

Thurrock Health And Wellbeing Strategy

2022-2026

Levelling the Playing Field
in Thurrock



Created through the partnership of Thurrock Health and Wellbeing Board



Introduction and overview report to Thurrock Health
and Wellbeing Board

Domain 4, Opportunity for All

Domain 4 Opportunity for all



Domain 4. Aims and ambitions

Thurrock will be a place of economic opportunity with inward investment to the borough and wider regeneration programmes creating new opportunities to the benefit of local communities.

We want to support people in Thurrock to be aspirational, resilient, and able to access high quality education and training; enabling them to develop skills to secure good quality employment and volunteering opportunities to live fulfilling lives and achieve their potential.

What we want to achieve

This domain focuses on the wider determinants of health and wellbeing including education, learning and skills, promoting collaboration across the whole system in raising aspirations and reducing disadvantage so that children and young people achieve their potential.

Delivering the Backing Thurrock Roadmap and Action Plan and supporting the economically vulnerable in developing resilience will result in more residents being able to benefit from local employment opportunities.

Creating a vibrant culture and local economy, encouraging investment in people and in places across Thurrock will allow people to benefit from the enormous opportunities generated through the Thames Freeport and other major developments.

There is a strong link with Domain 2 – Building Strong and Cohesive Communities

Domain 4 Opportunity for all

How this Domain levels the playing field

This will Level the Playing Field through:

- Reducing the gap in attainment in the most and least deprived groups of children and young people whilst ensuring educational progression for all will support a reduction in inequality through raising attainment, improving health outcomes and disrupting cycles of intergenerational disadvantage.
- Enabling opportunities for people to be able to improve their own social and economic situation and creating the environment for people to create their own opportunities.
- Working in partnership to support those in areas or circumstances that are resulting in inequality of outcomes and people living in disadvantaged circumstances, such as in low income households and in need of economic support.
- Increasing the proportion of people from vulnerable groups in employment.
- Increasing the earning potential of individuals through skills development and access to better jobs.
- Decreasing the proportion of children living in low income households.
- Working with communities to ensure that economic development and investment benefits the most deprived communities.

Domain 4 Opportunity for all

Four domain goals

4A Through raising aspirations and reducing the disadvantage gap, all children and young people are able to achieve their potential

4B Raising aspirations and opportunities for adults to continue learning and developing skills, with a focus on groups that can benefit most

4C Supporting the economically vulnerable through delivering the Backing Thurrock Roadmap and Action Plan and the Thames Freeport

4D Creating a vibrant place, that generates new businesses, increases prosperity and enables people across Thurrock to benefit from the transformational investment in major development schemes

Goal 4A. Through raising aspirations and reducing the disadvantage gap, all children and young people are able to achieve their potential



What we want to achieve

All Thurrock children and young people are making educational progress with aspirations for the future and the disadvantage gap reduced.

Some key challenges

Some children are at particular risk of lower educational attainment. These include children who are NEET, have SEND, are Children Looked After, and from some minority ethnic groups.

Being NEET occurs disproportionately among those already experiencing other sources of disadvantage; deprivation, socio-economic position, parental factors (such as employment, education, or attitudes), growing up in care, prior academic achievement, and school experiences are all risk factors.

The impact of missed schooling during the Covid-19 lockdown measures and restrictions is challenging in terms of recovering the lost learning; assessment was also disrupted during the pandemic with exam cancellations and teacher-assessed grades making measurement and benchmarking more difficult.

Goal 4A. Through raising aspirations and reducing the disadvantage gap, all children and young people are able to achieve their potential



How we will achieve this Goal

Through delivery of the Brighter Futures Strategy for children and young people in the context of Covid-19 recovery:

All children in Thurrock making good educational progress, with improved educational attainment for all disadvantaged children and young people

Support all young people to gain qualifications, skills and experience to progress into further and higher education, apprenticeships or sustained employment. Increased applications to higher education and apprenticeships from young people from disadvantaged backgrounds

Thames Freeport will work directly with local schools to ensure communities at the heart of the Freeport are able and equipped to take advantage of the higher paid jobs delivered through Thames Freeport's innovation.

What will we do differently under this strategy?

- Develop and implement a post-pandemic training and education plan.
- Provide additional support to children with SEND.
- Conduct a literature review to understand what works in reducing the educational gap in schools.
- Establish a plan of action with schools to eliminate the disadvantage gap experienced by young people at primary and secondary level.
- Equip educators with the tools and skills needed to eradicate cultural prejudice and bias.
- Establish mentoring services for young people prioritising those at risk for offending/offenders.
- Develop a model for an integrated Youth & Adults Education & Skills Offer.
- Promote the safeguarding and development of apprenticeships to support particularly young people and vulnerable people.
- Support the Mid & South Essex NHS Foundation Trust Anchor Youth Partnership scheme to enhance awareness of youth employment opportunities in the NHS.
- Facilitate careers advice, opportunities for contact with employers and experience of the workplace for young people to reduce chances of becoming NEET.

Goal 4B. Raising aspirations and opportunities for adults to continue learning and developing skills, with a focus on groups that can benefit most

What we want to achieve

An increase in the proportion of adults accessing learning and developing skills, with a focus on groups that can benefit most

Some key challenges

Increasing the proportions of adult learners who are from minority ethnic groups and from lower socioeconomic groups.

Increasing the proportion of adults engaged in improving essential skills and ultimately decreasing the proportion with no qualifications.

Equipping adults with the skills required to secure better paid jobs generated through inward investment. For example we are aware of existing shortages in welders, HGV drivers, people trained in coding.

Reducing social isolation and increasing community cohesion through learning and volunteering opportunities which provide skills including resilience and confidence building.

Improving and tailoring the support to adults with learning disability and other disadvantage.

Identifying the gaps in engagement and improving access across the age range, offering a variety of opportunities to appeal to the spectrum of learning and skills at all levels, creating a Skills Bridge.



Goal 4B. Raising aspirations and opportunities for adults to continue learning and developing skills, with a focus on groups that can benefit most

How we will achieve this Goal

The priority will be achieved through the Economic Development and Skills Partnership, 11-25 Strategy Group and Adult education providers as well as partnership working through supporting the delivery of the Backing Thurrock Strategy to increase adults learning and developing new skills.

What will we do differently under this strategy?

- Identify what the key skills needed are (e.g. literacy, numeracy, IT and resilience) and support adults and young people with developing these skills to allow an increased access to opportunities for further skills development and to fill employment gaps.
- Work collaboratively with the Essex Chamber of Commerce, the Local Enterprise Partnership and partners to expand available programme for people in Thurrock to benefit from skills development e.g. T-Levels.
- Support more adults that are disadvantaged e.g. due to learning disability to engage in learning and wellbeing activities.
- Support progression from engagement courses into employment, apprenticeships, volunteering, or further learning.
- Improve access to a good quality education and training to improve prospects of finding and remaining in good jobs.
- Help people understand and access careers advice and opportunities to retrain - building on the You Train You Gain initiative.
- Establish a Freeport Skills Fund to support skills programmes to ensure that local people are equipped to benefit from anticipated employment opportunities – focusing on young people and those with protected characteristics.
- Engage more people in Thurrock in enterprise including social enterprise, work experience and volunteering opportunities.

Goal 4C. Supporting the economically vulnerable through delivery of the Backing Thurrock Roadmap and Action Plan and the Thames Freeport



What we want to achieve

More residents in sustained employment with an increase from vulnerable and deprived groups. We want to see a reduction in residents needing to claim benefits through improved economic circumstances.

Some key challenges

Young workers (under 25) and older workers (over 65) are more likely to have left employment and remain economically inactive during the Covid-19 pandemic.

Areas with a higher degree of short term employment have been worse affected by the pandemic and the subsequent economic downturn.

Supporting people with long term conditions and learning disability to access and remain in employment is a challenge nationally and locally. There is a challenge of people in some of these groups being overlooked in relation to employment, for example, people with learning disability.

Maintaining Thurrock's excellent record of follow-up of younger people NEET (who are at risk of worsening financial and mental health) to support them to move into employment

While Thurrock is not an outlier nationally, there continues to be a gap in the employment rate between those with and without a long term condition.



Goal 4C. Supporting the economically vulnerable through delivery of the Backing Thurrock Roadmap and Action Plan and the Thames Freeport

How we will achieve this Goal

Through partnership working supporting the delivery of the Backing Thurrock Delivery Plan and delivery of the strategic recommendations highlighted in the Work and Health JSNA.

What will we do differently under this strategy?

- Implement the recommendations from the Work and Health JSNA to support long term unemployed Employment Support Allowance claimants back in to work.
- Improve support for those with existing mental health or musculo-skeletal (MSK) conditions to either find and/ or retain work
- Provide additional support for people with learning disability or another disadvantage
- Ensure residents are aware of the support available through consistent and clear communications.
- Consider how to support employers to support employee Health and Wellbeing
- Promote a range of different employment opportunities, which would support residents with different needs and commitments, including for example, carers.
- Establish an agreed definition and baseline measure for economically vulnerable residents
- Work in partnership to map the gaps that exist in industries / specific job roles and link people and employment opportunities.
- Maximise opportunities for residents to find and retain jobs during the construction and operation of the major regeneration projects.
- Work in partnership to ensure Council procurements for major capital schemes are linked into the Council Social Value Framework and contain local employment clauses to support an increase in the workforce from the local area and to provide opportunities for local people.

Goal 4D. Creating a vibrant place that generates new businesses, increases prosperity and enables people across Thurrock to benefit from the transformational investment in major development schemes



What we want to achieve

A place-based approach to create a vibrant economy and society. One where people want to live, work, play and learn. Where there is an entrepreneurial culture and increase in the number of businesses in Thurrock along with an increase in the proportion of people in employment in quality jobs developed through major developments and investment as well as individuals and communities having the opportunity to benefit from facilities, services and amenities that give people a better quality of life.

Some key challenges

Ensuring that economic development benefits the Thurrock residents including those from most deprived communities.

Supporting small businesses especially in their first year, especially since a high proportion of Thurrock employment is with small and medium size enterprises.

Creating connections and linkages to allow entrepreneurs and local business to identify and benefit from inward investment.

Encouraging technological advancement and development of online connectivity to support investment and growth.

Further developing the cultural offer through community engagement that reflects the needs and aspirations of the borough making Thurrock a place of cultural destination. Exploiting the opportunities that exist around Thurrock's unique placement in the region, the River Thames and associated use and history, the rich and mixed heritage of the Thurrock community, and developing SEE park.

Goal 4D. Creating a vibrant place that generates new businesses, increases prosperity and enables people across Thurrock to benefit from the transformational investment in major development schemes

How we will achieve this goal

By taking a place-based approach, we will create the right conditions and environment for good growth and cultural opportunities for people to engage with and benefit from.

What will we do differently under this strategy?

- Work with local business leaders and anchor institutions to establish new ways of working to increase local recruitment, develop local supply chains, attract public and private inward investment and make best use of assets.
- Take an approach of community wealth building to support the creation of wealth in Thurrock and retaining that within the borough.
- Engage with Anchor Institutions to attract inward private and public investment
- Work with developers to secure benefits for local businesses and jobs for local residents.
- Support employers with upskilling employees to increase productivity and retention.
- Support small employers to use Apprenticeships funding to upskill and recruit staff.
- Support local businesses to generate wealth and employment in Thurrock
- Enable residents to start and develop new businesses, including social enterprises and micro enterprises, and help them to grow.
- Conduct a business survey to understand the aspirations and needs of the local business community





Domain 4, Opportunity for all. Key deliverables, commitments and milestones in year one (July 2022 – June 23)

4A Through raising aspirations and reducing the disadvantage gap, all children and young people are able to achieve their potential

New SEND apprenticeships, supported Internships and traineeships

Implementation of Kickstart scheme (6 month placements for young people)

Greater Essex Careers Hub (Careers and Enterprise Company) linking of education to world of work

Next Top Boss competition (raising students' aspirations and enhancing skills for work)

Inspire programme delivering careers interviews in secondary school

4B Raising aspirations and opportunities for adults to continue learning and developing skills, with a focus on groups that can benefit most

Skills implementation plan agreed and scorecard developed to monitor progress

Start of Multiply numeracy programme (aged 19+) and extension of offer on digital skills

4C Supporting the economically vulnerable through delivering the Backing Thurrock Roadmap and Action Plan and the Thames Freeport

Backing Thurrock implementation group – whole system approach across council services, further education institutions, voluntary and business sectors

Successful bid to the UK Shared Prosperity Fund.

Targeted work to tackle those who are economically vulnerable, in poorer health, and at risk of fuel poverty

Tilbury Community Led Community Development project awarded 62 grants. Under evaluation

Developing workplace health offer to businesses including signposting to training and local services

Refreshed Thurrock Opportunities website, connecting residents to learning and work

Introduction of Thurrock Enterprise week and monthly newsletter for businesses

Freeport Skills plan pathfinder begun – support those most in need to benefit from work

4D Creating a vibrant place, that generates new businesses, increases prosperity and enables people across Thurrock to benefit from the transformational investment in major development schemes

Business survey undertaken and report complete. This will inform 23/24 programme of enhanced support

Multiple initiatives to improve townscapes in development, funded by the UKPSHF

Financial support to businesses affected by the pandemic. COVID-19 Additional Relief Fund

Established working group to develop an anchor institutions framework, include social value commitments