







# Cheshire West and Chester Health & Wellbeing Strategy – Our Place Plan for the Borough 2026-2031

### 1. Introduction

The new Health and Wellbeing Strategy sets out our vision 'to reduce inequality, increase years of healthy life and promote improved mental and physical health and wellbeing for everyone in Cheshire West and Chester'. It has been coproduced with system partners and local people and outlines the key programmes that we can only achieve through working together. There are many existing Cheshire West and Chester plans and strategies, which are aligned to the health and wellbeing programme. This Strategy therefore focusses on our joint priorities and commitments, rather than describing everything we plan to deliver to improve health and wellbeing across the borough.

The social, economic and environmental conditions in which people are born into and live their lives can affect their health and some individuals or groups don't have the same opportunities as others. These building blocks for health are known as the wider determinants and include factors such as the built and natural environment; housing; transport; income; education; employment; and access to green space. They determine the extent to which people have the physical, social, and personal resources to deal with life and can also influence our health behaviours such as whether we smoke or get enough physical activity.

Whilst Cheshire West and Chester is generally thought of as an affluent borough, there are differences within areas of disadvantage, where residents experience poorer living conditions, educational attainment, economic prospects, and more years of ill health. We also continue to deal with challenges from the effects of the COVID-19 pandemic, cost of living crisis and climate change. Around 27,000 people in Cheshire West and Chester live in the 10% most deprived neighbourhoods in the country and one in six local children grow up in a low-income family. The impact of this inequality is stark. Men living in the most disadvantaged areas of our borough live nearly ten years less than those in the most affluent areas. For women, the gap is nearly eight years.

Against this background, our population is set to increase by about 8% to 393,500 by 2033<sup>ii</sup>. Notably, the numbers of children will decrease by 2% and there will be 1,200 fewer children aged 0-15 in the borough. Older age groups will see the biggest increase, with the greatest increase of 22% expected in those aged 65 or above, and the numbers of people aged 85 and over forecast to more than double. This presents real opportunities for the borough, but also some challenges.

In 2022, Cheshire West and Chester joined the Cheshire and Merseyside Marmot Community. This means we have committed to a programme called All Together Fairer<sup>iii</sup>, which aims to action eight Marmot priorities to reduce unfair differences in health and wellbeing across the area. This Strategy sets out what different organisations like the NHS, the Council, emergency services, and voluntary and community organisations will do over the next five years to deliver these eight priorities and help people live longer, healthier lives. It is based on national plans and local data, which show where extra support is needed. Progress will be monitored each year using a set of agreed outcomes, listed in Appendix 1.

We are also committed to working with our communities to support residents to make the most of their local resources and opportunities and take personal actions to improve their health and wellbeing. Collective action on these commitments will reduce unfair differences in health, opportunity, and quality of life and close the gap in how people live so everyone can have a chance of living a healthy and happy life. This is in line with our community commitment to be 'open to ideas, honest about challenges and here to help.'

In order to address differences, all partners will target investment and service delivery to areas and groups with the greatest health need and inequality, an approach known as proportionate universalism. We will invest in a preventative, life course approach to reduce the increase of health risk through childhood, working age and older age and limit ill health. We will also adopt a whole systems approach to health; ensuring health and wellbeing is included in all policies, altering environments, and social norms to benefit all our residents, as well as future generations.

The financial pressures currently faced by the health and care system in Cheshire West and Chester are unprecedented. The Strategy sets out our commitment to develop integrated neighbourhood services, to enable people to access treatment and care in the community to achieve better outcomes. Through working together and using innovative digital technology and remote care we can use our existing resources more effectively, whilst improving service quality.

### Core Outcomes

The tables in Appendix 1 show the indicators for the Health and Wellbeing Strategy. All indicators were reviewed by a Task and Finish Group that included representatives of the Health and Wellbeing Board and residents. The set of indicators have been assigned to the eight priorities of the Strategy, together with an initial set of indicators that relate to life expectancy. These indicators will be monitored each year to assess system progress in improving health and wellbeing outcomes and reducing health inequalities in the local population.

### 2. Overview of the Health and Wellbeing Strategy

#### **Our Vision**

To reduce inequality, increase years of healthy life and promote improved mental and physical health and wellbeing for everyone in Cheshire West and Chester.

#### **Our Priorities**

- 1. Give every child the best start in life
- 2. Enable all children, young people and adults to maximise their capabilities and have control over their lives
- 3. Create fair employment and good work for all
- 4. Ensure a healthy standard of living for all
- 5. Create and develop healthy and sustainable places and communities
- 6. Strengthen the role and impact of ill health prevention
- 7. Tackle racism, discrimination and their outcomes
- 8. Pursue environmental sustainability and health equity together.

### **Our Commitments**

#### **Priority 1**

- 1. Increase the uptake of breastfeeding.
- 2. Improve children's oral health.
- 3. Improve readiness for school.
- 4. Improve perinatal (from becoming pregnant to a year after giving birth), children and young people's mental health.
- 5. Increase the uptake of vaccinations.
- 6. Deliver the Families First programme, which aims to transform children's social care by prioritising early intervention and family support.

#### **Priority 2**

- 7. Reduce the educational attainment gap so that there is less disparity in outcomes between different groups of students.
- 8. Enhance career guidance and pathways into local employment.
- 9. Increase volunteering opportunities.
- 10. Increase neurodivergent identification and support, including ADHD, Autism and Dyspraxia.
- 11. Extend skills and training programmes, including supported internships.
- 12. Increase learning disability care and support.
- 13. Enhance all age mental health diagnosis, treatment and care.
- 14. Reduce domestic abuse.
- 15. Enhance care for unpaid carers.

#### **Priority 3**

- 16. Support a healthy workforce.
- 17. Help people into employment.
- 18. Support residents living with long term conditions, severe mental illness, mental health conditions and substance use to secure and retain employment.
- 19. Support people living with learning disabilities and/or neurodiversity into volunteering or employment.
- 20. Support our businesses to become Anchor Institutions and maximise social value opportunities through employing and buying local where possible.
- 21. Reduce digital exclusion by making it easier for people to be online.

#### **Priority 4**

- 22. Deliver the borough's Local Plan and make the borough a healthier place to live, work and be active.
- 23. Regenerate the borough to provide connected and safe places.

- 24. Tackle poverty, including child poverty.
- 25. Deliver the Cheshire West and Chester Homelessness and Rough Sleeping Strategy.

#### **Priority 5**

- 26. Create integrated neighbourhood systems and a community-led approach for the local delivery of health and care services from conception to end of life.
- 27. Support the provision of home adaptations and improved housing conditions via Disability Facilities Grants, Safe and Warm Grants and Decent Home Loans.
- 28. Ensure equitable access to health and care services within the community and hospitals.
- 29. Support our Voluntary, Community, Faith and Social Enterprise (VCFSE) sector to develop healthy and sustainable places and communities.
- 30. Provide safe and accessible green spaces.
- 31. Deliver library, community and cultural services to enable social connectivity and provide access to support such as Welcoming Spaces
- 32. Deliver the Cheshire West and Chester Housing Strategy.

### **Priority 6**

- 33. Increase support to help prevent ill-health and long-term conditions such as cardiovascular disease.
- 34. Increase mental health prevention and early help.
- 35. Increase the uptake of learning disability annual health checks and referrals to support services.
- 36. Promote good health to keep people in work.

### **Priority 7**

- 37. Develop and deliver a Cheshire West and Chester Community Cohesion Strategy.
- 38. Address inequalities in service access, experience and outcomes.
- 39. Progress the social care and NHS workforce race equality standard (WRES) to ensure inclusive work places.

#### **Priority 8**

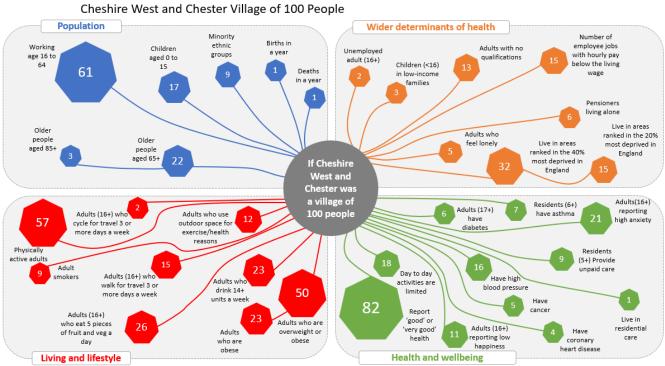
- 40. Deliver the Council climate emergency response plan 2025 2030 and Greener NHS plan 2030.
- 41. Promote active travel through the implementation of integrated and sustainable transport options.
- 42. Maximise modern workforce principles and increasing active travel to work.
- 43. Undertake more housing refurbishment and retrofit homes.

### 3. Village of 100 People Infographic

In Cheshire West and Chester, we use data about the health and wellbeing of the local population and their social and economic conditions to inform decision-making, planning and service delivery. This helps local services work together more effectively, so we can offer the right support at the right time, especially to those who need it most.

This infographic illustrates what the composition of Cheshire West and Chester would be like if it were a village of 100 people based on the data gathered from different data sources.

Whilst most of our residents report 'good' or 'very good' health (82 people in our village of 100), there are also people living in poor health or at greater risk of poor health. For example, in our village we have 21 adults reporting high anxiety, 23 adults who are living with obesity and 15 people who live in areas ranked in the 20% most deprived in England. Notably, 13 adults don't have any qualifications and two are unemployed. Our Strategy outlines the commitments which we will jointly deliver to address these inequalities and improve health and wellbeing.



The infographic above illustrates what the composition of Cheshire West and Chester would be like if it was a village of 100 people based on the information gathered from the most up-to-date various data sets, as at August 2025. (Unless stated, adults refers to 18+)

### 4. Further Information on Our Commitments

### Priority 1:

### Give every child the best start in life



#### 1. Increase the uptake of breastfeeding.

Breastmilk provides an infant with all of the energy and nutrients needed for the first months of life and offers protection against several common childhood illnesses. Exclusive breastfeeding is a protective factor for child obesity and breastfeeding mothers also have a reduced risk of developing obesity, as well as type 2 diabetes, breast and ovarian cancers.

Numerous factors prevent mothers who choose to breastfeed from starting and continuing for as long as they intend. These include physical, psychological and social barriers. In Cheshire West and Chester work is ongoing to co-develop an action plan with partners to increase support for mothers who want to breastfeed. This includes:

- Ensuring accessible antenatal information for families, allowing them to make an informed decision on how they plan to feed their baby.
- Universal and targeted breastfeeding support for families who choose to breastfeed.
- Communications and training to help to breakdown societal barriers to breastfeeding and support those who want to undertake it.

#### 2. Improve children's oral health.

Tooth decay is a largely preventable disease but remains three times more common among children living in the most deprived areas. Although oral health is improving in England, the oral health survey of five year olds in 2019 showed that just under a quarter have tooth decay. Partners are committed to improving dental and oral health across the life course through the following:

- Commissioning an annual dental survey to monitor oral health in our population.
- Supporting our Early Years and Education settings to promote good oral health in children, for example through supervised toothbrushing and the provision of toothbrushes and toothpaste.
- Promoting good oral health and awareness through public communication campaigns.
- Delivering school-based initiatives to reduce sugar consumption, including the Give Up Loving Pop (GULP) Programme<sup>iv</sup>, the Kind to Teeth Programme<sup>v</sup>, Milk and Water Only Schools, and the School's Pledge for a Healthy and Active Future<sup>vi</sup>.

#### 3. Improve readiness for school.

We are committed to ensuring every child is ready to thrive in school by embedding health and wellbeing at the heart of early years support. Our Strategy prioritises access to high-quality early education, timely developmental checks, and integrated support for families. We will strengthen partnerships across health, education, and social care to identify needs early and provide targeted interventions. Through inclusive practice and community engagement, we aim to reduce inequalities and promote emotional resilience, physical health, and communication skills, laying strong foundations for lifelong learning and wellbeing.

### 4. Improve perinatal (from becoming pregnant to a year after giving birth), children and young people's mental health.

In Cheshire West and Chester, NHS Cheshire and Merseyside is working with local partners to improve mental health support for women, children, and young people. For perinatal mental health, services like the Specialist Perinatal Mental Health Team and Silver Birch Hubs offer trauma-informed care from pregnancy to two years after birth, helping families manage mental health challenges early. Key priorities include expanding access to psychological therapies,

supporting pregnancy planning, and launching Seren Lodge - a new inpatient mother and baby unit. For children and young people, eight priority areas guide action: early intervention, inclusive access, trauma-informed care, reducing inequalities, co-production, integrated support, crisis response, and workforce development. Locally, mental health roles are being expanded in GP practices, and community organisations are helping shape services through lived experience. Together, these efforts aim to build a joined-up, preventative system that supports emotional wellbeing from pregnancy through to adulthood.

#### 5. Increase the uptake of vaccinations.

Vaccination saves lives and protects people's health<sup>vii</sup>. It ranks second only to clean water as the most effective public health intervention to prevent disease. Through vaccination, diseases that were previously common are now rare, and millions of people each year are protected from severe illness, disability and death.

Whilst Cheshire West and Chester has traditionally had high uptake of vaccines across the life course, we have also seen a decline in uptake in key programmes over recent years, reflecting national trends. Working with partners on the Cheshire West and Chester Health Protection Board we will monitor vaccination uptake across the borough and seek to increase uptake and reduce unwanted variation by:

- Targeted communications to communities with lower uptake.
- Working with vaccination providers to address inequalities in uptake.
- Engaging with groups and individuals who have lower uptake to understand and address barriers to accessing vaccinations.

### 6. Deliver the Families First programme, which aims to transform children's social care by prioritising early intervention and family support.

Cheshire West and Chester partners, including children's services, safeguarding, education and health are committed to implementing and successfully delivering the national Families First Programme<sup>viii</sup> from 2026. Families First will provide children with the best start in life and break down barriers to opportunity, delivered through family help and multi-agency child protection reforms that make greater use of family group decision making. There will be a focus on directing resources to preventative support and services, including targeted early help, child in need and child protection activity. The aim is to keep more families together, reducing the number of looked after children and to make financial savings that can be redirected where it is needed most.

### **Priority 2:**

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



### 7. Reduce the educational attainment gap so that there is less disparity in outcomes between different groups of students.

We are committed to improving outcomes for disadvantaged and vulnerable children and young people across all key stages. This includes targeted support for those eligible for Free School Meals, Children in Care, and those with Special Educational Needs and Disability (SEND). Through the Inclusion Matters framework, we will monitor and challenge schools and settings, promote evidence-based interventions, and strengthen multi-agency collaboration. Our approach prioritises early identification of need, high-quality teaching, and inclusive practice to raise aspirations and reduce disparities in attainment, giving every opportunity for all to reach their full potential.

### 8. Enhance career guidance and pathways into local employment.

Working closely with the Careers Hub, the Pledge and the Young Chamber, we will support schools and colleges to develop their information, advice and guidance programme in line with the Gatsby Benchmarks<sup>ix</sup>, using data and intelligence available on local vacancies. This data will also be used by those supporting adults attending a range of community settings.

We will invite local employers to inform and develop training programmes that will help them with their recruitment needs, such as: Sector Based Work Academies, work experience opportunities, Supported Internships and Skills Bootcamps. They will also be encouraged to inform career guidance activities, to ensure that they are fit for purpose.

Over the coming years, we will be looking to find ways of measuring the impact of this support, both in terms of raising awareness of opportunities and helping employers recruit from the local community.

### 9. Increase volunteering opportunities.

Cheshire West Voluntary Action (CWVA) will continue supporting a wide range of community groups and organisations to offer a greater variety of engaging and meaningful volunteering opportunities, tailored to skills, interests and availability. A key target is to break down barriers to volunteering and to increase uptake within communities including specific groups such as refugees and asylum seekers. CWVA is also leading on the implementation of the Cheshire West Vision for Volunteering (2025-2030)<sup>x</sup> to ensure a borough-wide volunteering offer that is inclusive, empowering, collaborative, experimental and appreciated.

### 10. Increase neurodivergent identification and support, including ADHD, Autism and Dyspraxia.

Cheshire West and Chester is enhancing neurodivergent support through a multi-strand approach focused on early identification, co-production, and community engagement. Schools will be trained in the "This is Me" Neurodiversity Profiling Tool, enabling needs-led support without waiting for formal diagnoses. Families can access tailored help earlier, potentially reducing the need for full assessments.

Parent-carer involvement is central, with the Cheshire Neurodevelopmental Clinical Network working closely with the Parent Carer Forum to co-produce improvements across the pathway, including communication tools and "waiting well" resources. Adult ADHD services are being

strengthened via a GP-led LEAP model<sup>xi</sup>, with trained GPs conducting medication reviews. This aims to reduce long waits, though demand remains high.

An All-Age Autism and Neurodiversity Strategy will be co-produced by a new Partnership Board, addressing transitions, education, and health inequalities. Innovations like virtual hospital tours are being introduced to improve accessibility. Community and voluntary groups play a vital role, offering peer support, resources, and helping redesign pathways through extensive engagement.

Despite progress, challenges persist—particularly long waiting times and limited access to private options. Continued collaboration aims to improve visibility, reduce stigma, and embed consistent support across schools, health, and community settings.

#### 11. Extend skills and training programmes, including supported internships.

Working with colleges and other training providers, we will map provision to ensure it aligns with local needs, both in terms of resident support to improve their health and wellbeing and providing opportunities to develop the skills required for employment. These vocational training pathways will align with the Cheshire and Warrington Growth Plan, the Industrial Strategy and our local priority sector needs.

We will ensure there are inclusive training programmes available that will focus on what residents can do, such as Supported Internships, brokering links with employers and providing support to both them and individuals who may be living with learning disabilities and/or neurodiversity to transition into work effectively.

We will support the development of the Cheshire and Warrington Skills Strategy in the lead up to devolution, with the opportunity to commission additional training provision should gaps in current programmes be identified.

### 12. Increasing learning disability care and support

To increase learning disability care and support, Cheshire West and Chester provides early intervention and specialist support to prevent crisis and hospitalisation for children and young people aged 0–18:

- The Intensive Support Function is a multidisciplinary team offering tailored support in homes, schools, and other community settings for children with learning disabilities and/or neurodiversity who display complex or challenging behaviours. The service works closely with families, schools, and professionals, using the Dynamic Support Database to help avoid hospital admissions or out-of-area placements.
- The Learning Disability Child and Adolescent Mental Health Service supports children with severe learning disabilities or global developmental delay. It provides behavioural assessments, positive behaviour support plans, parent training, sleep assessments, health facilitation, and early intervention.
- Respite care is available for children, young people, and families. The commissioning of short breaks has been co-designed with service users and families to ensure high-quality, meaningful respite experiences for children and young people with SEND.

Cheshire West and Chester partners are investing in proactive, person-centred, and community-based support for people living with learning disabilities across all life stages. Services are well-coordinated, prevention-focused, and locally accountable. For adults aged 18 and over, the Community Learning Disability Team provides specialist health and social care, advice, and training for carers:

• The Eastway Learning Disability Unit offers inpatient assessment and treatment, with a strong emphasis on carer involvement and integrated clinical care.

- Supported Living includes nearly 200 properties, with a shift toward smaller, independent units and investment in high-dependency and "front-door" accommodation.
- Community Activities are co-produced with people with lived experience, families, providers, and the Disabled People's Panel to promote choice, inclusion, life skills, and enjoyment.
- Respite care is also being enhanced, with new beds commissioned and a collaborative redesign of the adult respite model underway.

#### 13. Enhance all age mental health diagnosis, treatment and care.

In Cheshire West and Chester, we are committed to enhancing mental health diagnosis, treatment, and care for all ages through a collaborative, life-course approach. We are focused on early identification, timely access to support, and personalised care that meets individual needs. Our prioritises include early intervention, trauma-informed care, and integrated services across health, education, and social care. We aim to reduce waiting times, improve transitions between child and adult services, and support independent living through community-based care. Primary Care Networks are expanding mental health practitioner roles, while partnerships with voluntary and community sectors strengthen local support. For children and young people, we are increasing access to mental health services, expanding school-based support teams, and improving crisis care.

Co-production with individuals with lived experience ensures services are responsive and inclusive. Our focus on prevention, wellbeing, and tackling inequalities underpins all efforts, aligning with the NHS 10 Year Health Plan for England<sup>xii</sup> and regional transformation programmes. Together, we are building a more accessible, equitable, and person-centred mental health system for Cheshire West and Chester.

#### 14. Reduce domestic abuse.

Domestic abuse is a significant societal issue that affects individuals, families, and communities across the borough. It cuts across age, gender, ethnicity, and socioeconomic background, leaving lasting impacts on physical and emotional wellbeing, safety, and life chances. Every person should be able to live free from the fear and harm that domestic abuse causes.

Our approach is rooted in compassion, safety, and empowerment. By listening to survivors of domestic abuse, valuing lived experience, and fostering trust across our systems, we create environments where people feel seen, heard, and supported. Together with our partners, we challenge the conditions that allow abuse to persist, strengthen protective factors, and ensure our services respond with sensitivity, respect, and cultural awareness. We stand together to prevent harm and hold abusers to account through trauma informed united action. Together we must recognise domestic abuse, respond with compassion and build a safer future for all.

#### 15. Enhance care for unpaid carers.

Our Enabling Great Lives<sup>xiii</sup> and All-Age Carers<sup>xiv</sup> Strategies, co-produced with carers, provide the foundation for enhancing care for unpaid carers of all ages across the borough. Working with partners and communities, we deliver safe, high-quality and person-centred support that is preventative, promotes wellbeing and independence, and takes a whole-family approach by connecting unpaid carers and their families to local resources and opportunities.

Guided by Community Led Support principles, our recommissioned Community Led Care and Carers service identifies unpaid carers and empowers them to achieve personal goals through carer assessments, carer breaks, financial support and hospital discharge services. Our Young Carers Service also supports children and young people to balance caring with their education and wellbeing.

Carers can additionally access practical advice and connections to services and community resources through the Let's Talk service. Community health and wellbeing grants and the Accelerating Reform Fund programme<sup>xv</sup> also enhance our services and support for unpaid carers.

### **Priority 3:**

# **Create fair employment and good work for all**



#### 16. Support a healthy workforce.

Across our health and social care services, we are committed to supporting a healthy workforce. Joint work is underway to pool resources and expertise to support the health and wellbeing of staff including mapping existing resources and sharing the support available. This includes increasing the access to coaching and mentoring support for staff. We are also committed to establishing a network of Mental Health First Aider Champions across the borough to provide support and share best practice.

#### 17. Help people into employment.

Leading on the Get Cheshire and Warrington Working Plan we will be working closely with the Department for Work and Pensions (DWP), ICB and other stakeholders to better co-ordinate the different, local employment support programmes. This will enhance awareness of the support available and increase the number of people referred to the programmes, improving their chances of finding sustained quality employment. This Plan will look to identify key priorities for the area, which will help ensure there is quality employment support wherever people live in the sub-region and help lobby for additional funding to meet any gaps identified.

Cheshire West and Chester Council will also be leading on the delivery of Connect to Work, a new employment support programme aiming to support 1,300 Cheshire and Warrington residents with disabilities, long-term health conditions or multiple and complex barriers each year gain employment over the next five years.

### 18. Support residents living with long term conditions, severe mental illness, mental health conditions and substance use to secure and retain employment.

The Council, NHS, DWP and drug and alcohol services are working collectively to ensure there are effective Individual Placement and Support (IPS) Programmes to help residents living with mental health, long-term health conditions or substance use secure and retain employment. These programmes place people in work and then provide relevant training and support, creating valuable structure and workplace experience, along with the development of a bespoke action plan. This approach not only helps to secure work for residents, but it also improves their financial stability and health outcomes.

In addition to IPS programmes, Talking Therapies supports residents and employers find solutions to mental health concerns which could include adaptations, changes to working practices to help individuals retain their job or provide help with finding alternative roles or jobs. Support will also be available through the new Connect to Work programme.

### 19. Support people living with learning disabilities and/or neurodiversity into volunteering or employment.

System partners work together to ensure there are effective IPS services to help residents living with learning disabilities and/or neurodiversity secure and retain employment or access volunteering opportunities. This includes Connect to Work and Supported Internships (an employability programme for young people aged 18-25 with an Education, Health and Care Plan). Access to Work is also available to support residents living with learning disabilities into work.

Additionally, the Council is launching a two-year pilot to help more adults with learning disabilities move into volunteering or paid work. A new team will support up to 200 eligible residents with personalised help, using proven methods that work well in other places. The goal is to help people

become more independent, reduce the need for traditional care services, and support service savings.

### 20. Support our businesses to become Anchor Institutions and maximise social value opportunities through employing and buying local where possible.

Cheshire and Merseyside has developed a shared Anchor Institution Framework<sup>xvi</sup>, which enables organisations to maximise their role in creating economic, social, and environmental value, through a range of activities including:

- Recruitment, training and employment organisations work in partnership with employment and skills services to employ and train local people.
- Procurement increasing spend with local businesses and social enterprises.
- Ensuring our estates and capital investments contribute to sustainable development and local regeneration, in line with community feedback and need.
- Strengthening measurement of social value to assess progress and impact at local level.

Cheshire West stakeholders will sign up to the Framework to embed anchor principles into local planning and delivery, so that the benefits are felt directly in our communities. To date, this work has demonstrated significant system impact, including around £1.5 billion in social value creation. This approach will also be championed through Cheshire and Warrington devolution, with the aim of measuring the impact of social value creation resulting from increased powers in transport, infrastructure, local investment and regeneration opportunities.

#### 21. Reduce digital exclusion by making it easier for people to be online.

We are committed to tackling digital exclusion as a vital part of enabling the shift from analogue to digital services. In Cheshire West and Chester too many people still face barriers to accessing services because they do not have internet access, a suitable device, enough data or the digital skills they need. This digital divide creates unfairness and can make existing inequalities even worse.

We will work with partners to make sure everyone can access services fairly by tackling data poverty, supporting access to affordable devices and internet access, and building the digital confidence and skills of our residents. We will aim to design services in partnership with the people who use them, making sure digital solutions are inclusive, accessible and responsive to local needs. Where needed, we will also offer non-digital alternatives. By closing the digital gap, we will create fairer opportunities, help people to live more independently and make sure all residents benefit from the health, wellbeing, social and economic advantages of being connected.

### **Priority 4:**

# **Ensure a healthy standard of living for all**



### 22. Deliver the borough's Local Plan and make the borough a healthier place to live, work and be active.

The Council is creating a new Local Plan. It will set out a clear vision, goals, how land will be used, which sites are planned for development, and updated rules for planning. This plan will support building better paths and routes for walking, cycling, and other active ways of getting around. It will help reduce the need to travel by car and encourage people to be more physically active. It will also make it easier for people to get to parks and green spaces, giving more chances for outdoor activities and helping to improve physical health and mental wellbeing.

The Local Plan will also support the building of safe, good-quality, and affordable homes that meet the different needs of local people. It will help tackle problems like poor housing conditions and fuel poverty, which can have a negative impact on people's health. By placing new developments close to services and public transport, the Local Plan can help people connect with others and feel safer. This will support stronger communities and improve people's wellbeing.

When the Local Plan includes large sites for development, it can set specific rules to make sure land is set aside for new health and care services. This will help make sure these important services are easy to reach and meet the needs of local people.

### 23. Regenerate the borough to provide connected and safe places.

The Council works collaboratively with communities to create safe and welcoming places where people feel a sense of pride in their local areas. A borough wide programme of regeneration across our city and market towns looks to help places to prosper and grow, to support local needs, infrastructure, digital and transport requirements to provide accessible jobs and homes for people to live, work, play and visit. Having a safe home, sense of pride in place and a secure job are shown to significantly support the health and wellbeing of communities, increasing life chances and aspirations of our residents.

#### 24. Tackle poverty, including child poverty.

We are committed to building a fairer future by tackling poverty and child poverty as key priorities for health and wellbeing. As part of the Marmot community and through the Poverty Truth Advisory Board, we work with local partners and communities to both alleviate the daily pressures residents face and tackle the root causes of inequality. We will amplify the voices of people with lived experience of poverty and work together as equals to shape solutions.

Our focus is on maximising household incomes, improving access to services, ensuring fair employment, strong support networks, and opportunities for every child to thrive. Reducing poverty is about more than income, it's about fairness, dignity, and ensuring every resident has the chance to live well now and in the future.

#### 25. Deliver the Cheshire West and Chester Homelessness and Rough Sleeping Strategy.

The Homelessness and Rough Sleeping Strategy<sup>xvii</sup> is a partnership document providing a shared vision that working together will help end homelessness in the borough. There are three strategic priorities:

- Prevent homelessness through early intervention and personalised housing options. Providing clear and accessible information and advice about where and how to resolve homelessness and working with partners to tackle the root causes of homelessness.
- End rough sleeping and support those with complex needs. Providing a range of advice, accommodation, and support services to people sleeping rough and those with complex needs

- so they can move away from homelessness and access and sustain long-term, settled accommodation.
- Develop and improve access to a range of settled, supported and temporary accommodation options. Providing a range of accommodation options across the borough including social housing, affordable private rented accommodation and supported housing, to accommodate a wide range of housing needs.

### **Priority 5:**

# Create and develop healthy and sustainable places and communities



26. Create integrated neighbourhood systems and a community-led approach for the local delivery of health and care services from conception to end of life. In Cheshire West and Chester, we are making plans to deliver integrated neighbourhood teams, with an all-partner agreed roadmap in place to make this vision a reality. By bringing together health, social care, and communities, we are shifting the focus from treating illness to preventing it, from hospital-based care to community support, and moving towards digital tools so people better manage their own health. This approach supports people throughout their lives: from helping new families, promoting wellbeing in young people and supporting people to stay in work, to maintaining physical and mental health into older age and ensuring compassionate care at the end of life.

We will work together to create plans that make sure we can provide personalised support that fits around people's lives. This model puts individuals at the centre of their own care, helping them to stay well, independent, and connected to their communities. This will also improve their quality of life and focus support to where it's needed most.

27. Support the provision of home adaptations and improved housing conditions via Disability Facilities Grants, Safe and Warm Grants and Decent Home Loans.

Poor quality housing, or housing that does not meet the needs of the occupants, can have an adverse effect on health and wellbeing, and increase pressure on health and social care services. The Council's Housing Assistance Policy<sup>xviii</sup> sets out the range of financial assistance available to provide disabled adaptations and improve private sector housing conditions. This includes Disabled Facilities Grants, Decent Home Loans and Safe and Warm Grants. Adaptations such as stair lifts, level access showers, ramps and door widening can help restore or enable independent living, reduce the need for care, and enable people to remain living at home. The Council's Home Improvement Agency (HIA) provides support and project management to those requiring adaptations and home repairs. Housing, Occupational Therapy and the HIA work collaboratively to provide adaptations and improve housing conditions for eligible applicants.

28. Ensure equitable access to health and care services within the community and hospitals. To ensure equitable access to health and care services within the community and hospitals, NHS providers will start using a standard process to ask and record key information about patients. This includes things like ethnicity, preferred language, communication needs, and any reasonable adjustments, with a goal of capturing this in 70% of new patient records.

Progress will be measured through monthly checks of patient records and through patient satisfaction surveys. The aim of this is to use patient data to identify exclusion groups so that work can be completed to help those people to access health and care services.

From 2027 onwards, NHS Health Providers will co-design at least two sustainable service improvements annually with neighbourhoods to address barriers to service access. We will measure success by seeing how many more people have accessed services among identified groups. We will also monitor how many reasonable adjustments have been made to enable access by 2030, ensuring services remain inclusive and responsive.

29. Support our Voluntary, Community, Faith and Social Enterprise (VCFSE) sector to develop healthy and sustainable places and communities.

CWVA and Cheshire Community Action (CCA) will support the community sector to create healthier, fairer, and more sustainable communities. We will continue to co-ordinate our Community Partnerships, bringing community organisations together with statutory partners to

tackle health inequalities, and pool resources. We will provide tailored support, training, and capacity-building to strengthen our organisations, and bring partners together to progress mental health, provision of affordable and healthy food, cancer, children and family health and wellbeing.

Central to our approach is the Local Voices Framework<sup>xix</sup>, ensuring that people with lived experience inform decision-making, planning, policy and services. By championing local voices and the sector, we will help communities access fairer opportunities, improve health and wellbeing, and deliver sustainable solutions

### 30. Provide safe and accessible green spaces.

Access to well-resourced and maintained greenspaces, parks and countryside sites is essential to aid both physical health and mental wellbeing in our communities.

Green spaces have a profound impact on mental health, offering numerous benefits that can significantly improve emotional wellbeing and reduce stress levels, anxiety, and depression. Even brief interactions with nature can offer relief, enhance mood and cognitive function. Green spaces also act as a catalyst to foster community connections, reduce isolation, enhance social wellbeing, and help individuals to meet and socialise, build relationships, and networks. This, in turn, helps to build stronger communities and contribute towards a positive sense of place.

By properly investing in and increasing greenery in our towns and Chester City, improving access to green and blue spaces, we can contribute significantly to address inequalities in health, social fragmentation, and environmental injustices.

### 31. Deliver library, community and cultural services to enable social connectivity and provide access to support such as Welcoming Spaces.

We provide universal access to library and cultural services in safe, welcoming community spaces throughout the borough. Our services include free access to information, books, eBooks, and a wide range of resources, all supported by knowledgeable and friendly teams.

We offer inclusive events and activities for all ages that promote learning, social connection, and improved health and wellbeing. Our libraries also support digital inclusion by providing supported access to IT and helping residents build essential digital skills - empowering them to engage with services and information in their communities.

Let's Talk<sup>xx</sup> drop in services are delivered across the borough by a wide range of organisations to provide face to face advice about free wellbeing support and services that are locally available.

#### 32. Deliver the Cheshire West and Chester Housing Strategy.

The Housing Strategy<sup>xxi</sup> aims to ensure we have the right homes in the right place by developing a range of good quality, affordable housing and support that meets the needs of residents in Cheshire West and Chester, enabling them to live well alongside work, education and leisure opportunities.

The Council knows that our residents have different housing needs, and this may change throughout their lives. While most households can manage their housing independently, others may need adapted homes or supported housing.

Times are challenging, there is a national housing crisis, housing is less affordable, and many people have support needs making it even more difficult to access and sustain accommodation. Rough sleeping and homelessness are the most visible result of the housing issues some residents face. It is critical that we make the best use of resources to deliver the Housing Strategy in the current challenging financial climate for both the Council and partners.

### **Priority 6:**

# Strengthen the role and impact of ill health prevention



### 33. Increase support to help prevent ill-health and long-term conditions such as cardiovascular disease.

In Cheshire West and Chester, we are taking a community-led approach to improving heart health through our Community Partnerships. By working collaboratively with local partners, we are supporting neighbourhood teams to identify people who are most at risk of developing cardiovascular disease and providing personalised treatment and care.

Our Live Well bus offers health checks directly into communities, which, together with NHS Health Checks, supports early diagnosis. GP Practices also play a key role in diagnosing long term health conditions, providing regular reviews and treatment.

We are also working with hospital colleagues to deliver specialist services, closer to home to make them more accessible. This approach ensures individuals receive the right support at the right time, helping them to manage their health, reduce risk, and maintain independence, ultimately improving quality of life across our communities.

### 34. Increase mental health prevention and early help.

In Cheshire West and Chester, our Mental Health Alliance brings partners together to strengthen early help and prevention for people living with mental health conditions. This partnership is focused on expanding the range of support available within communities, making it easier for individuals to access help before reaching crisis point. A key part of this work is increasing the mental health support available to health and care staff, enabling them to confidently signpost and connect people to the right services. By embedding mental health support across our neighbourhoods, we aim to help individuals maintain their wellbeing, stay independent, and continue participating fully in their communities. This whole-system approach ensures that mental health care is not only more accessible, but also more compassionate and person-centred supporting people to live healthier, more connected lives at every stage.

### 35. Increase the uptake of learning disability annual health checks and referrals to support services.

People living with a learning disability have poorer health and die up to 30 years sooner than the general population. To address this, annual health checks are provided by General Practitioners to review the health of patients aged 14 years and above and refer them to a wide range of support services e.g. stop smoking and weight management to improve their health and reduce the risk of developing preventable conditions such type 2 diabetes and respiratory disease. Nationally, there is an ambition for 75% of patients living with a learning disability to receive a health check every year.

Partners across Cheshire West and Chester are working with patients and their families to increase access to and uptake of annual health checks. This includes improving service pathways, strengthening integration with SEND priorities, reducing waiting times, and enhancing patient experience and outcomes. For example, virtual tours of health settings are being produced to overcome health appointment anxiety and improve attendance.

#### 36. Promote good health to keep people in work.

Cheshire West and Chester Council's commissioned public health services play a strategic role in promoting good health and wellbeing to help residents stay in work. Preventative services including NHS Health Checks, stop smoking support, weight management, falls prevention, and

Mental Health First Aid training identify and reduce health risks early, improving wellbeing and workforce resilience. Sexual health and substance misuse services address barriers to sustained employment, while infection prevention control supports safe working environments. These services complement NHS primary care, with joint delivery of Health Checks through GPs, and align with ICB colleagues to ensure integrated, system-wide support.

General Practices in Cheshire West and Chester also proactively review patients, with both physical and mental long-term conditions, to deliver effective treatment and care. This will support them to lead happy and healthy lives both in their personal lives and work. This includes increased mental health support as well as making use of wider services such as physiotherapists, social prescribers, and community-based support. This helps reduce avoidable illness and enable people to remain active and economically engaged.

We also promote the Cheshire and Warrington Fair Employment Charter<sup>xxii</sup> which provides advice on good health in the workplace and will continue to build on this through the Keep Britain Working<sup>xxiii</sup> directive.

### **Priority 7:**

# Tackle racism, discrimination and their outcomes



### 37. Develop and deliver a Cheshire West Community Cohesion Strategy.

Cheshire West and Chester has a long-held ambition of being an outward-looking, community minded and welcoming borough and became a Borough of Sanctuary in 2024. The Borough of Sanctuary priorities include a strengthened commitment to community cohesion through development and delivery of a multi-organisational strategy.

The Community Cohesion Strategy will set out the commitment of Cheshire West and Chester Council and its partners to work co-productively with our local communities making them stronger, more cohesive, and more resilient. The Strategy will be published in early 2026.

### 38. Address inequalities in service access, experience and outcomes.

To address inequalities in service access, experience and outcomes, NHS Health Providers in Cheshire West and Chester, will use insights and information from patients and work together with them to agree on the best ways to communicate. This will include spoken, written, and digital formats, so that everyone can access services fairly and have a good experience. By 2028, all NHS Health Providers will make sure that patient communications like appointment letters and digital messages are available in the five most commonly spoken languages. Progress will be checked every year using patient feedback, data on how people use services, and reviews to make sure services are fair for everyone.

There will also be targets to reduce complaints about communication problems. This approach will help remove language barriers, improve how satisfied people feel with their care, and support better and fairer health outcomes for all communities.

### 39. Progress the social care and NHS workforce race equality standard (WRES) to ensure inclusive work places.

The Workforce Race Equality Standard (WRES) is a national quality improvement programme designed to help health\*\*viv\* and social care organisations\*\*videntify and address disparities in experience and outcomes for staff from diverse ethnic backgrounds and create inclusive workplaces. Cheshire West and Chester Council and NHS Cheshire and Merseyside ICB have committed to the WRES and will continue to deliver their actions plans for continuous improvement. Nine key metrics covering recruitment, retention, pay, training access, disciplinary actions, discrimination, bullying, harassment, and senior management representation will be monitored to assess the experiences of staff from ethnic minority backgrounds and track progress over time. In addition, a Freedom to Speak Up culture will be promoted to ensure people feel comfortable and safe to speak up, and leaders actively learn to improve staff experience. This programme not only improves staff wellbeing and equity but also enhances service delivery and trust among the diverse populations we serve.

### **Priority 8:**

# Pursue environmental sustainability and health equity together



### 40. Deliver the Council Climate Emergency Response Plan 2025 – 2030 and Greener NHS Plan 2030.

Cheshire West and Chester Council and NHS partners are actively collaborating to pursue environmental and health benefits. Through forums such as the Cheshire Sustainability Network, public sector organisations align their strategies to tackle climate change and reduce health inequalities. This partnership supports the delivery of the Council's Climate Emergency Response Plan 2025–2030<sup>xxvi</sup> and the ICB's Green NHS Plan 2025-2028<sup>xxvii</sup>, ensuring coordinated action across sectors. Our strategic priorities are to:

- Reduce the environmental footprint of local services, with a focus on energy, travel, and waste.
- Embed sustainability into local housing and estates planning to ensure future developments are climate resilient.
- Use procurement to support low-carbon and socially responsible supply chains.

Joint and aligned initiatives include promoting active travel, retrofitting homes to reduce fuel poverty, and implementing sustainable transport options to improve access to healthcare. The Council and NHS also work together on green social prescribing such as Wellbeing Walks, while improving air quality through measures such as tree planting through the Trees for Climate programme, and enhancing Electric Vehicle infrastructure. By aligning environmental and health goals, the Council and NHS are creating resilient and sustainable communities that support wellbeing for all.

### 41. Promote active travel through the implementation of integrated and sustainable transport options.

Active travel describes everyday journeys made by walking, wheeling, or cycling. It includes trips that are made by foot, pedal-cycles, e-cycles, adapted cycles, wheelchairs, mobility scooters and push-scooters. The Council will refresh The Local Transport Plan (LTP4) which prioritises walking, wheeling and cycling as transport modes. A Transport Board made up of Elected Members, will steer the delivery of Strategic Transport. In addition, the Council has an adopted Local Cycling and Walking Infrastructure Plan (LCWIP)xxviii and is developing the walking and cycling networks for delivery.

Partners across the borough have also co-produced the Get Cheshire West Moving Strategy<sup>xxix</sup>, which has active travel as an integral part. The Strategy launched in July 2025 and is being delivered by partners across the system.

### 42. Maximise modern workforce principles and increasing active travel to work.

Our People and Culture Strategy sets out that policies, initiatives and approaches will be forward-thinking, designed to improve staff experience, enhance productivity and align with modern work practices. This includes enabling secure and flexible work and a holistic approach to wellbeing, resulting in an engaged and outcome-driven workforce.

The Modern Workforce approach enables teams to have choice about how and when they work, balancing work and home life commitments effectively to deliver excellent public services and positioning organisations as employers of choice. The flexible approach is based on trust, empowering teams to design their work patterns, understanding that patients and customers always remain at the heart of everything we do.

Office spaces are configured to enable different teams to work in a collaborative way. Meeting rooms, collaboration spaces and desks are set in a comfortable, modern workspace which minimises overall running costs and reduces carbon footprint.

Partners in Cheshire West and Chester are also actively embedding active travel into both workforce and patient wellbeing strategies. The Council and ICB have adopted the Active Soles programme<sup>xxx</sup>, supporting staff to wear comfortable footwear to incorporate walking into their working day, which is role-modelled by senior leaders. Opportunities for organised 'wellbeing walks' are promoted along with signposting to other wellbeing resources. Sustainable commuting options such as walking or cycling to work are also promoted.

### 43. Undertake more housing refurbishment and retrofit homes.

Many older homes can be poorly insulated, leaving residents more vulnerable to cold, damp conditions in winter, overheating in summer and rising energy costs. These factors are a driver of fuel poverty, worsen respiratory and cardiovascular conditions and widen health inequalities across the borough.

By prioritising refurbishment and retrofit of properties, we can help to create warmer, more energy-efficient homes that are healthier, cheaper to run and more resilient to climate change. Practical measures such as insulation, ventilation, renewable energy systems and low-carbon heating help to reduce carbon emissions, assist households manage bills and contribute directly to the borough's net zero ambitions.

The Council will utilise funding from the Warm Homes Local Grant scheme<sup>xxxi</sup> and Warm Homes Social Housing Fund<sup>xxxii</sup> to support energy efficient upgrades for eligible households. In addition, the ECO scheme, funded by energy companies, can help eligible households including those with specific health conditions to reduce energy bills and carbon emissions.

### 5. Key Actions

The Cheshire West and Chester Health and Wellbeing Board, which comprises a range of organisations including NHS commissioners and providers, Cheshire West and Chester Council, Healthwatch Cheshire West, and the VCFSE sector, is responsible for the delivery of the Health and Wellbeing Strategy across the borough.

To deliver the Strategy, workstreams have been formed with representation from across the Cheshire West and Chester Health and Wellbeing Board:

- Workforce and Organisational Development: A cross-sector Workforce Plan to address recruitment and retention issues.
- Digital: A Digital Plan to improve the quality of care through shared care records and digital solutions.
- Estates: Joined up estates strategies to make efficient use of land and property assets.
- Communications, engagement, and coproduction: A joined-up approach to branding, communications, and involvement with residents of Cheshire West and Chester.
- Joint Intelligence: Using data and evidence to inform strategic priorities for health and wellbeing.

### 6. Steps We Can Take to Improve Our Own Health & Wellbeing

We can all take steps to improve our own health and wellbeing. What are you going to do?

#### I will:

- Use the Living Well Service and Cheshire West and Chester Live Well website to find advice and support to make healthy choices: Home | Live Well Cheshire West
- Use the 'NHS Drink Free Days' app to support a reduction in my alcohol consumption: <u>Drink less</u> alcohol Better Health NHS
- Go for my flu and COVID-19 jab when called to protect myself and my family: <u>Flu vaccine NHS</u> and COVID-19 vaccine - NHS
- Use the Active 10 app to get active and incorporate bursts of brisk walking into my life: <u>Get</u> active - Better Health - NHS
- Get involved with Cheshire West and Chester 'Joyful Movement' to find out what I can access locally and become more active: <u>Joyful Movement | Live Well Cheshire West</u> and here at the ideas board: <u>Joyful Movement</u>
- Do the couch to 5k and download the app to help me: Get active Better Health NHS
- Quit smoking using the NHS Quit Smoking app for 4 weeks: <u>Better Health NHS</u> or visit the Cheshire West and Chester 'Go Smoke Free' programme at Brio Wellbeing: <u>Smoking Cessation</u> to increase my chance of quitting for good.
- Go for my cancer screening appointment when I'm invited so that I am Clear on Cancer: <u>Cancer</u>
   NHS
- Do strength and balance exercises weekly to help lower my risk of falls in later life using the information and advice from the NHS website: <u>Exercise - NHS</u> or access the Falls Prevention service delivered by Brio: <u>Falls Prevention</u>
- Make health home cooked meals for less using the healthy recipe collections: <u>Recipes Healthier Families NHS</u>
- Know My Numbers and get my blood pressure checked: Blood Pressure UK
- Take up the free invite to have an NHS Health Check so that any early signs of developing conditions like high blood pressure, heart disease or type 2 diabetes can be spotted and help prevent these happening to me: <a href="NHS Health Check - Home">NHS Health Check - Home</a>
- Think about which service I need for my health care issue and use the NHS website to find information and services to manage my health: NHS website for England NHS
- Use the NHS App to manage my health care appointments and treatments: <u>NHS App and your NHS account NHS</u>
- Only use Accident and Emergency at hospitals for emergencies and ringing NHS 111 in nonemergencies or accessing the online support: NHS 111 online.
- Get involved with and champion the community sector and support my local community:
   Championing the Community Sector | Cheshire West Voluntary Action: Cheshire West Voluntary
- Get involved in volunteering opportunities: <u>Support with volunteering | Cheshire West Voluntary</u>
  Action: Cheshire West Voluntary Action
- Look after my mental health and help manage my stress and anxiety by accessing the Live Well Cheshire West website: <u>Home | Live Well Cheshire West</u> and NHS website: <u>Mental health - NHS</u>
- Keep learning and sign up for useful courses which can support me to access employment:
   Skills and Employment Hubs | Cheshire West and Chester Council

### **Appendix 1: Health and Wellbeing Strategy 2025-2031 Indicators**

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21 Unemployment (model-based, age 16+) (%) Working age Annual			Working age	Annual
	22	Employee jobs paid below	Working age	Annual

	the real Living Wage (%)		
23	Gap between resident / workplace earnings (£)	Working age	Annual
24	Gap in employment rate between those in receipt of	Working age	Annual
	long term support for a learning disability (aged 18-		
	64 years) and the overall employment rate (%		
	points)		
25	Gap in employment rate between those with a	Working age	Annual
	physical or mental long term condition (aged 18-64		
	years) and the overall employment rate (% points)		
	ure a healthy standard of living for all		
26	Children in low income families (under 16s) (%)	Children	Annual
27	Households in fuel poverty (low income, low energy	Households	Annual
	efficiency methodology) (%)		
	te and develop healthy and sustainable places and		T .
28	Households in temporary accommodation (crude	Households	Annual
	rate per 1,000 households)		ļ <u> </u>
29	Homelessness: Households owed a duty under the	Households	Annual
04	Homelessness Reduction Act (crude rate per 1,000)		
	ngthen the role and impact of ill health prevention	A -114-	
30	Physically active adults (19+ years) (%)	Adults	Annual
31	Excess weight and obesity in adults (18+ years) (%)	Adults	Annual
32	Adult Smoking (18+ years) (%)	Adults	Annual
33	Alcohol related hospital admissions (Persons) (Narrow) (DSR per 100,000)	Adults	Annual
34	Adults who feel lonely often or always or some of	Adults	3 year rolling
	the time (%)		on an annual
			basis
35	Self-reported wellbeing – people with a low happiness score (%)	Adults	Annual
36	Self-reported wellbeing – people with a high anxiety score (%)	Adults	Annual
37	Under 75 preventable deaths (DSR per 100,000)	Adults	3 year rolling
	, , ,		on an annual
			basis
38	Under 75 preventable deaths from Circulatory	Adults	3 year rolling
	Diseases (DSR per 100,000)		on an annual
			basis
Tack	le racism, discrimination and their outcomes		
39	Violence offences (crude rate per 1,000 population)	All ages	Annual
40	Hate crimes (number)	All ages	Annual
	ue environmental sustainability and health equity t		
41	Adults cycling for travel at least three days per week (16+ years) (%)	Adults	Annual
42	Adults walking for travel at least three days per week (16+ years) (%)	Adults	Annual
	Deaths attributable to air pollution (30+ years) (%)	Adults	Annual

### References

Further information about the strategies, policies and plans supporting delivery of this Strategy can be found using the links below.

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<sup>&</sup>lt;sup>v</sup> Food Active. Kind to Teeth. Available at: Food Active | Kind to Teeth

ix Gatsby. Careers Guidance. Available at: <u>Transforming Careers Guidance | Gatsby Education</u>

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