

## Healthier Communities and Older People Overview and Scrutiny Panel

**Date: 12 February 2019**

Agenda item:

### **Subject: Health and Wellbeing Strategy 2019-24 update on refresh**

Lead officer: Dr Dagmar Zeuner, Director of Public Health

Lead member: Councillor Tobin Byers, Cabinet Member for Adult Social Care and Health.

Contact officer: Natalie Lovell (Healthy Places Officer), Clarissa Larsen (Health and Wellbeing Board Partnership Manager)

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#### **RECOMMENDATIONS:**

- A. Note the refresh of the Merton Health and Wellbeing Strategy 2019-24, and the particular focus on 'healthy place'<sup>1</sup>.
  - B. Note the synergies between the refreshed Health and Wellbeing Strategy and the Merton Health and Care Plan.
  - C. Contribute any ideas that could help strengthen the current priorities of Start Well, Live Well, Age Well in a Healthy Place, in the Health and Wellbeing Strategy 2019-24.
  - D. Help the Merton Partnership focus on where they can add most value by filling out the short Health and Wellbeing Strategy 2019-24 surveys – links in this report (point 3.10).
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## **1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY**

- 1.1. This report sets out the work currently underway as part of the development of the new Health and Wellbeing Strategy which will run from 2019 –24. The aim is to inform and engage members of this Panel in the new strategy and to take advantage of this opportunity to invite their comments.

## **2 CONTEXT**

### **The Health and Wellbeing Board**

- 2.1. The Health and Wellbeing Board brings together key stakeholders to provide leadership for health. This includes shaping a health promoting

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<sup>1</sup> By 'healthy place' we mean the physical, social, cultural and economic factors that help us lead healthy lives by shaping the places we live, learn, work, and play. Whilst the Local Health and Care Plan will focus on health and social care services, the Health and Wellbeing Strategy will focus on the wider determinants of health.

environment (healthy place) as well as promoting good health and care services. Its work is influenced by the Joint Strategic Needs Assessment and an ongoing dialogue of what matters to people.

### **Values and ways of working**

- 2.2. Past experience suggests that the Health and Wellbeing Board is most effective when it focuses efforts on a few select priority areas rather than a broader range of issues. Its success partly lies in the commitment of its members to promote shared values including social justice, prevention/early intervention and a desire to learn and experiment, in their own organisations.

2.3. **Refreshed Health and Wellbeing Strategy 2019-24**

The previous Health and Wellbeing Strategy, reported to this Panel, ran from 2015 to 2018. We are currently in the process of updating this strategy and involved in an engagement programme and close working with partners, stakeholders and the wider community and voluntary sectors.

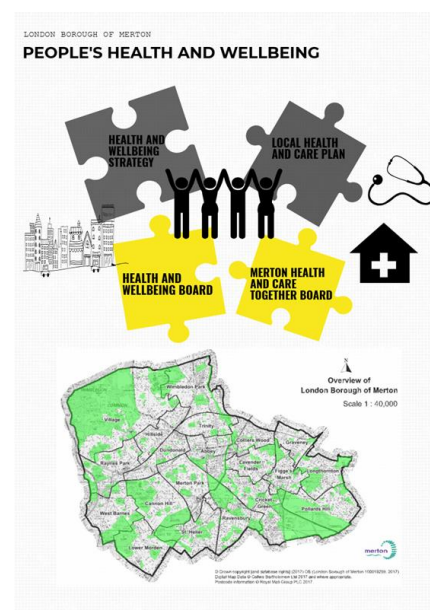
2.5 **Synergy with the Merton Local Health and Care Plan**

Alongside development of the new Health and Wellbeing Strategy a Local Health and Care Plan is also being developed and both will influence the health and wellbeing of the Merton population. The three themes of the Health and Wellbeing Strategy, Start Well, Live Well and Age Well – all with a focus on healthy place, are mirrored in the Local Health and Care Plan which focuses on health and care services and integration.

We are working closely with colleagues to coordinate the Local Health and Care Plan and the Health and Wellbeing Strategy to ensure they complement each other. See **Figure 1**.

## **Figure 1: Merton Health and Wellbeing Strategy and Merton Local Health and Care Plan**

- The Merton Local Health and Care Plan (LHCP) is overseen by the Merton Health and Care Together (MHCT) Board.
- MHCT Board focuses on health and care services and integration and reports to the Health and Wellbeing Board (HWBB).
- The HWBB is the statutory council committee to provide overall vision, oversight and strategic direction for health and wellbeing in Merton, including the wider determinants of health.
- The refresh of the HWBB strategy covers the same themes as the LHCP – start well, live well, age well – but with the addition and focus on creating a healthy place.
- The intent is to explicitly align the two plans to make sure they complement each other.



## **2.6 NHS Long Term Plan**

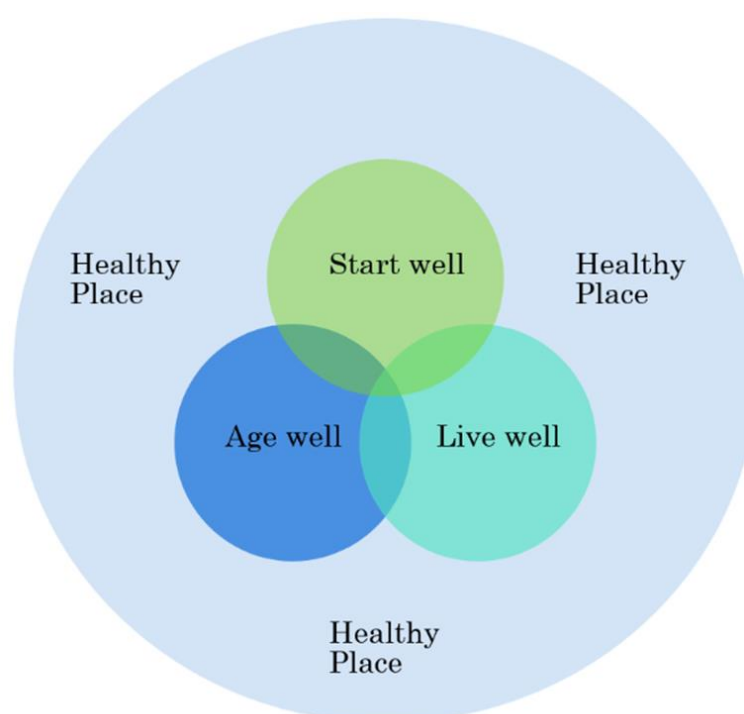
The NHS 10 year plan is a recently published, ambitious and comprehensive plan which covers how the NHS will spend the £20.5 billion extra money it will receive by 2023. The plan includes action that will be taken on prevention, avoiding health inequalities and helping people live longer healthier lives. However the NHS alone cannot solve these challenges; action is needed across society, across sectors, at different levels and on the wider determinants of health in order to make progress. This is why both the Local Health and Care Plan and the Health and Wellbeing Strategy in Merton are important.

## **3. DETAILS**

### **Summary of the Health and Wellbeing Strategy 2019-24 themes**

- 3.1 Merton Health and Wellbeing Board has agreed four overarching themes (see **Figure 2**) for the new Health and Wellbeing Strategy of:
- Start Well
  - Live Well
  - Age Well
  - [in a] Healthy Place

**Figure 2: Themes of the Health and Wellbeing Strategy 2019-24**



- 3.2 Rather than being a separate theme, the Healthy Place theme is an integral part of the first three themes. Under each of the overarching themes there will be priority areas that will be tackled over the life course of the Health and Wellbeing Strategy.

**What do we mean by ‘healthy place’?**

- 3.3 Healthy place can mean different things to different people. When we talk about healthy place, we mean the physical, social, cultural and economic factors that help us lead healthy lives by shaping the places we live, learn, work, and play. These factors also shape the choices we face, for example around the food we eat. It is using a ‘healthy place’ lens through which we will develop the actions against the priority areas in the refresh Health and Wellbeing Strategy.

**3.4 Themed workshops and community engagement**

As part of the engagement programme, Health and Wellbeing Board members are helping to lead four themed workshops to facilitate discussion around the tentative priorities for Start Well, Live Well, Age Well and Healthy Place. These priorities for each theme were selected based on the Joint Strategic Needs Assessment (JSNA), engagement to date and an ongoing dialogue of what matters to people (see **Figure 3 below**). The final workshop on Healthy Place will help us to decide the priority actions for the Health and Wellbeing Strategy 2019-24.

- 3.5 In the workshops we discuss and reflect on what we think about the tentative priorities, with a particular focus on what a healthy place would look like to help people flourish. We would like to build on the ongoing work of the Health and Wellbeing Board in this area and its commitment to fairness, promoting early action and reducing inequalities.

- 3.6 There are opportunities in the workshops to help us further explore people's interests, motivations and values regarding the Start Well, Live Well and Age Well themes. For example, at the Start Well workshop values which emerged as being important to people included reducing inequalities, the importance of freedom and the right to play and the importance of family and relationships. At the Live Well workshop values emerging were empowering people, collaboration and social responsibility.
- 3.7 The workshops will allow us to reflect on where the Health and Wellbeing Board will add most value through its role in bringing the people of Merton together to work towards a shared vision of health and wellbeing. There is an opportunity in the Strategy refresh to build on current work, for example continuing to promote 'health in all policies' and 'Think Family' as tools to create the conditions in Merton that help people lead healthy lives, as well as to explore new areas the Board may wish to focus on, for example using the Social Value Act to promote local skills and employment, or exploring housing and health.
- 3.8 Insights from the Start Well and Live Well workshops suggest that the tentative priority areas under the main themes are in the right direction and provide us with new ideas related to the healthy place focus, such as: encouraging businesses and workplaces to be breastfeeding friendly spaces; creating a healthy urban environment around schools; exploring the child friendly cities framework; creating spaces that encourage social connection; and empowering communities to take action. Additional ideas relating to the healthy place theme include air quality, active travel and the circular economy.
- 3.9 To see write ups of the Start Well and Live Well workshops please see **Appendices 1 and 2**.
- 3.10 We have created short online surveys on the Start Well and Live Well themes which have been circulated to the Start Well and Live Well workshop attendees respectively, to circulate to their networks, so that more people can be reached (we will do the same for Age Well and Healthy place once the workshops have taken place). The links to these surveys are below:

**Start Well survey:** <https://www.surveymonkey.co.uk/r/D9TZRBG>

**Live Well survey:** <https://www.surveymonkey.co.uk/r/HMN7P72>

- 3.11 The final workshop on Healthy Place will be a summary workshop pulling together the learning from the previous three workshops and with a strong focus on healthy place.

**Figure 3 – Initial priorities identified to date by theme**

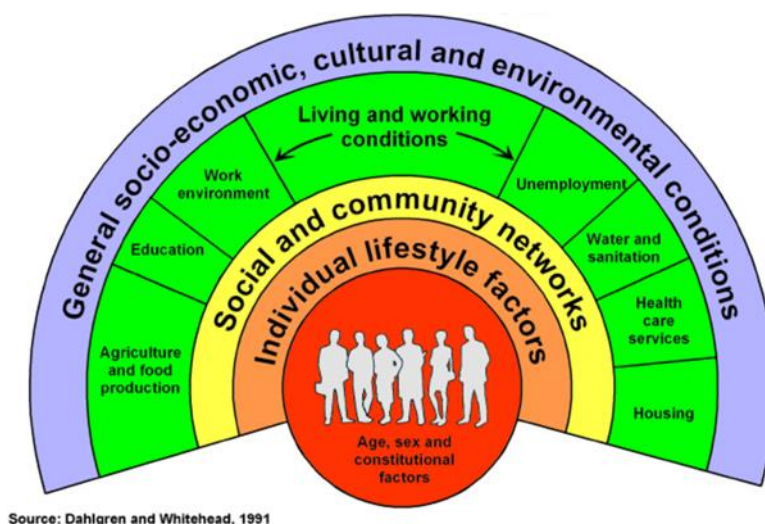
THEME	PRIORITY AREA TO TACKLE	VISION
<b>Start Well</b>	A good start in life	Every child and young person has a fair opportunity to have a good start in life through learning, playing, socialising, feeling safe and growing up healthy
	Mental health and wellbeing	Every child and young person has a fair opportunity to be listened to, feel valued and to be supported with their mental health and wellbeing
	Childhood obesity	Every child and young person has a fair opportunity to be a healthy weight by taking into account the multiple and interacting factors in their environment that contribute to the issue of childhood obesity
<b>Live Well</b>	Diabetes	Exploring how we can change factors in our environment, such as advertising of unhealthy food and drink and community food growing opportunities, to help create healthy places that make the healthy choice the easy and preferable choice
	Stress and resilience	Exploring how influencing factors in our environment, such as access to green space and active travel can help improve people's mental health and wellbeing
	Healthy workplace	Exploring how workplaces

		can help improve health and wellbeing of their staff and communities
<b>Age Well</b>	Social connectedness	TBC (workshop 31 <sup>st</sup> Jan)
	Active ageing	TBC
	Dementia friendly communities	TBC

### The refresh process

- 3.12 Although governance of the Health and Wellbeing Strategy sits with the Health and Wellbeing Board, the refresh process involves all thematic partnerships; Children's Trust Board; Safer and Stronger Partnership; and the Sustainable Communities and Transport Partnership, all of whom influence the wider determinants of health (see **Figure 4**).

**Figure 4: The wider determinants of health**



- 3.13 We are engaging and communicating with local leaders to help shape, take ownership of and achieve the vision of the Health and Wellbeing Strategy refresh. These local leaders and place shapers include: Health and Wellbeing Board members; London Borough of Merton Directors; CCG; GPs; Councillors; local leaders; officers; the voluntary sector; and the people of Merton
- 3.14 We are working in synergy with colleagues working on other strategies currently being refreshed including the Merton Local Health and Care Plan as outlined above, the Children and Young People's Plan, the new Sustainable Communities Plan and the Early Years framework.

## Past Health and Wellbeing Board achievements

- 3.15 Whilst we are in the process of refreshing the Health and Wellbeing Strategy we are not yet in a position to produce an annual report but members can see here for a detailed summary of recent achievements relating to the Health and Wellbeing Board's work:  
<https://democracy.merton.gov.uk/documents/s22140/HWB%20Strategy%20and%20HIAP%20update%20refresh.pdf>

## 4. NEXT STEPS

- 4.1 The programme of workshops is due to continue with the January 31<sup>st</sup> workshop on Age Well and the final workshop on Healthy Place on 12<sup>th</sup> February in which several Health and Wellbeing Board members are participating.
- 4.2 The findings of the engagement programme will help to further inform the emerging priorities. Draft priorities and early actions for the new Merton Health and Wellbeing Strategy will be reported to the Health and Wellbeing Board in March and a draft full Strategy then developed for June. We will continue to work closely with the Local Health and Care Plan throughout.
- 4.3 **Key dates timeline**

Key dates are outlined below. Note these are not comprehensive and additional updates will be taken to other Boards where appropriate.

Date	Meeting	Purpose
February		
5 February	Merton Partnership Exec Board meeting	HWB report for discussion / input
12 February	Health Scrutiny Panel	HWS report for discussion / input from Scrutiny
12 February	Final workshop to bring together all themes / Healthy Place	Final engagement workshop – returning to all themes in a Healthy Place
February	HWS on-line survey closes	Final analysis of full engagement takes place
March		
26 March	<a href="#">Health and Wellbeing Board</a>	Draft HWS to be discussed
June		
25 June TBC	<a href="#">Health and Wellbeing Board</a>	Final HWS for sign off
July	<a href="#">Cabinet</a>	HWB sign off

## 5. ALTERNATIVE OPTIONS

None for the purposes of this report

## 6. CONSULTATION UNDERTAKEN OR PROPOSED

The consultation programme is as set out in the report.

## 7. TIMETABLE

The plans for developing the health and wellbeing strategy are outlined in the report

## 8. FINANCIAL OR RESOURCE IMPLICATIONS



None for the purposes of this report.

**9. LEGAL AND STATUTORY IMPLICATIONS**

It is a statutory duty for the Health and Wellbeing Board to produce a joint Health and Wellbeing Strategy based on the Joint Strategic Needs Assessment.

**10. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS**

The Health and Wellbeing Strategy is directly concerned with improving health equity.

**11. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS**

N/A

**APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT**

Appendix 1: Start Well workshop write up

Appendix 2: Live Well workshop write up

**BACKGROUND PAPERS**

None.

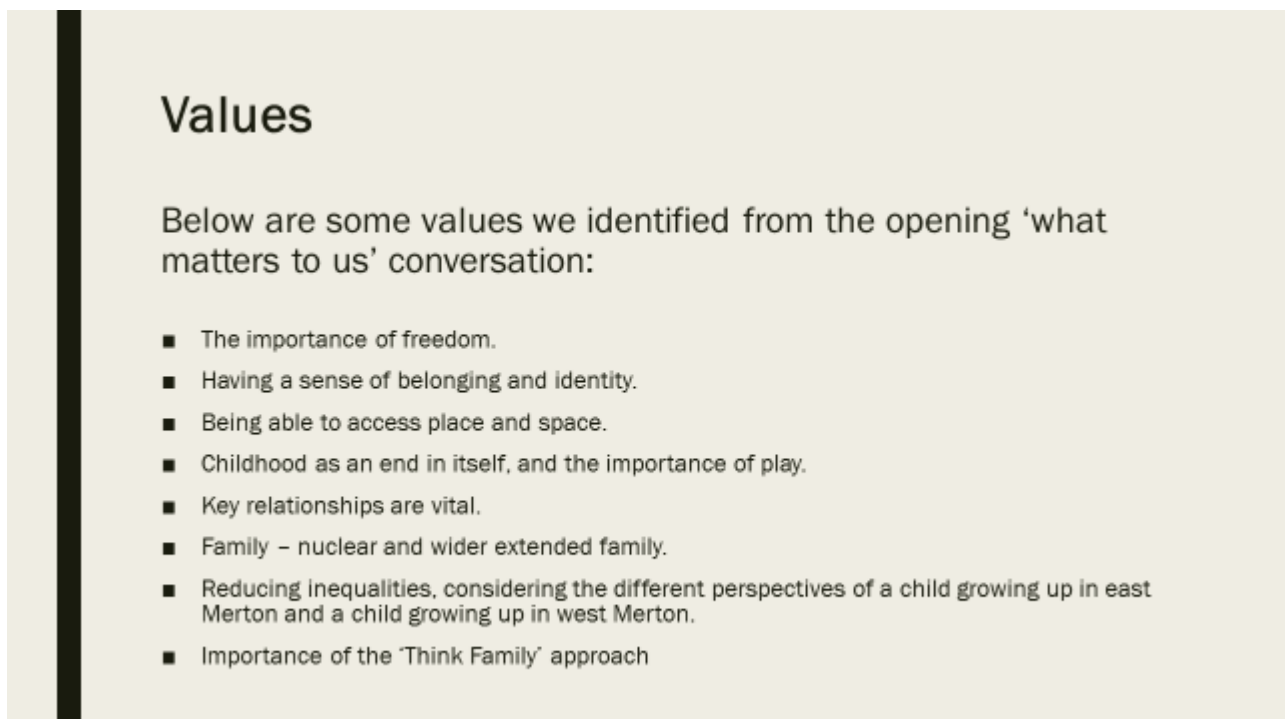
## Appendix 1 Start Well workshop write up (power point slides)



# HEALTH AND WELLBEING STRATEGY

START WELL WORKSHOP  
KEY LEARNING POINTS

5 November 2018



## Values

Below are some values we identified from the opening 'what matters to us' conversation:

- The importance of freedom.
- Having a sense of belonging and identity.
- Being able to access place and space.
- Childhood as an end in itself, and the importance of play.
- Key relationships are vital.
- Family – nuclear and wider extended family.
- Reducing inequalities, considering the different perspectives of a child growing up in east Merton and a child growing up in west Merton.
- Importance of the 'Think Family' approach

In groups, we explored people's insights in the following areas...

Childhood obesity

Early Years

Mental and emotional wellbeing

...with a focus on healthy place



## What do we mean by healthy place?

- Healthy place can mean different things to different people.
- When we talk about healthy place, we mean the physical, social, cultural and economic factors that help us lead healthy lives by shaping the places we live, learn, work, and play.
- These factors also shape the choices we face, for example around the food we eat.

# CHILDHOOD OBESITY

## TABLE DISCUSSION

### Childhood obesity: insights

- Importance of friends and family networks and relationships. Including parents, carers and having family time.
- Avoid 'blame' culture – positively frame opportunities to help children, young people and their families lead healthier lives.
- Opportunities for family activities and coming together to reduce stigma and parents feeling isolated working with community groups.
- Awareness of healthy eating and physical activity opportunities in the community to encourage engagement.
- Societal level rather than just individual level – environmental interventions and the built environment have an impact.
- Starting early (pre-conception) but also maternity and early intervention before a child reaches 5 years old
- Support for parents/carers and child with obesity and healthy weight

## Childhood obesity

### Health and Wellbeing Board: Ideas for the future

- Estate regeneration and influence on the built environment
- Workplace health and wellbeing to influence family health
- Empowering communities to take action
- Council levers need to be congruent and focussed eg planning
- Gap between professional support and community support
- No single solutions- need to galvanise levers we have
- Sustained focus on childhood obesity as a priority
- Reframing terminology, humility and listening
- Health in All Policies very important. Council and CCG as commissioners have opportunities to influence. Should be strong in HWBB strategy
- Consistent approach through co-production of early interventions but the driver must be through the eyes of the parent/carer

## EARLY YEARS

### TABLE DISCUSSION

## Early Years: insights

- Building community and networks - crucial to give support but can be absent.
- Some unhappiness doesn't reach our professional threshold for significant help.
- Impact of environment on every aspect of life.
- Identifying need and asking for help - without this no help given.
- Loneliness can occur anywhere - not necessarily in areas experiencing inequality

## Early Years Health and Wellbeing Board: Ideas for the future

- Think about the way we communicate as an HWBB.
- Need an overarching brand/theme/vision.
- Need to focus more on interplay between Start well and Healthy place.
- Vision for the Children of Merton – how by working together we have the most impact.
- Importance of adopting a 'Think Family' approach.

# MENTAL AND EMOTIONAL WELLBEING

TABLE DISCUSSION

## Mental and emotional wellbeing: insights

- Developing self-resilience helped by being able to talk about feelings to others.
- Professional role and how professionals affect the social domain.
- Power of the social construction of stigma and shame (that can be internalised)
- Fear of a child's mental health illness by a parent/carer or others.
- Supporting the family, helping parents with their children's needs.

## Mental and emotional wellbeing

### Health and Wellbeing Board: Ideas for the future

- How can we create environments that support relationship building, networks, and family relationships?
- Need to support families and communities to understand 'sadness' and isolation.
- Consider how we can help generate kindness and respect.
- Help to ensure our community spaces remain for communities.
- How do we build communities and community resilience through our planning and regeneration. Places where people come together.
- Relationships matter- education can help teach young people to talk about their feelings.
- Pre-natal and post-natal relationships crucial- opportunities for non-stigmatising services
- Resource our local community centres with voluntary sector groups
- Apply Strengths based approaches.
- Empower children- hear their voices!

## Closing comments...

- Explore Health and Wellbeing Strategy/Health and Wellbeing Board branding
- The importance of the HWB to collectively get behind a specific idea and promote it.
- The importance of community and working with communities' strengths..
- The importance of early years influences.
- Listen, engage, partner with communities.



## Closing comments...

- The importance of space and how you feel in it.
- Community engagement with those just below our thresholds.
- Willingness and desire to think differently and work collaboratively to find solutions with our communities.
- Great commitment from everyone at workshop to family friendly approach.
- Pre-natal and post-natal relationships are crucial, opportunities for non-stigmatising services.

## For more information...

- Contact [Natalie.lovell@merton.gov.uk](mailto:Natalie.lovell@merton.gov.uk)

## Appendix 2 Live Well workshop write up (power point slides)



### **MERTON HEALTH AND WELLBEING STRATEGY**

Learning from the Live Well  
Workshop

December 2018

#### **CONTENTS**

#### **WORKSHOP AIM**

#### **VALUES WE IDENTIFIED**

#### **WHAT WE MEAN BY 'HEALTHY PLACE'**

#### **DIABETES**

Insight and ideas

#### **STRESS & RESILIENCE**

Insight and ideas

#### **HEALTHY WORKPLACE**

Insight and ideas

#### **NEXT STEPS**



## **WORKSHOP AIM**

What we hoped to achieve through the workshop

### **AIM OF WORKSHOP**

The aim of the workshop was to discuss and reflect on what we think are the priorities for the health and wellbeing of working-age adults for 2019-24, with a particular focus on what a healthy place would look like to help them flourish.

The findings from the discussion will be used to inform the refresh of the Health and Wellbeing Strategy.

### **WHAT IS THE HEALTH AND WELLBEING STRATEGY?**

The Health and Wellbeing Strategy is a document that sets out the vision for health and wellbeing in Merton, from 2019-24.

It is a statutory duty for the Health and Wellbeing Board to produce it. The Board brings together key stakeholders to provide leadership for health.



## **VALUES WE IDENTIFIED**

From the opening 'what matters to us' conversation

### **GROUP WORK**

We asked people at tables to work in partners and talk about what matters to them, on the topics of either Diabetes, Stress & Resilience or Healthy Workplace.

#### **COLLABORATION**

#### **TACKLE CHALLENGES TOGETHER**

#### **EMPOWER PEOPLE**

#### **ASK: WHAT MATTERS TO YOU?**

#### **CONSIDER SOCIAL RESPONSIBILITY**

#### **COMMUNITY**

## WHAT WE MEAN BY 'HEALTHY PLACE'

An explanation of the concept

### WHAT DOES 'HEALTHY PLACE' MEAN?

Healthy place can mean different things to different people.

When we talk about healthy place, we mean the physical, social, cultural and economic factors that help us lead healthy lives by shaping the place we live, learn, work and play.

These factors often shape the choices we face, for example around the food we eat.

*"Communities need somewhere they own and that they consider their own."*

Workshop participant

## DIABETES: INSIGHTS

Exploring mental and emotional, environmental, economic and social wellbeing

### MENTAL & EMOTIONAL WELLBEING

Consider first what matters to people. It may not be immediate health issues.

Expectation and almost acceptance of getting diabetes as many family members have it.

### ENVIRONMENTAL WELLBEING

Role of advertising of unhealthy food and drink vs right media messaging.


Walking rather than driving; lack of cycling infrastructure.

Food environment that makes the healthy choice the easier choice.

Making it easier to exercise.

Family environment and food environment are closely linked.

Storytelling is a powerful approach to supporting people to make changes.



## DIABETES: INSIGHTS

Exploring mental and emotional, environmental, economic and social wellbeing

### ECONOMIC WELLBEING

Worries about future employment prospects.

Cost of good quality, appropriate food.

Lack of access to appropriate cooking equipment can undermine attempts to change.

### SOCIAL WELLBEING

Access to the right information to make informed choices.

Sell the positives of change and provide messages that inspire confidence.

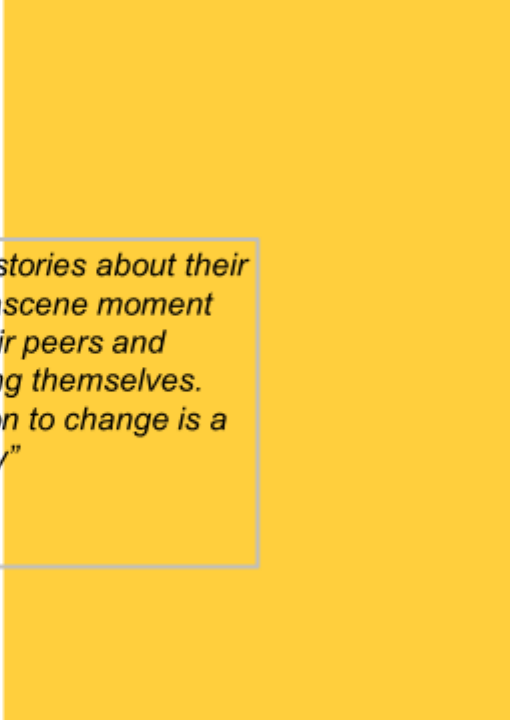
Role of community & role of a good GP/team who can communicate.

Genetic factors also have an influence on health.

Culture is important- could be ethnic, religious, neighbourhood, friendship group, workplace culture etc.

Role of family in supporting people. The family is a key unit in any intervention.

How to prepare food-educating the cook and fridge filler.



*"We must not tell people wrong stories about their health. People reach their Damascene moment through hearing stories from their peers and through the process of storytelling themselves. Often the most convincing reason to change is a story from within your own family"*

Workshop participant, Diabetes table

## DIABETES: IDEAS FOR THE FUTURE

Ideas for the Health and Wellbeing Strategy refresh

- Community health champions
- Recognise that this is a community level issue
- Cooking lessons- simple, healthy cheap meals
- Community centre/space for people to connect and support each other
- Use schools as places to connect/use kitchens after school hours
- Range of services linked to diabetes management/clinics (debt support, counselling)
- Prevention- start in schools

- Youth champions
- Role of governors
- Weave into school curriculum/PSHE/home economics/lunchtime
- Support access to cooking equipment
- Co-ordinated approach to mapping, supporting and promoting sport/physical activity
- Share stories and learning across the community
- Social prescribing approach is key

## STRESS & RESILIENCE: INSIGHTS

Exploring mental and emotional, environmental, economic and social wellbeing

### MENTAL & EMOTIONAL WELLBEING

Social isolation

Sleep is affected

Lack of security

Children

Fear for the future

Lack of control over life/feels like a treadmill/no light at the end of the tunnel

People have to feel ready to be signposted

### ENVIRONMENTAL WELLBEING

Making social connections is difficult

Housing situation stressful and insecure

Need to be near support networks –transport to get there

School most influential channel

School gates are really important for social connections



## **STRESS & RESILIENCE: INSIGHTS**

Exploring mental and emotional, environmental, economic and social wellbeing

### **ECONOMIC WELLBEING**

Easy to get into debt and hard to get out of it

No opportunity to apply for better jobs

No spare cash for social interactions

Work- everyone needs a goal at work

### **SOCIAL WELLBEING**

Isolation from family/extended family

No time for friends

Tough life as a single parent

Need external support, not just medication



## **STRESS & RESILIENCE: IDEAS FOR THE FUTURE**

Ideas for the Health and Wellbeing Strategy refresh

- Support for single parents & vulnerable people
- Every workplace ask questions about mental health and wellbeing
- 'Say hello' at work; social interaction in the workplace can make a difference. Senior leadership to support change
- Sincere social interventions/culture
- Public art to encourage discussion
- Informal places to 'drop in' and chat with no agenda
- Less formal car clubs using neighbours

- Connect private and public businesses
- CCG, Council & voluntary sector to lead by example
- Use community spaces to encourage people to meet- schools, libraries
- Map community assets & identify areas of greatest need
- Social civic responsibility- NHS should provide more than medication, schools should provide more than education
- Recreate natural support networks



## HEALTHY WORKPLACE: INSIGHTS

Exploring mental and emotional, environmental, economic and social wellbeing

### MENTAL & EMOTIONAL WELLBEING

Culture of presenteeism is problematic

Pressures to 'look busy' at work and work pressure affects people's work/life balance

Protected lunch breaks can help protect mental and emotional wellbeing at work

Some employees may have caring responsibilities eg caring for a family member with dementia. Need support from their workplace

Walking meetings

### ENVIRONMENTAL WELLBEING

'Meeting hygiene'- too many meetings can create time pressures. Consider smart use of technology.

Employees need a vision they can sign up to- good direction

Good management is key

Active travel, flex time (school run), childcare

Some workplaces offer communal space for employees to cook

The price of healthy food can often be a barrier

Consider those who do not work in an office eg in east Merton the white van is many peoples' workplace



## HEALTHY WORKPLACE: INSIGHTS

Exploring mental and emotional, environmental, economic and social wellbeing

### ECONOMIC WELLBEING

A good job can create a sense of wellbeing, a sense of purpose in life, and provide money and resources to live

A good job is a key determinant of health

Procurement to boost the local economy and people's wellbeing- Preston case study

### SOCIAL WELLBEING

Consideration needs to be given to the language used when talking about the importance of healthy workplace. Consider the humanism rather than treating employees as 'machines' and thinking solely in terms of 'productivity' and 'output'

Flexibility

Protected lunch breaks

Create social interaction at work through design





## HEALTHY WORKPLACE: IDEAS FOR THE FUTURE

Ideas for the Health and Wellbeing Strategy refresh

- Encourage businesses to sign up to the Healthy Catering Commitment
- Encourage good, people focussed management to get the best out of people
- Provide leadership for workplace health
- Encourage businesses to sign up to a Merton wide Breastfeeding Welcome scheme
- Mental health at work

- Workplaces to encourage and enable active travel at work
- Sustainable travel plan for the borough
- Share learning about what a healthy workplace is
- Model the way. Ensure that Merton Council and HWBB partners have a breastfeeding policy in place that supports new mothers returning to work



## NEXT STEPS

Next steps for the development of the Health and Wellbeing Strategy

- **WORKSHOP PARTICIPANTS TO CIRCULATE LIVE WELL SURVEY TO THEIR NETWORKS. LINK HERE:**  
<https://www.surveymonkey.co.uk/r/HMN7P72>
- **PUBLICATION OF HEALTH AND WELLBEING STRATEGY 2019-24 AROUND JUNE 2019**

**WORKSHOP  
PARTICIPANTS**

Dagmar Zeuner  
Mari Davis  
Andrew Murray  
David Chung  
Frederick Springer  
Chris Lee  
Hannah Neale  
Barry Causer  
Phillip Williams  
Tobin Byers  
Doug Hing  
Ray Hautot  
Suzanne Hudson  
James McGinlay  
Hannah Pearson  
Kelly Marshall  
Vasa Gnanapragasam  
Mike Robinson  
Rebecca Spencer  
Brian Dillon  
Beau Fadahunsi  
Paul McGarry  
Ann Maria Clarke  
Sara Williams  
Dave Curtis  
Iona Baker  
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**CONTACT**

For more information about the Health and Wellbeing Strategy refresh please contact [Natalie.lovell@merton.gov.uk](mailto:Natalie.lovell@merton.gov.uk)