

**East London NHS Foundation Trust
Reducing Health Inequalities in Luton
Angela Bartley
(Consultant in Public Health & Director of Population
Health, ELFT)**



The ELFT Strategy 2021-26: Improved population health as a key ambition

Strategic Outcomes

What are the biggest factors that will help us achieve our mission?

Specific Objectives

What do we need to work on, for each of our strategic outcomes, to achieve our mission?

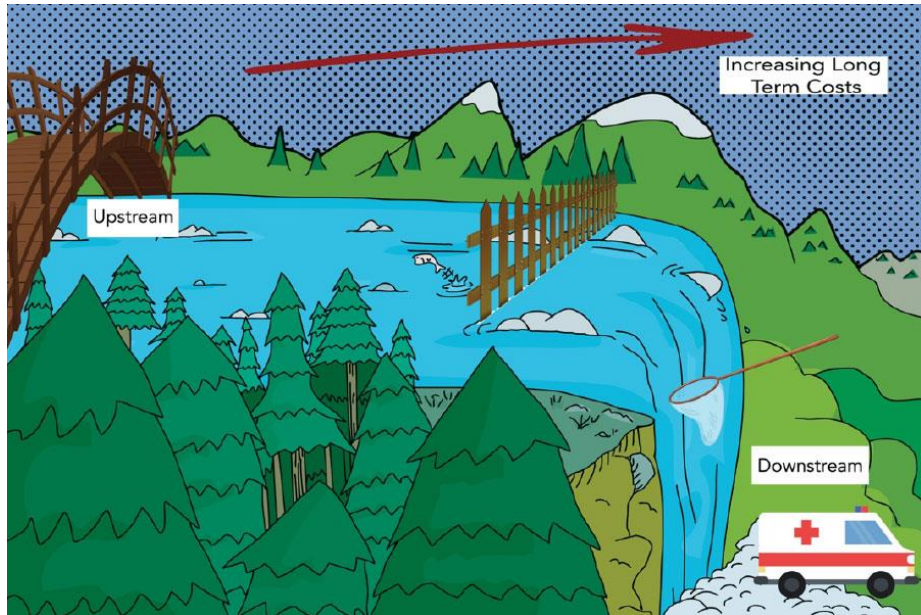


Improved
population health

- Prioritise children and young people's emotional, physical, social and learning development
- Support service users, carers and the communities we serve to develop skills & to access meaningful activity and good quality employment
- Support service users, carers and the communities we serve to achieve a healthy standard of living
- Contribute to the creation of healthy and sustainable places, including taking action on climate change
- Champion social justice, and fully commit to tackling racism and other forms of prejudice
- Prioritise prevention and early detection of illness in disadvantaged groups



We care
We respect
We are inclusive



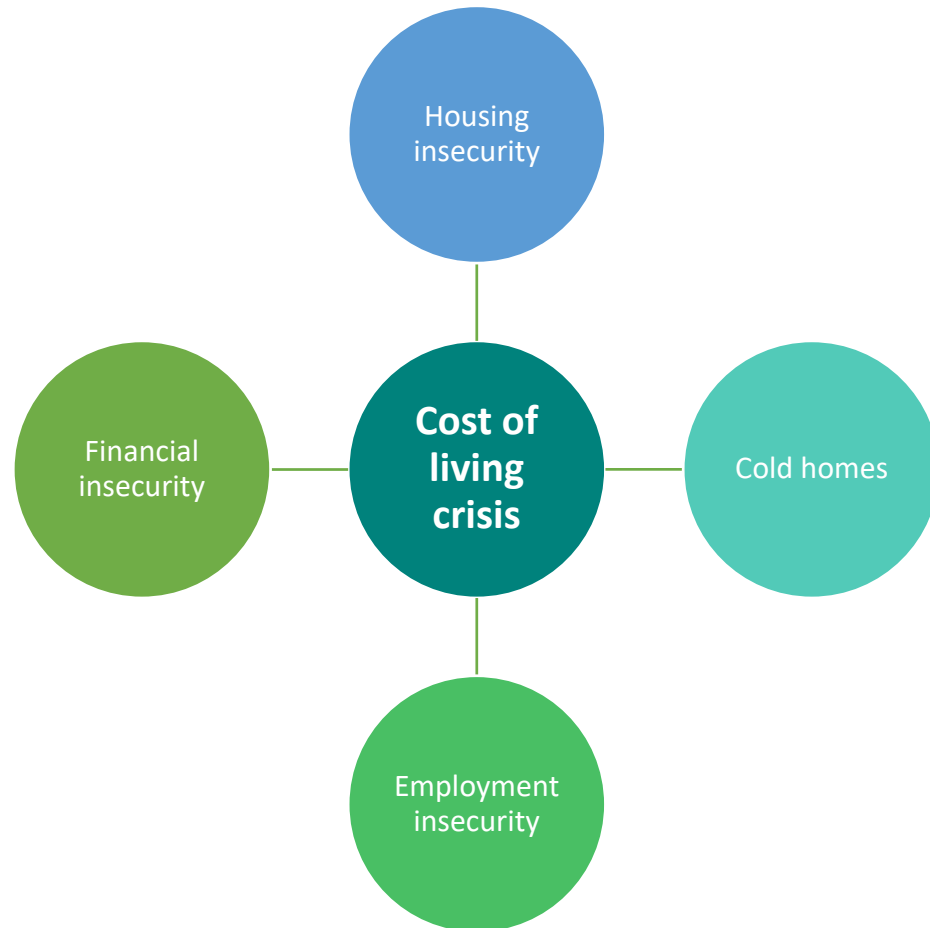
Source: [Tribal Epidemiology Centers](#), 2018

- To achieve our strategic ambition of improved population health, ELFT is working with the UCL Institute of Health Equity to become the first NHS 'Marmot Trust'.
- ELFT's 'Marmot Trust' programme aims to **test the boundaries of what an NHS organisation can and should do to tackle the underlying social causes of ill health** for our service users, and other members of the communities we serve.
- This is about working more 'upstream' to address the **social determinants of health**, which we recognise often have a **greater impact on health than healthcare services**.



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Importance of this work reinforced by the cost of living crisis



The impacts of the cost of living crisis on social determinants of health

- Our commitment to addressing inequalities in the communities we serve is more important than ever as those **inequalities grow deeper with the cost of living crisis.**
- In March 2023, **50% of Londoners were either ‘financially struggling’ or ‘just about managing’ financially.**⁴
- Rising food and energy prices are **impacting living conditions and damaging health.**
- **Cost of living support** for staff and service users has been a **board priority** this winter.



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4. Greater London Authority. *GLA Cost of Living Polling*. Available from: <https://data.london.gov.uk/dataset/gla-poll-results-cost-of-living-2022>

Examples of work at ELFT mapped to Population Health Strategic Objectives

Prioritise children and young peoples' emotional, physical, social and learning development

- Piloting **welfare and financial advice in our children's clinical services** - **£110k** funding secured. So far 70K in unclaimed benefits for families using our specialist childrens services

Support service users, carers and the communities we serve to develop skills and access meaningful activity and good quality employment

- **Over 200 service users recruited by ELFT** over the past two years

Support service users, carers and our communities to achieve a healthy standard of living

- **61% of our 491 suppliers pay the Real Living Wage**, compared to 22% two years ago. Increased pay and better T&C's for our contracted staff.

Contribute to the creation of healthy and sustainable places, including taking action on climate change

- **5% year-on-year energy reduction targets** for all ELFT sites

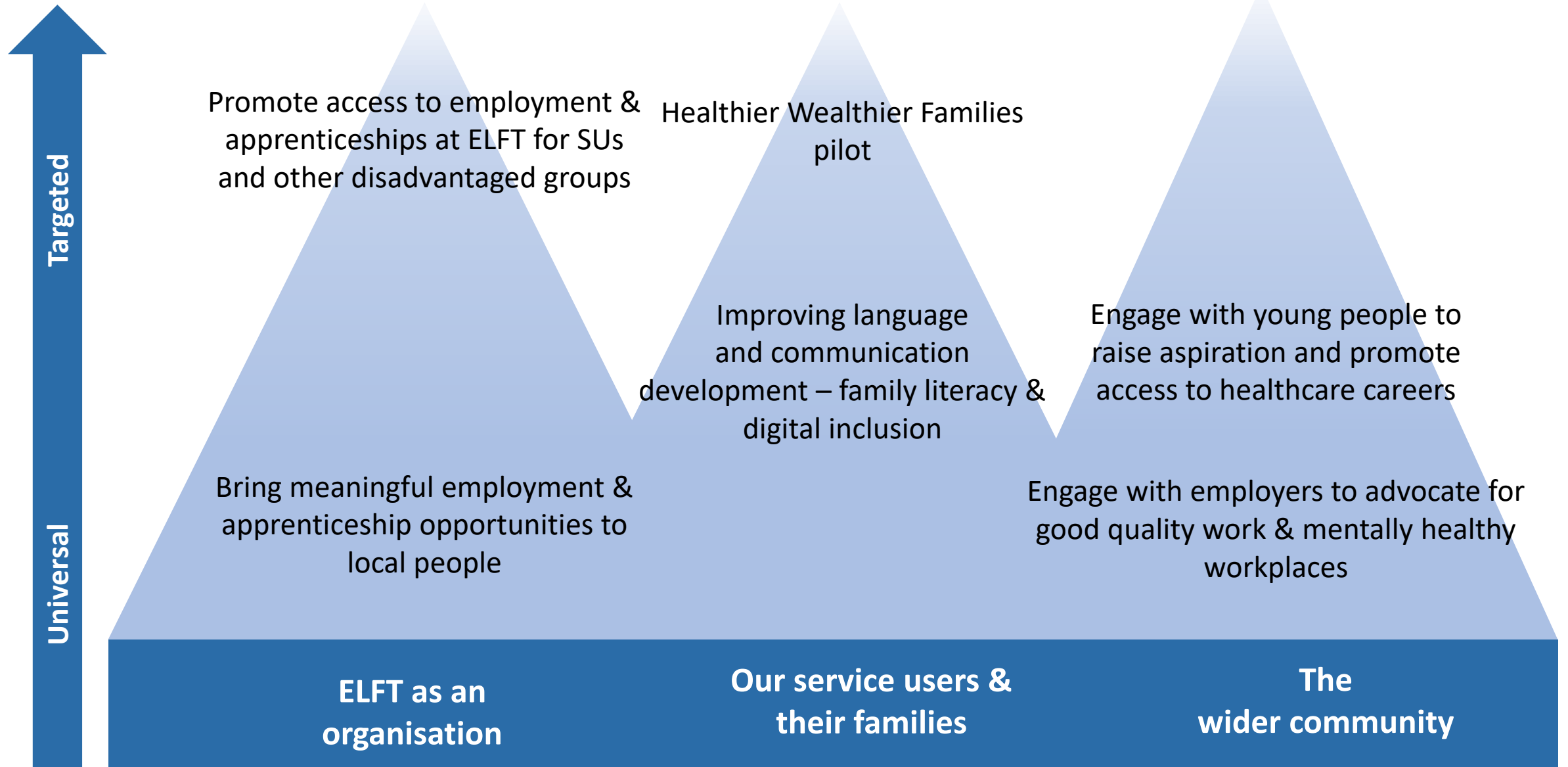
Champion social justice and fully commit to tackling racism and other forms of prejudice

- **Grant funding** issued to **voluntary and community sector organisations** for projects to address inequalities. In Luton this has resulted in 32 VCS projects being funded £1.6m

Prioritise prevention and early detection of illness in disadvantaged groups

- **NHS England Early Implementer site for tobacco control** for people with severe mental illness (SMI)

ELFT's Marmot Mountains: Universal & targeted actions to reduce health inequalities



Targeted

Universal

Promote access to employment & apprenticeships at ELFT for SUs and other disadvantaged groups

Healthier Wealthier Families pilot

Improving language and communication development – family literacy & digital inclusion

Engage with young people to raise aspiration and promote access to healthcare careers

Bring meaningful employment & apprenticeship opportunities to local people

Engage with employers to advocate for good quality work & mentally healthy workplaces

ELFT as an organisation

Our service users & their families

The wider community

Luton Pilot Programme

Our vision as a Marmot Trust in Luton

Our **Marmot Trust network of partners will contribute towards Luton's vision**, as set out in the Employment & Skills Strategy for the town, **to deliver inclusive growth** where Luton's residents are able to access the education, skills, and employment support they need to enable them to secure fulfilling, appropriate, sustainable careers throughout their lives, which supports the growth, diversity, resilience and prosperity of the local economy.

ELFT will work with our Marmot Trust partners and other employers across the public and private sectors in Luton **to ensure good quality work and a living wage for all in Luton** and that **everyone with a mental health condition is in employment if they wish to be.**



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Three priority areas for action for ELFT as a Marmot Trust in Luton

- At the project development workshop held in Luton in April, the **30 attendees individually prioritised and voted on three areas** of the Marmot Mountain to take forward.
- For **each of the three priority areas** for action voted on by the group, attendees worked together in groups to identify existing work going on, and brainstorm **ideas for new projects, or projects to build on existing work**, to take the priorities forward.
- **These ideas have been collated into a driver diagram** (shown on next slide).

Three key priorities for ELFT as a Marmot Trust in Luton:

- 1) **Promote access to employment & apprenticeships at ELFT for SUs and other disadvantaged groups**
- 2) **Monitor and increase the number of SUs, and others with lived experience of mental health conditions, in good employment**
- 3) **Engage with the wider community in Luton, specifically with employers to advocate for good quality work & mentally healthy workplaces, and with young people to raise aspiration and promote entry to healthcare careers**

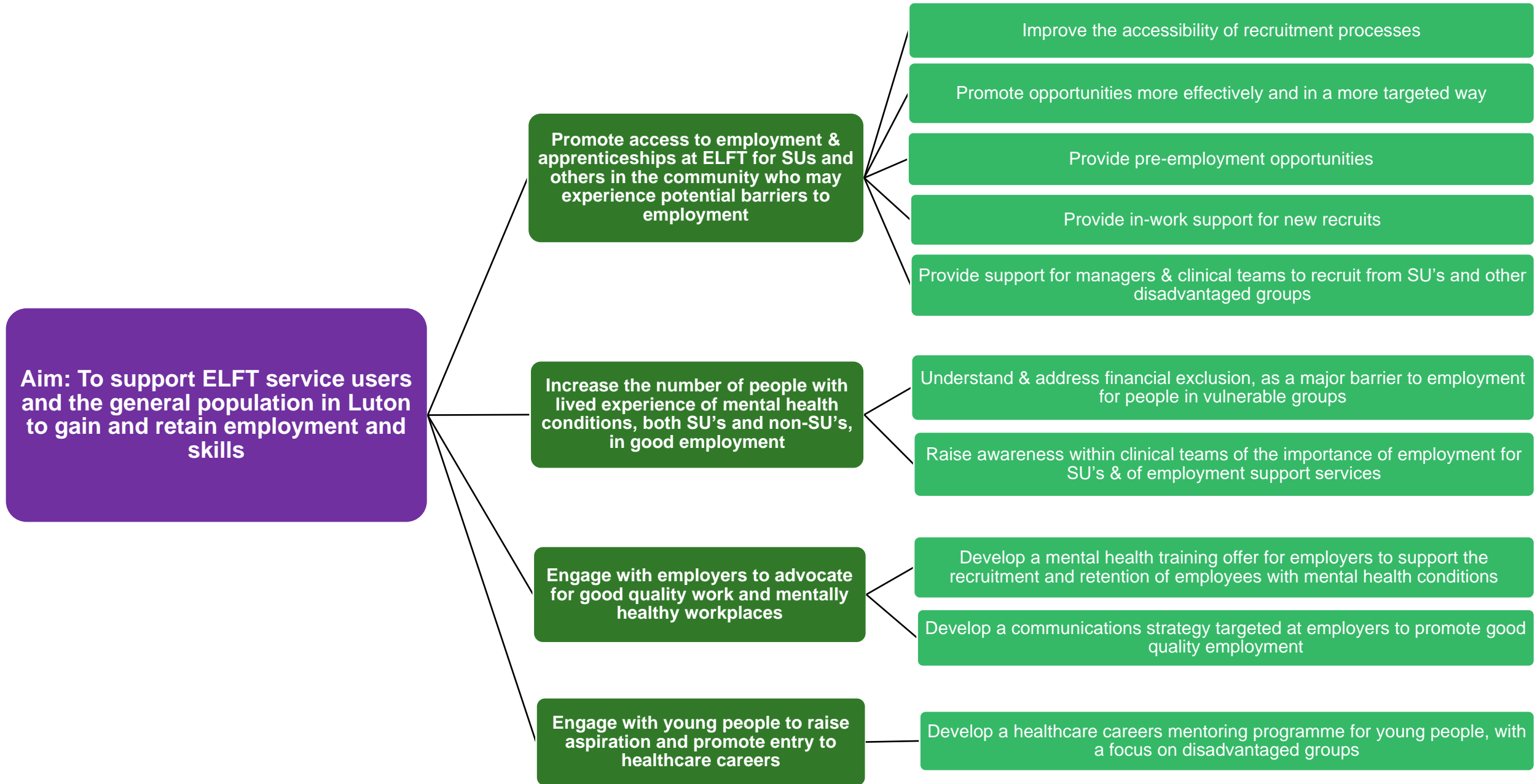


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INSTITUTE of
HEALTH EQUITY

Luton Marmot Trust Programme Driver Diagram



Three key projects implemented

QI project on inclusive recruitment in Luton

- We **linked with Luton Borough Council's employability programme**, which supports vulnerable **people facing barriers to the labour market** to find work.
- We supported programme participants to apply for **healthcare support worker vacancies at ELFT**, and recruited two people between August-December 2022.

Addressing financial exclusion among homeless people

- **Lack of access to bank accounts is a key barrier to employment** (and receipt of benefits) for homeless people.
- **ELFT has signed up as a partner charity with HSBC's No Fixed Address (NFA) service** to enable our homeless teams to facilitate access to bank accounts for patients.

Development of a mental health training offer for employers

- We worked in partnership with Luton Borough Council and Total Wellbeing Luton to develop and roll out a mental health **training offer for employers to support the recruitment and retention of employees with mental health conditions**.
- This training offer includes **recommendations for creating good quality work**, as a key determinant of mental health in the workplace, **from the Marmot team**.⁵



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We listen
We act

Reflection on our journey so far - strengths



We have **integrated the Marmot Principles** into our 5-year **Trust Strategy**.



The Marmot Trust approach has brought a **stronger focus on place-based partnership working**.



The **QI approach** fits well in the implementation phase to **optimise project delivery**.



Involving service users is a key strength at ELFT that has benefitted the work.



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Ask about the
#ELFTPromise

Learning so far

We believe we have a responsibility to do our bit to make our corner of the world a fairer place to live and work.

Our work on population health, including being an Anchor Institution and a Marmot Trust, is our way of turning this aspiration into reality

We are still learning how best to deliver this work at place and at an organisational level and focus on things that matter to our service users and staff



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