



Performance Reward Grant Scheme

APPLICATION FORM

To be returned to:

Karen Spence, Performance Manager, Performance Team

Email: wiltshirelaa@wiltshire.gov.uk

Area Board	<i>South West</i>	
Form submitted by (contact for all queries)	Lydia Baos, APHCS (WX), Bdg 60 Bhurtpore Barracks, Tidworth, Wiltshire SP9 7AS. Tel. 01980 603477. Lydia.baos862@mod.uk	
Name of initiative,	Skilled for Health	
Brief Description of Initiative	<p>The SfH programme integrates the goals of reducing inequalities in health with those of improving the literacy, language and numeracy skills of adults.</p> <p>In a collaboration between NHS Wiltshire, Army Primary Healthcare and other partners, the programme works with, and supports the families of, service men and women through a series of short courses to improve confidence and self esteem, encourage learners to access further education to improve their skills/take employment. This encourages the development of a strong and healthy community. These courses include sessions on healthy eating, how to stop smoking, responsible drinking and fitness.</p> <p>Learners in the Tidworth, Bulford, Larkhill and Warminster areas have, since attending, taken up further learning opportunities such as Basic Level Maths and English courses, and/or employment. Some learners have taken unpaid voluntary posts locally. (We have data to substantiate the above information). Civilian families have now been invited to join.</p>	
Please put a cross against the ambition(s) that this initiative will support	Building resilient communities	X
	Improving affordable housing	
	Lives not services	
	Supporting economic growth	X
	Safer communities	X
	Protecting the environment	
	Action for Wiltshire – combating the recession	
Amount of funding sought	£25,000	

<p>What will this money be spent on? (please show split between capital and revenue. For capital expenditure guidance – see Appendix 1 in the Bid Pack)</p>	<p>Project Costs for 1st April 2010 – 31st March 2011</p> <p>Project Manager £52,000 ** Project Assistant £24,000 ** Total £151,000 Creche Facilities £45,000 Tutors £25,000 Marketing etc £ 5,000</p> <p>** This figure includes agency charges – PCT has been approached to employ Manager and Assistant to reduce costs but they are unable to recruit at present.</p> <p>Project Income for same period:</p> <p>Primary Care Trust £100,000 Confirmed Plain Action £ 25,000 Confirmed Allington Trust £ 1,000 Pending</p> <p>Total income: £126,000 Shortfall £ 25,000</p>
<p>Please describe how your initiative will support the ambition(s) indicated above, and summarise the action that will be taken</p>	<p>With an increase in knowledge of health issues, improved educational attainment through basic skills courses, and the integration of civilian and army families, we will be working towards building a resilient community, able to confidently take care of themselves and each other. Those who progress to either new employment, or obtain better paid work will contribute to the economic growth of the area. The practical sessions (including dealing with safety in the home, first aid and resuscitation) will provide learners with skills to keep their homes and community safer.</p> <p>We provide employment for local people as tutors and as crèche workers attached to a mobile crèche company.</p>
<p>What makes this initiative a local priority (eg evidence from research and local support)</p>	<p>Evidence proven that 50% of all new recruits to the Army have basic skills level 1 (age 8). Army currently embarking on health promotion programme for Army personnel to tackle issues of obesity, substance abuse, healthy eating etc. Holistic approach needed to provide information to army dependents, therefore improving health of whole family.</p>
<p>How will you know you have been successful?</p>	<p>The SfH Army Project was part of the second phase of the Department of Health Skilled for Health initiative which has been running throughout the country since 2003. It ran from Sept 08-July 09 and obtained funding from the PCT to run for a further year from 1 Apr 2009 to 31 Mar 2010. This was to ensure there was sufficient data to make a measured decision on whether this initiative would work in this area. Data from both our own local initiative and the national project (provided by the Tavistock Institute in London) has shown successes to date. We continue to collect data from our learners, and from anecdotal information from outside bodies and our learners. We analyse findings on a regular basis, making any adjustments to the programme as necessary.</p>

<ul style="list-style-type: none"> How will you measure the impact? (may have more than one measure) 	<p>Will continue with questionnaires completed by learners at both beginning and end of their sessions. A quiz to ascertain assimilation of information, and learner satisfaction form. Data collected and analysed from data programme. Anecdotal evidence from learners, tutors, partners involved in referring etc.</p>
<ul style="list-style-type: none"> What is your improvement target (s), and when do you expect to achieve this/these? 	<p>The learners come to small groups of no more than 8 on each course. They run in term times only as our learners need to care for their children during the holidays. We expect 60% of all those signed up for SfH to attend the sessions with approximately 70% going on to do a further six sessions combining health and skills subjects. From current data we would expect 85% of those to take up further education through other courses (approximately 45% to take and pass basic skills subjects), and a further 10% to take up some form of employment/voluntary work. Each learner will make some improvement to their lifestyle (healthy eating, exercise etc) the degree is dependent on the current state of their current lifestyle. Data to date is very promising.</p> <p>We aim to have 192 learners on new courses and 96 attending continuation sessions each term.</p> <p>If we receive funding from April 2010, we would expect to achieve these figures by the end of March 2011.</p>
<ul style="list-style-type: none"> How will you ensure that the improvement continues after the end of the initiative? 	<p>Follow up Questionnaires will be sent out to learners 6 and 12 months after they have completed courses to track ongoing improvements. Working in collaboration with other agencies, signpost learners to other learning/employment opportunities. On going support where possible. We are working in collaboration with the Primary Care Trust to train some SfH learners to be community Health Trainers. These learners will work locally, on a one to one basis, with people who wish to improve their lifestyle through improved health initiatives such as reducing smoking and taking more exercise.</p>
<p>Who will benefit from this initiative?</p>	<p>Of the number of communities in Wiltshire requiring special approaches to meeting their needs for health and wellbeing, Military personnel constitute around 3% of Wiltshire's population. Many of them live with their families in Wiltshire. SfH is expected to reach approximately 192 learners a year, over 4 venues (Tidworth, Bulford, Warminster and Larkhill). Approximately 384 children under age 5 years old will benefit from the crèche and improved health and wellbeing of their parents. We do not have figures for the number of children over the age of 5. 192 partners will also benefit from learners attendance, along with their wider family and friends in the community. SfH will help to build a healthier, resilient community, working towards the integration of both the civilian and army population. It will assist learners to improve their earning potential and employability through increased skills levels which will impact on the economy in the local area.</p>

Confirm no unfunded commitments from this initiative	Please delete the statement that does not apply: I confirm that there will be no unfunded financial commitments arising from this initiative. **Both the Project Manager and Assistant are on agency contracts, which can cease at any time. The tutors are working as on self-employed contractors supplying their services to the project and their letter of engagement states that due to the nature of the work the project may cease, together with their work for SfH at any time.
What are the key risks to success and how will these be managed?	<ol style="list-style-type: none"> 1. Without funding the programme will not be sustainable, although it is envisaged that this programme will continue beyond 2011. Continuing to look for further and future funding, via DoH, PCTs, outside charities and trusts. Have applied to the National Lottery and Salisbury Diocese. Providing data to senior Army personnel to enable SfH to be integrated within Army health promotion programme which will ensure majority of funding. We realise that this is a one off grant, and would not be seeking further funding in the future. 2. Loss of key personnel, in particular tutors. Building up bank of workers.
Who will manage the initiative	Lydia Baos, Project Manager. Has successfully ran the project to date. Will be supervised by Col Bates, Regional Clinical Director of Army Primary Healthcare, and Sarah Walker, Ops Manager

Signed:

Chairman of Area Board

Dated: