

Coventry

Marmot Monitoring Tool

2023



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Introduction

The Marmot Monitoring Tool 2023

Coventry has been a Marmot city since 2013. This updated and refreshed framework recognises the impact of the Covid pandemic, the cost-of-living crisis, and the potential widening of health inequalities for our residents. Some of our residents' experience inequalities in employment, income, education, face homelessness, high energy costs, and discrimination, live in poverty, poor housing, and poor health, making life challenging. As a result, they may live shorter and unhealthier lives which is unfair and avoidable.

This strategic monitoring tool describes the city-wide programmes of work aligned to the Marmot principles delivered by partner organisations, including voluntary organisations and statutory agencies across Coventry to tackle health inequalities. The monitoring tool aims to support the work of the Partnership by identifying where we can make a change and a difference to residents of Coventry across the social gradient. The Marmot Partnerships' strength is harnessing its collective voice of partners to steer and influence the wider system into prioritising health inequalities in strategic plans, programmes of work, interventions and how we can support our residents and businesses by building back fairer.

We are grateful for the support and expertise of Professor Sir Michael Marmot and his team at the Institute of Health Equity, University College London, enabling us to measure and better understand how the work described in this monitoring tool is helping us to tackle health inequalities in the city.

Monitoring our progress

The Partnership aims to work on behalf of people living in Coventry, using qualitative as well as quantitative evidence, data and real-life stories from our partners and communities to help us to understand the scale of health inequalities.

The indicators and outcome measures in this monitoring tool will enable us to build a picture over time of where things have improved, or potentially widened. This will allow us to understand what local action is needed and where in the system, what has been effective and share good practice, and influence partners strategic priorities to improve health equity.

The monitoring tool will be updated annually to ensure changes in the system are reflected and the tool is kept relevant and up to date across the objective areas, so it remains a useful tool for partners in the system. The Health and Wellbeing Board will be updated annually on Marmot activity and any progress made against the indicators and outcome measures in this monitoring tool. System partners will also be provided with evidence of progress made on the Marmot key priorities to influence the strategic prioritisation of resources.

Coventry's Health Determinants Research Collaboration (HDRC) will also further strengthen our work as a Marmot city and will enable Coventry City Council and its partners to develop the infrastructure to enable us to further build our research skills. and evidence base of what works and is needed in our quest for improving health equity across Coventry.

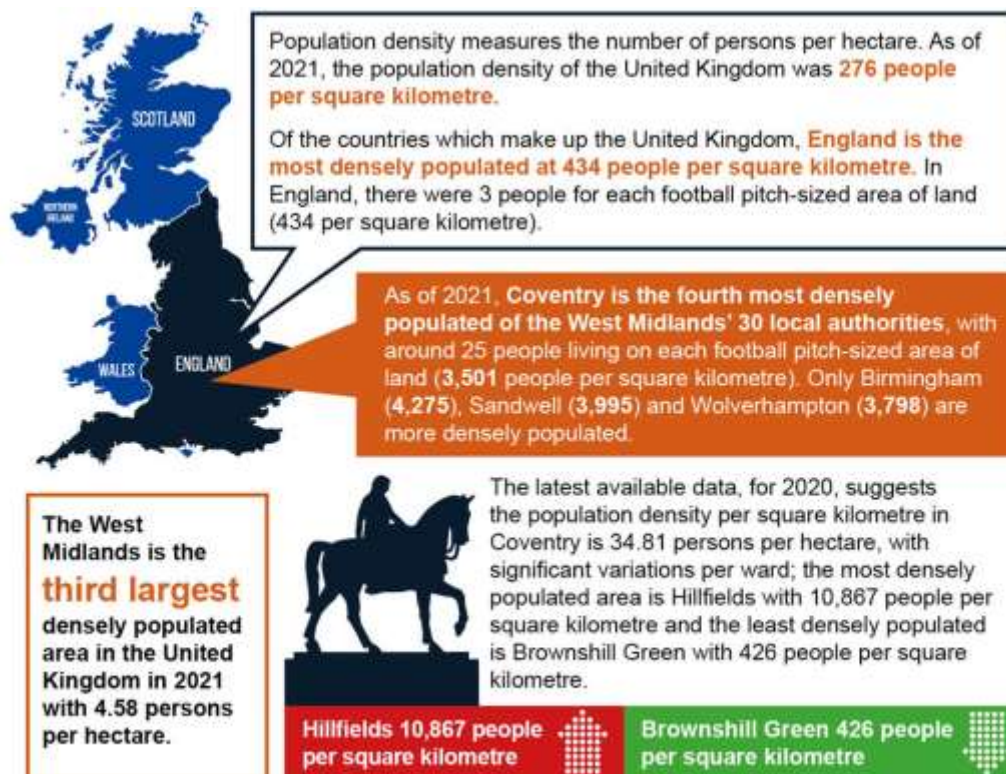
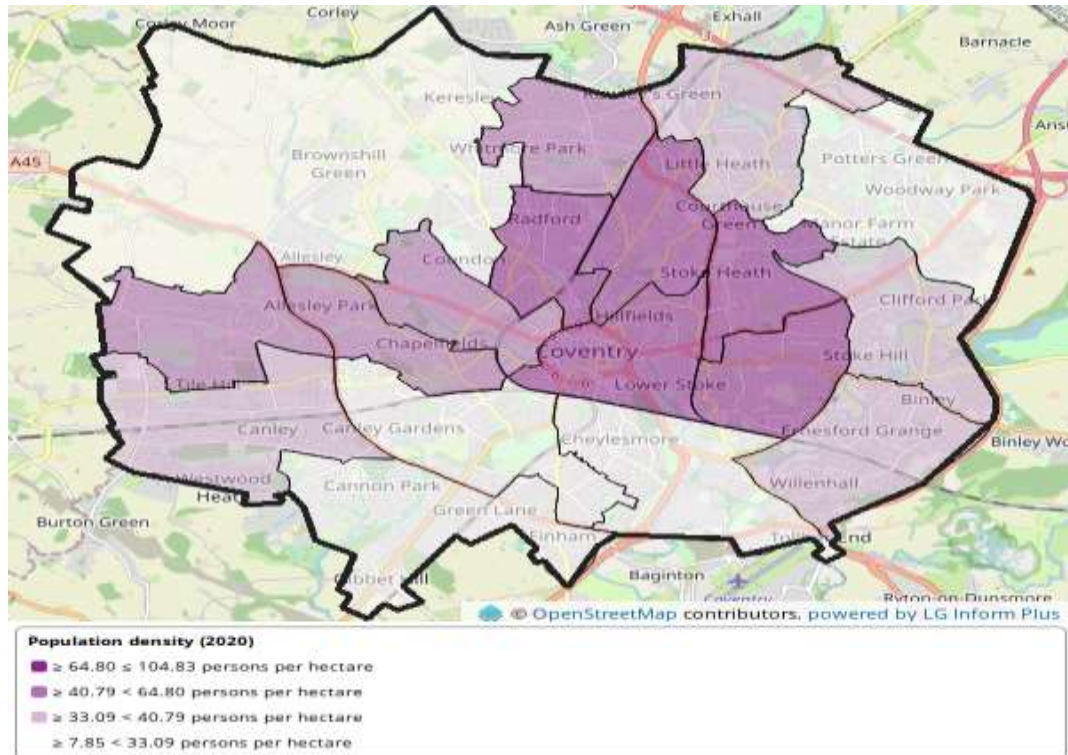
Headline statistics: what does the data tell us?

- The population of Coventry is around **345,300**¹
- The average (median) age of residents of Coventry is **35 years of age** (compared with 40 nationally) ²
- Life expectancy is 10.7 years higher for men and 8.3 years higher for women in the least deprived areas of Coventry than in the most deprived areas ³
- In the latest census, around 242,100 Coventry residents said they were born in England. This represented 70.1% of the local population ⁴
- 55.9% of Coventry's school children are from an ethnic minority group compared with 35.0% nationally ⁵
- Children living in poverty (financial year ending 2021) 22.9% compared with 18.5% nationally ⁶
- In 2020 the percentage of households in fuel poverty in Coventry increased to 20.3% from 18.8% in 2019 ⁷
- According to the local concentration measure, Coventry ranks as 66th most deprived out of 317, an improvement from 38th in the IMD 2015. This ranks local authorities in terms of the deprivation levels experienced by the most deprived 10% of the local population.⁸
- Coventry has an Income Deprivation Affecting Children Index (IDACI) score of 0.218 (2019). This measures the proportion of all children aged 0 to 15 living in income-deprived families. The average for West Midlands combined authority is 0.235 ⁹
- Coventry has an Income Deprivation Affecting Older People Index (IDAOP) score of 0.190 (2019). This measures the proportion of all those aged 60 or over who experience income deprivation. The average for West Midlands combined authority is 0.203 ¹⁰

Sources:

1) and 2) www.ons.gov.uk, 3) <https://fingertips.phe.org.uk>,
4) <https://census.gov.uk> 5) and 6) <https://fingertips.phe.org.uk/static-reports/child-health-profiles/2023/E08000026.html?area-name=Coventry>
7) www.coventry.gov.uk/facts-coventry, 8) <https://lginform.local.gov.uk> and
www.coventry.gov.uk/indiciesofdeprivation
9) and 10) <https://lginform.local.gov.uk/dataAndReports/search?text=ethnicity>
Accessed July 2023

Population density



Source: LG Inform. Accessed July 2023.

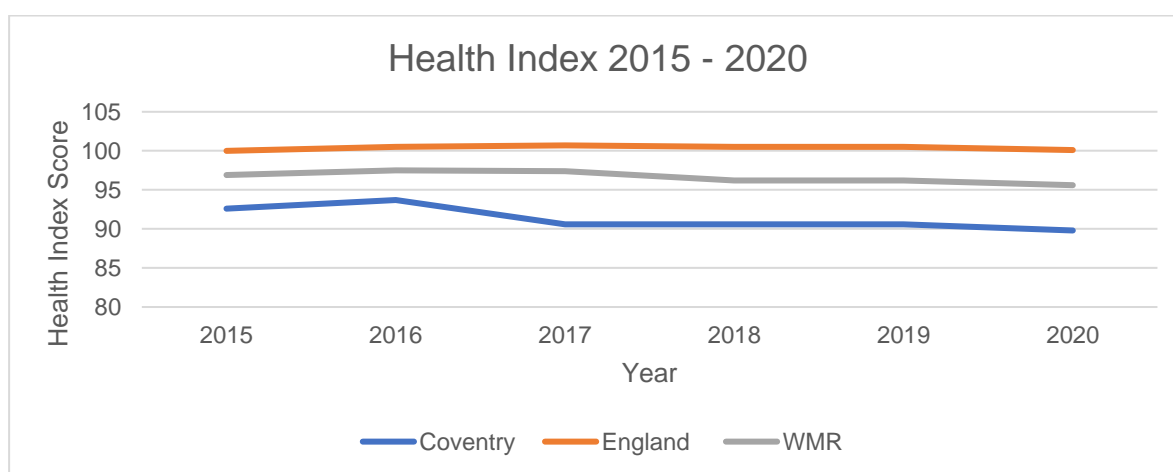
The Health Index 2020 – measuring the nation’s health

The Health Index for England (2015-2020) is a measure of overall health in England. It uses a broad definition of health, including health outcomes, health-related behaviours and personal circumstances, and wider drivers of health. It provides a single value for health that can show how health changes over time.

The Health Index is organised around three broad areas:

- **Healthy People:** covers health outcomes such as life expectancy, physical health conditions like dementia, cancer and kidney disease, disability, personal well-being and mental health.
- **Healthy Lives:** covers health-related behaviours and personal circumstances including obesity, hypertension, drug misuse, smoking and cancer screening.
- **Healthy Places:** covers the wider social, economic and environmental drivers of health such as crime, unemployment, child poverty, pollution, noise and road traffic.

The score can show whether health in a local area is improving. The Health Index score has a baseline of 100, which represents England’s health in 2015. A score higher than 100 means that an area has better health for that measure than was average in 2015, lower than 100 means worse health than the 2015 average.



Health in England as an overall figure measured by the Health Index declined slightly in 2020, when compared with 2019 (0.4 point decline). At 100.1 it remained a little above 2015 levels, however, the health score for both Coventry and West Midlands Region remains lower than the England index and in 2020 both declined and are still below the England 2015 score.

In 2020 Coventry's best score across all subdomains was 107.9 for health relating to "access to services".

"Access to services" looks at the distance to GP services, distance to pharmacies, distance to sports or leisure facilities, internet access, and patients offered acceptable

GP practice appointments. In-person services in this category were limited during the coronavirus pandemic.

The second highest scoring subdomain was "crime", while Coventry's worst score was for "protective measures".

In 2020 Coventry's lowest indicator score was for child vaccination coverage (79.4) and its highest score was for air pollution (112.6).

Source: Office of National Statistics (ONS) Health Index for England:2015-2020. Accessed July 2023.

Coventry a Marmot City; the story so far

2008: The Department of Health asked Professor Sir Michael Marmot to review the evidence regarding the causes of health inequalities in England and recommend action to reduce them.

2010: Marmot Review Fair Society, Healthy Lives was published and heavily influenced the 2010 Public Health White Paper and Public Health Outcomes Framework. *Source:* <https://www.instituteoftheequity.org/resources-reports/fair-society-healthy-lives-the-marmot-review>

The six domains recommended in the 2010 and 2020 Marmot Reviews to reduce health inequalities include:

- Give every child the best start in life
- Enable all children, young people, and adults to maximise their capabilities and have control over their lives
- Ensure a healthy standard of living for all
- Create fair employment and good work for all
- Create and develop healthy and sustainable places and communities
- Strengthen the role and impact of ill health prevention

In 2022 the Institute of Health Equity (IHE) added another two principles to reflect increasing recognition of the health equity impacts of these domains:

- Tackle racism, discrimination and their outcomes
- Pursue environmental sustainability and health equity

2013: Coventry became a Marmot City, taking a whole-systems, assets-based approach to adopting the Marmot Review policy objectives. Being a Marmot City is therefore not a clearly defined intervention, but an approach to developing and delivering change across services, civic functions of the council and community-led action. It is important to acknowledge that being a Marmot City did not bring any additional resources, at a time of austerity and unprecedented cuts from central government to local authority and public sector budgets.

The aims agreed by founding members of the Marmot Partnership were to:

- Identify key areas of existing and potential action to improve the life opportunities of Coventry residents.
- Maximise partner agencies' capability to reduce health inequalities.
- Work in partnership to develop and implement a programme that will tangibly demonstrate an accelerated pace of change in addressing inequalities in the city.
- Maintain an overview of progress against an agreed local Marmot indicator set.

2016: The programme was reviewed and refreshed with the same aims but with a reduced number of priority areas to provide clearer focus, aligning with the council's priorities for Coventry. The new priority areas for action were:

- Tackling inequalities disproportionately affecting young people.
- Ensuring that all Coventry people, including vulnerable residents, can benefit from 'good growth,' which will bring jobs, housing and other benefits to the city.

2020: An independent evaluation of the six years of Coventry as a Marmot City was conducted. The evaluation highlighted the role of the Marmot Partnership and senior leaders in influencing functions from planning, housing and transport to licensing, regulation, and procurement; and provided leverage to get health equity into all policies, shaping the way services are commissioned and located, and the action taken on the priority areas for action. The data collated as part of the evaluation showed that Coventry performed well relative to national trends and comparable towns and cities; against a decade of austerity; cuts to public sector grants and fewer resources which contributed to health inequalities getting worse.

Source: <https://www.instituteoftheequity.org/resources-reports/coventry-marmot-city-evaluation-2020>

Acknowledgements

The Marmot Partnership would like to thank all partners from across Coventry services for their time, expertise and contributions providing evidence, data and information for this monitoring tool.

Monitoring Tool



1. Give every child the best start in life

This priority focuses on:

- Reducing inequalities in the early development of physical and emotional health, cognitive, linguistic, and social skills.
- Working with families to support language development, including children with EAL (English as an Additional Language).
- Maximising the take up of 2, 3, and 4-year-old funded places.
- Ensuring high quality maternity services, parenting programmes, childcare and early year's provision to meet need across the social gradient including support for families from ethnic minority backgrounds.
- Building the resilience and wellbeing of young children across the social gradient.

Background

The Marmot Review summarised the importance of quality provision for under-5s as '*crucial for securing health and reducing health inequalities across the life course. The foundations for virtually every aspect of human development – physical, intellectual, and emotional – are laid in early childhood. What happens during these early years, starting in the womb, has life-long effects on many aspects of health and well-being.*'

What we know

There are a number of programmes of work and interventions evidenced to positively support the aim to give every child the best start in life. These include:

- Integrated universal, targeted and specialist support to families from the antenatal period up to adolescence across the social gradient.
- Targeted high quality family learning interventions to maximise children's learning in the home environment for families across the social gradient.
- Interventions at the earliest opportunity for the multiple and complex problems families face.
- Early years provision to maximise children's learning, development, and school readiness.
- General information and advice to parents and carers to support positive parenting and nurturing home environments.

- Programmes to help ensure that babies and toddlers stay safe in and around the home to reduce the number of unintentional injuries.

Legislation, Government guidance to support the give every child the best start in life recommendation:

- [The Marmot Review Fair Society, Healthy Lives \(2010\)](#)
- [The Marmot Review 10 Years On](#)
- [HM Government: The Best Start for Life, A Vision for the 1,001 Critical Days; The Early Years Healthy Development Review Report](#)
- [The best start for life: a progress report on delivering the vision \(published February 2023\)](#)
- [Family Hubs and Start for Life Programme \(published February 2023\)](#)
- [Levelling Up the United Kingdom White Paper](#)

Links to service developments and strategies that support this recommendation:

- [Coventry Health and Wellbeing Strategy 2019-2023](#)
- [The One Coventry Plan 2022-2030](#)
- Coventry Integrated Early Years Strategy September 2021
- [Coventry Parenting Strategy 2018-2023](#)
- [Coventry Early Help Strategy 2023-2025](#)
- Local Maternity and Neonatal Systems Equity and Equality Plan
- [Best Start in Life](#)
- [Supporting Families Programme Outcome 2; Good early years development](#)
- Coventry and Warwickshire Integrated Care Strategy
- Coventry and Warwickshire Health Inequalities Strategy 2022-27

Indicators

- School readiness
- Parenting confidence
- Children under the age of 5 who are in care

Programmes of work	Delivery partners	How we will measure progress
<ul style="list-style-type: none"> • Family Hubs • Positive Parenting Team • Early Years Providers • Supporting Families • The Healthy Child Programme • Healthy Start • Family Nurse Partnership Programme • 'Love Your Bump' campaign • Stay and Play groups • Bumps and Babies' groups • Parenting programme • Easey Peasy • Talk Boost • Saplings Programme (SEN) • Child Friendly Coventry • Integrated 2 year old pilot • Stop smoking in pregnancy • Infant feeding including support for women from ethnic minority backgrounds • Skills Strategy – Raising Aspiration for parents. 	<ul style="list-style-type: none"> • Coventry Family Health and Lifestyle Service (0-19 years) • GPs and practice nurses • Healthcare Practitioners • Pharmacists • Perinatal mental health team • Early Years Providers • Family Hubs • Positive Parenting Practitioners • SEND (Special Educational Needs & Disabilities) Early Years Team • Voluntary, Community and Social Enterprise Sector • Coventry Early Years' Service • Portage • Adult and Family Learning • EMTAS • Migration Team • Housing Teams • Childrens Services • Coventry Safeguarding Partnership • Coventry and Warwickshire Integrated Care System • Public Health Team CCC 	<ul style="list-style-type: none"> • % Of children achieving a good level of development at the end of Reception compared to national • % Of disadvantaged children achieving a Good Level of Development at the end of reception, compared to the national percentage gap between disadvantaged children and ALL other children • % Schools where early years is judged Good and Outstanding by Ofsted • % Early Years providers graded as Good or Outstanding • % Uptake of places for eligible 2 years olds • % Children accessing 3 & 4 year old Entitlement • % Of parents taking up provision to increase their skills



2. Enable all children, young people and adults to maximise their capabilities and have control over their lives

This priority focuses on:

- Reducing the social gradient in skills and qualifications.
- Ensuring that schools, families, and communities work in partnership to improve outcomes and level the gradient in health, wellbeing and resilience of children and young people.
- Improving the access and use of quality lifelong learning across the social gradient.

Background

The Marmot Review summarised the importance of addressing inequalities in education and skills *'Inequalities in educational outcomes affect physical and mental health, as well as income, employment, and quality of life. The graded relationship between socioeconomic position and educational outcome has significant implications for subsequent employment, income, living standards, behaviours, and mental and physical health. To achieve equity from the start, investment in the early years is crucial.'*

What we know

There are a number of programmes of work and interventions that enable all children, young people, and adults to maximise their capabilities and have control over their lives recommendation which aim to:

- Continue to narrow and close the gap in children and young people's attainment.
- Increase access and use of quality life-long learning opportunities across the social gradient.
- Enable eligible children and young people to participate in positive enrichment activities and experiences with their peers.
- Support children and young people's emotional resilience, health, and well-being.
- Promote home and road safety.

Legislation, Government guidance that support the enable all children, young people, and adults to maximise their capabilities and have control over their lives recommendation:

- [The Marmot Review Fair Society, Healthy Lives \(2010\)](#)
- [The Marmot Review 10 Years On](#)
- [Levelling Up the United Kingdom White Paper](#)

Links to service developments and strategies that support this recommendation:

- [Coventry City Council Education and Learning One Strategic Plan 2020 – 2025](#)
- [Coventry Health and Wellbeing Strategy 2019-2023](#)
- [The One Coventry Plan 2022-2030](#)
- [Coventry Early Help Strategy 2023 - 2025](#)
- [Supporting Families Outcome 1; Getting a Good Education](#)
- [Coventry Domestic Abuse Strategy 2018-2025](#)
- [Coventry Skills Strategy 2022-2030](#)
- [Coventry and Warwickshire Joint Strategy for Autistic People 2021-26](#)
- [Coventry and Warwickshire’s Child and Adolescent Mental Health Services \(CAMHS\) Transformation Plan Year 5 Refresh 2021/22](#)

Indicators

- Closing the attainment gap between free school meals and non-free school meals
- Educational attainment by key stage
- Apprenticeships
- Young people not in employment, education or training (NEET)
- Pupil absences
- Support for children’s mental health
- Children in care outcomes

Programmes and activities	Delivery partners	How we will measure progress
<ul style="list-style-type: none"> • Supporting Families Programme- Intensive Family Support • Family Hubs • Coventry Holiday and Food Programme • Building Better Opportunities Programme • Coventry SEND Offer • Mental Health Support Team (MHSTs) • Tier 2: Emotional Wellbeing and Mental Health • Kooth • Dimensions of Health and Wellbeing 	<ul style="list-style-type: none"> • Coventry City Council • Positive Choices • Positive Youth Foundation • Compass • West Midlands Fire Service • Coventry Youth Justice • West Midlands Police • Police and Crime Commissioner • Family Hubs • Domestic Abuse Services • SENDIASS 	<ul style="list-style-type: none"> • Attainment 8 score • Progress 8 score • KS 1, 2 attainment and progress measures • FE attainment and progress measures • 16 – 17 NEETs (including not known) • School attendance/ exclusion • Disadvantaged Students* Entering Apprenticeship • Overall qualification levels for the city • School Gatsby Benchmarks (quality of careers support in schools)

<ul style="list-style-type: none"> • Positive Choices • West Midlands Fire Service Fire Safety Tutoring • West Midlands Fire Service Fire Cadets • Targeted Youth Activities • Safe to talk • West Midlands Fire Service Sparks programme: 'Your Choice' on the road and 'Your Choice Feel the Heat' packages • The Local SEND Offer • Positive Parenting • School Nursing • Coventry Library Service • Your Vision Your Future • Boost Programme (Resettlement Programme) • Coventry Women's Partnership • Statutory Health Assessments and Health Plan for children in care • Coventry Skills Strategy Action Groups: 1 – Raising Overall Skills Levels and Aspiration, Action Group 2 Progression Pathways and Action Group 3 Communities, Inclusion and Support for Highest Needs 	<ul style="list-style-type: none"> • Kooth • CWPT • Voluntary sector youth projects such as Guiding Young Minds (GYM) • Migration Team CCC • Positive Youth Foundation • Foleshill Womens Training • Coventry Refugee and Migrant Centre • Coventry Family Health and Lifestyle Service (0-19 years) • Coventry and Warwickshire Integrated Care System • Coventry and Warwickshire MIND • Children in Care Health Team • Public Health Team CCC 	<ul style="list-style-type: none"> • Adult Education Budget enrolment, completion and destination data • West Midlands Fire Service information • NHS children and young people access rate for mental health services • Emotional well-being and mental health real life case studies
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3. Ensure a healthy standard of living for all

This priority focuses on:

- Supporting Coventry residents to be financially resilient.
- Identifying and targeting interventions to those who are disproportionately affected by low income and who are most at risk of financial crisis, and target interventions at an early stage.
- Enabling all Coventry residents to have equal opportunities to access digital technologies, services and supports in a way that helps them in their daily lives.
- Increasing earlier identification of issues and opportunities for prevention or early help, and to enable the delivery of integrated support and services, through a locality approach.

Background

The Marmot Review highlighted that having insufficient money to lead a healthy life creates significant health inequalities, leads to poorer health outcomes, and impacts life expectancy for some people.

The Commission on Social Determinants of Health (CSDH) showed that poverty and low living standards are powerful determinants of ill health and health inequity (Fair Society, Healthy Lives 2010). Poverty may be defined in different ways and there is no single, universally accepted definition.

Poverty is an issue which cannot be addressed by any one organisation or sector. We are planning to work with partners across the city to develop a strategic approach to both break the cycle of poverty and mitigate against the harm caused by poverty.

In today's society, digital exclusion can be seen as a form of inequality. There is a close correlation between digital exclusion and social disadvantages including lower income, lower levels of education, and poor housing. Coventry City Council are planning to work with partners to embed digital and health literacy within their services so that all Coventry residents have equal access to digital technology and services; improve digital access, reducing the barriers to digital inclusion.

What we know

There are a number of programmes of work and activities that support the ensure a healthy standard of living for all recommendation which aim to:

- Support Coventry residents to be financially resilient.
- Identify and target interventions using the low-income family tracker tool to maximise benefit entitlement and income.

- Understand our community's local needs to support our residents to utilise digital systems to access digital support interventions and opportunities to maximise their income across the social gradient.
- Improve the tools and approaches to engage people in support interventions to reduce long-term unemployment early across the social gradient including people living in poverty due to health and disability related barriers to labour market access to support people to stay in work.
- Work in partnership to support our residents that are disproportionately affected by fuel and food poverty with targeted interventions through the cost of living campaign.
- Improve the energy efficiency of housing stock.
- Improve the food environment with a connected system that allows access to food.

Legislation, Government guidance that support the ensure a healthy standard of living for all recommendation:

- [The Marmot Review Fair Society, Healthy Lives \(2010\)](#)
- [The Marmot Review 10 Years On](#)
- [Levelling Up the United Kingdom White Paper](#)

Links to service developments and strategies that support this recommendation:

- [Coventry Health and Wellbeing Strategy 2019-2023](#)
- [The One Coventry Plan 2022-2030](#)
- [Coventry Skills Strategy 2023-2030](#)
- [Coventry Safeguarding Partnership](#)
- [Coventry Early Help Strategy 2023 - 2025](#)
- [Supporting Families Outcome 10; Financial Stability](#)
- [Family Hubs and Start for Life programme](#)
- [Coventry Local Plan \(2011-2031\)](#)

Indicators

- Proportion of households with low-income
- Children in low-income households
- Digital Inclusion

Programmes and activities	Delivery partners	How we will measure progress
<ul style="list-style-type: none"> • Low Income Family Tracker • Advice Services • Job Shop Hub and Spoke model • Coventry Connects • Household Support Fund • West Midlands Fire Service Safe & Well Visits • Warm spaces • Food banks • Coventry Food Network • Community Cafes • Fuel Poverty interventions • Family Hubs • Supporting Families Programme- Intensive Family Support • Poverty Alliance • Coventry Library Service • Infant Feeding • Perinatal Mental Health • My Coventry • STEP Forward • Resettlement Programme 	<ul style="list-style-type: none"> • Job Shop Department of Work and Pensions (DWP) • West Midlands Fire Service (WMFS) • Family Hubs • Act on Energy • Voluntary, Community, Social Enterprise Sector • EON • Migration Team CCC • Coventry and Warwickshire Integrated Care System • #CovConnects • Planning Team CCC • Public Health Team CCC 	<ul style="list-style-type: none"> • Nos of embedded Digital Champions within GPs, PCNs and community organisations who are championing digital health • No of data and device distribution banks (could ask for a postcode/ locality area G.P, VCSE and council) • LIFT (Low Income Family Tracker) tool data and real-life case studies • Coventry Food Networks data • Data from the energy crisis hotspots map (places where income is below average, but energy bills are higher than average due to poor housing) • West Midlands Fire Service information



4. Create fair employment and good work for all

This priority focuses on:

- Addressing barriers to reducing long-term unemployment across the social gradient.
- Supporting people who are disadvantaged in the labour market to attain the skills and training they need to secure and maintain good quality employment.
- Supporting healthy workplaces that promote employee's health and wellbeing.

Background

The Marmot Review summarised the importance of addressing inequalities in work and employment *'Being in good employment is protective of health. Conversely, unemployment contributes to poor health. Getting people into work is therefore of critical importance for reducing health inequalities.'*

Coventry is a diverse city both in terms of its resident population and its business base. Coventry has the second highest resident average pay in the West Midlands region and the lowest levels of youth unemployment. Like any major city, Coventry still faces challenges. We want Coventry residents to have skills that match the needs of local employers, not only for now, but also for the vacancies of the future. We want to ensure learning and skills provision meets the needs of all of Coventry's communities, is fully inclusive and plays a key role in reducing poverty. We want to build aspiration throughout all educational levels, with Coventry's young people inspired to learn, with clear pathways to the jobs they strive towards. Coventry Skills Strategy provides a 'framework for action' across all educational stages working collaboratively to get the best skills outcomes for our residents, from early education through to lifelong adult learning, and plays a key role in tackling the causes and consequences of climate change by ensuring residents gain the right skills to support green jobs growth.

What we know

There are a number of programmes of work and interventions that support the create fair employment and good work for all recommendation which aim to:

- Support those in employment.
- Support Coventry residents to access volunteering, training and employment across the city, working with partners in public, private and community and voluntary sectors across the social gradient.
- Tackle inequalities by making sure skills provision is equally accessed by all Coventry's communities, with our residents gaining the skills they need to secure good employment and progress within it.

- Work with businesses to improve the quality of jobs, creating health promoting workplaces that support the health and wellbeing of employees.

Legislation, Government guidance that support the create fair employment and good work for all recommendation:

- [The Marmot Review Fair Society, Healthy Lives \(2010\)](#)
- [The Marmot Review 10 Years On](#)
- [Levelling Up the United Kingdom White Paper](#)

Links to service developments and strategies to support this recommendation:

- [Coventry Health and Wellbeing Strategy 2019-2023](#)
- [The One Coventry Plan 2022-2030](#)
- [Economic Growth and Prosperity Strategy for Coventry 2018 - 2022](#)
- [Economic Development Strategy 2022-2027](#)
- [Coventry & Warwickshire Joint Strategy for Autistic people 2020-2025](#)
- [Digital Coventry Strategy](#)
- [Coventry Early Help Strategy 2023 - 2025](#)
- [Coventry Skills Strategy 2022- 2030](#)
- [Coventry Local Plan \(2011-2031\)](#)

Indicators

- Unemployment rate as a comparator with UK, West Midlands and statistical neighbours
- Proportion of employed in non-permanent employment
- Proportion of people unemployed or inactive among cohorts of people facing disadvantage in the labour market
- Care leavers

Programmes and activities	Delivery partners	How we will measure progress
<ul style="list-style-type: none"> • Job Shop • Thrive at Work programme • Businesses committed to a fairer Coventry • My Coventry • Supporting Families Programme- Intensive Family Support 	<ul style="list-style-type: none"> • Coventry City Council Business Investment & Culture (including Employment and Skills and Adult Education) • West Midlands Combined Authority • Thrive at Work • Anchor Alliance 	<ul style="list-style-type: none"> • Proportion of children in workless households • Adult Education Budget ethnicity enrolment data and destination data • Percentage of employees earning below real living wage • Gender pay gap

<ul style="list-style-type: none"> • Family Hubs • Business support programme • Building Better Opportunities • Personal Advisors for Care Leavers • Coventry Skills Strategy Action Group 4 – Supporting businesses, social value and sustainability. • Rough Sleeper Initiative – Employment Coach 	<ul style="list-style-type: none"> • Businesses • Coventry City Council Migration Team • ESF Programme delivery partners • Voluntary, Community, Social Enterprise Sector • Local Authority Through Care Team • Planning Team CCC • Public Health Team CCC 	<ul style="list-style-type: none"> • Unemployment rate comparative to statistical neighbours, the region and the UK. • 50+ claimant count and inactivity rates by IMD • Economically inactive women by IMD • Coventry Thrive data • Care leavers data
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5. Create and develop healthy and sustainable places and communities

This priority focuses on:

- Creating and developing healthy sustainable places and communities.
- Expanding the community prototype approach in communities.
- Being part of a connected, safe, and sustainable community.
- Improve the quality of housing.
- Improving access to stimulating quality environments and open space.
- Mitigating against the exposure of communities to pollutants.
- Improving access to healthy diets fresh food - food growing opportunities and cookery skills.

Background

Healthy places

Living in healthy places is protective of good health. Where we live, and how we travel in our communities, impacts our physical health, well-being and connectedness. We need to mitigate against the sources of pollution and promote the quality of the urban environment by enhancing liveable spaces. Housing is fundamental to the wellbeing of people, their families, and their communities. Safe, secure, and suitable housing provides a stable base on which people can build their lives and build successful communities. Poor or unsuitable housing, high housing, and energy costs, however, can have negative impacts on many other areas of personal and community life as well as physical and mental health and wellbeing. In Greater Manchester, the tragic death of 2-year old Awaab Ishak in 2020 due to black mould in his property and the failure of the landlord to take remedial action underscores the importance of good quality housing to protect the health of children. It is also important that people of all ages have access to quality open spaces and green environments which offer mental stimulation as well as places in which to relax.

Healthy communities

Community assets are important to health directly and indirectly: directly through the services and opportunities they offer that support physical and mental health, and indirectly through a sense of control and empowerment, levels of community cohesion and social interaction, all of which support good health. We will support evidence-based community regeneration programmes that remove barriers to community participation and reduce social isolation.

In Coventry we respond to the needs of our communities through our integrated services community prototypes and other place-based partnerships, rooted in and driven by place, we are working creatively with shared resources to make positive change. Our focus is on demonstrably improving outcomes and tackling inequalities in our communities. Drawing upon the city's dynamic and collaborative response to the pandemic and wider

research, the approach is also enabling a practical response to the Cost-of-Living crisis to address the environmental and social determinants of health in each locality and to minimise the risks of exposure to pollutants which are harmful to health and wellbeing.

The One Coventry approach to community involvement highlights the work taking place in communities along with new approaches to engagement and collaboration.

What we know

There are a number of programmes of work and interventions that support the creating and developing healthy places and communities recommendation by:

- Using insight and data to identify specific challenges, community assets and strengths.
- Empower and enable community solutions.
- Providing practical support to strengthen the community sector.
- Providing access to a safe, sustainable, equitable and resilient transport system across the social gradient and increasing opportunities for active travel.
- Create good quality green spaces that are accessible locally.
- Providing access to a safe, sustainable, equitable and resilient transport system across the social gradient and increasing opportunities for active travel.
- Create good quality green spaces that are accessible locally.
- Maximise opportunities to improve the safety, security, and quality of housing across the social gradient.

Legislation, Government guidance that support the create and develop healthy and sustainable places and communities' recommendation:

- [The Marmot Review Fair Society, Healthy Lives \(2010\)](#)
- [The Marmot Review 10 Years On](#)
- [Levelling Up the United Kingdom White Paper](#)
- [Department for Transport Gear Change White Paper](#)

Links to service developments and strategies to support this recommendation:

- [Coventry Health and Wellbeing Strategy 2019-2023](#)
- [The One Coventry Plan 2022-2030](#)
- [Coventry Transport Strategy 2022/23 – 2036/37](#)
- [West Midlands Combined Authority's \(WMCA\) Local Transport Plan \(LTP\)](#)
- [All Electric Bus Plans](#)

- [Coventry Housing and Homelessness Strategy 2019-2024](#)
- [Coventry Local Plan \(2011-2031\)](#)
- [Coventry City Council Green Space Strategy 2019 – 2024](#)
- [Coventry Empty Dwellings Strategy 2021-2026](#)
- [Coventry Policy for Enforcing Standards in Private Sector Housing 2022](#)
- [Coventry Early Help Strategy 2023 - 2025](#)
- [Supporting Families Outcome 9; Secure Housing](#)
- [Safer Streets Fund](#)
- [Coventry Urban Forestry Strategy 2022-2032](#)
- [‘Sustainable Food Places Status’ and the ‘Coventry Food Charter’](#)
- One Coventry Together Integration Strategy 2023-2030 (still in development)
- Coventry and Warwickshire ICS Green Plan 2022-25
- Coventry and Warwickshire Integrated Care Board Communities Strategy

Areas for future consideration:

- Coventry Adaptation and Resilience Plan
- Local Nature Recovery Strategy
- Biodiversity Action Plan
- Selective Licensing of private rented accommodation

Indicators

- Quality of housing and access to housing
- Households/persons/ children in temporary accommodation, and those experiencing homelessness
- Number of people travelling by active modes, such as cycling and walking
- Encourage community engagement
- Place based community approaches

Programmes and activities	Delivery partners	How we will measure progress
<ul style="list-style-type: none"> • Community Messengers programme • WM travel system • Disabilities Facilities Grant • Housing ‘Pathways’ model • Integrated services community prototypes and other place-based partnerships 	<ul style="list-style-type: none"> • Central England Law Centre • Coventry Citizens Advice • Domestic Abuse Safe Accommodation Service • Drug and Alcohol Accommodation Services • Housing providers and associations 	<ul style="list-style-type: none"> • Number of Community Messengers • Community case studies • Community prototype and place based working real life case studies • Numbers of Coventry residents who agree that their local area is a place where people get on well together

<ul style="list-style-type: none"> • Property retro fitting programme • Coventry Liveable Neighbourhood schemes in Earlsdon and Lower Coundon • Supporting Families Programme- Intensive Family Support • Family Hubs • Act On Energy • EON ECO 4 • STEP Forward • Resettlement Programme • Homes for Ukraine (Local Authority Housing Fund) • Licensing of Houses in Multiple Occupation • Assessment of high rise buildings • Dealing with empty dwellings 	<ul style="list-style-type: none"> • Mental Health Services • West Midlands Fire Service • Childrens Commissioning team • Homeless and Housing Team • Property Licensing and Housing Enforcement Team • Occupational Therapy and Enablement Service • Voluntary, Community, Social Enterprise Sector including local, faith based and grass roots community organisations • Foleshill Womens Training • Coventry Migration and Refugee Centre • Migration Team CCC • Community Resilience Team CCC • Planning Team CCC • Ecology Team CCC • Parks Team CCC • Public Health Team CCC 	<ul style="list-style-type: none"> • Numbers of Coventry residents who participate in volunteering opportunities in their local communities • Total households on the housing waiting • Number of households in temporary accommodation • Number of children living in temporary accommodation • Snapshot number of people sleeping rough in the city • West Midlands Fire Service information
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6. Strengthen the role and impact of ill-health prevention

This priority focuses on:

- Prioritising prevention to tackle the causes of health-related problems to reduce the impact of ill-health on people's lives, their families, and communities.
- Empowering people to take action to improve health and wellbeing for themselves and others and providing effective, timely and appropriate support where needed.
- Co-ordinating services, working together to design services which take account of the complexity of people's lives and their overlapping health and social needs.
- Coventry and Warwickshire's Integrated Care (ICS) priorities: prioritising prevention and improving future health outcomes through tackling health inequalities and improving access to health and care services.

Background

The Marmot Review summarised the importance the impact of addressing inequalities in health in later life and investing in the early years to preventing ill health later in life.

Coventry's Health and Wellbeing Strategy and the Coventry & Warwickshire Integrated Care Partnership Inequalities Strategic Plan highlight the importance of taking a 'population health' approach to reduce inequalities in health as well as improving health overall.

The Core20PLUS5 is a national NHS England approach to inform action to reduce healthcare inequalities at both national and system level. The approach focuses on the most deprived 20% of the national population as identified by the national Index of Multiple Deprivation (IMD), priority groups identified locally (in Coventry these are transient communities and working-aged people on long term sickness), and five clinical priorities (maternity, severe mental illness, chronic respiratory disease, early cancer diagnosis and hypertension). There is also an additional Core20PLUS5 for children and young people with five clinical priorities of asthma, diabetes, epilepsy, oral health and mental health.

What we know

There are a number of programmes of work and interventions that support the strengthen the role and impact of ill-health prevention recommendation, these are:

- Programmes which promote healthy behaviours and lifestyles across the system to maximise impact and tackle barriers to healthy lifestyle, including mental wellbeing, diet, exercise, smoking and drugs and alcohol.

- Programmes which ensure we are doing all we can to reduce suicides.
- Domestic abuse programmes offering a range of interventions and programmes for the 'whole family' including victims, children and young people and perpetrators.
- An integrated health and care system with seamless local services in Coventry.

Legislation, Government guidance that support the strengthen the role and impact of ill-health prevention recommendation:

- [The Marmot Review Fair Society, Healthy Lives \(2010\)](#)
- [The Marmot Review 10 Years On](#)
- [Levelling Up the United Kingdom White Paper](#)
- [NHS England Core20PLUS5](#)
- [Suicide Prevention National Plan](#)
- [NHS Long Term Prevention Plan](#)
- [NHS Long Term Plan; more NHS action on prevention and health inequalities; Obesity](#)
- [NHS Long Term Plan for more NHS action on prevention and health inequalities; Smoking](#)
- [HM Government Tackling Violence Against Women and Girls \(VAWG\) Strategy 2016-2020](#)
- [Domestic Abuse Act 2021](#)

Links to service developments and strategies to support this recommendation:

- [Coventry Health and Wellbeing Strategy 2019-2023](#)
- [The One Coventry Plan 2022-2030](#)
- [Coventry & Warwickshire Integrated Care System Health Inequalities Strategic Plan 2022-27](#)
- [Supporting Families Outcome 3: Improved Mental and Physical Health](#)
- [Coventry Early Help Strategy 2023 to 2025](#)
- [Coventry and Warwickshire Suicide Prevention Strategy 2023 – 2030](#)
- [Coventry and Warwickshire Mental Health JSNA](#)
- [Family Hubs and Start for Life programme](#)
- [Coventry Domestic Abuse Strategy 2018-2025](#)
- [Serious Violence Strategy](#)
- [Coventry Drug and Alcohol Strategy](#)
- [Coventry Local Plan \(2011-2031\)](#)
- [Coventry City Council Green Space Strategy 2019 – 2024](#)

Indicators

- Low wellbeing in adults
- Support for adults' mental health
- Adults/children obese
- Life expectancy female/ male

Programmes and activities	Delivery partners	How we will measure progress
<ul style="list-style-type: none">• Family Health and Lifestyles service• Support for adults' mental health• Healthy Lifestyles Service• Community Programmes• Supporting Families Programme- Intensive Family Support• Family Hubs• Post intervention bereavement support• Commissioned domestic abuse services• Real time surveillance programme	<ul style="list-style-type: none">• Healthy Lifestyles Service• Family Health and Lifestyles service• Coventry and Warwickshire Integrated Care System• Planning Team CCC• Ecology Team CCC• Parks Team CCC• Public Health Team CCC	<ul style="list-style-type: none">• Self-reported perceptions, opinions, lifestyles, and behaviours• Self-reported wellbeing• Smoking prevalence• National Child Measurement Programme measures• Childhood immunisation rates• West Midlands Fire Service information



7. Tackle racism, discrimination and their outcomes

This priority focuses on:

- To reduce health inequalities to address the cause of health inequalities which often disproportionately affect certain ethnic groups.
- Improve maternal health outcomes for ethnic minority groups of women.
- Tackle the disproportionate criminalisation of young adults from ethnic minority and/or deprived backgrounds.
- Provide pupils with the opportunity to engage in physical and cultural activities that enrich lives and build social and cultural capital.
- Tackle bias and ensure fairness in the workplace.
- The commitment to continuing duty as a public authority to have due regard to the need to eliminate discrimination, harassment, and any other conduct prohibited under the Equality Act 2010.

Background

There are clear disparities in outcomes for protected groups in respect of the wider determinants of health, and thus each of the Marmot domains recommendations is outlined in this plan. It is also particularly important to note the intersectionality of protected groups in this respect. Research has shown how ethnic minority groups are more disproportionately disadvantaged in the areas of housing and income inequality/deprivation. Structural inequalities within systems also serve to perpetuate discrimination at work and within healthcare for ethnic groups. People with disabilities, trans people and women are also disproportionately impacted and need to be considered in the development of any targeted actions to tackle discrimination.

Marmot Build Back Fairer report summarises how the pandemic has 'revealed the stark inequalities in health and socio-economic factors for many of the UK's ethnic minority communities. Prior to the pandemic, life expectancy at birth was higher among ethnic minority groups than for white groups however this sole metric conceals several inconsistencies. In several ethnic minority groups, Black Caribbean, Other Black, Indian, Other Asian and some Mixed groups, Pakistani and Bangladeshi groups, disability-free life expectancy is estimated to be lower compared to the white population. Rates of infant and maternal mortality, cardiovascular disease and diabetes are higher amongst Black and South Asian ethnic populations. People from ethnic minority groups are more likely to report being in poor health and have poor experiences using health services than the White British population.'

What we know

There are a number of programmes of work and interventions that support the tackle racism, discrimination and their outcomes recommendation that:

- Improve outcomes for ethnic minority groups from pre-birth to reduce health inequalities and address the cause of health inequalities which often disproportionately affect certain ethnic groups.
- Welcome and support newly arrived communities to our city.

- Develop a better understanding of our diverse communities to shape and deliver effective services to our residents.
- Provide tools to help frontline services better understand and address the needs of children from ethnic minority groups.
- Address the inequalities and barriers that groups of people with protected characteristics face and facilitate equitable access to services.
- Embed equality, diversity and inclusion in recruitment and employment practices and equality, diversity and inclusion commitments.

Legislation, Government guidance that support the tackle racism, discrimination and their outcomes recommendation:

- [The Marmot Review Fair Society, Healthy Lives \(2010\)](#)
- [The Marmot Review 10 Years On](#)
- [Levelling Up the United Kingdom White Paper](#)
- [Equality Act 2010](#)

Links to service developments and strategies support this recommendation:

- [Coventry Health and Wellbeing Strategy 2019-2023](#)
- [The One Coventry Plan 2022-2030](#)
- [Coventry Equality, Diversity and Inclusion Commitment](#)
- One Coventry Together (Integration Strategy 2023-2030 (still in development))
- [Coventry Workforce Diversity and Inclusion Strategy](#)

Indicators in development

Programmes and activities	Delivery partners	How we will measure progress
<ul style="list-style-type: none"> • Equality Impact Assessments • Equality Objectives • HR targets • TIDE (Talent Inclusion and Diversity Evaluation) assessments • IGNITE programme • Workforce networks • Hate Crime reporting • LNMS Equality and Equity Plan 	<ul style="list-style-type: none"> • Marmot Partners • Coventry and Warwickshire Integrated Care System • Public Health Team CCC 	<ul style="list-style-type: none"> • Indicators in development



8. Pursue environmental sustainability and health equity

This priority focuses on:

- A transport system that promotes active travel and road safety, and which minimises pollution.
- The retrofitting of homes to be energy efficient, climate resilient and healthy.
- An energy transition that minimises air pollution from all sources.
- Building a sustainable resilient healthy food system.
- Healthy and sustainable models of work.

Background

Many of the actions to reduce greenhouse gas emissions will also improve health and reduce existing health inequalities. However, there is a potential for interventions and the recent increases in energy costs to widen inequalities. There must be an equity focus as well as a harm reduction and mitigation focus on interventions and strategies to reduce the effects of climate change.

Marmots 'sustainable health equity': Achieving a net zero UK Advisory Group Report for the UK Committee on Climate Change 2020 highlights that '*Factoring the health equity effects into policies requires a more nuanced approach to mitigation and adaptation: for example, home energy efficiency measures must also benefit indoor air quality and temperature, and reach those most exposed to temperature extremes and indoor air pollution; reducing meat and dairy consumption needs to involve substitution with healthy, lower carbon alternatives that are affordable and accessible; and decarbonisation of transport must involve low pollution and safe forms of transport that are preferably active and, at the very least, accessible to all.*'

Coventry residents and businesses are now facing some of the greatest challenges in the history of the city which are impacting upon sustainability, contributing to climate change and the quality of life of its citizens especially those who are the least well off in society. Climate change, pollution and other impacts on the environment affects us across the city, our quality of life, health, and wellbeing. Coventry's Sustainability and Climate Change Strategy recognises the need to address inequities where those families from the lowest incomes are facing the greatest challenges including environmental changes, poorer air quality, rising fuel costs and inflationary rises in food prices are impacting significantly.

What we know

There are a number of programmes of work and interventions that support the pursue environmental sustainability & health equity recommendation to:

- Provide access to a safe, sustainable, equitable and resilient transport system the social gradient and opportunities for active travel.

- Create good quality green spaces that are accessible locally.
- Maximise opportunities to improve the safety, security, quality, ventilation, and energy efficiency of housing to an EPC (Energy Performance Certificates) rating of C or above wherever possible across the social gradient.
- Reduce Coventry City Council's carbon footprint.
- Increase natural resources and biodiversity.

Legislation, Government guidance that support the pursue environmental sustainability & health equity recommendation:

- [The Marmot Review Fair Society, Healthy Lives \(2010\)](#)
- [The Marmot Review 10 Years On](#)
- [Levelling Up the United Kingdom White Paper](#)

Links to service developments and strategies to support this recommendation:

- [Coventry Health and Wellbeing Strategy 2019-2023](#)
- [The One Coventry Plan 2022-2030](#)
- [Coventry Economic Development Strategy 2022-2027](#)
- [Coventry Skills Strategy 2022-2030](#)
- [Transport Strategy 2022/23 – 2036/37](#)
- [West Midlands Combined Authority's \(WMCA\) Local Transport Plan \(LTP\)](#)
- [All Electric Bus Plans](#)
- [Coventry Local Plan \(2011-2031\)](#)
- [Coventry Empty Dwellings Strategy 2021-2026](#)
- [Coventry Climate Change Strategy](#)
- [Coventry Urban Forestry Strategy](#)
- [Coventry Local Air Quality Action Plan](#)
- [IEMA membership](#)
- [CDP's Global Cities List](#)
- [Coventry City Council Green Space Strategy 2019 – 2024](#)

Indicators

- Air quality breaches
- Access to open space
- Sustainable Food Places status (a national recognised awards scheme currently aiming for bronze standard)
- Properties benefiting from rises in EPC ratings for homes

Programmes and activities	Delivery partners	How we will measure progress
<ul style="list-style-type: none"> • ECO4 Programme • EON energy efficiency and home improvement schemes • Green Homes Grant Local Authority Delivery Phase 2 • Social housing carbon reduction fund • Coventry Food Charter • ERDF Coventry and Warwickshire Green Business Programme • ERDF Coventry and Warwickshire Innovation Programme • Business Sustain Energy Programmes • Waste and recycling programmes • Natural resources and biodiversity Parks Green Flags Awards • Climate Change Board • Five Pathway Groups • Enforcement of Minimum Energy Efficiency Standards (MEEs) • Coventry Skills Strategy Action Group 4 - Supporting businesses, social value and sustainability 	<ul style="list-style-type: none"> • EON • Act on Energy • Coventry City Council • Coventry University Enterprises Limited • Coventry University • Midlands Engine • Property Licensing and Housing Enforcement • Public Health Team CCC 	<ul style="list-style-type: none"> • Household survey - Transport to work / transport to education and escorting children to school • Cordon count* Cycling only • Nos of Air Quality Breaches • Access to open space indicators • Sustainable Food Places status (a national recognised awards scheme currently aiming for bronze standard) • Number of properties benefiting from rises in EPC ratings for homes.

How we will measure how well we are doing

Summary of recommendations and indicators

Marmot recommendation	Indicator
Give every child the best start in life	<ul style="list-style-type: none"> • School readiness • Parenting confidence • Children under the age of 5 who are in care
Enable all children, young people, and adults to maximise their capabilities and have control over their lives	<ul style="list-style-type: none"> • Closing the attainment gap between free school meals and non-free school meals • Educational attainment by key stage • Apprenticeships • Young people not in employment, education or training (NEET) • Pupil absences • Support for children's mental health • Children in care outcomes
Ensure a healthy standard of living for all	<ul style="list-style-type: none"> • Proportion of households with low-income • Children in low-income households • Digital Inclusion
Create fair employment and good work for all	<ul style="list-style-type: none"> • Unemployment rate as comparator with UK, West Midlands and statistical neighbours • Proportion of employed in non-permanent employment • Proportion of people unemployed or inactive among cohorts of people facing disadvantage in the labour market • Care leavers
Create and develop healthy and sustainable places and communities	<ul style="list-style-type: none"> • Quality of housing and access to housing • Households/persons/ children in temporary accommodation, and those experiencing homelessness • Number of people travelling by active modes, such as cycling and walking • Encourage community engagement • Place-based community approaches
Strengthen the role and impact of ill health prevention	<ul style="list-style-type: none"> • Low wellbeing in adults • Support for adults' mental health • Adults/children obese • Life expectancy female/ male
Tackle racism, discrimination and their outcomes *Added in 2022	<p>* As this is a new policy objective we are still in development, please contact us (see page 34 for contact details) if you would like to contribute to this policy objective.</p>
Pursue environmental sustainability & health equity *Added in 2022	<ul style="list-style-type: none"> • Air quality breaches • Access to open space • Sustainable Food Places status • Properties benefiting from rises in EPC ratings for homes

See positive change **Important Hopefulness** **Coventry Marmot Partnership** **Essential**
Commitment Impact Change Ambitious change for good **Resources**
Challenge **Reduce inequality** **Positive Action**
Connections **Better Life outcomes** **Targeting resources**
 To challenge more **Collaboration** **Equity** **Opportunities**
 To respond to poverty **Valuable** **Getting it done**



- Central England Law Centre
- Coventry Citizens Advice
- Coventry Independent Advice Service
- FWT (Foleshill Women's Training Ltd)
- Grapevine
- Positive Youth Foundation
- Voluntary Action Coventry

- Chamber of Commerce
- Coventry and Warwickshire ICB
- Department for Work and Pensions
- Institute of Health Equity, University College London
- Office for Health Improvement and Disparity
- University Hospital Coventry and Warwickshire
- West Midlands Fire Service
- West Midlands Police

- Coventry City Council services:
- Public Health
- Employment and Skills
- Education
- Transformation
- Procurement
- Libraries, Health and Information
- #CovConnects
- Children Services and EDT

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