

Appendix 1 - Health and Wellbeing Strategy Delivery Plan

YEAR 1	YEAR 2	YEAR 3
Tackling Poverty (please note - delivery plan to be further developed by Tackling Poverty Steering Group 10th June 2022)		
1. Providing immediate support to people in financial hardship		
Cost of living crisis action plan		
Increase access to money advice		
Provide local welfare assistance		
Action on energy bills		
2. Helping people access the right employability support at the right time		
Increase access to employability support		
Reduce the risk of benefit sanctions		
3. Supporting a community-level response to local needs		
Community provision to reduce daily living costs		
Support financial inclusion		
Air Quality		
1. Knowledge sharing and collaboration (working as a system to maximise gains)		
a. Empower existing partnerships to drive forward the air quality agenda in Portsmouth, including identifying additional opportunities for working collaboratively to improve air quality and encourage greater uptake of active travel		
b. Enable communities to access resources, advice and support to meet their own needs		
Establish Air Quality and Active Travel Board (agree membership, scope and ToR)		
Scoping exercise to determine work already underway in each organisation and opportunities for further collaboration		
Collaborate on detailed delivery plan (outcomes logic model) via workshop in September 2022		
2. Building capability and opportunity of access (improve equity and equality)		
a. Promoting inclusion in active travel improvement measures across the city and for different social and demographic groups		
b. Leading by example by ensuring our services reduce air pollution and promote active travel		
c. Providing additional support for those who may have greater barriers to taking up active travel or reducing emissions		
Support refresh and delivery of Portsmouth Air Quality Strategy (2017-2027) (PCC)		

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Support delivery of Portsmouth Local Transport Plan to 2038 (PCC)		
Support Delivery of ICS NHS Green Plan (including NHS Solent Trust Green Plan; PHUT Green Plan)		
Support Portsmouth Port Carbon Zero by 2030 and Zero Emissions by 2050 plans		
Improve air quality around Arundel Court Primary Academy as part of Superzone pilot		
Collaborate as organisations to access the Workplace Sustainable Travel Fund (2021/22) (PCC)		
Support distribution of Clean Air Fund to support businesses impacted by introduction of CAZ (PCC)		
Support delivery of corporate travel plans including car clubs		
Collaborate on Electric Vehicle charging point installation to ensure the most fair, effective, efficient delivery.		
3. Improving infrastructure (to reduce pollution and promote modal shift through quality, safe infrastructure) <ul style="list-style-type: none"> a. Promote the use of planning, licensing and transport policies to deliver strategic aims for increasing active travel and reducing air pollution b. Support proposals that will deliver improvements in active travel and air quality c. Work collectively to influence local and national policy to meet our strategic objectives 		
Support refresh and delivery of Portsmouth Air Quality Strategy (2017-2027) (PCC)		
Support delivery of Portsmouth Local Transport Plan to 2038 (PCC)		
Support delivery of ICS NHS Green Plan (including NHS Solent Trust Green Plan; PHUT Green Plan)		
Support Portsmouth Port Net Zero plans		
Support delivery of corporate travel plans including car clubs		
Collaborate on Electric Vehicle charging point installation to ensure the most fair, effective, efficient delivery.		
Support delivery of the Zero Emission Bus Regional Area (Portsmouth awarded £6.5 million to replace 34 diesel buses with new electric buses on three key routes across the Gosport, Fareham and Portsmouth area) (PCC, in partnership)		
Housing		
1. Implementing the Homelessness & Rough Sleeping Strategy to provide support for those vulnerable people in greatest need of housing		
Review of Homelessness and Rough Sleeping Strategy and creation of new single strategy encompassing the statutory homeless and non-statutory homeless provision in the City. (PCC - Assistant Director Housing Needs & Supply)	Consult on draft Homelessness and Rough Sleeping strategy and approve final strategy and action plan. Implement new strategy. Potential need to revise the City Council's allocation policy (via Full Council)	Monitor the impacts of the new Homelessness and Rough Sleeping Strategy (PCC - Assistant Director Housing Needs & Supply)

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	<i>(PCC - Assistant Director Housing Needs & Supply)</i>	
Embed rough sleeping pathway and begin three-year implementation of Rough Sleeping Initiative 5 <i>(PCC - Assistant Director Housing Needs & Supply)</i>	Develop a sustainable housing model <i>(PCC - Assistant Director Housing Needs & Supply)</i> <i>Chair of the Portsmouth City Rough Sleeping & Homelessness Partnership Group)</i>	Move to new model of provision for the Rough Sleeping Pathway <i>(PCC - Assistant Director Housing Needs & Supply)</i> <i>Chair of the Portsmouth City Rough Sleeping & Homelessness Partnership Group)</i>
2. Work to develop models of housing that suitable people at different stages in their lives and reflect their needs		
Develop the support needs available for those who are vulnerable in their own home to remain safe. Refresh the 'telecare service', rebrand and launch a revised offer (Safe at Home). <i>(PCC - Assistant Director Housing Management)</i>		
Widen the provision and take up of safe at home technology services <i>(PCC - Assistant Director Housing Management)</i>		
Consult on additional licensing for HMOs to help protect those who live in these properties by ensuring that properties are inspected and well managed <i>(PCC - Assistant Director Housing Management)</i>	Subject to the decision, implement an HMO additional licensing scheme <i>(PCC - Assistant Director Housing Management)</i>	
3. Develop stronger models of support for landlords and tenants to support long term successful tenancies		
Continue the pilot of the landlord/tenant mediation scheme <i>(PCC - Assistant Director Housing Management)</i>	Evaluate the pilot and look to establish a financially sustainable model.	
Continue to build the working relationships between social housing providers in the city Reinvigorate a RSL housing management forum to share practice and discuss areas of common		

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<p>interest. Establish a RSL building services forum to focus on repairs and maintenance to share practice and discuss areas of common interest.</p> <p><i>(PCC - Assistant Director Housing Needs & Supply PCC - Assistant Director Housing Management PCC - Assistant Director Building Services)</i></p>		
<p>Use the Private Rental Sector Governance Board as a forum for city-wide partners to discuss how the private rented sector can work better for those that use it</p> <p><i>(PCC - Assistant Director Housing Management)</i></p>		
Positive relationships		
<p>Supporting and enabling individuals to grow their 'relational capital' requires a step change in many areas of city life over the next 10 years. These changes can be categorised as:</p> <p>A Organisational culture - the way we work with colleagues, deliver services to customers, and collaborate with other organisations</p> <p>B Community - the way we relate to our neighbours and our 'place' including the environment, housing and other public services</p> <p>C The next generation - how we teach our children, at home and in school, to manage emotions and/or resolve conflict, how and when we need to intervene</p>		
1. Adopting restorative approaches that aim to repair relationships where appropriate to support our most vulnerable		
<p>Trauma informed policing pilot - findings from Portsmouth pilot positive - funding being sought to continue</p> <p>Redesigning the pathways and support for perpetrators of domestic abuse - on going but capacity is an issue</p> <p>Portsmouth Model of Family Practice is underpinned by relational practice and promoting restorative approaches through the Portsmouth Deal with Parents - led by parent Board</p> <p>Delivery of Relational and Restorative Practice Training to the children's workforce</p>		<p>Develop model for organisational culture that promote front-line relational practice</p> <p>Embed and sustain PCSO post in Early Help</p> <p>Wave 2 and Wave 3 Relational Practice in schools</p>

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<p>Changed child protection planning along relational principles and enabled better co-production of plans with children and families. Process is centred on relationships with families and have very strong feedback from families on their relationship with their social worker</p> <p>In schools - over 200 professionals trained in restorative practice since 2017 and 160 trained in PACE Trafalgar school has taken a whole school approach to relational practice. Very strong evidence of impact with zero exclusions for over 18 months - compared to some similar secondary schools with much higher levels of exclusions - well over 100 for most schools in the same period</p> <p>We have engaged 17 schools plus the college (making up Wave 1) in developing similar practice and these schools have all visited Trafalgar, joined an Action Learning Set and received training from a national lead (Mark Finnis). We are currently recruiting for Wave 2 schools from January 2023</p> <p>Police Community Support Officer role within the council's Early Help Team - early intervention, to help solve problems before they escalate</p> <p>. Working in conjunction with the tier 3 service family support workers, to help identify risk of potential offending using the RASBO (Risk of Anti-Social Behaviour and Offending) toolkit.</p> <p>Supporting family support workers to implement SMART plans to promote change when risks of offending behaviours have been identified.</p> <p>UP2U Family practice - Delivering sessions around behaviour change.</p> <p>Provide targeted direct 121 interventions with young people between the ages of 5-19, looking at the risks identified from the RASBO, providing education around these areas of concern.</p> <p>Building relationships rather than just partnerships with the Tier 3 service and wider community, sharing information when for a policing purpose or safeguarding concern.</p>		

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<p>Support family support workers with completion of CERAF 's and recommendations given for interventions if risk scored as 'low'. Should risk be scored as 'medium' connection made with police SPOC to ensure collaborative approach to SMART plan and prevent duplication.</p> <p>PCSO uses a restorative framework when working with young people and inviting them to be part of the solution.</p> <p>Portsmouth Mediation Service continue to work across the city with services, staff and residents to promote and deliver restorative solutions. They provide training, 121 support and community mediation services. Their stated aim is for Portsmouth to become a restorative city.</p>		
2. Giving front-line staff the permission and the power to find the right solutions for clients regardless of which agency they approach		
<p>Domestic abuse referral pathway to encourages staff to collaborate and share information appropriately,</p> <p>Collaborative work with police to challenge unhealthy relationships via High Harm Team</p> <p>Embed 'Team Around the Worker' approach in Early Help and Safeguarding Services for Children and young people -efficient and effective data sharing</p> <p>Work collaboratively with partners and community members through TAF (Team Around the Family) meetings.</p> <p>Creating an atmosphere of trust between police and the young people using restorative approaches and connecting before correcting with any direct intervention work.</p> <p>Raising awareness of Community Partnership Information (CPI) submissions to aid in the building of the bigger picture.</p> <p>Explore opportunities to increase family use of support services compared to calls to service</p>		<p>Work with partners to 'temperature check' their organisational culture re front line staff, relational practice and information sharing</p> <p>Workforce conferences - restorative approaches, trauma informed practice - what do staff need to be able change the way they work?</p> <p>Changing Futures - services will be commissioned in a joined- up way so they are responsive to local and individual needs</p> <p>Front line staff empowered with skills to meet clients' needs in ways that respect their needs responsibilities and relationships with permission to do is right for individual cases that fall below statutory thresholds</p> <p>Referral routes/sign posting to voluntary support services and non-statutory services</p>

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<p>Work with the OPCC to produce a three-year plan of school delivery, including prevention of criminal or sexual exploitation of children, knife crime, County Lines and Healthy Relationships, and violence against women and girls</p> <p>Upskill school staff and empower them to continue to deliver these topics within their PSHE lessons, supported by resources made available on Safe4Me website.</p> <p>Continue to train School SPOCS (single point of contact) to ensure awareness of concerns being raised with education, supported by newly recruited Education PCs which will be in post for the new academic year.</p> <p>Changing Futures - long term system change allowing appropriate level information sharing of personal information between operational staff from community mental health, probation, housing and substance misuse services.</p>		<p>Challenging cultural norms in relation to violence against women via White Ribbon Accreditation</p> <p>Develop an approach to community relational/restorative champions</p> <p>Awareness raising campaigns</p>
3. Engaging residents in community-based work to build social and relational capital in all areas of the city		
<p>Delivery of restorative circles and conferences in the community through Portsmouth Mediation Service (Hotwalls project)</p> <p>Building Safer Communities Community workshops - outcomes being used to support new diversionary offer for young people and community restoration work in Old Portsmouth (see above)</p> <p>Domestic abuse - Healthy Relationships and early intervention with high harm perpetrators supported by Police</p> <p>Launch of Family Safeguarding Model - relational practice at whole family level in the context of child protection</p> <p>Enhance psychiatric liaison offer for young people in mental health distress at the Hospital through alternative relationship-based models</p> <p>Implementing the PACE (Play, Acceptance, Curiosity, and empathy) model of relational practice with traumatised children</p>		<p>Funding V&C support to facilitate restorative conversations in the community to reduce conflict</p> <p>Build capacity for facilitated circles/conferences to address community conflict</p> <p>As part of a new round of funding, police are working with the OPCC to produce a three-year plan of school delivery, this will encompass, CCE, Knife Crime, County Lines and Healthy Relationships, CSE and VAWG. This will incorporate training for partners within education to create a legacy programme, where we upskill staff and empower them to continue to deliver these topics within their PSHE lessons, these will be supported by resources designed by our expert associates, which will be made available on Safe4Me.</p>

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We will also continue to provide training to our School SPOCs to ensure they are aware of the concerns being raised with education, this will be supported by our newly recruited Education PCs which will be in post for the new academic year.		
Educational attainment		
1. Supporting families in pregnancy and the early years to give children the best start		
<p>Implement the Best Start in Life Action Plan, focusing on improving early identification of vulnerable women and families: In the 2021 Autumn budget the government committed £301.75m for 75 upper tier local authorities to deliver the Start for Life and Family help services over the next three financial years. PCC as one of 75 upper tier local authorities are committed in delivering the functions of the start for life family hub ambition. This will enhance the universal and extended offer to families within our community including support for infant parent mental health, breastfeeding, parenting along with funding for home learning environment recovery programmes to support children and families in being ready to start school.</p>		
<p>Develop an Early Years and Childcare Service led programme to encourage families to access free and low-cost activities across the city, with a clear link to development of language and learning skills: In July 2022 the council will launch the Portsmouth Pioneers programme (formally known as 50 Things to do before you're 5 in Portsmouth). The programme targets interesting locations and activities that are available across the city for families and children to explore. Learning cards will be available on the Visit Portsmouth website which help parents encourage conversations about the activities and develop language skills with their children by actively visiting and exploring the locations. The project's aims are to:</p> <ul style="list-style-type: none"> • Engage parents in accessing Portsmouth's cultural heritage with their young children (city museum, Cumberland house, historic dockyard, Fort Nelson etc) and to support and promote an acceptance of the value of Portsmouth's cultural capital • Promote the use of Portsmouth's leisure facilities (parks, libraries etc) • Get families out into the community to support children's physical development whilst visiting cultural and historic sites within the city • Develop young children's communication, language and literacy skills through visiting Portsmouth's rich cultural heritage • Create a partnership model of professionals working as part of PCC's 'Commitment to Early Language Development' • Promote digital awareness for our under 5's in a constructive way, with a move away from screen time technology and a move towards the use of app technology whilst out in the community • Create an inter-generational appreciation of our city - grandparents sharing with young children their local and personal histories as they take part in the project • Share our city's culture and history so that future generations are 'brought up' immersed in Portsmouth's history and culture 		
2. Developing a citywide culture of aspiration and expectation, including consistent messages about what is needed to support children in their education		

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Develop and implement a "Portsmouth Deal" with parents		
<p>Proactively support access to opportunity and experiences for young people to help them see the possibilities that exist for them, building on the citywide Aspirations Week: We are building on Aspirations Week by continuing to develop an employer offer to schools for speakers and events. This is underpinned by a range of key events for schools and college in the city that include the National Apprenticeship Week bus tour (in partnership with Shaping Portsmouth), Get Inspired, Moving Forward (specialist SEND event) and the Careers and Apprenticeship show. A joint project with the Solent LEP is funding a key member of staff to work with schools to develop meaningful employer engagement. Grant funding for the iCAN personal development/careers programme supports schools and community champions to deliver a programme that enables young people to develop an aspirational plan for their future and build a network that can support them to achieve their goals.</p> <p>Working with Windmills, and funded through SUN, a parent/carer pack is being developed to support conversations about careers and raising aspirations.</p> <p>Develop access to careers advice and support for young people including the Apprenticeship Hub and My Future in Portsmouth Youth Hub: A DWP Youth Hub is now in place as partnership programme between Economic Development & Skills and Education. The Hub is funded until March 2023 and supports young people aged 16 -25 in receipt of universal credit to seek employment. In addition to this the Careers and Progression Team offer support to young people who are NEET or risk of NEEET through schools, colleges and a community based service of drop-ins.</p>		
<p>3. Develop models to promote school attendance and inclusion</p> <p>Continue to drive restorative and relational practices in schools and other services to address barriers to inclusion: Headteachers and senior leaders in 14 schools across the city have made a commitment to relational practice. The work with school to develop Relational and Restorative Practice is being led by Trafalgar School (part of the Salterns Academy Trust) on behalf of the Portsmouth Education Partnership. Senior leaders from each school are receiving coaching which covers 'developing a restorative mindset and culture', restorative conversations and language, using circles and holding meetings differently, and dealing with conflict and practicing sustainability in their schools. Pastoral leaders in the schools have received training on "Relational Practice in Action". The headteacher and leaders from each school will receive ongoing support from Trafalgar School to develop and implement school level action plans. A second wave of schools is planned in 2023.</p> <p>In addition to the RP work there are a number of actions that are being taking forward to improve attendance and reduce suspensions / exclusions. This includes a re-launch of the Miss School Miss Out attendance campaign in 22/23. A copy of the full strategy can be found here.</p> <p>The Portsmouth Safeguarding Children Partnership continues to deliver a range of training courses to equip the children's workforce to practice restoratively. There is a close fit between Restorative Practice and work across PCC on trauma (e.g. PACE), behaviour change (e.g. motivational interviewing), whole-family practice (e.g. family safeguarding and early help), and Child Centred Policing.</p>		
<p>Continue to look at the service offer for families, children and young people that promotes positive engagement, including the holiday activities and food offer, youth and play provision: Holiday Activities and Food (HAF) programme has been commended by DfE for our inclusive approach. Following a</p>		

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<p>successful first year in 2021 we have an even broader programme in 2022 including a wide range of sport, arts, and creative activities, with all events offering a healthy lunch, food education, and sign-posting to additional family support.</p> <p>We are also delighted to have teamed up with the Historic Dockyard to offer all families eligible for free school meals an annual explorer pass for the whole family.</p>		