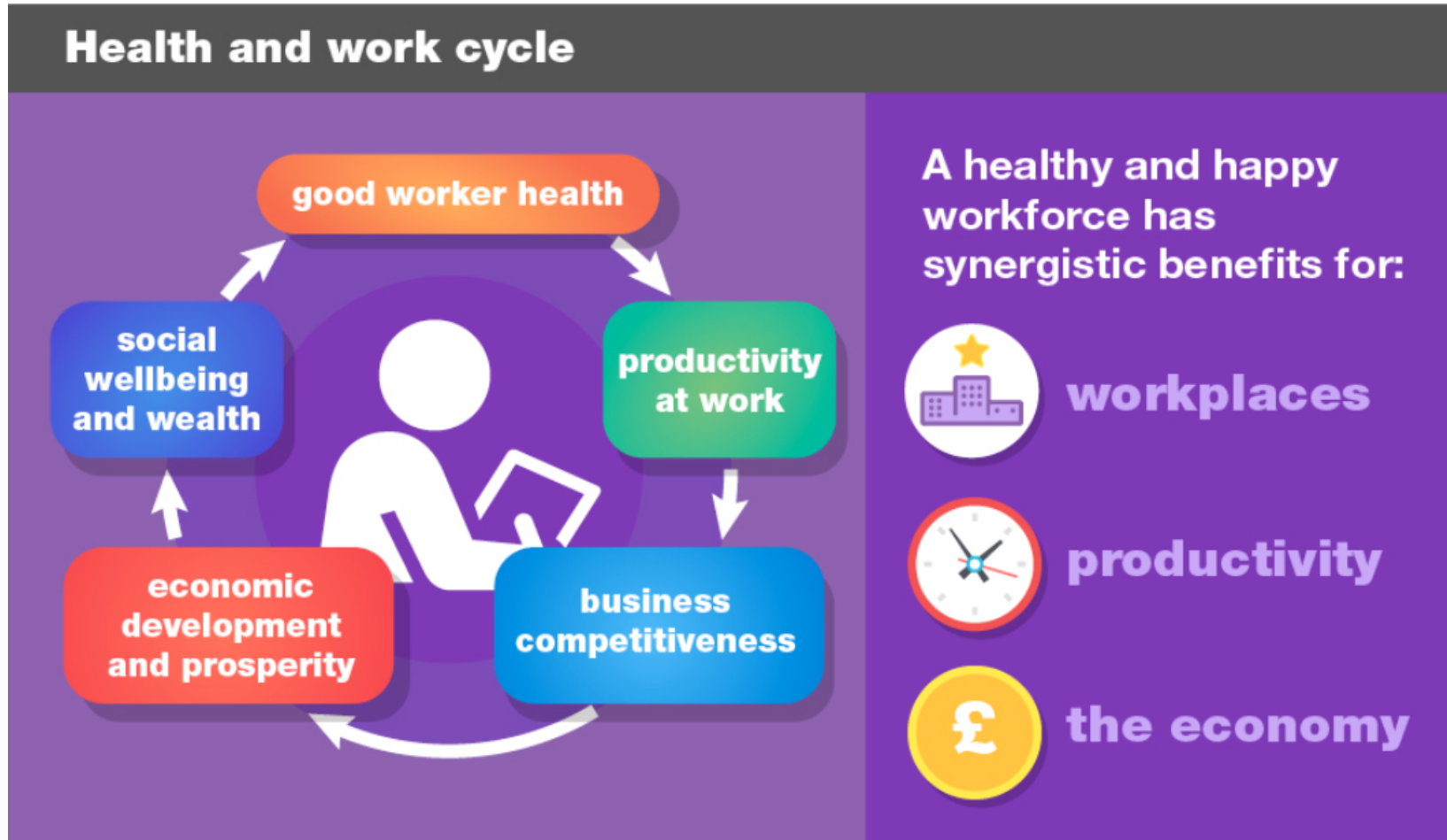


# Employment and health Sheffield Health & Well Being Board

**good work is good for the health of**  
**Individuals**  
**Families**  
**Employers**  
**The Economy**

# What this presentation will cover

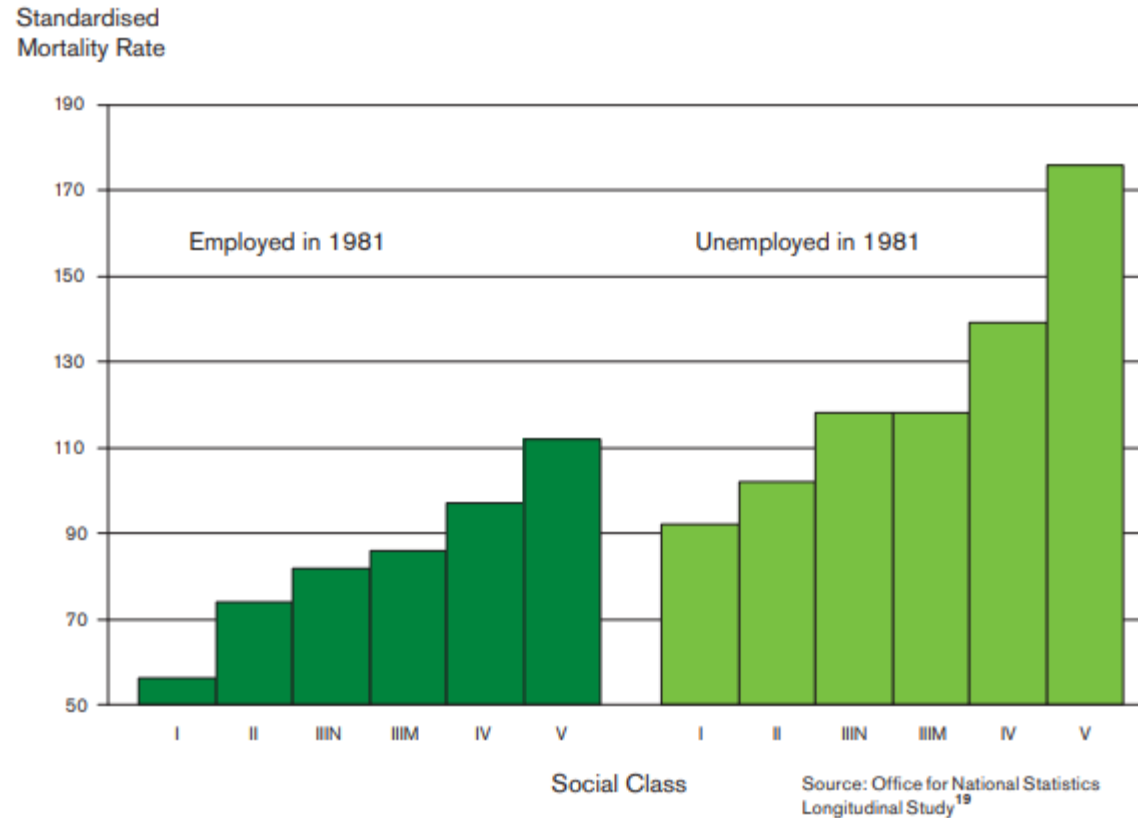
- Employment as a key determinant of health
- Good work is good for health
- It's about getting a job AND keeping a job
- A substantial proportion who are out of work or lose their job have a health condition
- We have a role as the H&WB Board AND as major employers in the city
- What governance and programmes we have in place



<https://www.gov.uk/government/publications/health-matters-health-and-work/health-matters-health-and-work>

# Unemployed people are more likely to die

Mortality of men in England and Wales in 1981-92, by social class and employment status at the 1981 census



Marmot (2010) Fair Society Healthy Lives

# good work is good for health

## **Good work**

Improves health and wellbeing and reduces social isolation through:

- **Source of money**

Half of adults in workless families are living in poverty,

5% of adults in households where all adults are full time employed are living in poverty

- **Social support and networks**

- **Purpose and fulfilling occupation**

- **Good work can also aid recovery from health conditions such as mental health conditions**

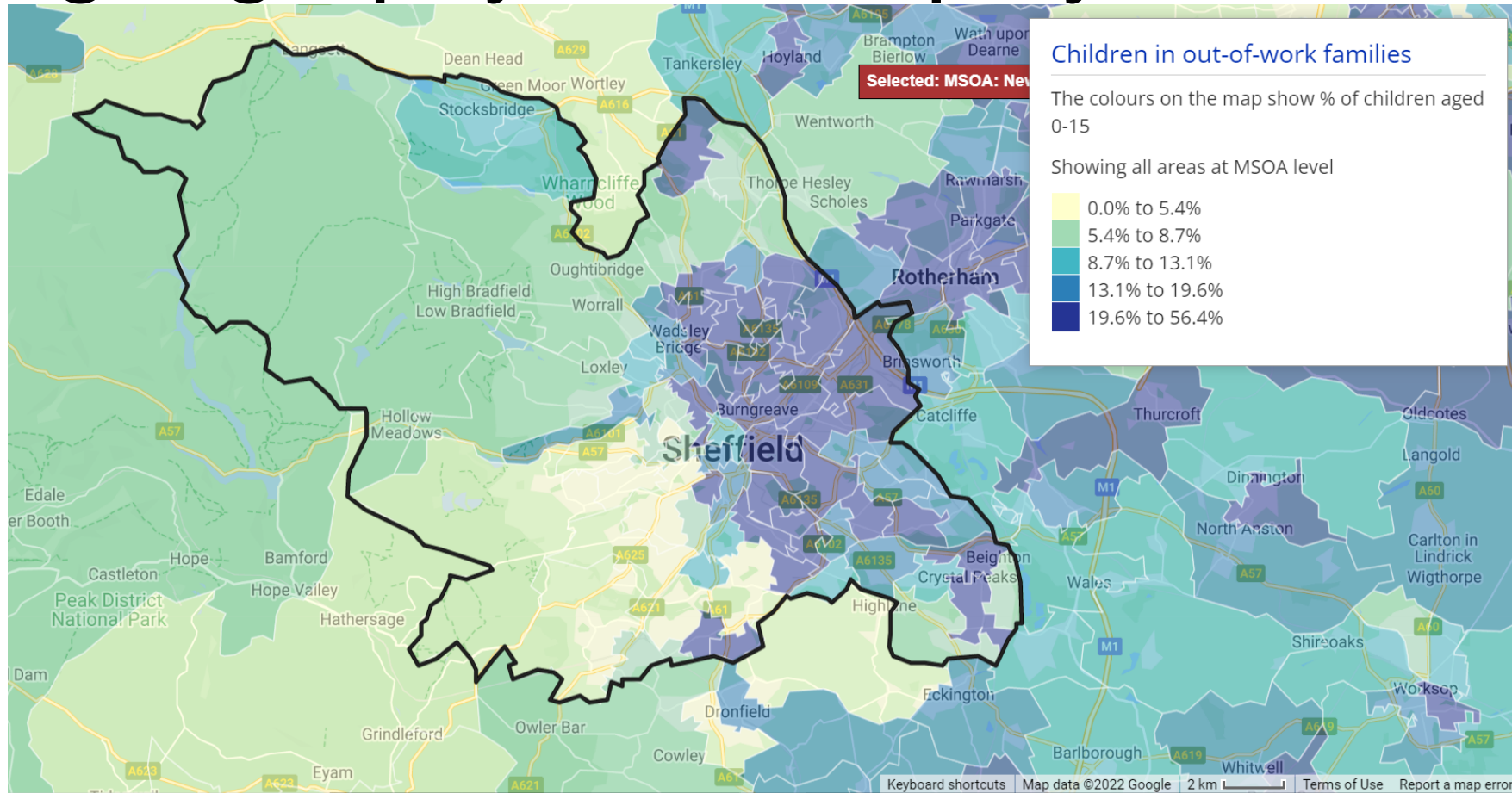
# What is good work?

- Are our organisations good employers?
- Do we successfully recruit and retain staff? Including staff with health conditions?
- Bananas and yoga provided? or workplaces free from discrimination where people have contracts and are paid appropriately?
- Providing training to help staff progress

## A great job is where you ...

- are paid fairly
- work in a safe and healthy workplace
- are treated decently
- have guaranteed hours
- have the opportunity to be represented by unions and a strong independent voice on what matters at work
- have the opportunity to progress at work and get on in life

# The geography of unemployment



Source: Work and Health chapter of Sheffield Joint Strategic Needs Assessment

# future generations- future workforce

- 19% of Sheffield's children live in households where no adults are working
- This is compared to 11% of children in the UK as a whole

**Living in a household where someone works impacts the now and the future**



# Why are people not in work?

## Two main groups facing barriers to labour market participation

- those out of work primarily because they have **ill-health or a disability** (2.7 million people) –increased since pandemic
- those who are **looking after their family or home** (1.7 million)
  - decreased from 2.4 million in 2011

## A substantial number of people who are not in paid work want to be

- 46% of the 4.9 million people not participating in paid work with ill-health want to work now or in the future.

# Health conditions of those underrepresented in the workforce

- 10% gap in employment between those with and without long term condition
- 65% gap for people who need support from secondary health mental health services
- 22% of autistic people are in employment compared to 52% of disabled people and 81% of non-disabled people

# Governance

- Strategically straddles two worlds – the health space and employment and skills space
- Health and Well Being Board
- Sheffield Employment and Skills Advisory Board
- Subgroup of SESAB is the Local Integration Board which brings together providers of employment and health support-
  - Department of Work and Pensions
  - Voluntary and community sector
  - Health partners
  - Council commissioned employment support work

# Strategy links to work and health

## **Health and Well Being Strategy**

### **Ambition 5:**

Everyone has a fulfilling occupation and the resources to support their needs.

## **City Goals**

### **Goal 1:**

We build a fair, inclusive and creative local economy that attracts and retains talent, supports local businesses and invests in opportunities for all

# Sheffield Employment & Skills Strategy

A project is underway to deliver a new Employment & Skills Strategy for Sheffield, to be adopted by stakeholders across the city

This will deliver:

- a long-term vision for the city beyond 2030
- a roadmap with clear milestones to drive delivery of a 5-year action plan

Sheffield Employment & Skills Advisory Board has developed a set of themes, approved by the Council, to enable initial focus, including several related to work and health:

- **Increasing economic activity**, providing access to the labour market
- Providing **targeted and/or specialist support** for those facing specific barriers to work
- Supporting employers to provide **inclusive workplaces with flexible practices.**

# How do members of the Health and Well Being Board link to this agenda?

- As **commissioners** of services we can include components of good work into contracts, advocating for good work.
- As **employers** who can recruit and retain staff including those with lived experience of health conditions
- **As organisations who support people with health conditions** struggling in work or out of work who can be **referrers** to support for those trying to get or keep as job
- As **providers of health services** where their delivery impacts on whether people can work or not e.g. individuals on waiting lists for operations who are off work

# Current work and health provision in Sheffield

PROGRAMME	PROVIDER	FUNDER	FUNDING ENDS
Feel Well, Work Well	Sheffield Futures	ESF	December 2023
Intensive Personalised Employment Support	REED in Partnership	DWP	December 2023
SEND Youth Hub	Autism Plus	DWP	April 2024
Opp Shef: Mental Health Keyworker	Big Ambitions (to Nov 2023)	UKSPF	March 2025
Opp Shef: LDD Keyworker	Yes2Ventures (to Nov 2023)	UKSPF	March 2025
Opp Shef: Autism Keyworker	Autism Plus (to Nov 2023)	UKSPF	March 2025
Opp Shef: Autism Supported Employment	Autism Centre for Supported Employment	UKSPF	March 2025
IPS for Substance Abuse	Likewise / Humankind	DWP	March 2025
Local Supported Employment (Sheffield)	SCC	DWP	March 2025
Work and Health Programme	REED in Partnership	DWP	December 2025
Work and Health Programme - Pioneer/Work Routes Contract	REED in Partnership	DWP	December 2025
Work and Health Service	Sheffield Occupational Health Advisory Service (SOHAS)	Public Health Grant	March 2028
First Routes	Autism Plus	Self-funded / Social Care	Ongoing
Employability	Standguide	DWP	Ongoing
Individual Placement Support for Serious Mental Illness	South Yorkshire Housing Association	NHS ICB	Not disclosed

# What services are available to help people with a health condition **get work**

- Mainstream universal services to support people to get a job - Jobcentre Plus
- Additional offers to specifically support people with health conditions – Working Win commissioned by South Yorkshire Mayoral Combined Authority
- Health services with an employment component – Talking Therapies in Sheffield Health and Social Care Trust
- Supported employment, particularly for people with a health condition or disability to support them into work and during work

**It's complex - We need to improve the coordination for referrers and service users**



# job retention- People in work but off sick

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Health matters: health and work (2019) Public Health England

# What universal services are there in Sheffield to help people **stay** in work?

- Universal health services – GPs, musculoskeletal teams
- Good Employment practices (some of which are required in law) e.g carers leave, use of reasonable adjustments
- Occupational health services within organisations
- We lack support to employers to help them support their employees. This is particularly relevant when so many businesses in Sheffield are very small in terms of number of employees.
- Sheffield Occupational Health Advisory Service – work and health support for those who work in organisations which don't have occupational health provision

# What further provision do we want to see locally?

## Work Well Partnership bid

This was a bid submitted by the Integrated Care Board supported by South Yorkshire Mayoral Combined Authority, Local Authorities and local providers in January 2024

- Focused on those with health conditions
- Focused on those in work or only recently having lost work
- Focused on integrating the support that there is in the system to make sure people can navigate the system and get the most appropriate support
- If successful this will provide a triage function
- Will identify gaps in provision and work to fill them

## Owen gets back to work via supported employment

When Sheffield's John Lewis store closed, Owen lost a supported employment role he had held for 13 years. This was a real setback given the progress Owen had made in his job, going from assisting in the staff canteen to hosting customers in the store's public café.

Owen was naturally upset by the turn of events but resolved to remain positive and seek a new opportunity. With this in mind, his AC4SE job coach helped him prepare for the future by creating a new CV and searching the jobs market. Before long, the perfect vacancy came up, assisting at Pets at Home. Animal-lover Owen gained an interview, worked hard on his preparation and was ultimately offered the job!

With ongoing in-work support from AC4SE, Owen has been swiftly progressing, gaining confidence, taking on new responsibilities and gradually moving towards a front-of-house, shop floor role. He is really enjoying looking after the animals, working with colleagues and is even responding well to working to targets, something he thought he would never be able to do.

*"I love that I get to work with both people and animals. I love helping people, giving them the information they need to look after their pets and caring and looking after the animals." - Owen*



## Mental health support helps Randy conquer his fears

Having graduated from university in 2012, Randy spent many years unsuccessfully trying to find a job. As someone with high functioning Asperger's Syndrome, Dissociative Identity Disorder and Gender Dysphoria, he found various aspects of his life challenging, including job search. His mental health suffered as a result.

A referral to Big Ambitions' employment service was the catalyst for change. Working enthusiastically with his keyworker, Randy set about gaining a better understanding his mind, self, and the workplace, and trying to find his place in the world. From there, he started targeting appropriate job roles.

With an enhanced understanding of his mental health and gender dysphoria, Randy gained the confidence to talk about his life and the things he finds difficult, which enabled him to have open and frank conversations with potential employers.

Following a 16-week placement in a retail outlet, Randy successfully interviewed for a cleaning role at Marks & Spencer. He continued to receive support from his keyworker while he settled into the job.

*"I felt like Big Ambitions really listened and understood what was going on inside my mind. I have not faced any prejudice - I would like to thank the team for their support and understanding." - Randy*



# Lived experience

## Getting a job

- **“I had no job, no money and was living beyond my means. I hardly socialised with anyone because my depression was showing its ugly head. But now, I’m feeling positive for the first time in a long time and looking forward to starting my new role as Support Worker for adults with Autism.” (Working Win case studies)**

## Staying in work

- **“(Sheffield Occupational Health Advisory Service) have supported me during a very difficult and complex grievance/workplace bullying issue while I was suffering from severe anxiety. I have only just returned to work but my employment adviser has supported me every step of the way’ (SOHAS annual report)**

# Questions for the Board

1. How can the Health and Wellbeing Board support employers to have positive working practices including providing reasonable adjustments and workplaces which support good work?
2. What can the Health and Wellbeing Board contribute to commissioning services and supporting the 'stitching together' of services to support people with health conditions to get and keep a job?
3. As organisations linked to health and social care - how can we provide good work and support people to get and keep a job with us? How can major employers work together on this?
4. How can our operational service provision support people to get or keep a job? Including supporting people on waiting lists by linking with employment support?

# Recommendations for the Board

1. Note the importance of employment for health and wellbeing
2. Take opportunities to advocate for good work as an important determinant of health including
  - The role of employers providing positive and supportive environments
  - Supporting the work of the Sheffield Skills and Employment Advisory Board to develop the Employment and Skills Strategy
  - Supporting the work of the Local Integration Board stitching together support for people with health conditions to get and keep a job
3. To provide good work for employees in their organisations.

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