

Public Health Community Development & Equality Committee - MINUTES

Venue: Meeting held via WebEx

Date: 25th September 2020, 15:00-16:30

Attendees:

Prof Kate Thomas, Non-Executive Director (Chair) (KT)
 Richard Samuda, Non-Executive Director (RS)
 Rafaella Goodby, Director of People & OD (RG)
 Dr David Carruthers, Medical Director/Acting CEO (DC)
 Kathleen French, Interim Chief Nurse (KF)
 Waseem Zaffar, Non-Executive Director (WZ)
 Ruth Wilkin, Director of Communications (RW)
 Lesley Writtle, Non-Executive Director (LW)

In attendance:

Susan Rudd, Assoc Dir of Corp Gov (SR)

Apologies

Toby Lewis, Chief Executive Officer (TL)

Minutes	Reference
1. Introductions [for the purpose of the audio recorder]	Verbal
The Committee members provided an introduction for the purpose of the recording.	
2. Welcome, apologies and declarations of interest	Verbal
Apologies were received from Toby Lewis.	
3. Minutes of the meeting held on 31st July, 2020	PH (09/20) 001
The minutes of the meeting held on 31 July 2020 were reviewed. The minutes of the meeting held on 31 July 2020 were ACCEPTED as an accurate record.	
4. Actions log and matters arising from previous meetings	PH (09/20) 002
KT reported that some actions were on the agenda and others were not yet due. The following updates were made: <ul style="list-style-type: none"> • <i>PH (02/20) 002 - Undertake a mathematical exercise to identify how the gender pay gap at the Trust could be closed.</i> RG reported further analysis is being undertaken and will be presented at the November meeting.	

- *PH (02/20) 004 - The interpreting improvement plan to be on the PHCDE Committee agenda for verbal update by TL going forward and TL to present a report by/in July.*

Deferred until the November meeting as TL has not returned to work.

- *PH (05/20) 003 - Arrange modelling of the impact of the removal of Estates and its predominantly male workforce on the gender pay gap metrics.*

Update will be presented at the November meeting.

- *PH (07/20) 003 – Investigate whether the standard for herd immunity is 80% or 90%.*

RG confirmed that the standard is 80%. Close item.

- *PH (07/20) 004– Age profile the regeneration plan focussing on younger people and their development years as well as older people to end of life.*

RB to present at the November meeting.

- *PH (07/20) 006 – Provide a progress report on the net zero carbon project at the January 2021 meeting.*

RB to present at the January 2021 meeting.

- *PH (07/20) 007 – Review SBAF13 assurance level six months after implementation of the additional mitigation.*

FM/BD to present at the January meeting.

MATTERS FOR APPROVAL OR DISCUSSION

5. SBAF Item – Update

PH (09/20) 003

RG stated that the Strategic Board Assurance Framework (SBAF) item related to resolving the gap in respect of the lack of full implementation of the mandated mental health risk assessments. RG advised that ongoing funding, including increasing and sustaining the support being provided, had been discussed by the Finance and Investment Committee. RG advised that the SBAF item assurance level (confidence level) needs to remain at “adequate” due to the uncertainty surrounding the ongoing and sustainable funding and being able to maintain adequate mental health support to staff within the organisation. If the funding that was increased during COVID19 can be sustained, and the Board can monitor the impact through the psychological wellbeing score card, as well as continue to meet the fatigue and facilities charter for junior doctors, and have 12 weeks positive metrics, the SBAF may move from “adequate”.

6. Why Weight – Progress on internal campaign

PH (09/20) 004

RW informed the committee that the “Why Weight?” campaign, which was launched on 14 August, was developed in conjunction with the Executive Public Health Committee, staff networks and a series of focus

groups including with Trust volunteers. The campaign will be evaluated through several different metrics, with the focus being on how to best evidence the impact and participation in terms of uptake of some of the initiatives. RW stated that the campaign has been able to measure views on Dr Nick Makwana's monthly dance experience video. Other areas of measurement include data from the Weigh2Go program and the Activ8rlives app, where people can enter their statistics into the app. Participants can access some scales in the workplace, however Council has ceased access to public scales due to COVID19 restrictions.

RW said that the campaign has started positively and local wellbeing leads would be introduced in the future, to assist participants by providing bespoke health and wellbeing plans to direct them to the right place regarding physical activity, nutrition, and mental wellbeing.

WZ commented that the paper was very good. He queried whether RW had connected with the Birmingham City Council project, investigating how to use green and blue space to improve people's wellbeing. RW said she will contact Austin Bell as she is keen to see how hospital sites can be used for physical activity. WZ commented that the canal connections around city hospital could provide a good opportunity through Birmingham's Future Parks Accelerator Project. WZ offered to assist RW in gaining access to Birmingham City Council's health and wellbeing initiatives.

DC queried whether there was any evidence of the use of outside gym equipment. RW stated that usage varied because people felt more self-conscious using outdoor exercise equipment than exercising at indoor gyms. RW suggested that if more people exercised together on outdoor equipment, interest would be generated and exercising on outdoor equipment would become normal. DC suggested that the use of foliage and planting might provide more privacy. RW will discuss possibilities for making the space more enclosed, with Rachel Barlow, when she returns from leave. It was agreed that normalising the use of outdoor exercise equipment, including for group workouts, using the military fitness programme as an example, could lead to greater use of the gym stations.

RG queried whether the focus groups had identified that the messaging should focus on maintaining a healthy weight rather than being thin. RW confirmed the messaging is focusing on being a healthy weight and that this is not lined to appearance. The campaign is trying to engage a variety of people in the activities that are on offer. RW said that there are two other barriers that had been raised through the focus groups in terms of participation. The first is financial, where people feel they cannot afford to join a gym and that some classes might be expensive. The other is accessibility, the campaign needs to ensure that people with mobility issues or people with learning disabilities are catered for.

KF commented that the project was very interesting, but the campaign needs to be mindful of the amount of time people spend sitting, as sitting is the new smoking. KF proposed that a recognised 10-minute walk break, where there are dedicated areas for walking or doing an activity, be included. RW agreed and commented that the COVID19 restrictions have led to increased periods of sitting for staff who are not frontline clinicians. RW mentioned that the campaign was initially considering giving staff paid time to walk, which could be revisited and accompanied with good practice guidelines. RW suggested that all meetings be limited to 45 minutes with a 15-minute break to do something physical in between.

RS queried whether there were local personalities who had lost weight and who are leading a healthy lifestyle that could be profiled for the campaign. RW thought that this was possible and mentioned that

the local football clubs have been very supportive during COVID19.

Action: RW will discuss with Rachel Barlow possibilities for making the outdoor exercise equipment space more enclosed.

Action: RW to contact Austin Bell to discuss Birmingham's green and blue space programme.

Action: WZ to assist RW in accessing Birmingham City Council's initiatives.

7. E-Bikes – implementation and knowledge

PH (09/20) 005

RW stated that E-Bike Brum was a part of the Why Weight? campaign. E-Bike Brum is a community interest company which is working with the Trust to conduct a research study on how the use of e-bikes improves health and wellbeing. The program is a 12-week intervention restricted to Trust employees who currently do not cycle and who are not engaged in regular structured physical activity. There have been 111 applicants, with the study initially targeting 50 participants. Funding has been identified from the Trust Charity and Research and Development to allow the additional 61 applicants to participate.

DC stated that he is very supportive of the project and highlighted a number of issues for consideration:

- Timing: Consideration needs to be given to the weather conditions; coming into autumn with the wind blowing most of September and the temperature dropping, may mean it is not the best time to start the campaign. The weather has implications for wash facilities for people. If the study is targeting females or nursing staff working shifts, who start work early or may be leaving work when it is dark, then cycling will not be popular.
- Cycle storage and the identification of the cycles if they are the same appearance (orange bikes); and
- Safety, how to keep yourself safe on the road. It is important to ensure that safety is very rigorous because of the danger of cycling on roads. It is important to know how to position yourself on the road and how not to.

RW said that she would place more emphasis on the wash facilities and consider additional bike storage facilities. She proposed to link in with the bike safety briefings and safe cycle routes information provided by the local Councils.

WZ said that he agreed with DC's comments, stating that the safest place for people who were not experienced cyclists is on good quality segregated cycling routes. The A34 and A38 cycling routes and the pop-up cycle lanes that go from the city centre to City Hospital will be beneficial to the Trust, even though they are only a percentage of the journey. WZ queried whether the Trust would be interested in facilitating a cycling hub where people can borrow bikes, go for a bike ride over their lunch break, or cycle into the city centre. The Big Birmingham Bike project could provide the bikes if the Trust can find a space to store them. This would increase the accessibility of bikes for those sections of the community, as well as for lower paid staff who could not afford a bike. RW liked the idea of the cycling hub, where more people will feel comfortable riding with other people, which will help with safety and motivation.

RG queried whether the Trust needed to invest in cycling proficiency courses such as those provided for primary school students, as this would increase the likelihood of them continuing to cycle when they are adults. WZ said it is a really valuable point, as one of the key legacy projects for the Commonwealth Games is for every child in Birmingham to have access to a bike. WZ offered to broker a meeting between the Trust and Big Birmingham Bikes which RW will attend.

DC proposed that experienced cyclists could provide maintenance advice and assistance to help people fix or maintain their bike.

KT thanked RW for the report, stating that it is very exciting, and she hopes it goes well.

Action: RW to represent the Trust at the meeting with Big Birmingham Bikes.

**8. Public Health Plan – 2021-2024
Strategic Board Discussion**

PH (09/20) 006

KT advised that the papers relating to this agenda item were the Trust Public Health Plan 2014-2017, the Sandwell Council Public Health Plan and the Sandwell Health and Well Being Strategy.

RG advised that the Trust has had a valued focus on public health, and it needs to refresh the Public Health Plan and proposed that in developing a new plan for 2021-2024, the committee consider the following:

- Whether the Trust’s public health priorities have changed.
- Sandwell MBC and Birmingham City Council’s public health priorities
- What fits with Midland Metropolitan Hospital, and the regeneration opportunities.
- What does the committee want to see from a non-executive perspective and an assurance perspective?
- How does the committee want the new plan to support delivering on any inequalities?
- How the Trust contributes to the Sustainability and Transformation Plan (STP).
- The committee should scope out the public health priorities of the Trust and identify a resource to deliver it.

Discussion raised the following points:

- A good starting point would be to document the initiatives that the Trust has undertaken to increase life chances and use these to set the vision.
- The new plan should be aligned with growth, health and wellbeing and also the STP priorities.
- Success will come from doing a few things well and by building on the few things that were started in 2020.
- The focus may be on what the Trust’s staff want help with.
- The focus could be on the Trust as the anchor institution of employment, regeneration and population health focus and the role of individual trusts, through both their clinical services and their general behaviour.
- Develop consistency with the themes and initiatives that are already in place, as well as consistent messaging.
- Staff have proposed looking at childhood mortality, childhood obesity, attacking loneliness, health and wellbeing, and exercise and obesity with all of these linked to mental wellbeing. Staff also

raised sustainability, the green agenda, the living wage, building the economy locally and equality and diversity.

- Ensure that there is a patient and staff focus and ensure the plan impacts on people who live locally.
- Align with primary care networks
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- Provide an update of the status of the projects linked to the existing objectives listed on the current public health plan and highlight achievements as well as ongoing projects.
- The new plan should encompass hospitals, primary care, patients and staff, with the next layer having a place-based Integrated Care Provider (ICP) aspect and the third layer including the STP priorities and the national priorities.
- Safe use of alcohol to be included in the new plan.

Action: The Public Health Plan to become a standing agenda item.

FOR INFORMATION/NOTING

9. Matters to raise to the Trust Board

Verbal

KT suggested that the following matters be raised to the Trust Board:

- Why Weight? campaign
- E-Bikes Implementation Plan
- Public Health Plan discussion

10.Date of next meeting:

Verbal

The next meeting will be held on Friday, 30th October 2020, from 15:00 to 16:30, Room 13, Education Centre, Sandwell General Hospital.

Signed

Print

Date