







Unemployment

What improves wellbeing?

Social connections

Quality jobs

Air Quality

Commuting

Physical exercise

How are you going to change lives?

More choirs

Better jobs

Less commuting

But what are the tradeoffs?





What Works Centre for Wellbeing



What Works Network

We operate as a Network

Systematically looking across the evidence





What Works Scotland

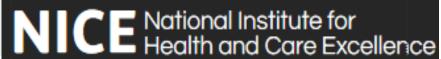
Supporting effective public services in Scotland



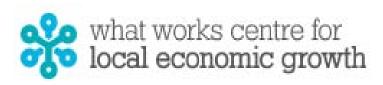
















What Works Network



To enable better decision-making

PROGRAMME EVIDENCE RATINGS



CredibleIndependent

Apprenticeships

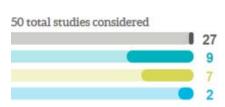
• Evidence based

Relevant Well-communicated

An explanation of our evidence standards and what they mean is available to download by clicking here.

PROGRAMME COST RATINGS





what works centre for local economic growth

Policy Design Tool

Mentoring is the provision of support by

one person to another less qualified person

Financial incentives refer to a wage paid to the apprentice, or subsidies given to the employer to hire and train apprentices

Pre-apprenticeships are programmes which precede an apprenticeship

What does it aim to do?

Provide advice to improve take-up, completion or skills acquired

Improve take-up and completion

Improve take-up, completion or skills acquired

222

How secure is

the evidence?

£££

fff

How much

does it cost?

Crime Reduction Toolkit



How effective

is it?







Intervention **	Impact on crime	How it works	Where it works	How to do it	What it costs	
	Effect	Mechanism	Moderator	Implementation Economic cost		
Alcohol ignition interlock	**	<u> </u>	O	?	(2)	×
Alcohol tax and price policies	**	0	O	3	(E)	х
Alley gating	**	0	©	?	(E)	d
Alternative education programmes	X.	0	O	?	(E)	21
сстv	44	②	0	②	(£)	×



What Works Centre for Wellbeing

An independent, collaborative organisation set up to develop and share robust, accessible and useful evidence about wellbeing.

We want a future where the wellbeing of people and communities improves year on year and wellbeing inequalities are reduced.



We develop and share useful evidence that governments, businesses, communities and people can use to improve wellbeing across the UK.

We believe that improving wellbeing should be the ultimate objective of policy and community action.



















Awareness – Engagement - Impact

"Increasing wellbeing in the UK and decreasing wellbeing inequalities"





What do we know

What do we know?



Culture and Sport





what works

Sport, dance & young people







Case studies

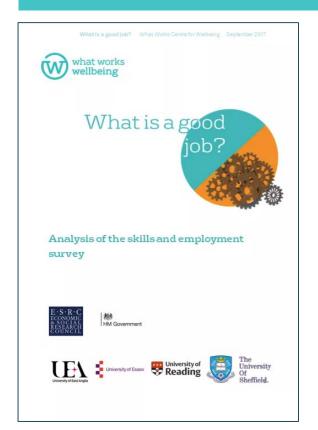
Coming up:

- Visual arts and adults with mental health conditions
- Outdoor recreation and families

Music & Singing



Work and Learning



A job is good for wellbeing, on average A 'high quality' job is better Not about blue vs white collar – any job can be a 'good job'



Improving job quality

Social relations and team working

Good jobs



Work and Learning - Transitions



Importance of social support, of employability. Benefits with reemployment depend on type of job.



We know that wellbeing impact on men greater on average than women.
However, women with gender egalitarian attitudes suffer more even than males on average.

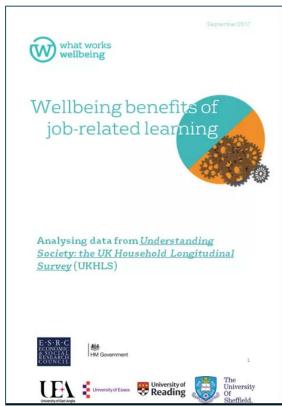
Unemployment & (re)employment

Gender and unemployment



Work and Learning





Secondary analysis

Wellbeing benefits of job related training mainly through increase in job satisfaction.
Greatest wellbeing benefits in most deprived areas of London compared to least deprived areas.



Coming up:

- Cost effectiveness analysis of work and learning interventions
- Impact of wellbeing on transitions
- Wellbeing and progression in work
- Wellbeing and barriers to learning for school leavers



Learning at work



Community Wellbeing: Defining, Assessing

We have chosen this this broad, working definition to guide our thinking:

"Community wellbeing is the combination of social, economic, environmental, cultural, and political conditions identified by individuals and their communities as essential for them to flourish and fulfil their potential."

[Wiseman and Brasher, 2008: 358]

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| Wiseman and Brasher, 2008: 35

• inter-generational relations.



Developing a Theory of Change



Slide deck





Community Wellbeing







- mixed populations
- local events
- ways for local people to share information
- **Greater opportunities** for residents to influence decisions

Rather than large-scale policies, encourage local understanding and action.

Power: Co-production **People:** Social Relations

June 2017

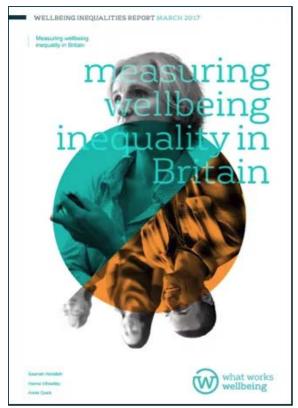
SCOPING REVIE

social relations

Place: Scoping reviews of housing



Community Wellbeing





Wellbeing inequalities: concepts, measures, drivers

- Unemployment and low income
- Rural communities, higher average wellbeing masks greater wellbeing inequalities
- Use of green space and cultural activities lower wellbeing inequalities

Coming up:

- Housing for vulnerable people
- Economic model of Housing First interventions
- Joint decision-making and empowerment
- Community infrastructure
- Heritage
- Wellbeing and local conditions
- Public hearings on vulnerable people and systems change



What does this mean?

So what?



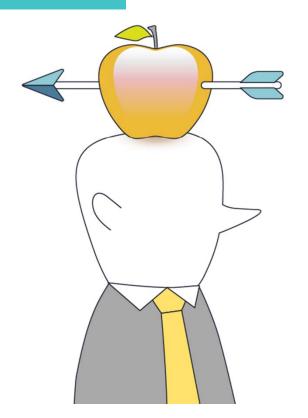
1. It works. So what?

Confident?
How cost effective?
Mechanisms? / How
to deliver?

Singing together

Good Jobs

Physical exercise



What does this mean?

How confident?

There are three types of evidence

666 strong	We can be confident that the evidence can be used to inform decisions.
(A) (A) promising	Decision makers may wish to incorporate further information to inform decisions.
(a) initial	Decision makers may wish to incorporate further information to inform decisions

Strong, promising and initial evidence refer to high, moderate and low quality evidence / confidence as per GRADE and CERQual guidance. For further information on these classifications, please see the Centre's <u>Methods Guide</u>.

All evidence should be considered alongside questions of possible benefits and risks, affordability, acceptability, feasibility and wider impacts, including equity issues, in the user setting. Where the evidence is less strong, these other considerations become even more important other.



A guide to our EVIDENCE REVIEW METHODS



Dawn Snape, Office for National Statistics Catherine Meeds, Brunel University London Anne-Marie Bagnall, Leeds Beckett University Olga Tingadds, University of East Anglia Louise Mansfield, Brunel University London Sara MacLamana, What Works Centre for Weitbein

Revised March 2017



wellbeing training is effective



and a wide range of approaches work.

This is based on high-quality evidence including a large number of Randomised Control Trials. Positive evidence was found for the following training and sectors.

older people



- Regular group singing can enhance morale and mental health-related quality of life and reduce loneliness, anxiety and depression in older people compared with usual activities.
- Participatory singing can maintain a sense of wellbeing and is perceived as both acceptable and beneficial for older participants.
- Singing can maintain a sense of wellbeing in healthy older people.

young offenders



Music and singing projects for young offenciers are valued by participants and have a positive effect on self-esteem. Participatory music making, singing and particularly performing in public, can support prison inmates' perceived wellbeing.

in the workplace



Brief music and non-music interventions can decrease stress and enhanced wellbeing in the workplace.

For whom?

being benefits from group singing can e to connecting in a community...



Cost Effective?

Workplace Wellbeing



Is it cost effective?

The case study above is likely to have full costs in the range of £500-£1000 per person, including the costs of staff time for the training. Some costs are likely to have been recouped by the employer through the reduced absenteeism and reduced mediation. Further analysis comparing cost effectiveness of actions and their wellbeing impact will be published later in the year.

Housing First

Key Findings:

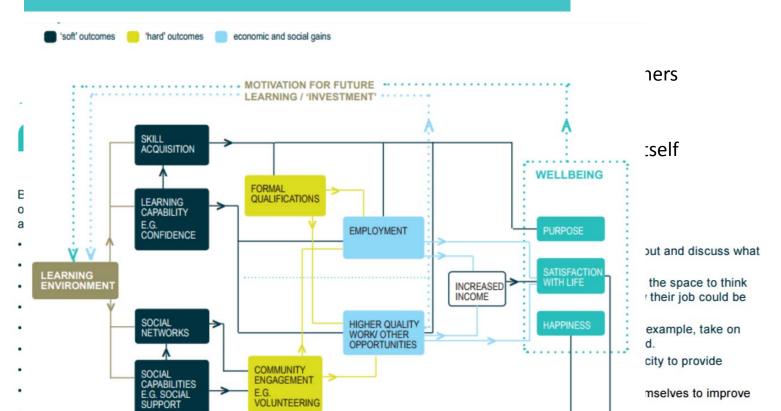
- We find that Housing First has the potential to be cost-effective in the UK. Our base case analysis suggests Housing First may cost approximately £4,000 for each extra life satisfaction year point and £9.00 for each extra day in stable accommodation achieved compared with typical UK homeless accommodation services.
- However, we find that there is significant uncertainty in our results. Our estimates are particularly sensitive to the cost of supported accommodation and the cost of providing Housing First support. It is unclear what the correct costings for these are.
- Future research should focus on collecting accurate costs for the accommodation and support services homeless people likely to be targeted by Housing First use.



What does this mean?



What are the mechanisms?



understand staff concerns



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Find very specific information about what can be changed and how. The more specific the information about a context, the easier it is for employees to see how jobs can be made more interesting and satisfying This finding is based on five studies, involving more than 590 employees involved in some form action or change.

engage workers



aa

Staff need to be committed and engaged in attempts to improve job quality. However, unless employees are trained in techniques to improve their own job quality, letting employees act without support might lead to more problems rather than solutions. This finding is based on nine studies, involving more than 4200 employees involved in some form action or change.

managerial commitment



8

This finding is based on six studies, involving more than 830 workers. If management commitment is not there already, engage in some management development to secure commitment to wellbeing before introducing any changes.

integration with other systems





It is important to ensure that changes are not working against other businesses processes and practices. This finding is based on eight studies, involving more than 7800 workers.

How should it be delivered?

However, taking part can also be associated with negative wellbeing in participants, which was connected to participants' concerns about competency and capability.



Job quality interventions

2. Convince me



Make the case
Which option in this
context?



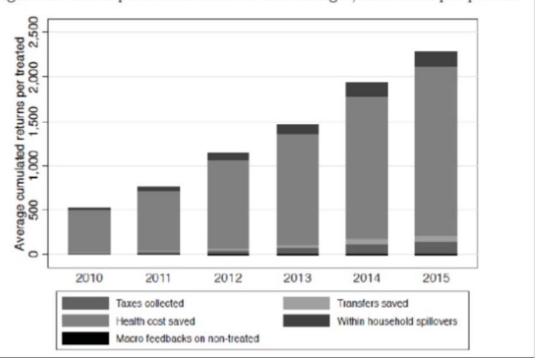
Social relations





Make the case: co-benefits or savings

Figure 13: decomposition of Public Purse changes, calculated per patient



Changes to ways of working





Changes to ways of working, such as office layout or job design, alongside training, may improve wellbeing...



... and in some cases may improve performance.

organisation-wide approaches



Organisation-wide approaches that improve job quality and a range of other employment practices may improve wellbeing - provided one objective of the change programme is to improve worker wellbeing...



... and may improve performance.

Economic pay-offs per £1 invested

Whole school anti-bullying programme

School-based social & emotional learning (impacts on depression only)

Workplace wellbeing programme

Workplace stress alleviation

Collaborative care for physical health problems

Loneliness alleviation for older people

Debt and welfare advice



Commissioning Cost-Effective Services for Promotion of Mental Health and Wellbeing and Prevention of Mental III-Health



Suicide prevention

McDaid, Park & Knapp (2017) report published by Public Health England

Very conservative analysis: not all long term in impacts included in analysis





Environmental impacts

3. It's complicated

What are the tradeoffs?
Understand and communicate
the bigger picture

Creating new jobs







4. How we do things differently ...in practice

Kindness

Co-production





...into action

Final challenge: useful evidence reaching a ready audience







The science of using science

CHAMPION

Building awareness and positive attitudes towards evidence use

MARKETING for good, making evidence the norm, prizes and professional recognition & focusing on what people care about

DEFINE

Building mutual understanding and agreement on policy-relevant guestions and the kind of evidence needed to answer them

Using journal clubs BUILDING CONSENSUS through Delphi panels

INCREASE VISIBILITY

Providing communication of, and access to, evidence

Tailoring and targeting & hotlines and helpdesks. Frame your evidence, TELL STORIES TO COMMUNICATE RESEARCH, use social media & create a recognisable and respected brand

INTERACT

Facilitating interactions between decisionmakers and researchers

SOCIAL INFLUENCE (evidence champions, opinion leaders, messengers, role models and 'change agents')

LEARN

Supporting decision-makers to develop skills in accessing and making sense of evidence

Understanding how adults learn, MENTORING and supervision; online learning

ADAPT

Influencing decision-making structures and processes

Structures & processes, support organisational change & MAKING EVIDENCE AN INSTITUTION

A systematic review of systematic reviews











Awareness - Engagement - Impact

Courses and events

Organising

- Wellbeing in Policy course x 8
- Government Economic Service Introduction to Appraisal
- Annual Lecture: John Helliwell, Wellbeing Inequalities
- Civil Service Live (7 workshops)
- Departmental lunchtime seminars

And contributing to

- PHE Conference
- UK Evaluation Society
- Local Government Association
- Directors of Public Health
- College of Policing
- ..
- ..

Groups

Chairing / Organising

- Social Impacts Taskforce
- Wellbeing Expert Reference Group
- Strategic Council for Wellbeing at Work
- Local Authorities roundtable

Contributing to

- Charities Evaluation Working Group
- Cabinet Office What Works Network
- ...





Over 4000 people from policy, practice and academia have attended our events, courses and roundtable.

"What a fantastic event. I loved it. Much great work done and much more to do to implement and understand what works best once implemented. I am proud to be part of the movement for change" Strategic Lead for Evidence at Manchester City Council "I have circulated the wellbeing housing briefing widely in Sheffield and teams have found this really useful." Sheffield director of Public Health.

"It was a great session! I've just presented a summary of what I learned from CS live to my team, including the 5 ways to wellbeing"

Deputy Director, Department for Education

225 contributions to calls for evidence





Microsite for VCSE sector

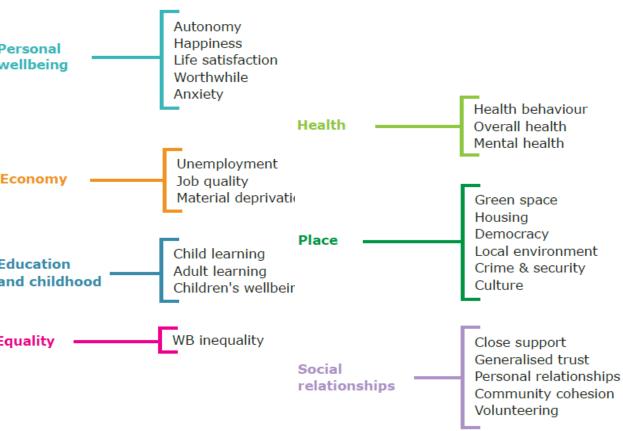
- **1. Interactive**: uses videos and links to give continuous support and feedback
- **2. Case study**: one realistic example running throughout to show possible user journey
- 3. Progress tracker: gives user a sense of progress and learning
- **4. Ready to go**: Survey Builder and slide set can be tailored by user and downloaded for immediate use
- **5. Feedback and questions**: link for users to instantly email the Centre





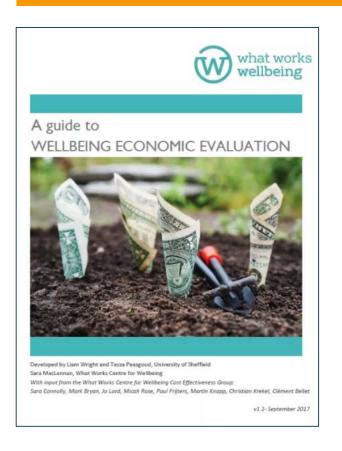
Local Wellbeing Indicators







Calculate trade offs



Case studies



Sector perspective (Clore / AITC)



CASE STUDY: SCOTTISH ACTIVE STUDENTS SURVEY 2016

Case study



THE POWER OF SONGS: AN EVALUATION OF PLYMOUTH MUSIC ZONE'S 'KEEP SINGING, KEEPSAKE' PROJECT

Case study



RETHINKING THERAPEUTIC SUPPORT – TALK FOR HEALTH

Case study



What do you think?

What do you think?