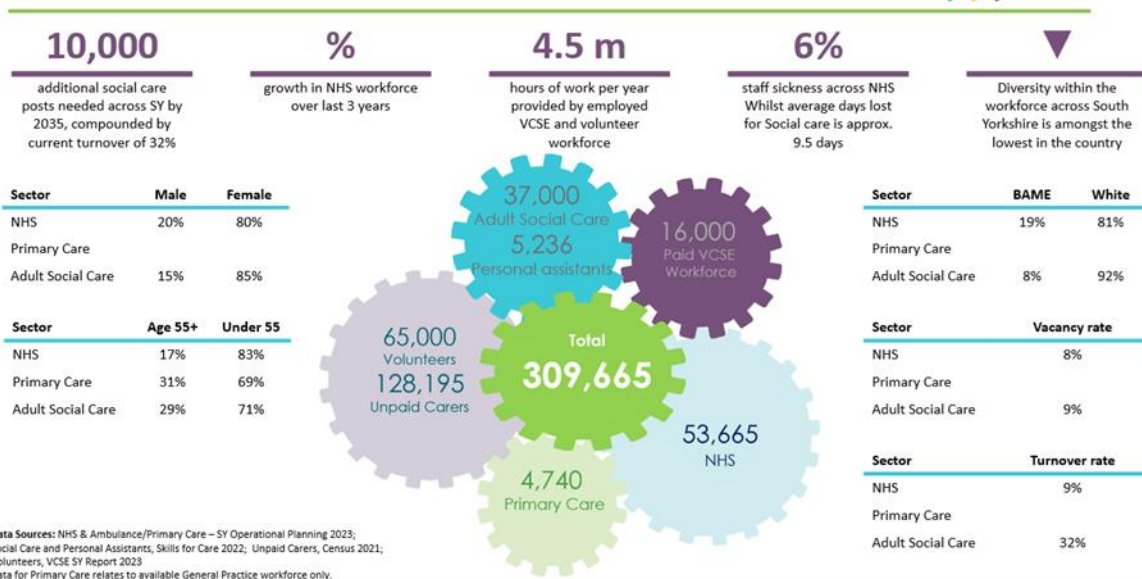


Grant funding to explore ideas to address Health Inequalities in the South Yorkshire Health and Care Workforce

In South Yorkshire over 300,000 people deliver health and care across a range of settings, NHS Trusts, Primary Care, Social Care and as unpaid carers and volunteers. This amounts to approximately 40% of the South Yorkshire population.

Our Whole Workforce In South Yorkshire

South Yorkshire
Integrated Care System



An Award Scheme has been launched by the South Yorkshire Integrated Care Board in partnership with the South Yorkshire Innovation Hub, to test novel ideas that address health inequalities experienced by individuals delivering health and care in the settings outlined above.

This new funding, launched on Thursday 8th February, will enable the health and care sector, as an anchor institution in South Yorkshire, to test ideas that improve the health of the workforce, reduce health inequalities and by extension, the population of South Yorkshire.

In South Yorkshire we know:

- In 2019 that 27% Trust staff in South Yorkshire live in the lowest two IMD deciles.
- The sickness absence rate of NHS staff is 6% which is well above the sickness absence average for the public sector (2.7%)
- Sickness absence in Trusts correlates strongly with deprivation.
- In terms of numbers, sickness absence is highest in the following roles in Trust staff; support to clinical, Allied Health Professionals, nursing and midwifery.



- Mental health (stress, anxiety, work related stress, bereavement and depression/low mood) were the top five presenting issues of Trust staff at the Employee Assistance Programme between April 2022 and March 2023.
- Trust workforce and adult social care workforce in South Yorkshire is disproportionately female (80% and 85% respectively), compared to the national working population (47%). Women experience poorer healthcare and health outcomes compared to men.
- In South Yorkshire there is an estimated 128,000 unpaid carers. From national data we know that.
 - In England and Wales people from lower social economic groups were more likely to identify as carers.
 - Being an unpaid carer can impact health and wellbeing, in particular mental health.
 - Unpaid carers are also more likely to be female.
 - It is estimated that up to 30% of NHS staff are also unpaid carers.

What we don't know:

In South Yorkshire:

- The socio-economic context of the lives of the Whole Workforce that ultimately influences their physical health and shapes their health outcomes.
- We have little data about the health inequalities faced by those working in social care, primary care, and volunteers.
- The reasons for sickness absence in the Trust workforce.

Through this innovation funding, SY ICB are hoping to fund activities that will develop novel learning and insight about how the health and care sector can use its role as an employer to improve the health and wellbeing of the workforce.

The Award will offer innovators two grants of up to £25,000 over a 12-month timeframe to fund their proposed idea.

Funding areas

We are looking for proposals that will help us address the challenges we've outlined above. This includes:

- Improving the health of the workforce groups we know are most affected by health inequalities and health inequity, namely:
 - Trust staff in lower paid roles (Bands 1 to 4)
 - In particular, women, ethnic minorities and other protected characteristics.
 - Trust staff in support to clinical roles, Allied Health Professionals, nurses and midwives

- Trust staff and unpaid carers facing poor mental health and/or experiencing musculo skeletal issues.
- Approaches for using the health and care sector as employers as a route to mitigating deprivation experienced by staff outside of the work environment that are driven by the wider determinants of health.
- Improving our understanding of the health inequalities faced by different parts of the health and care workforce, for which there is less data available. This may include:
 - Social care staff
 - Primary care staff
 - Volunteers

We are particularly interested in closing health inequalities gaps. For those parts of the health and care workforce where we have less data about their health, we would expect health trends to mirror what we know about our wider population, namely that poorer health is correlated with socioeconomic deprivation.

We know that poor health and health inequity can make the workforce more likely to experience repeated, short-term sickness – as well as longer term health conditions. We want to work with partners to understand the impact of their interventions on the health of the workforce engaged in their innovations – and one proxy measure for monitoring this will be periods of short-term sickness absence.

Who is eligible?

- Open to any personnel from organisations in South Yorkshire (Trusts, VCSE, companies, Local Authorities and social care, Primary care)
- Open to innovation partners who will work with the health and care sector to test and implement their innovations.
- Partnership proposals, with at least one of the partners based within South Yorkshire.

Project ideas in scope:

- Innovations proposing ideas that are targeted at addressing health inequalities in the workforce.
- Ideas that help SY ICB with known health inequalities challenges faced by the workforce.
- Ideas that help SY ICB address the gaps in knowledge and that help generate new insight into the health inequalities challenges faced by the workforce.

Out of scope

- Expansion/extension of existing workplace-based schemes, including wellbeing initiatives.
- Wider health and wellbeing schemes that don't address health inequalities.
- Proposals that refer individuals to existing, pressured, NHS services.

Funding available

£50,000 (ex VAT) is available to fund projects through this innovation call. It is expected that up to two projects will be funded, to a grant value of up to £25,000 per project. Where there is a company partner involved in a bid, we would expect them to bring match funding/in-kind contribution to the partnership, to help leverage additional impact.

Eligible costs

- Personnel
- Communication and marketing materials
- Training
- Travel and expenses

Ineligible costs

- Appointment of external consultants to deliver the programme.

Process

- Applications are now open and will close at midnight on Thursday 21st March 2024.
- An Assessment Panel will shortlist the projects in line with the assessment criteria.
- We expect to invite shortlisted applicants to present their proposals to the Assessment Panel in April.
- It is anticipated that successful applicants will be notified by the end of April.
- Written confirmation detailing the terms of funding will be sent out for agreement to the successful applicants' organisation.
- Funding expected to be transferred to successful awardee organisation from April 2024.
- Delivery of successful projects is expected to begin from May 2024.
- Awardees will be required to submit an end of project report template by 31st May 2025.

Partnerships

- For applicants wishing to explore partnership opportunities with companies please contact Claire Horton claire.horton@yhahsn.com who will direct your

query to the Enterprise and Innovation Team at Health Innovation Yorkshire and Humber.

Application criteria

- The project must be carried-out within South Yorkshire.
- Only proposals received before the deadline will be assessed.
- Approval to apply is required from the applicant's line manager / head of department. This is indicated through the online application form.

Assessment criteria

- Relevance to the scope of the call (see Projects In Scope section above)
- The case for change (the rationale behind why this is an important focus area for this innovation call,
- How the idea will benefit the workforce and which part of the workforce it is intended to benefit
- Sustainability (is there scope for the project to fund itself beyond the competition funding)
- Applicability – could the idea proposed be applied to more than one area of the health and care workforce?
- Value for money
- Measurement of impact – what is the anticipated benefit to the workforce and how will this be recorded and measured?
- Added value:
 - Does the proposal involve a novel partnership?
 - Does the project address related South Yorkshire and national NHS priorities e.g. reducing the NHS's carbon footprint,

Reporting

Awardees will be required to report to South Yorkshire ICB's Population Health Management and Health Inequalities System Delivery Group and to deliver a final report and presentation on the completion of the project to the above group.

Contracting

For the purposes of this award, successful applicants will be required to sign a grant agreement with Health Innovation Yorkshire and Humber.

Contact details for the Award

The contact person for this Innovation Fund is Claire Horton, Project Manager, Health Innovation Yorkshire and Humber claire.horton@yhahsn.com