of risk stratification approaches to Coronary Vascular Disease which will also inform how we prioritise delivery of NHS Health Checks whilst continuing to offer a service to all adults aged 40 – 74.			

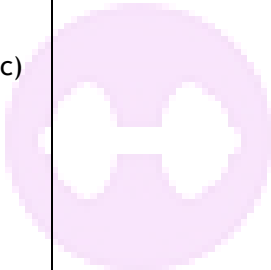|				
	4.7 Link into Mental Health workstream (Priority 5) to address common mental disorders (e.g., Anxiety, Depression, Post Traumatic Syndrome Disorder).			
	4.8 Supporting people to access NHS led health checks where this might be difficult for them.			
5. Continue to develop the ways we work with ethnically diverse community leaders, voluntary sector, unpaid carers, and self-help groups that sit within Local Authorities.	5.1 Develop an "Inequalities Working Group" to focus on engagement with our communities in respect of both Health and Social inequalities	Lead: Reading Integration Board supported by Public Health & Wellbeing Team – linking with: • Reading Voluntary Action • Reading Integration Board • Integration Programme Leads • Voluntary Sector Partners • Community Participatory Action Research Project Team • Carers Steering Group • Service User Representatives (tba)	31st March 2022	Number of Forums Number of Workshops Number of attendees Outcomes of Service User / Provider Assessments (see High Impact Change Model Statements* (see last page) **Full set of measures to be agreed**
	5.2 Working with the Voluntary Care Sector to hold 4 engagement forums (one per quarter) using a range of "I" and "We" statements* to assess effectiveness of an integrated service delivery and referencing the High Impact Change Model			
	5.3 Develop a range of "Information and Knowledge Sharing" workshops delivered by Voluntary Care Sector specialists to system partners.			
6. Ensure fairer access to services and support for those in most need through effective signposting, targeted health education and promoting digital inclusion, all in a way that empowers communities to take ownership of their own health.	6.1 Identify methods of accessing services for those who do not have access to digital platforms / are not digitally literate.	Lead: Public Health & Wellbeing Team – linking with: • Reading Borough Council's Digital Inclusion Group • Making Every Contact Count programme • Social Inclusion Group • Communications Team • End of Life Group • Ageing Well Steering Group • Hospital Navigators (Pilot programme commissioned by the	30th September 2022	Measures to be identified to demonstrate Improved outcomes for people in areas of high deprivation (Local Super Output Areas 1 – 3) Number of 4-week quitters Uptake of the Ageing well programme
	6.2 Provide support and education for those who are not digitally literate to enable access to services through this route.			
	6.3 Work with communities to develop services and resources that meet their needs			

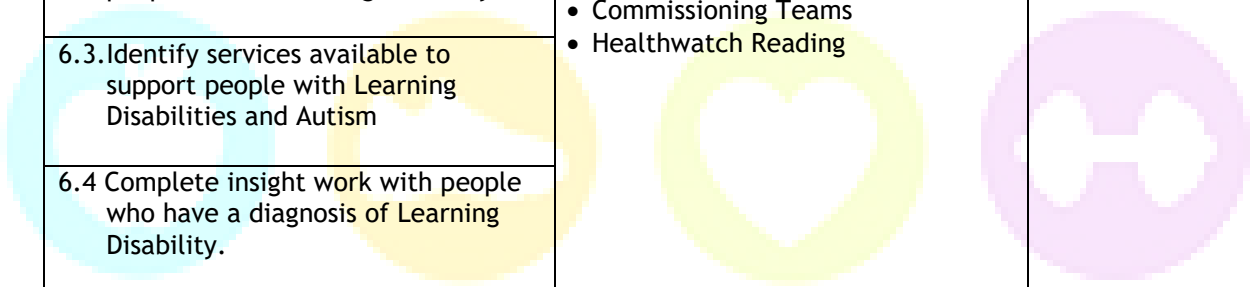|				
	6.4 Provide health education information in different languages and mediums in order to reach different communities	VRU) – links into mentoring programmes. • Social Impact & Voluntary Care Sector Board • Berkshire, Oxfordshire & Buckinghamshire – Digital Health Champions • Reading Voluntary Action • Social Prescribing Link Workers		
	6.5 Engage Community Advocates / Influencers to share "bite size" messaging about key health factors that impact our locality, including information on how to get help to address them.			
	6.6 Provide information and support to enable respectful conversations around end-of-life care. Effective links into the Ageing Well programme to offer a range of activities to support people to live well and Crisis support that facilitates access.			
	6.7 Embed and promote the newly commissioned "Stop Smoking" Service as smoking is a key driver of health inequalities.			
7. Increase the visibility and signposting of existing services and improve access to services for people at higher risk of bad health outcomes, whilst also providing pastoral support through faith-based organisations linked to health and social care services.	7.1 Social prescribers actively engaged in signposting to support services	Lead: Public Health & Wellbeing Team - Linking with: • Commissioning Teams • Primary Care Networks • Community and Voluntary Sector partners • Hospital Navigators • Communications Team • Social Prescribing Link Workers • Community Participatory Action Research Project Team • Adult Social Care Wellbeing Hub	31st March 2023	Measures to be agreed Numbers of Social Prescribers in operation Google analytics monitoring of RSG Establishment of Community Advocates network Number of pop ups held Proposal for Reading Health on the Move vehicle produced
	7.2 Hospital navigators supporting people into long-term mentoring.			
	7.3 Promote and embed the Reading Services Guide into practice across the statutory and voluntary sector for people to access to either self-refer or ask for a referral via GP/Health & Social Care Professionals.			

	7.4 Outreach to faith-based organisations to build a network of 'Community Advocates,' providing pastoral support to local communities.			
	7.5 Explore the provision of at "Reading Health on the Move" vehicle to provide "Pop-up" treatment and advice in areas of need.			
8. Monitor and assess how Covid-19 has differentially impacted our local populations, including through the displacement or disruption of usual services. Ensure health inequalities exacerbated by COVID-19 are addressed as we recover and ensure access to services.	8.1 Identify those groups who have been most disadvantaged as a result of the pandemic.	Lead: Reading Integration Board – supported and informed by: • Population Health Management - Health Inequalities Subgroup • Public Health & Wellbeing Team • Voluntary Sector Partners • Community Participatory Action Research Project Team • Communications • MENCAP (Learning Disabilities Assessments) • Long COVID Service– Multi-Disciplinary Team (Referrals from GPs)	31st March 2022	Public Health England WICH indicators – need to identify key indicators
	8.2 Prepare a delivery plan with a defined timeline to mitigate the long-term impact of Covid-19 on existing health and social inequities.			
	8.3 information available in accessible formats to share with system partners and people in the community.			

Health and Wellbeing Board Priority 2	Support individuals at high risk of bad health outcomes to live healthy lives			
Priority item description	What will be done – the task	Who will do it	By when	Data Source, indicator/ measure
1. Identify people at risk of poor health outcomes, using Population Health Management data and local data sources, as well as increase visibility of existing services, and signposting to those services, as well as improving access for people at risk of poor health outcomes.	1.1 Develop a data set and performance dashboards, using local and national data sources, to identify people who are at high risk of poor health outcomes.	Lead: Reading Integration Board – Supported by: • Public Health & Wellbeing Team • Population Health Management Subgroup • Performance & Analytics Teams • Integrated Care Partnership Long Term Conditions Programme Board • Multi-Disciplinary Team Project Team (through Reading Integrated Board Programme Plan) • Social Inclusion Steering Group • NHS Commissioned Health Outreach Liaison Team • Berkshire West Cancer Steering Group • Reading Cancer Champions Network • Healthwatch Reading Long Term Conditions Board	31st March 2023	Number of people reviewed through MDTs Number of Avoidable Admissions per 100k population. Healthy life expectancy Public Health Outcomes Framework – Slope Index
2. To raise awareness and understanding of dementia. Working in partnership with other sectors, we can introduce an integrated programme ensuring the Dementia Pathway is robust and extended to include pre diagnosis support,	2.1 Providing opportunity for Multi-Disciplinary Team (MDT) discussions within the Primary Care Networks in Reading, for complex cases, to make best use of resources. The MDT is made up of GPs, Mental Health Professionals, Social Care and Community Nursing staff as well as other professionals involved with primary care services.	Lead: Dementia Friendly Reading Steering Group – Linking with: • Dementia Champions (at Royal Berkshire Foundation Trust) • Dementia Partnership Group • Berkshire West Integrated Care Partnership – Dementia Programme Carer's Steering Group • Social Inclusion Steering Group • Tuvida Carers Hub	31st May 2022	60+ Diagnosis rate (available monthly - Statutory National dataset) Proportion of people with a Dementia Diagnosis who have had a Dementia Review Proportion of people with a Dementia Diagnosis who have had an NHS Health Check Under 65 Prevalence of Dementia (Fingertips – annual)

and improve early diagnosis rates, rehabilitation and support for people affected by dementia and their unpaid carers.	2.2 Agree a clear process and pathway for stored/shared data with system partners to enable effective identification of those most at risk	• Age UK Berkshire • Age UK Reading • Alzheimer's Society • Memory Clinic (Berkshire Healthcare NHS Foundation Trust) • Healthwatch Reading • Older People Mental Health Team (Berkshire Healthcare NHS Foundation Trust)		
	2.3 Address underlying risk factors by promoting opportunities (Reading Services Guide) and targeting interventions (e.g., obesity, smoking, cardiovascular diseases, cancer, and diabetes services)			
	2.4.Provide advice and support for people experiencing poverty or crisis, through online resources and already established services and community networks.			
	2.5 Identify non-clinical dementia pathway, to include rehabilitation and ongoing support.			
3.Improve identification and support for unpaid carers of all ages. Work with unpaid carers and partner agencies to promote the health and wellbeing of unpaid carers by giving them a break from their caring responsibilities, whilst allowing them to fulfil their caring role.	3.1 Develop a method of identifying and engaging with unpaid carers in the community who may benefit from support	Lead: Carer's Steering Group – Linking with: • Tuvida Carer's Hub • Narrowing the Gap Services • Social Inclusion Steering Group	31st March 2023	Number of carers registered with Carer's Hub Percentage of Carers who are Satisfied with services offered to carers. Number of respite care packages offered.
	3.2 Develop a range of engagement forums for Unpaid Carers			
	3.3 Provide Carer Respite programmes (incl. Learning Disability carers)			
	3.4 Ensure engagement and alignment across the system with the Charter for supporting Carers and the Care Pathway developed by Royal Berkshire Foundation Trust			
	3.5 Partner agencies to promote the health and wellbeing of unpaid carers.			
4. We will work together to reduce the	4.1 Work with voluntary sector, Police, and local services to identify rough sleepers in the locality,	Lead: Public Health commissioned Assertive Drug and Alcohol support service – Linking with:	31st March 2022 -	Statutory Homelessness rate per 1000 households Rough Sleeper count (Snapshot)

number of rough sleepers and improve their mental and physical health through improved access to local services.	4.2 Engage with rough sleepers through Outreach, to find out what their needs are and what support they would like.	• LaunchPad • NHS Commissioned Health Outreach Liaison Team • Reading Borough Council Housing Services • Voluntary Care Sector • Thames Valley Police • Service User representatives (tbc) • Healthwatch Reading		Number of people with a housing need referred to Mental Health Services or Change Grow Learn outreach team.
	4.3 Offer and promote education and support to rough sleepers to support their mental and physical health, including substance misuse services.			
	4.4 Identify opportunities for housing/ accommodation and employment.			
	4.5 Develop a plan to address the causes of homelessness to provide sustainable change – alignment with Govt. Funded Homelessness Pathway			
5 Prevent, promote awareness, and provide support to people affected by domestic abuse in line with proposals outlined in the Domestic Abuse Bill.	5.1 Provision of appropriate safe environments to support people affected by domestic abuse	Lead: Domestic Abuse Partnership Board Linking with: • Thames Valley Police • Berkshire Women's Aid • Alana House – Vulnerable women • Public Health Team • Reading Community Learning Centre • The Alliance for Cohesion and Racial Equality • RBC Communications • Social Prescribing Link Workers • Support You – LGBTQ+ • Healthwatch Reading • Talking Therapies • No5 Counselling		Number of Media Campaigns focussed on support for people affected by Domestic Abuse Level of engagement with media campaigns
	5.2 Local media campaigns to advertise the range of Domestic Abuse support available to both men and women using online resources such as the Reading Services Guide, local newspapers, Reading Borough Council's Facebook, and Twitter networks			
6 Support people with learning disabilities through working with voluntary organisations in order to	6.1.Run training sessions for all health and, council staff, voluntary sector, and business partners to understand and respond to the needs of people with learning disabilities, and their Carers *(Oliver McGowan Training*	Lead: The Autism Partnership Board – supported by: • Access & Disabilities Working Group Learning Disability Nurses • Learning Disability Partners Group	30th September 2022	Number of courses run. Number of participants and organisations who have taken part in training. Percentage of people with Learning Disabilities having a

concentrate on issues that matter most to them.	*roll-out for all Health and Care Staff).*	• Social Care Learning Disability Services		Learning Disability Health Check.
	6.2. Work closely with the Voluntary Sector to improve outcomes for people with a learning disability.	• Reading Mencap • Talkback • Autism Berkshire • Commissioning Teams • Healthwatch Reading		Percentage of people with Learning Disability in paid employment Percentage of people in settled accommodation.
	6.3. Identify services available to support people with Learning Disabilities and Autism			
	6.4 Complete insight work with people who have a diagnosis of Learning Disability.			

Health and Wellbeing Board Priority 3	Help Families and Children in Early Years			
Priority item description	**What will be done – the task**	**Who will do it**	**By when**	**Data Source, indicator/ measure**
1. Explore a more integrated universal approach that combines children's centres, midwifery, health visiting as outlined in the [Best Start for Life report](). This will aim to improve the health, wellbeing, development, and educational outcomes of children in Reading	1.1 Exploration of family hubs incorporating Best Start for Life core principles to align with partnership priorities for under 5s in Reading including lessons learned during the COVID 19 pandemic	One Reading partnership will drive the strategy and involve wider agencies • Social Care • Education • Health • Public Health • Integrated Care Board • Reading Borough Council • Police • Voluntary Sector • Parents	Implementation plan by April 2022 subject to national funding Rollout dates will be incorporated into plan	National/population data Health and Wellbeing Dashboard: • Early Years Foundation Stage Profile Using identified Key Performance Indicators – from 2023/2024 data School Readiness, Take-up for 2-year-old funding.
2. Work to provide evidence-based support for mothers, fathers, and other carers to help prepare them for parenthood and improve their personal and collective resilience during pregnancy and throughout the early years.	2.1 Deliver National Childbirth Trust classes. Content reviewed by Royal Berkshire Hospital team and include feedback from mothers, fathers, and carers to develop classes. Deliver formal and informal support groups for new parents in Children's Centres including baby massage.	Royal Berkshire Foundation Trust Maternity services (Director of Maternity Services) Brighter Futures for Children (Under 5s Service Manager)	March 2023 March 2023	Health and Wellbeing Dashboard: • Royal Berkshire Foundation Trust data sources
	2.2 Deliver evidence-based parenting programmes • Mellow Bumps • Mellow Babies • Mellow Dads • Webster Stratton Incredible Years	Brighter Futures for Children (Under 5s Service Manager)	March 2023	Feedback from parents attending programme measuring confidence levels, knowledge, skills – pre and post intervention
	2.3 Deliver antenatal Young Mums to Be qualification to	Brighter Futures for Children/ Royal Berkshire Foundation Trust Maternity services	March 2023	Brighter Futures for Children

		help young parents prepare for parenthood	(Infant Co-ordinator/Specialist Midwife)		
	2.4	Deliver Easy English Classes for pregnant women from the Black Asian Minority Ethnic community	Reading Borough Council	March 2023	Reading Borough Council Attendance/completion data
	2.5	Signpost new parents to specialist maternity services including: • Chaplaincy • Smoking cessation • Kick Clinic for substance use • Specialist Rainbow service- preparing parents who have undergone previous loss. • Neonatal Consultants and Foetal Medicine team- preparing families for complications. • Deliver Parent classes/Resuscitation on the - Neonatal ward • Provide Neonatal- flats so parents can stay with baby for additional support before going home	Reading Borough Council / Royal Berkshire Foundation Trust Maternity services (Director of Maternity Services)	March 2023	Progress updates
	2.6	Provide advice to new parents on evidence-based ICON safe sleeping programme	Reading Borough Council / Royal Berkshire Foundation Trust Maternity services (Director of Maternity Services)	March 2023	Public Health England Child and Maternal Health data
	2.7	Safe sleeping campaign- targeting new Dads.	Reading Borough Council / Royal Berkshire Foundation Trust Maternity services (Infant Co-ordinator)	March 2023	Public Health England Child and Maternal Health data
	2.8	Develop additional Midwifery care teams- enables relationship building, trust	Reading Borough Council / Royal Berkshire Foundation Trust Maternity services (Director of Maternity Services)	March 2024	Connected Care Metrics

		and recognition of support needs for pregnant women			
	2.9	Provide additional Maternity Care Assistant support in community for parenting support.	Reading Borough Council / Royal Berkshire Foundation Trust Maternity services (Director of Maternity Services)	March 2023	Progress updates
3. Increase the number of 2-year-olds (who experience disadvantage) accessing nursery places across Reading	3.1	Promote offer through Health Visiting contacts with parents especially 2-2.5-year-old Ages and Stages Questionnaires	Berkshire Health Foundation Trust (Children's Community Lead)	March 2023	Brighter Futures for Children 2-year-old take up data (termly) Department for Education take up data (termly)
	3.2	Develop Parent champion volunteer scheme in partnership with national charity CORAM to reach more families with 2-year-olds focusing on Black Asian Minority Ethnic communities.	Brighter Futures for Children (Under 5s Service Manager)	March 2022	Increase take up of entitlement specifically among BAME community
	3.3	Maintain high profile of two year offer through Family Information service and the Local Offer Family Information Service encouraging parents to secure alternative places where 1st choice settings lack capacity. A brokerage service to support parents to complete applications and locate provision.	Family Information Service/Brighter Futures for Children (Under 5s Service Manager)	March 2023	Brighter Futures for Children 2-year-old % take up data (termly)
	3.4	Two-year-old leaflets have been translated into most commonly used 11 languages including English, Arabic, Bengali, Chinese, Nepalese, Polish, Portuguese, Punjabi,	Brighter Futures for Children (Under 5s Service Manager)	March 2023	Brighter Futures for Children 2-year-old % take up data (termly

		Romanian, Spanish and Urdu. These will be used to promote the offer to local BAME community			
	3.5	Working with National Endowment for Science Technology and the Arts (NESTA) on a research project on 2-year-old funding entitlement	Brighter Futures for Children (Under 5s Service Manager)	March 2022	Brighter Futures for Children % take up 2-year-old entitlement
4. We will ensure that early year's settings staff are trained in trauma-informed practice and care, know where to find information or help, and can signpost families	4.1	Training action plan developed and implemented across all early year's settings and Childminders	Brighter Futures for Children (Under 5s Service Manager)	March 2022	Percentage of early years workforce who completed training
5. We will publish clear guidelines on how to access financial help; tackle stigma around this issue where it occurs.	5.1	Support families in financial difficulties via 1-1 family support	Brighter Futures for Children (Under 5s Service Manager)	March 2023	Parental feedback
	5.2	Family Information Service to signpost families to accessible financial support and guidance	Brighter Futures for Children (Under 5s Service Manager)	March 2023	Numbers referred and numbers accessing support-FIS data
	5.3	Incorporate financial support within the family hub/children's centre as part of the Best Start for Life strategy	One Reading Partnership (Under 5s Service Manager)	March 2024	Parental feedback and progress updates
	5.4	Poppy team – to provide information to families from numerous sources Allocate Continuity of care teams based in postcode areas with highest BAME and social and financial deprivation to provide	Royal Berkshire Foundation Trust Maternity services (Specialist Midwife)	March 2023	Parental feedback

		signposting information to women and families.		
6. Develop a speech, language, and communication pathway to support the early identification and low-level intervention to prevent later higher cost services	6.1	Action plans developed to address speech, language and communication needs in the early years through prevention and early intervention. 6.1.1 Develop a local multi-agency early years strategy which includes a focus on speech, language and communication.	One Reading Partnership Under 5s workstream (Under 5s Service Manager)	March 2023 March 2023	Health and Wellbeing Dashboard: Early Years Foundation Stage Profile data for speech, language and communication score
	6.2	Multi-agency workforce needs are being mapped across the early years, and specifically on speech, language and communication. 6.2.1 Carry out capacity and skills audits or training reviews with a focus on the role of health visitors, early years practitioners and teachers, family support in children's centres, Portage workers as well as specialist speech & language therapists.	One Reading Partnership Under 5s workstream (Under 5s Service Manager)	2023	Health and Wellbeing Dashboard: Early Years Foundation Stage Profile data for speech, language and communication score
	6.3	An identified partnership group has lead responsibility for developing the speech, language and communication pathway that will result in an overall multi-agency strategy, and this links to the work of the local authority and Clinical Commissioning Groups in relation to Children with SEND	One Reading Partnership Under 5s workstream (Under 5s Service Manager)	2025	Health and Wellbeing Dashboard: Early Years Foundation Stage Profile data for speech, language and communication score

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7. Explore the systems for identification of need for ante natal and post-natal care of pregnant women and unborn/new-born babies to reduce non-accidental injuries	7.1 Exploration and analysis of current services and multi-agency working to understand gaps/duplication of services. Incorporate learning from "Myth of the invisible men" to develop integrated care planning across all agencies and thresholds	One Reading Partnership Under 5s workstream/Berkshire West Safeguarding Children's Board (Under 5s Service Manager)	March 2022	Progress updates
	7.2 Provide centralised information for expectant/new parents on Brighter Futures for Children website including links to partners and external sources of information	Brighter Futures for Children (Infant Co-ordinator)	September 2022	Progress updates
	7.3 Link with Maternity voices forum to understand the views of expectant/new parents to help shape future delivery of services where appropriate	Brighter Futures for Children (Infant Co-ordinator)	March 2022	Insight work report – progress updates and summary

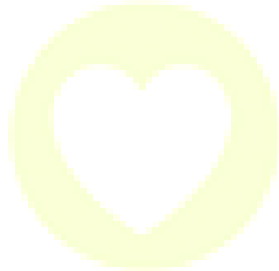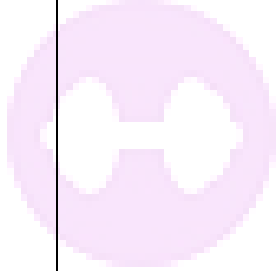| Health and Wellbeing Board Priority 4	Promote Good Mental health and Wellbeing for All Children and Young People			
Priority item description	**What will be done – the task**	**Who will do it**	**By when**	**Data Source, indicator/ measure**
1. Provide early intervention for children and young people with the right help and support at the right time	1.1. Continue to develop and set up trailblazer Mental Health Support Teams that covers schools in West Reading, South & East of Reading to: • Develop a whole school or college approach to mental health Focus on prevention and early action to promote resilience among children, young people, families and carers. • Promotion of resilience: supporting children to support themselves with healthy coping strategies such as exercise, peer support, relationships, mindfulness. • Provide timely advice to school and college staff to help children and young people to get the right support and stay in education • Deliver evidence-based interventions for mild to moderate mental health issues • Provide training and workshops to schools, children, young people and parents. • Use the THRIVE model of Getting Support, Advice, and Getting Help in THRIVE model. • Proactive Prevention and Promotion. Needs are met early.	Brighter Futures for Children	July 2023	Number of schools Number of referrals in quarter Average waiting in quarter Number of outcomes recorded in quarter Average outcome score in quarter Total referrals to all Mental Health Support Teams

	• Focus on prevention and early action to promote resilience among children, young people, families and carers, whilst ensuring access to appropriate specialist care if needed and in times of crisis. • Train a skilled and confident workforce able to promote emotional well-being, respond to emotional distress and mental ill-health.			
	1.2 Parent workshops and signposting to mental health resources and self-care / self-help resources (as part of Schools Link Mental Health Project) • Parents that attend workshops feel more confident in understanding and supporting their child's emotional wellbeing needs • Parent carers have a publicised offer of mental health and emotional wellbeing modules to attend • Overcoming your child's anxiety workshops for parents.	Brighter Futures for Children	2023	Quarterly reports
2. Support settings and communities in being trauma informed and using a restorative approach.	2.1 Continue to work with schools and partners (formal and informal service providers, charities and voluntary organisations) to ensure trauma informed approach becomes better understood and embedded in thinking and responses through the following: • Embed trauma informed and restorative approach across Reading	One Reading Partnership Supported by S3 group	July 2023	Progress update

	• An accessible and well communicated trauma informed EWB and mental health offer for children and young people and families that is responsive to need.			
3. Coproduction and collaboration with Children and Young People, families, communities and faith groups to shape future mental health services & in delivering transformation of mental health and emotional wellbeing services	3.1.1 We will work with children, young people, and families in developing our responsive offer and empower them in taking control of their emotional wellbeing and growing resilience. 3.1.2 Work with Berkshire MIND to set up separate Parent and children/ young people's advisory groups to help us develop our approaches and services. 3.1.3 We will run parent workshops to provide information, peer support, access to specialists and promotion of resilient families, parents, carers and siblings. 3.1.4 Build on community strengths and assets, 'It takes a village to grow a child'. 3.1.5 We need a partnership and systems approach to mental health and emotional wellbeing. Advice, support and help need to be in place across Reading, in the community, in school, families, friendship groups, faith and community groups. 3.1.6 Purchase the OxWell mental health survey for 2021. Put in place OxWell 2020 report recommendations (received Jan 2021) 3.1.7 Provide mental health support that children and young people and their families want to access where and when they want it,	Brighter Futures for Children	August 2023	Progress update

	i.e., options for within schools and colleges, community, online, at home. 3.1.7 Community engagement – learning from communities and engaging them in everything from strategy development to service delivery. Scoping exercise to find out where they currently get information and support from; What information and support do they want/need about mental health; how can the wider community support Children and Young People's mental health?			
4. Develop an easy to navigate local mental health and emotional wellbeing offer for children, young people, parents, carers and professionals/practitioners.	4.1. Develop an accessible and well communicated trauma informed emotional wellbeing and mental health offer for children and young people and families that is responsive to need • Easy access to advice, guidance, self-help, and responsive services. • Support is offered at the earliest opportunity • Include information on transition to adult services.	Brighter Futures for Children	August 2023	Progress update
5. Identify & provide services for targeted populations i.e., the most vulnerable children & young people to ensure equality of access to support and services	5.1. Learning Disabilities with/without autism Learning Disabilities Children and young people with a learning disability are three times more likely than average to have a mental health problem. • Gap analysis: scope level of need not currently being met through existing services • Review examples of targeted support this cohort of Children	Brighter Futures for Children	August 2023	Progress updates Unplanned placement changes 3+ placement changes

	and Young People and working with the LDA initiatives (e.g., key workers and an intensive support service) propose the service offers we need to augment or set up fresh to meet this need e.g., East Berkshire. • Work with partners including the NHS in development of Learning Disability and Autism service. • Work with The Avenue School and parents through appreciative enquiry. • Using evidence to support interventions: Specialist schools have monitoring measures in place to measure change in wellbeing.			
	5.2. Autism 70% of children with autism and 80% of adults with autism have at least one mental health condition. The Autism Growth Project will enable schools to recognise the strengths and needs of Children and Young People with autism, resulting in a more positive experience for them. • Contribute to the Autism strategy • Focus on the Autism Growth project with lead schools in 21.22 • Universities contacted. Reading University have expressed interest in possibly offering	Brighter Futures for Children	August 2023	

	awards (modular Masters degrees). • Promote the voices of Children and Young People with neurodiversity • Support Special United with their blog/ Vlog on being autistic.			
	5.3. LGBTQ+ With growing numbers of Children and Young People in the LGBTQ+ community we need to work with the relevant organisations and leaders co-produce an action plan to raise the profile and access arrangements for these Children and Young people P and their families to help and support. • We will work with local groups, national representatives of LGBT+ groups, and service users to understand views of how MHEW services can be tailored to be more accessible and user friendly. • Co-produce action plan to raise profile and access arrangements to help and support. • Models of interventions are compared, and local data analysed in order to make strategic decisions.	Brighter Futures for Children	August 2023	
	5.4 Ethnic minority groups • Review current access • Co-produce action plan to raise profile and access arrangements to help and support.	Brighter Futures for Children	August 2023	

	• Contact Alafia (ACRE) and faith group leaders; Close contacts within the Black Asian and Minority Ethnic communities are made and training and workshops are agreed. • Commission local voluntary, faith and community groups to enable us to work with our local diverse groups in facilitating a non-judgemental acceptance of MHEW needs, a greater understanding of recognition and strategies, and enabling access to resources.			
	5.5 Young men's group • Restart Young Men's groups at Reading College in Autumn term 2021. • Reduce stigma around young men accessing MHEW support services and talking about MHEW. • Dad's Adverse Childhood Experiences workshop delivered to 6 dads in 2 groups.			
	5.6. Develop the new Children Looked After mental health & emotional wellbeing service - A new joint funded Children Looked After Mental health service for Reading is being set up to go live April 2022 as a system wide joint transformation programme, the Children Looked After service offer has been co-produced with Children and Young People, Local Authorities and Berkshire Health Foundation Trust, the offer is agreed and jointly			Reduction in unplanned placement changes/Reduction in 3+ placement changes.

	funded by Clinical Commissioning Group/NHS and Local Authorities.			
6. Recovery after Covid-19 / Adolescent mental health	6.1. Adolescent mental health The mental health & emotional wellbeing of children and young people has been significantly impacted by the COVID-19 crisis, many of whom are now not engaged in education Set up an Emotionally Based School Avoidance service for adolescents not attending school, due to emotional wellbeing or existing mental health concerns.	Brighter Futures for Children	July 2023	No of children worked with who aren't attending school Percentage (%) re-engaged into education
7. Local Transformation Plan	7.1 Ensure achievement of Berkshire West multiagency shared mental health action plan. • A significant system review of the emotional wellbeing and mental health offer has been completed that significantly impacting on the forming of the 9 transformation priorities. • Create a single access and decision-making partnership arrangement • Tackling the waiting times in both specialist/ Core Child and Adolescence Mental Health Services • Meeting the Eating Disorder waiting times for response to referrals • Mobilising a Community Home treatment offer 24/7 access standard for Crisis cases • Mobilising 2 further Mental Health Support Teams • Meeting the COVID surge demand as it arises (tied to 3 &5)	Brighter Futures for Children	July 2023	Progress update

	• Addressing gaps in access and service offer due to inequalities • Strengthening our adolescent to young adulthood offer (16 – 25)			

Health and Wellbeing Board Priority 5	Promote good mental health and wellbeing for all adults			
Priority item description	**What will be done – the task**	**Who will do it**	**By when**	**Data Source, indicator/ measure**
1. Raise mental health awareness and promote wellbeing	1.1 Further develop local accessible, culturally appropriate and practical resources, including lessons learned during the COVID-19 pandemic and guidance on what works and what is available to Reading residents, including: 1.1.1 Ongoing development of the Reading Services Guide for promotion and signposting 1.1.2 Guidance on how to access mental health support, including paper Z card. 1.1.3 A refreshed ReadyFriends Toolkit, developed by Reading Voluntary Action 1.1.4 Wellbeing toolkits and resources, such as Sport in Mind's journals, No5 Mental Health Workshops. Psychological First Aid, Mental Health First Aid and Mental Health Awareness courses for target groups.	Lead: Mental Wellbeing Group Reading Borough Council Mustard Tree RVA Sport in Mind, No5 Young People, Reading Community Learning Centre, Alliance for Cohesion and Racial Equality, Compass Recovery College	Twice a year	RSG: Distribution and coverage (Google analytics) Number of courses Action plan updates from partners
	1.2 Recognise the importance of social connection, green spaces	Lead: Mental Wellbeing Group • Public Health and Wellbeing team, Reading Borough Council	Twice a year	Number of people engaging in relevant activity with Reading Green Wellbeing Network,

	and arts and cultural activities for mental wellbeing. 1.2.1 Promote access and signpost to activities that promote wellbeing, such as physical activity and stronger social networking 1.2.2 Develop and increase use of community and green spaces for wellbeing 1.2.3 Improve the availability and promotion of arts and cultural activities for wellbeing	• Reading Green Wellbeing Network • Libraries • Berkshire West Integrated Care Partnership • Compass Recovery College • Age UK Berkshire • Enrych Berkshire • Engage • The MERL • No5 Young People		Sport in Mind, Age UK Berkshire, Engage and Compass Recovery College Action plan updates from partners
	1.3 Break down the barriers between mental and physical health 1.3.1 Promote access and signpost to physical activity that promotes wellbeing (including Reading Borough Council's physical activity and adult Weight Management Programme) Increase uptake of annual health checks for people with serious mental illness and ensure appropriate behavioural support is available e.g., smoking cessation.	Lead: Mental Wellbeing Group • Public Health and Wellbeing team, Reading Borough Council • Sport in Mind • Get Berkshire Active • Reading Green Wellbeing Network • Berkshire West Integrated Care Partnership		Health and Wellbeing Dashboard: • Tier 2 weight management performance indicators Annual health checks for people with serious mental illness using Connected Care data from the Integrated Care System
	1.4 Reduce mental health stigma 1.4.1 Develop culturally tailored mental health awareness through new campaigns and resources 1.4.2 Support and enhance a preventative approach in workplaces. Engage local businesses in training offers and raise the profile of healthy work environments as a way of	Lead: Mental Wellbeing Group • Reading Borough Council • Alliance for Cohesion and Racial Equality • Reading Community Learning Centre • Compass Recovery College • Berkshire Healthcare Foundation Trust • Talking Therapies	Twice a year	Action plan update from partners, including: • Number of campaigns held • Number of resources developed • Be Well Engagement levels • Number of people trained for mental health first aid

		addressing loneliness and social isolation, including access to employment for all, adapting to virtual or remote working, and drawing on best practice to find new ways to support employee wellbeing which build on lessons learned during the COVID-19 pandemic. Link to new mental wellbeing campaign (Be Well) to connect people from all backgrounds with local support and reduce stigma.	• Loneliness and social isolation steering group • Sport in Mind (Red January) • Job centre plus • No5 Young People		• Updates from Loneliness and social isolation steering group Health and Wellbeing Dashboard: • Narrowing the gap indicators
	1.5	Support the development of a new Berkshire West Mental Health Needs Assessment, to be published on the Reading Joint Strategic Needs Assessment and review and update the Reading Joint Strategic Needs Assessment content on Loneliness and Social Isolation, including local research.	Lead: Reading Borough Council Loneliness and Social Isolation Group	September 2022	Completed Berkshire West Mental Health Needs Assessment on the Reading Joint Strategic Needs Assessment Contributing data: No5 Young People, Citizens Advice Bureau, Launchpad, Reading Refugee Support Group
2. Address social factors that create risks to mental health and wellbeing, including social isolation and loneliness	2.1 2.1.1	Ensure residents have access to financial support and advice (e.g., benefit entitlement, debt advice, unemployment) Explore how more in-depth information could be collected around mental health referrals via Reading Borough Council Debt Advice Team.	Lead: Reading Borough Council Debt Advice Team • Citizens Advice • Communicare • Compass Recovery College • Reading Refugee Support group	Twice a year	Action plan update from partners Developed indicators/ referral pathways RRSG metrics - WEMWBS
	2.2	Work with Reading Borough Council Housing Needs support and advice service and partners to understand gaps	Lead: Reading Borough Council Housing Needs support and advice service	Twice a year	Action plan update from partners Referrals to Change Grow Learn outreach team

		and links to poor mental health and wellbeing (e.g., reason for eviction) Explore and develop the pathway between homelessness, referrals to Change Grow Learn, diagnosis, and use of mental health services.			Developed indicators/ referral pathways Berkshire Healthcare Foundation Trust Housing indicators and linking to Learning Disability Partner metrics: Launchpad, Citizens Advice Bureau
	2.3	Work with Brighter Futures for Children in coordination with the action plan for Priority 4: "Promote good mental health and wellbeing for all children and young people" to ensure adult mental health support services engage with transitions, trauma and adverse early life experiences. Brighter Futures for Children representative will feed into the Mental Wellbeing Group, to collaboratively identify next steps for transition arrangements, pathways and offers.	Lead: Brighter Futures for Children Mustard Tree No5 Young People	Twice a year	Action plan update from partners Brighter Futures for Children indicators Developed referral pathways
	2.4	Work with the Voluntary and Community Sector and diverse groups to rebuild mental resilience and tackle racial discrimination and social exclusion. Including via funding such as Narrowing the Gap, Community Participatory Action Research and associated actions, Wellbeing champions, mental health awareness courses, CEV mental health training offer and small grants from Compass Recovery	Lead: Mental Wellbeing Group • Reading Borough Council • Reading Community Learning Centre • Alliance for Cohesion and Racial Equality • Reading Refugee Support Group • Narrowing the Gap III • Community Participatory Action Research • Compass Recovery College • No5 Young People	Twice a year	Action plan updates from partners Health and Wellbeing Dashboard: • Narrowing the Gap III indicators

		College, No5 Young People Covid Conversations.			
	2.5	Raise awareness of interventions that address Loneliness and Social Isolation using various platforms to raise awareness of Loneliness and Social Isolation, including professionals' meetings, engagement events, training, awareness days.	Loneliness and Social Isolation Steering Group		Updates from Loneliness and Social Isolation Group.
3. Focus targeted support on groups at greater risk of experiencing mental health challenges, loneliness and social isolation and health inequalities in order to support early identification and intervention	3.1.1 3.1.2 3.1.3 3.1.4	Use the new Reading mental health needs assessment and Narrowing the Gap priorities to determine priority of at-risk groups and further actions/indicators. Develop a framework for how priority groups are identified, to align the Health and Wellbeing Strategy, Reading Mental Health Needs Assessment and Mental Wellbeing group's strategic priorities. Review research from Community Participatory Action Research project with ethnic minority groups Use framework to identify targeted support and priority groups, including but not limited to, with the aim of influencing commissioning and funding of targeted services. • Rough sleepers • People who are not literate • People who speak little or no English • People whose first language is British sign language	Lead: Mental Wellbeing Group • Community Participatory Action Research • Compass Recovery College	December 2022	Needs assessment used to review commissioned services that target support to the listed priority groups Framework completed and published (To include Reading Refugee Support Group, No5 Young People, Citizens Advice Bureau, Launchpad, and other local metrics) Review completed Priority at risk groups identified Interventions adapted to engage high risk groups Action plan updates from partners on framework and priority groups

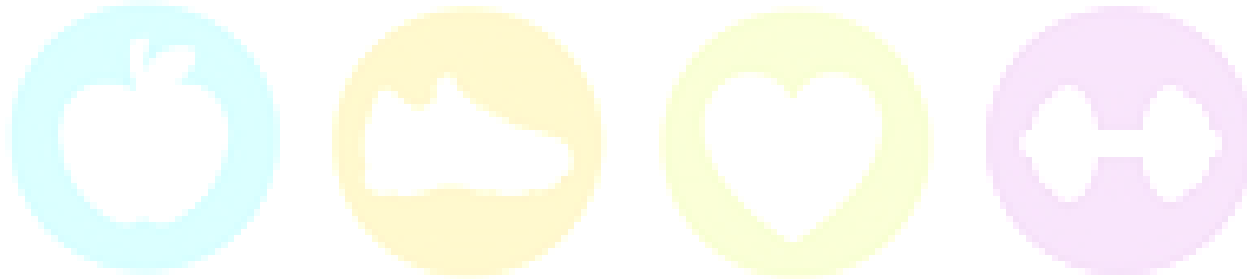|					
		• People providing unpaid care to adults or children with additional needs • People who have experienced domestic abuse • People with a physical, sensory or learning disability • People with Severe Mental Illness • People with eating disorders • Areas of high economic disadvantaged • Perinatal mental health • Older People • Isolated women from South Asia • Working age men of African heritage • Women at risk of offending • Nepali men and women with diabetes			
	3.2.	Link into the Berkshire Suicide Prevention strategy to reduce risk in groups identified as being at high risk of death by suicide and tailor mental health support to meet the specific needs of different sections of the community. Completed through attendance at Berkshire Suicide Prevention group meetings (quarterly) to ascertain how the Mental Wellbeing Group can implement elements of the Suicide Prevention strategy in Reading and what support and signposting can be offered.	Berkshire Suicide Prevention group	Twice a year	Action plan update Berkshire suicide Prevention indicators

4. Foster more collaborative working across health, care and third sector services to recognise and address mental health support needs	4.1.	Develop the Social Prescribing Forum to share information and resources across social prescribing link workers and the Primary Care Networks to raise awareness of the social prescribing ethos.	Lead: Reading Voluntary Action • Thriving Communities • Age UK Berkshire	Twice a year	Number of referrals made to social prescribers and then out into local mental health and wellbeing support (Reading Voluntary Action /Age UK Berkshire
	4.2.	Continue to develop joint working between the Adult Social care "front door" (first point of entry) service into mental health teams.	Leads: Adult Care and Community Mental Health Teams, Reading Borough Council	Twice a year	Representatives from relevant teams attend Mental Wellbeing Group and feed in their indicators
	4.3.	Develop how service users are referred from Adult Social Care to the Voluntary Community sector for preventative and maintenance support.	Leads: Adult Care and Community Mental Health Teams, Reading Borough Council Mental Wellbeing group	Twice a year	Representatives from relevant teams attend Mental Wellbeing Group and feed in their indicators
	4.4.	Develop joint working between healthcare and the voluntary sector through networking opportunities, engaging with decision making, and awareness raising of voluntary sector services	Lead: Berkshire Healthcare Foundation Trust, Royal Berkshire Foundation Trust	Twice a year	Voluntary sector is enabled to network, engage with decision making and raise awareness
	4.5.	Increase access to support for mental health crises by linking into Berkshire West Integrated Care Partnership mental health crisis support and promoting NHS111 and Breathing Space.	Leads: Berkshire West Integrated Care Partnership and Together UK Berkshire Healthcare Foundation Trust	Sept 2022	Action plan updates Reported growth of NHS111 and Breathing Space
	4.6.	Representative from mental wellbeing group to collaborate with Berkshire Healthcare Foundation Trust partnerships group to deliver a new comprehensive community based mental health model.	Lead: Community Mental Health Programme Manager, Berkshire Healthcare Foundation Trust	Jan 2024	Progress reports, annually Community based model delivered
5. Develop and support peer support initiatives, befriending and volunteer	5.1	Raise awareness amongst existing and emerging groups offering peer support and befriending	Lead: Mental Wellbeing Group • Ready Friends and Advice Service at Reading Voluntary Action	Twice a year	Action plan updates

schemes, recognising the impact of COVID-19 on smaller Voluntary Community Sector groups in particular	schemes of opportunities to access: • Funding • Information • Advice / Support • Training Non-accredited learning opportunities (e.g., peer mentoring, acquisition of language and practical skills to increase confidence)	• Age UK Berkshire • Engage • Starting Point • Reading Borough Council • Reading Voluntary Action, Social prescribing • Thriving Communities • Reading Community Learning Centre • Alliance for Cohesion and Racial Equality		Narrowing the Gap service indicators
6. Build the capacity and capability across the health and social care workforce to prevent mental health problems and promote good mental health	6.1 Raise awareness of existing training and set up a task and finish group to share resources: • South Central Ambulance Service training • Suicide prevention training • Making Every Contact Count • Primary Care Network standardised training offer • Mental Health and Wellbeing i-Act training that has been delivered to Local Authority staff. • Berkshire West Integrated Care Partnership training for Severe Mental Illness Physical Health Checks for primary care staff Berkshire Healthcare Foundation Trust Severe Mental Illness health education events and bite sized training.	Lead: Reading Borough Council • Berkshire West Integrated Care Partnership	Twice a year	Number of training programmes delivered Number of staff trained in each programme each quarter Development of a task and finish group
	6.2 Stay up to date with the mental health expert reference task and finish from the group Berkshire Universal Training offer.	Lead: Reading Borough Council Berkshire West Integrated Care Partnership	Twice a year	Number of training programmes delivered Number of staff trained in each programme each quarter
	6.3 Stay up to date with Buckinghamshire,	Lead: Reading Borough Council	Twice a year	Number of training programmes delivered

		Oxfordshire and Berkshire West Wave 4 monthly meetings regarding mental health education and training via attendance representation	Berkshire West Integrated Care Partnership		Number of staff trained in each programme each quarter
	6.4	Mental Wellbeing Representative to stay up to date with Berkshire Healthcare Foundation Trust React Mental Health conversation training and staff health and wellbeing network. Representative to feedback involvement avenues to partnership (e.g., Presenting at Continued Professional Development sessions)	Lead: Reading Borough Council Berkshire West Integrated Care Partnership	Twice a year	Number of training programmes delivered Number of staff trained in each programme each quarter
7. Support people affected by COVID19 with their Mental Wellbeing and associated loneliness and isolation.	7.1	Continue to sign post people to and support people through available courses, workshops and support services	Lead: Mental Wellbeing Group • Compass Recovery College • Reading Borough Council • Reading Borough Council Clinically Extremely Vulnerable funded organisations • Berkshire Healthcare Foundation Trust (Mental Health First Aid - both Adult & Youth) • Reading Voluntary Action, Social prescribing • Thriving Communities • No5 Counselling	Twice a year	Action Plan update Clinically Extremely Vulnerable funded organisations reporting (if available) Results from resident's survey – to suggest building community feedback to ensure what services are available and that adequate support and services are available How many people are being supported through community support courses and engagement activities (E.g., via Place survey from neighbourhoods' team or citizens panel)
	7.2	Develop support to address social anxiety in people who have isolated for lengthy periods as a result of COVID-19			
	7.3	Explore and resource options for more front-line training for Voluntary and community sector staff, in order to build resilience, improve the quality of supervision provided to frontline staff and volunteers and ensure sector are equipped to have conversations around anxiety, mental health and wellbeing.			
8. Develop local metrics to measure progress which are linked to Reading Mental Health Needs Analysis	8.1.	Consider and share how different organisations collate measures of mental health and wellbeing, including the impact of local interventions to increase knowledge and consistency around impact measurement. To	Lead: Mental Wellbeing Group • Thriving Communities • Berkshire Healthcare Foundation Trust	Twice a year	Partners have greater awareness of available tools and outcome measurement. Identifying what is being collected by whom.

| | encourage organisations that don't collate measures of mental health and wellbeing to start using appropriate tools. | | | Partners able to contribute data to the Needs Analysis.

Weight management services |