

Tackling Health Inequalities in Glasgow City Region

Collaboration between Public Health Scotland and Glasgow City Region

Final Report | May 2023



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List of Abbreviations

COSLA	the national membership organisation for Scottish Local Government
EqIA	Equality Impact Assessment
GCR	Glasgow City Region
HIA	Health Impact Assessment
NSET	National Strategy for Economic Transformation
PHS	Public Health Scotland
PMO	Programme Management Office
REP	Regional Economic Partnership
SHRED	Scottish Hub for Regional Economic Development

Acknowledgements

This programme would not have been made possible without the time and spirit of a number of people. Thank you to all involved to date and in particular:

- Glasgow City Region Programme Management Office Team, in particular Jane Thompson
- Public Health Scotland teams, in particular Organisational Leads Group and colleagues from Public Health Sciences, Workforce Development and Economy, Poverty and Environment.
- Colleagues from the UK Combined Authorities Cities Inequalities Project
- Mentoring support from Alan Higgins



Introduction

Background

Glasgow City Region ¹ (GCR) is a partnership of eight local authorities and other stakeholders working together to grow a strong, inclusive and sustainable economy that delivers for all people and businesses. The GCR Programme Management Office (PMO) has managed the Region's City Deal programme since 2014 and develops Regional economic strategy, providing a facilitation role in implementation. This is supported by data analysis, policy research and economic modelling provided by the GCR Intelligence Hub.

Public Health Scotland ² (PHS) was established in April 2020. Jointly sponsored by the Scottish Government and COSLA, PHS leads and supports work across Scotland to prevent disease, prolong healthy life and promote health and wellbeing. Scotland's Public Health Priorities ³ highlighted that poverty and inequality remain the biggest and most important challenge to Scotland's health. In its first strategic plan PHS committed to supporting national, Regional and local organisations to create the economic conditions that will achieve improved population health outcomes.

The PHS/GCR collaboration seeks specifically to cultivate engagement between public health and economic development as recommended by the inclusive economies framework for improving health. ⁴ It began with the PHS Director of Place and Wellbeing joining the GCR Regional Partnership in November 2020. Subsequent discussions led to the creation of a full-time public health post (Organisational Lead), funded by PHS and embedded within the GCR PMO team, and the development of a Regional funding bid to the Health Foundation. ⁵

The purpose of this report is to provide a summary of the impact and the learning from the collaboration with a view to informing the development of future programmes.

The ambitions for the collaboration were agreed by the Glasgow City Region Cabinet in February 2021 ⁶ and the embedded Organisational Lead took up post in May 2021.



1. Glasgow City Region
2. Public Health Scotland
3. Scotland's Public Health Priorities
4. Using economic development to improve health and reduce health inequalities – Health Foundation
5. Capital Investment Health Inequalities Impact Assessment Tool
6. GCR Cabinet Paper: Public Health Scotland Collaboration and Funding Bid

Aims

1. EMBED - Maximise the influence PHS can have on economic decision making, initially, to assist the development of Glasgow City Region's economic strategy such that it best supports the outcomes of improved health and reduced health inequalities;

2. LEARN - Develop an understanding of partnership needs in this area and the added value that PHS can bring in order to help PHS develop its ways of working and work programme;

3. TRANSLATE AND ROLL OUT - Improve health and reduce health inequalities by facilitating more effective working arrangements with, and providing advice and support to, Regional economic partnerships.

The GCR Cabinet agreed a set of initial objectives for the embed phase. Progress in relation to each of these is detailed on the section on Impact.

What is a region

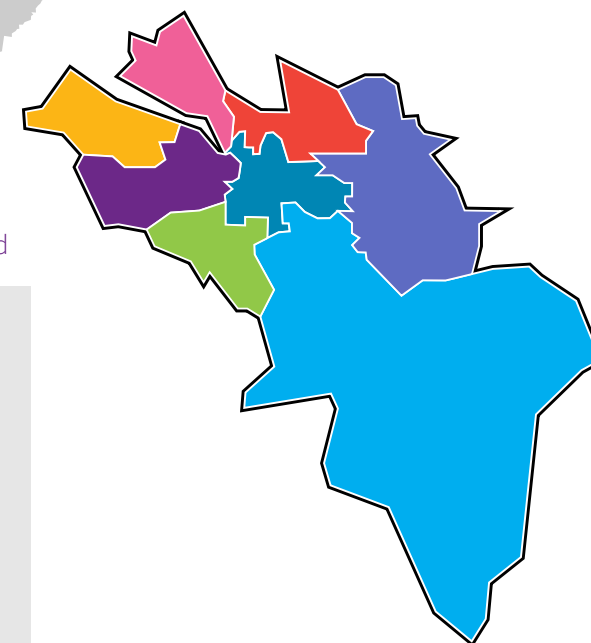
The concept of a region in Scotland means different things in different policy contexts. This is explored in the Scottish Government Regional Policy Review, which considers a region in relation to economic function (travel to work/learn area) and is largely reflected in the eight regional economic partnerships (REPs). ⁷ [See map](#)

7. Regional Economic Policy Review: Paper 1 – The National Perspective Regional Economic Policy Advisory Group (www.gov.scot) section 2.2, page 11



Glasgow City Region
Largest City Deal In Scotland

- Glasgow
- Inverclyde
- Renfrewshire
- East Renfrewshire
- North Lanarkshire
- South Lanarkshire
- East Dunbartonshire
- West Dunbartonshire



Context

Unequal impact of the pandemic

The Covid-19 pandemic had a disproportionate effect on those already most disadvantaged. There is a recognition that economic recovery policy decisions need to be inclusive, sustainable and across sectors if population health is to be protected in the future.⁸

Regional working in Scotland

Reflecting this, the Scottish Government's Covid Recovery Strategy⁹ committed to a Review of Regional Policy in Scotland.¹⁰ This work is outlined further in Scotland's National Strategy for Economic Transformation (NSET)¹¹ and has focused on considering the use of regional geographies and governance as a strategic driver and delivery mechanism for inclusive growth within a sustainable wellbeing economy.

UK Combined Authorities

The PHS/GCR collaboration has drawn on the learning from the approach to tackling health inequalities through devolved regions, pioneered by the Cities Health Inequalities Project.¹² The three-year programme (February 2019-April 2022) in English devolved urban regions:

- identified shared challenges, opportunities and levers using an Appreciative Enquiry Framework¹³;
- tested influencing approaches and data uses, and;
- explored power and engaging citizens to build political mandate.

National policy developments

In addition to NSET (March 2022), the last two years have seen the Scottish Government publish the Tackling Child Poverty Delivery Plan (March 2022)¹⁴, Wellbeing Economy Monitor¹⁵, Wellbeing Economy Toolkit (November 2022)¹⁶, Fair Work Action Plan¹⁷, Regional Economic Policy Review¹⁸, the proposed Wellbeing and Sustainable Development (Scotland) Bill¹⁹ (December 2022), and the Community Wealth Building Consultation (January 2023)²⁰.

Funding landscape

A number of potential funding sources have been launched during the timeframe of the PHS/GCR Collaboration. Although many of these have been administered at local authority level (i.e., UK Community Renewal Fund, Levelling Up) others, such as the Innovation Accelerator, UK Shared Prosperity Fund and Green Freeports, have provided opportunities for collaborative bids at a regional level.

Cost-of-living crisis

Price inflation has risen rapidly in the UK, creating risks for the affordability of food, heat and other goods and services. The adverse health impacts disproportionately affect those already on the lowest incomes²¹, further highlighting the importance of making every penny of investment count.

8. Unequal pandemic, fairer recovery - The Health Foundation

9. Covid Recovery Strategy

10. Review of Regional Policy in Scotland.

11. Scotland's National Strategy for Economic Transformation

12. Cities Health Inequalities Project

13. Appreciative Enquiry Framework

14. Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026

15. Wellbeing economy monitor - gov.scot (www.gov.scot)

16. Scottish Government Wellbeing Economy Toolkit: supporting place based economic strategy and and policy development, November 2022

17. Supporting documents - Fair Work action plan: becoming a leading Fair Work nation by 2025

18. <https://www.gov.scot/publications/regional-economic-policy-review-paper-4-summary-recommendations/>

19. Proposed Wellbeing and Sustainable Development Scotland Bill

20. Community wealth building consultation - Scottish Government - Citizen Space

21. Population health impacts of the rising cost of living in Scotland

The benefits of a Regional approach to reducing health inequalities

Economic inactivity

Population health has a significant impact on labour market inactivity and productivity²². With the UK facing a longer-term, and more widespread, rise in economic inactivity due to long-term sickness, this is a major concern.^{23, 24}

Pressure on services

Poor health increases pressure on other services, e.g., the criminal justice system, housing and social care.²⁵

Levels of investment

Regional working provides an opportunity to attract large scale investment (e.g., Growth Deals). A significant impact can be achieved by influencing how and where money is spent, in line with principles of community wealth building.

Economic policy

The economy is an important determinant of population health.²⁶ The fundamental causes of health inequalities are an unequal distribution of income, power and wealth²⁷.

Climate change

Mitigating and adapting to climate change needs system-wide action. Climate change exacerbates health inequalities (e.g., air pollution, extreme weather events). Therefore, action to address climate change also benefits health.

Other policies affecting social determinants of health

Other policy areas that align well to a place-based approach in a travel to work area²⁸ include housing, spatial planning, transport, infrastructure, digital connectivity, skills and enterprise, all of which are key building blocks of good health. Regional working provides a vehicle for strategic policy alignment.

Geography

Tackling shared challenges achieves economies of scale, minimising duplication (e.g., sourcing and analysing data and intelligence) and sharing good practice across local authority boundaries, scaling up interventions for maximum impact.

NHS as an anchor organisation and innovator

As a major employer, procuring goods and services and operating buildings with public spaces, the NHS has an impact beyond delivery of health services. In addition, through the use of innovation and technology the NHS creates development investment opportunities at a regional level.

Health Inequalities in Scotland

Recent inquiries^{29, 30} have highlighted widening health inequalities and the need for the design of public services to address disadvantage. Taking a health in all policies approach is recommended with longer-term planning to achieve greater coherence across policy streams.

Public support

The pandemic led to a greater public understanding, and experience, of health inequalities than ever before.³¹ There is clear public appetite for action to reduce inequalities.³² Regional activities explicitly designed to address health inequalities demonstrate a response to these concerns.

22. GCR Economic Strategy

23. Post-pandemic participation • Resolution Foundation

24. Action to address health inequalities in Mayoral Combined Authorities

25. Cities Health Inequalities Project

26. Glossary: economics and health | Journal of Epidemiology & Community Health

27. What are health inequalities? - Health inequalities - Public Health Scotland

28. Regional Economic Policy Review: Paper 1 – The National Perspective

29. Health, Social Care and Sport Committee inquiry

30. Health Foundation independent review of health inequalities in Scotland

31. Cities Health Inequalities Project

32. Health Inequalities in Scotland: Public Engagement Research

Whole Systems Approach

Building on previous experience as an early adopter as part of Public Health Reform ³³ the Organisational Lead took a whole systems approach to the work programme. The process followed was adapted from the Public Health England Whole Systems Approach to Obesity. ³⁴

1. Set Up

The set-up phase included induction to both organisations, identifying key contacts and making arrangements for ongoing communication, support, reporting and six-monthly review sessions.

2. Building the local picture

Drawing on the recommendation that action inquiry can help navigate complexity when enacting collective leadership ³⁵ the work began with development of a network map and a set of key questions at month one (see below).

3. Mapping the local system

By the six-month review point, work was well underway to build relationships with stakeholders, identify leverage points ³⁶ within GCR and also understand the PHS offer and approach to Knowledge in Action ³⁷.

4. Action

Using the iceberg model ³⁸ to maximise systems impact, work was progressed in relation to the original objectives and other opportunities as they arose using appropriate influencing approaches.

5. Managing the System Network

After 12 months a review of the network map showed significant movement, demonstrating the need to recognise this is a continuous process. This led to the development of the year two action plan.

6. Reflect and Refresh

Additional support for reflection was provided through work with an external mentor and colleagues from PHS workforce development. Plans and activities were adapted and updated on an ongoing basis. Focus turned to systems change, learning capture and capacity building.

33. Public Health Reform

34. Public Health England Whole Systems Approach to Obesity

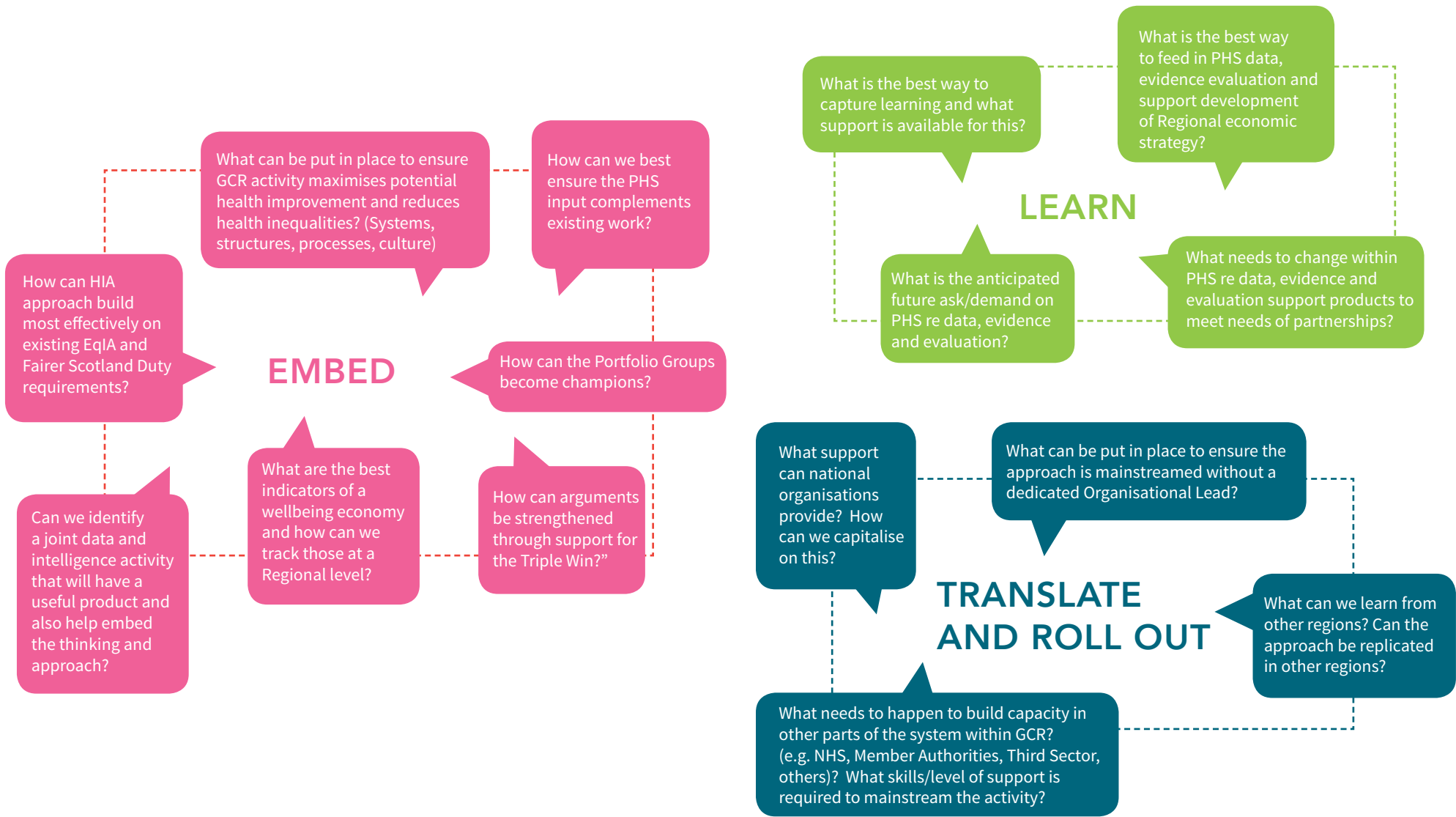
35. Collective Leadership: Where nothing is clear and everything keep changing

36. Leverage Points: Place to intervene in a system - Donella Meadows Archives

37. Knowledge in Action

38. Iceberg model

Month 1: Action Inquiry Questions



Impact of Embedded Post in GCR Aim 1

Objective 1: Regional Economic Strategy (RES)

Co-design and co-produce the RES to ensure it is evidence based, targeted and focused on improving health outcomes and reducing health inequalities.

Ensure that strategy programmes draw on the best available evidence and are designed and implemented to support agreed outcomes.

Action

As part of the GCR team, building relationships with stakeholders, PHS data and intelligence (e.g., PH Sciences Wellbeing Economy Policy Library and Evidence Map) were used to influence the strategy throughout development process. This included providing responses in relation to Place, Clyde Mission, Housing Retrofit, Climate Ready Clyde and a business case to address vacant and derelict land.

Impact

The GCR Regional Economic Strategy³⁹ was published in December 2021 and highlights health as a key transformational opportunity to address the Region's Grand Challenges. The action plan contains specific activity that will impact on health including developments relating to transport, place making, housing, foundational economy, fair work, and vacant and derelict land.



Next Steps

Work is underway to shape the detailed action plans to maximise health impact and reduce health inequalities, in particular developing a programme designed to support workers with poor health to remain in work.

39. Regional Economic Strategy

Objective 2 : Health Impact Assessment (HIA)

Undertake HIA of the strategy and related programmes and plans to ensure they contribute to improving health and wellbeing outcomes and don't widen health inequalities in their design and implementation.

Action

PHS colleagues were instrumental in the development of the GCR bid to the Health Foundation Economies for Healthier Lives Programme, ⁴⁰ and played a crucial role in project set-up. The Organisational Lead also led the EqIA and Fairer Scotland Duty Assessment screening exercise ⁴¹ for the Clyde Green Freeport bid.

Impact

The successful GCR bid secured £347,000 to build routine assessment of likely health outcomes into all large capital spend projects. PHS has demonstrably shaped the programme, ensuring that public health influence is embedded and sustained. Having met its Stage 1 milestones, the project is now moving towards development and piloting of tools.



Next Steps

Building on the experience gained to date, work is underway to develop an approach and undertake an integrated impact assessment screening exercise (incorporating HIA) of the RES action plans.

40. Health Foundation Economies for Healthier Lives Programme
41. Clyde Green Freeport EqIA Screening

Objective 3 : Data and Metrics

Develop innovation in the use of data to support decision making, including development of decision-making tools and analytical capacity to support project development and delivery of outcomes. Contribute to the GCR Intelligence Hub with the Regional team to support the development of metrics to measuring progress in delivering the agreed outcomes.

Action

A number of different metrics and indicator sets have been developed (e.g., PHS Dashboard Review, SG COVID Recovery Dashboard, Wellbeing Economy Monitor). Focus has been on raising awareness of and improving links across these. PHS has become a policy partner of the SIPHER Consortium ⁴² (Systems Science in Public Health and Health Economics Research), recruiting a Public Health Intelligence Adviser to act as an embedded researcher.

Impact

The GCR PMO and Intelligence Hub (and some other REPs) are more aware of the existing indicator sets and are considering potential use of or links to these. Work is underway with the SIPHER embedded researcher supporting the translation of SIPHER tools (e.g. qualitative outputs, data, quantitative models) to inform policy, in particular making these available to the Intelligence Hub.



Next Steps

Building on the experience gained to date, work is underway to develop an approach and undertake an integrated impact assessment screening exercise (incorporating HIA) of the RES action plans.

42. SIPHER Consortium

Objective 4: Research and Evaluation

Undertake and/or support commissioning of research and evaluation to enable GCR to deliver its strategic priorities and the effectiveness of the collaboration between Public Health and Economic Development in improving population health outcomes across the Region.

Action

Input has been provided into several pieces of research and evaluation. ^{44,45,46,47} As well as compiling the GCR response to the Health, Social Care and Sport Committee Inquiry into Health Inequalities ⁴⁸, PHS supported a bid to Health Determinant Research Collaborations ⁴⁹ and Developing Local Policy Innovation Partnerships. ⁵⁰

Impact

Contributing to research has enabled the learning from the PHS/GCR Collaboration to be captured in a range of policy domains. Collaborating on consultation responses has supported development of shared understanding across disciplines and strengthened the narrative around a shared vision.



Next Steps

Work has begun to commission research to address intelligence gaps in the development of the Fair and Healthy Work Programme. PHS is exploring the potential to support a bid to UK Research and Innovation Fund to develop a population health improvement network of clusters. ⁵¹

44. Regional economic development, inclusive growth and child poverty in Scotland

45. Integrating Net Zero, Climate Resilience, Public Health and Inclusive Growth into Mainstream Economic Development

46. Scottish Government Regional Policy Review

47. Economies_for_Healthier_Lives.pdf (gcph.co.uk)

48. GCR response to the Health, Social Care and Sport Committee Inquiry into Health Inequalities

49. NIHR Health Determinant Research Collaborations (HDRCs)

50. Developing Local Policy Innovation Partnerships

51. Pre-announcement: population health improvement network of clusters – UKRI

Objective 5: Whole Region Approach

Through the GCR PMO establish a whole Region approach to improve wellbeing and economic development, and co-ordinated action across the authorities in the City Region to ensure a more integrated approach to the RES and related programmes.

Action

Building on GCR's 2019 commitment to tackle child poverty, joint working has been facilitated between the GCR Intelligence Hub, Improvement Service, Child Poverty Action Group, Poverty Alliance, NHS and local authority colleagues. Opportunities identified (to complement existing activity) included providing Regional support in relation to data and intelligence and a focus on transport and childcare.

Impact

The Regional Economic Strategy includes child poverty indicators. The Integrated Impact Assessment Screening on RES action plans is underway and includes a Child Rights and Wellbeing Impact Assessment.



Next Steps

Child poverty indicators will be developed as part of the RES monitoring framework. The GCR Economies for Healthier Lives Project Capital Investment Health Inequalities Impact Assessment Tool will include the development of evidence briefings on child poverty. GCR is also committed to further collaborative working, and officers with expertise on child poverty will be invited to contribute to RES working groups.

Objective 6: Leadership, Engagement and Connectivity

Provide strategic leadership, engagement and connectivity across the GCR partners and to the national / local public health and health and social care system to maximise contribution to development of the strategy and its implementation in line with the agreed outcomes.

Action

This has been a key feature of the work, building relationships, making connections, sharing information and facilitating collaboration. This has involved creating and maintaining a network map to develop an understanding of the structures, attending and presenting to meetings and arranging for other stakeholders to join and contribute.

Impact

This work has resulted in a greater understanding of the GCR structures and stakeholders among public health colleagues and vice versa, making it easier for colleagues to find contacts or information. For GCR it helped to have one point of contact to facilitate links to the appropriate contact with the two territorial Health Boards (e.g. Health and Social Care Future Skills Programme).



Next Steps

Learning from the collaboration will be shared through appropriate routes such as:

- Public Health Priority 5 Network ;⁵²
- Scottish Local Authorities Economic Development Group ;⁵³
- Scottish Hub for Regional Economic Development ;⁵⁴
- UK Health Equity Network.⁵⁵

52. Public Health Priority 5 (Sustainable, Inclusive Economy) Network

53. Scottish Local Authorities Economic Development Group

54. Scottish Hub for Regional Economic Development

55. The Health Equity Network (hivebrite.com)

56. 8 characteristics of effective collaborations (pcdn.co)

Objective 7: Governance and Evaluation

Develop a partnership framework, setting out shared outcomes from the partnership and approach to evaluation of the collaboration to determine impact and learning to strengthen collaboration between public health and economic development.

Action

After consideration of a partnership agreement and hosting agreement, a secondment agreement was signed, enabling ICT and workspace access for the embedded post. Regular reports were submitted via the GCR Annual Implementation Plan and PHS reporting mechanisms. The collaboration has been evaluated in relation to the eight characteristics of effective collaborations.⁵⁶

Impact

Considerable learning has been captured and reports disseminated to specific audiences through appropriate channels.



Next Steps

Detailed learning regarding regional economic development, collaborations and embedded posts will be considered by PHS and inform future work programmes (e.g. localised working).

56. 8 characteristics of effective collaborations (pcdn.co)

Community Wealth Building

Adapted from: EDAS Community Wealth Building

Prior to the establishment of the embedded Organisational Lead role, Glasgow City Region already had a Programme Manager seconded in from the GCPH to focus on health and inclusive economy (from October 2019). The Organisational Lead and Programme Manager have worked alongside and supported each other to establish a comprehensive programme of Community Wealth Building activity, led by the Programme Manager.

Community Wealth Building is a local economic development approach focused on building collaborative, inclusive, sustainable and democratically controlled local economies. This is achieved with the collaboration and commitment of anchor organisations through five pillars of activity:

- Shared ownership of the economy
- Making financial power work for local places
- Fair employment and just labour markets
- Progressive procurement of goods and services
- Socially just use of land and property

The Organisational Lead has made connections across portfolios and agencies, ensuring PHS contributed effectively, and facilitated learning from the experiences of other cities and city regions in relation to becoming living wage places and of establishing networks of anchor organisations. The link to child poverty also supported the case for making Glasgow City Region a Living Wage Place. Work is underway to develop information resources and guidance based on the findings of a PHS literature review on plural ownership for use at a Regional and local level.



Capturing and Sharing Learning Aim 2

Much of the learning is consistent with that identified by the Cities Inequalities Project ⁵⁷ and highlighted in the associated Appreciative Enquiry Framework. ⁵⁸

Navigating Complexity

Working with a regional economic partnership involves more than establishing the ask and the offer. Influencing through collaboration involves shifting thinking, which goes beyond simply responding only to demands.

The resulting process is not linear, and the interrelated elements are presented in the diagram to the right. Demonstrating impact has not always been easy when, at times, the main achievement whilst navigating complexity is often holding a steady course through change and uncertainty. Each element is discussed below.

Build Relationships

In line with recognised approaches to systems leadership, relationships are placed deliberately at the centre. ^{59, 60} Unlike English combined authorities (with an elected Mayor), Scottish REPs wield only soft power through a coalition of the willing. Therefore, progress often relies heavily on personal interest and commitment, with shared vision developed through good relationships.

Navigating Complexity



57. Tackling Health Inequalities in Mayoral and City Regions

58. Appreciative Enquiry Framework

59. Leadership of whole systems (kingsfund.org.uk)

60. Collective Leadership for Scotland Impact Report, November 2022

Identify Policy Windows

Although the collaboration's underlying aim is to develop a health in all policies approach, this term has not been used explicitly to any great extent. Depending on the stakeholder priorities, the way in has been through different policy windows (e.g., Inclusive Growth, Clyde Mission, Community Wealth Building, Wellbeing Economy and Just Transition). Success has stemmed from the ability to demonstrate the relevance and importance of tackling health inequalities in relation to each emerging agenda. In particular, in GCR, this was made significantly easier by the groundwork already undertaken by the GCPH Programme Manager in relation to inclusive growth and community wealth building. (see page 12, Community Wealth Building)

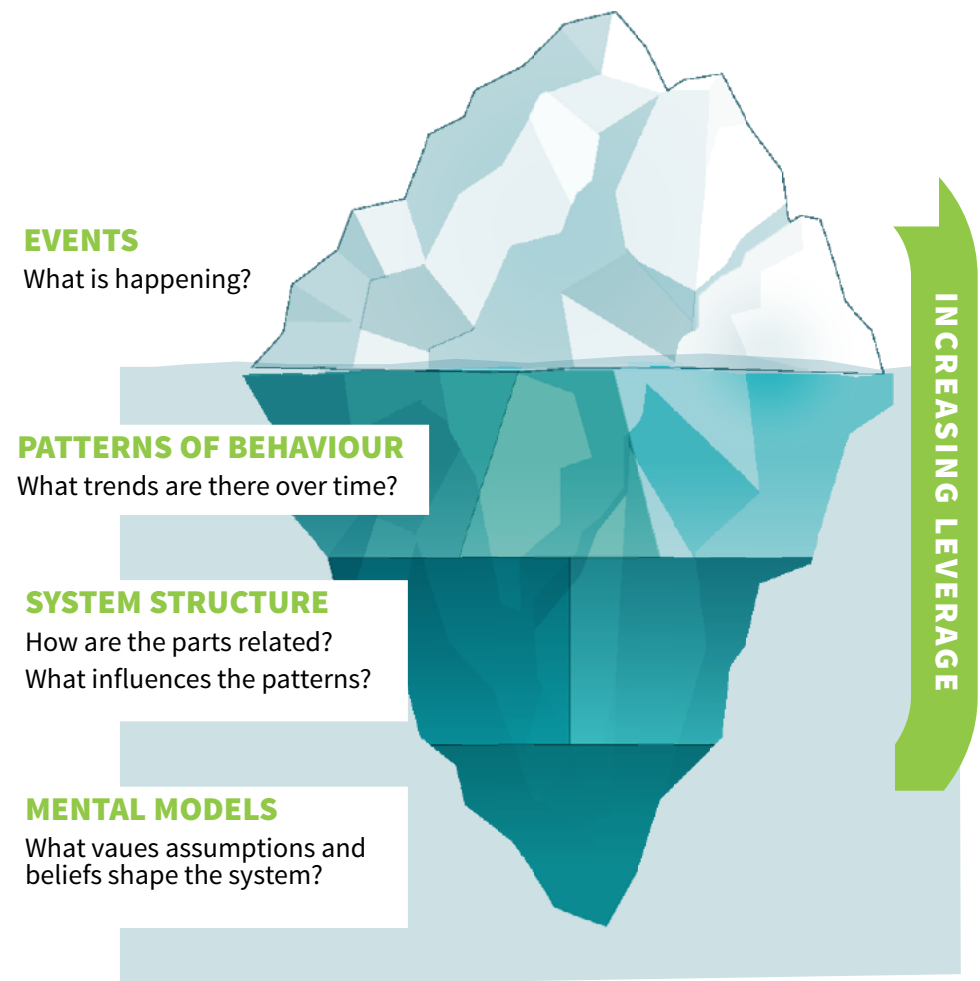
What, on the surface, can appear to be a cluttered landscape can in practice offer a range of opportunities to raise and address health issues. The number of different actors pursuing separate but related campaigns has provided momentum and new openings. E.g.

- Doughnut Economics Action Lab (launched Sept 2020) ⁶¹
- Wellbeing Economy Alliance Scotland Strategy (July 2022) ⁶²
- Enough! Collective open letter to the First Minister (Nov 2022) ⁶³
- Health Equals (launched Dec 2022) ⁶⁴

Explore Potential Levers

Embedded posts provide opportunities to identify potential levers in a way that an external partner could not. In GCR the immediate lever presented was the development of the Regional Economic Strategy which, as a pre-arranged opportunity, enabled immediate contribution. Other levers emerged as a result of an immediate pressure (e.g., cost-of-living, urgent funding application). However, systemic leverage is more likely to be achieved through opportunities under the surface (see iceberg model). Observation of patterns and structures can expose other levers. For example, an opportunity to bring new partners to the table or to achieve policy alignment across organisations. Mental models are the key to understanding (and changing) organisational culture.

Adapted from: The Iceberg Model – Donellameadows.org



61. DEAL (doughnuteconomics.org)

62. Wellbeing Economy Alliance Scotland Strategy 2022-2025

63. Enough! Collective Open letter to the First Minister

64. Health Equals

Test Approaches

A good starting point is through provision of health-related data and intelligence. PHS is a trusted and credible source of information and has complemented the well-established GCR Intelligence Hub. This offer may be of even greater value in regions that do not have this resource. Impact Assessment has also been utilised to respond to immediate needs. This work on the surface can often then open doors to further activity at greater depth.

Longer-term approaches included working across organisations to align responses to consultations. Co-production of the Regional Economic Strategy meant that the health inequalities were a consideration throughout. It was possible to strengthen to generate momentum by advocating for triple-win solutions where positive outcomes can be secured in health, equality and sustainability. Sometimes the most valuable impact has been achieved by making connections and taking on a facilitation role.

A number of policy analysis resources ⁶⁵, toolkits ⁶⁶, guides ⁶⁷ and monitoring frameworks ^{68,69} have been published during the timeframe of the collaboration and these provide further options for a range of circumstances.

Reflect and Review

Taking time to reflect on and review the process enables continuous adaptation and improvement of approaches in order to achieve maximum impact. This was achieved through discussion of challenges with a mentor and reflection with workforce development colleagues on lessons learned. The insight gained through this reflection led to a greater understanding of the iterative nature of the engagement and the need to try different policy windows and levers and to adapt approaches to suit.

65. Maturity-model-for-wellbeing-policy-making.pdf (whatworkswellbeing.org)

66. Scottish Government Wellbeing Economy Toolkit: supporting place based economic strategy and policy development, November 2022

67. Implementing-Community-Wealth-Building-A-Guide.pdf (edas.org.uk)

68. Wellbeing economy monitor - gov.scot (www.gov.scot)

69. Shared Ingredients for a Wellbeing Economy (centreforthrivingplaces.org)

70. Public Health Skills and Knowledge Framework (PHSKF)

Other Learning

Building Skills and Capacity

Tackling health inequalities through regional economic development requires knowledge and skills development for both public health and economic development officers. Knowledge of health inequalities (what works and doesn't work) and skills including planning, influencing, working in collaboration and leadership are essential to support this (outlined in the Public Health Skills and Knowledge Framework ⁷⁰). PHS has a role in testing and developing learning resources which will support those in roles who wish to influence health inequalities including public health and economic development audiences.

Lessons Learned from Embedded Post

Embedded posts provide a distinct advantage, facilitating rapid identification of and response to opportunities with increased potential to influence through strong relationships and understanding of organisational culture. Success factors have included clear governance and reporting arrangements, access to online collaboration facilities, achieving a sense of team and provision of effective support.

Community Engagement

The importance of community engagement is highlighted by the Cities Inequalities Project and Wellbeing Economy Toolkit. Although out of scope for this collaboration it is recognised that meaningful community engagement is hard to achieve at a regional geography. This will be considered and addressed as part of the GCR Economies for Healthier Lives Project.

Opportunities to Translate and Roll Out Aim 3

Building on the work of the formal collaboration, PHS will share the learning to date and embed the Regional Economies and Health work within a broader PHS Wellbeing Economy programme.

Opportunities will be identified through the implementation of the Scottish Government Regional Policy review. This will include working to achieve health in all policies at a Regional level and harnessing the potential of any future funding and investment that may be routed through Regional economic partnerships. Further to initial contacts already made, scoping work will be undertaken to explore the extent to which other regional economic partnerships reference health inequalities in regional strategies and are engaged with local public health teams. Noting that each regional economic partnership is different, where feasible, the approach developed in GCR will be tested and refined in other geographies.

Learning will be shared through existing networks and the new Improving Health and Reducing Inequalities Combined Authorities Programme ⁷¹, which has been expanded to a wider range of geographies in England, enabling greater engagement between and within regions and politically.

71. Improving Health and Reducing Inequalities Combined Authorities Programme



Contacts and Support

Glasgow City Region

Email: glasgowcityregion@glasgow.gov.uk

Website: <https://glasgowcityregion.co.uk>

Twitter: <https://twitter.com/GlasgowCityRgn>

LinkedIn: <https://www.linkedin.com/company/glasgow-city-region/>

Public Health Scotland

The PHS Localised Working Programme has been established to achieve better outcomes for communities by supporting the whole system to address inequalities and the determinants of health through local public health partnerships and teams.

Contact phs.localisedworking@phs.scot

SHRED

The **Scottish Hub for Regional Economic Development** is an interactive platform for collaboration with stakeholders to strengthen our shared ability to develop regional economic development, with a focus on achieving this in an inclusive and environmentally sustainable way.

UK Cities Inequalities Project Community of Practice

Connect with colleagues to champion and share ideas, policy and progress.

[Sign up here.](#)

UK Health Equity Network

The **network** was launched by Professor Sir Michael Marmot for organisations and individuals across the public, private, and third sectors to connect and collaborate with those working towards similar health equity goals.

Useful References

Growth Deals

Scotland's City Region and Growth Deals | Audit Scotland, Jan 2020

Equality and public sector investment: a practical approach, University of Liverpool (December 2022)

City Region and Growth Deals: Growing Equality for Scotland

Child Poverty

Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026 - gov.scot (www.gov.scot), March 2022

Developing a local child poverty action report: guidance Dec 2022

Regional economic development, inclusive growth and child poverty in Scotland - gov.scot (www.gov.scot)

National Strategy for Economic Transformation and Wellbeing Economy Toolkit

Scotland's National Strategy for Economic Transformation (NSET), March 2022

- Evidence from Regional Economic Partnerships, March 2022
- Delivery Plans, October 2022 Leading Change through Collaboration

Scottish Government Wellbeing Economy Toolkit: supporting place based economic strategy and policy development, November 2022

Fair Work Action Plan

Fair Work action plan: becoming a leading Fair Work nation by 2025 - gov.scot (www.gov.scot) December 2022

Regional Policy Review

Scottish Government Regional Economic Policy Review, Dec 2022

- **Paper 1 – National Perspective**
- **Paper 2 – Regional Perspective**
- **Paper 3 - International Perspective**
- **Paper 4 – Summary and Recommendations**

UK Government Green Book Guidance

Green Book supplementary guidance: wellbeing - GOV.UK (www.gov.uk)

Economic Development and Health

Using economic development to improve health and reduce health inequalities - The Health Foundation, September 2020