

Wellbeing Policy and Analysis

An Update of Wellbeing Work across Whitehall

June 2013

Background

1. In 2010 the PM committed to “start measuring our progress as a country, not just by how our economy is growing, but by how our lives are improving; not just by our standard of living, but by our quality of life”. He has asked the Office for National Statistics (ONS) to measure national wellbeing.
2. In response the ONS established a national programme to develop and publish an accepted and trusted set of statistics for wellbeing, to complement traditional economic measures such as GDP and support a rounded account of economic and social progress. A national debate on ‘what matters to you?’ was held in the early part of 2011 and the findings developed into a wellbeing measurement framework.
3. Some of the measures in the measurement framework are objective and describe the social and economic conditions of individuals, for example employment and life expectancy. However, it is well known that objective indicators do not fully capture people’s experiences and how they actually feel about their own or society’s progress. There are many cases where subjective assessments by individuals are in tension with objective measures. For example, perceptions of crime, or fear of crime, often do not reflect actual levels of crime. As a result ONS is also measuring subjective or personal wellbeing — an individual’s personal assessment of their life, including life satisfaction, happiness, anxiety and meaningfulness of day to day actions.
4. With the publication of Life in the UK¹ and the second year of individual subjective wellbeing data due in July 2013, ONS has made much progress. The challenge for Government is to focus on how best to use the wellbeing perspective and the data in the policy making process. The Government remains focused on supporting economic recovery and delivering the fiscal deficit reduction programme upon which a strong and sustainable recovery depends. But we are also continuing to work on some key long term issues for the country, and wellbeing is one of them.
5. This document provides a short update on relevant wellbeing work across Whitehall by presenting a few emerging examples/cases, a list of policy areas in which departments are specifically considering wellbeing, and some current analysis plans.
6. It should be emphasised that this is a long-term programme. The current indicators are experimental statistics and still in development, and as such we should not expect to have examples of major decisions that have been heavily influenced by wellbeing at this stage. However, the foundations are in place and departments are clearly beginning to use the data where it is both relevant and adds value to their work.

¹ Life in the UK, 2012, ONS, http://www.ons.gov.uk/ons/dcp171766_287415.pdf

Emerging Examples and Cases

7. In this section we summarise a few examples.

Case 1: Wellbeing in the New Public Health System (DH)

8. Improving national wellbeing is being integrated into the new governance structures, objectives and progress measures for public health.
9. The national direction for public health was set out in a public health White Paper published in November 2010. This gave significant emphasis to improving wellbeing across the life course, addressing key lifestyle challenges, health inequalities and the wider determinants of health and wellbeing. The new public health system in place since April 2013 will help to drive these improvements. Nationally, Public Health England (PHE) has been established to protect and improve the nation's health and wellbeing and reduce health inequalities. PHE will work towards integrating work on wellbeing throughout its key functions and approaches. This includes:
 - providing data on wellbeing,
 - collecting and disseminating evidence of what works in improving wellbeing,
 - helping to build capacity and capability across both specialist and wider workforces on wellbeing in public health,
 - integrating wellbeing into national public health and health improvement campaigns and communications,
 - contributing to international work on wellbeing in public health, health improvement and health protection.
10. Locally, local authorities are responsible for leading the local delivery of public health and for the work of local Health and Wellbeing Boards (HWB). Each HWB will develop a local health and wellbeing strategy in partnership with a range of local agencies.
11. One of the key indicators in the Public Health Outcomes Framework, designed to set out the desired outcomes for public health nationally and locally, is a measure of subjective wellbeing. This will also help support the drive towards wellbeing in local areas and help measure progress. Furthermore, one of the key ten domains of wellbeing identified by ONS's national measuring wellbeing programme is 'health'. This helps to provide a further driver for the new public health system to work towards improving the public's health and wellbeing.

Case 2: The Impact of Community Learning on Wellbeing (BIS)

12. The annual budget for Community Learning is £210m, supporting a wide range of courses from arts and culture to family learning, healthy living and getting to grips with a computer for the first time. BIS has been researching the impact of community learning on the wellbeing of participants and published a suite of [research](#) on this in November 2012. This research suggests that:
 - Adult learning has a substantial impact on life satisfaction, wellbeing and health, including mental health. In particular, an adult learning

course which improves life satisfaction has a value to those who receive it of between £750 and £950 on average – derived using techniques advocated in the Green Book Annex on Social Cost-Benefit Analysis.

- Learners aged between 50 and 69 also benefit from learning in terms of increased wellbeing – learning can offset the natural decline seen in wellbeing as we age.
- Poor basic skills are associated with poor health, and Basic Skills provision has an important part to play in tackling disadvantage.

13. In March 2013, BIS published the first wave of a longitudinal study of 4,000 CL learners². 89% of learners said the course helped them to keep their mind and body active; 81% reported that the course made them feel better about themselves generally, and 75% felt it helped them relax or gave them a break from everyday stress. The findings of this survey, along with the research above, inform the case for government funding and will help to shape policy delivery going forward.

Case 3: Wellbeing at Council and Neighbourhood Levels (DCLG)

14. Many of DCLG's strategic aims and policies are naturally aligned with the wellbeing agenda. Localism and decentralisation policies, including the range of community rights and budgets, should lead to increasing community participation and engagement, responsibility and feeling of control of local areas and promote co-design and co-production of local services and policies – all important aspects of social capital and people's wellbeing. Similarly, reforms of planning guidance have put more community power and engagement into the planning system.
15. DCLG has been progressing a number of strands of wellbeing work – including one to make the national wellbeing data more accessible, engaging and relevant to local authorities and communities. To this end, DCLG analysts have analysed the subjective wellbeing data and made it available at a local authority level through an innovative *Open Data Cabinet*, which provide free to re-use linked data. This enables others, such as developers, to quickly retrieve data, and to display it on their own websites or applications, potentially blended with similar information from anywhere on the web. <http://opendatacommunities.org/data>.
16. Furthermore DCLG has modelled the ONS survey data using the geo-demographic (ACORN) profile of the residents in each neighbourhood. The results have been presented in *interactive local wellbeing maps* available online at: <http://opendatacommunities.org/wellbeing/map>. These maps suggest there will be interesting variation in wellbeing between neighbourhoods in every local authority. These are of interest to local authorities and communities and people can compare these modelled estimates against their own local data and knowledge, and residents' views. DCLG is continuing to encourage innovative

² https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/128775/13-691-community-learning-learner-survey-march-2013.pdf

use of these datasets and to stimulate local debate on improving wellbeing through further analysis of wellbeing at local authority level.

Case 4: Harmonisation of Occupational Health and Employee Assistance provision across the Civil Service (DWP)

17. There is growing evidence of the importance of wellbeing at work and the links between wellbeing, employee engagement and performance. At a time of significant reform in the civil service, employee wellbeing is particularly important. DWP has been leading on a programme sponsored by the Cabinet Office to harmonise Occupational Health (OH) and Employee Assistance Programme (EAP) provision across the Civil Service, with the objectives of:
 - Procuring value for money contracts on behalf of the taxpayer, and
 - Delivering consistent, high quality health and wellbeing services.
18. A pan-government OH and EAP Framework was procured and awarded in October 2012 with Departments using the Framework to secure new OH and EAP provision from January 2013.
19. An important aim of the harmonisation programme was to promote and support employees' physical and mental wellbeing to optimise their engagement and performance at work. With this in mind, suppliers have committed to supporting the government's wider wellbeing at work agenda. The Framework therefore requires them to provide information, advice, training and tools for managers and employees on a wide range of health and wellbeing subjects to help employees improve their own health, wellbeing and resilience.
20. This is an example of contracting/commissioning for wellbeing, and is also a very good example of wellbeing objectives being significantly aligned to efficiency and economic aims. Not only will the programme improve staff wellbeing but it will save money by reducing sickness absence, increasing employee engagement and productivity.

Case 5: Wellbeing and National Citizen Service (CO)

21. National Citizen Service (NCS) is one of the Government's flagship initiatives for building a bigger, stronger society. The programme aims to be a rite of passage for all 16 year olds and help to promote a more cohesive, responsible and active society. It is a summer programme involving residential and at-home components in which young people come together as a team to design and carry out a social action project in their local area.
22. There is an ongoing independent evaluation, and an assessment of the pilot of NCS was published in 2011. This evaluation involved: a series of case studies assessing what worked in the delivery and implementation of the programme; before and after surveys with NCS participants and a comparable group of non-participating 16-year-olds to measure the impact of the programme; and economic analysis of the costs and benefits of the programme. The subjective wellbeing questions were included in the before and after survey of participants

and the control group. The table below highlights the results, with wellbeing clearly increasing compared to the control group.

Wellbeing – Before and After National Citizen Service 2011							
<i>Base: All</i>					<i>NCS</i>		
	Results				Impact		
	Baseline		Follow-up		Change over time		Difference in difference
	NCS	Control	NCS	Control	NCS	Control	
	%	%	%	%			
High satisfaction with your life	64	61	79	73	15	11	4%
High level of happiness felt yesterday	66	67	72	69	7	2	5%
Feel things you do in life are worthwhile	65	64	79	73	14	9	5%
Low levels of anxiety felt yesterday	45	56	49	51	4	-5	9%
Bases	1612	1571	1625	1580			

Case 6: The Wider Social Impacts of Major Transport Schemes (DfT)

23. In April 2011 DfT introduced WebTAG guidance to inform major scheme promoters' analysis of social impacts within their business case. This analysis now ensures DfT's decision making process for major scheme funding decisions considers the wider social impacts resulting from the scheme and how these are distributed. By following the guidance potentially adverse impacts can be identified and steps taken to mitigate them. The recognition of beneficial impacts is also important as these strengthen the case for introducing a new transport scheme. The guidance has been used to inform the appraisal of over 60 major schemes so far. Many of the social impacts within the guidance relate to wellbeing.

Case 7: Staff Wellbeing in the Department for Health (DH)

24. The Department for Health has done a lot of work around increasing wellbeing for staff, through establishing a new Health and Wellbeing Board to promote, support, encourage and inspire health and wellbeing throughout the current significant change programme and beyond.
25. There are three work-streams covering physical, emotional and workplace wellbeing, each led by a workplace champion, which invite suppliers, thought leaders, and policy colleagues to work collaboratively as 'Health and Wellbeing Partners' to deliver a coordinated suite of activity to meet the needs of staff. Examples include new, free physical health checks; support for staff with mental health issues through the 'Health on your Mind' joint initiative with the Charity for Civil Servants; fitting out a gym in a new wellbeing space in Richmond House with the support of HASSRA; delivering emotional resilience workshops through the internal HR function and Women's Network; offering Stop Smoking Workshops in collaboration with Lambeth Council and Weight-off Workshops

(WoW) with the support of Croydon Council; and providing access to online support through NHS Choices.

26. The programme has also enabled DH to sign up to all of the relevant Responsibility Deal pledges, for example within the Health at Work network. 2012 projects included further work with MIND to support staff dealing with mental health issues; a programme of support for staff living with domestic violence; regular health fairs, seminars and workshops; and more focused initiatives in response to staff feedback.

Case 8: Wellbeing Strategy, Lambeth Borough Council

27. Lambeth Borough Council has taken a strategic and cross-cutting approach to the wellbeing of its residents and communities. It has had strategies and programmes focusing on wellbeing since 2005, and more recently the Lambeth [‘Wellbeing and Happiness Programme’](#). It has focused on:

- ensuring public spaces are attractive and safe,
- that the borough is a vibrant and cohesive place to live, work and learn,
- that people care about each other, and
- that Lambeth will be a recognised leader in the provision of services that enable local people to achieve, maintain and regain mental wellbeing.

28. Some of the activities that the programme delivered included:

- Utilising [Mental Wellbeing Impact Assessment](#) to review policies and services against the evidence base for improving wellbeing
- [Mental Health First Aid](#) & ‘Enhancing wellbeing’ training
- Small grants scheme to enable work on wellbeing
- Expanding [timebanking](#)
- Establishing a [‘Best workplace’](#) category for Lambeth Business Awards
- Community engagement work e.g. [Brixton Reel](#) Film Festival
- Establishing a [wellbeing network](#) and [e-bulletin](#) to encourage work on wellbeing
- Promoting the ‘five ways to wellbeing’ message
- Work on [measuring wellbeing](#)

29. The programme also includes taking a whole school approach to emotional health and wellbeing; utilising the built environment to enhance wellbeing; and strengthening community cohesion.

Case 9: [Wellbeing of Job Seekers](#) (DWP/Natcen)

30. When people start a claim for Jobseeker’s Allowance (JSA), what is the state of their mental health and wellbeing? And what happens to them in the months that follow? To examine these questions, a two-wave telephone cohort survey was conducted by NatCen Social Research with a sample of people who began a JSA claim in the first quarter of 2011. Wave 1 fieldwork was conducted between March and May (2,079 people interviewed) with participants followed up for a

second interview approximately four months later (July to August, 1,279 people interviewed). An assessment of common mental disorder (CMD) was carried out at both waves and subjective wellbeing questions were also asked.

31. The study found new Job Seekers/JSA claimants have lower levels of life satisfaction, 'worthwhile' and happiness than other people of employment age. It also found that those with lower subjective wellbeing have lower levels of confidence in interview skills, and therefore it is likely to take them longer to get into work (Figure 1 below).

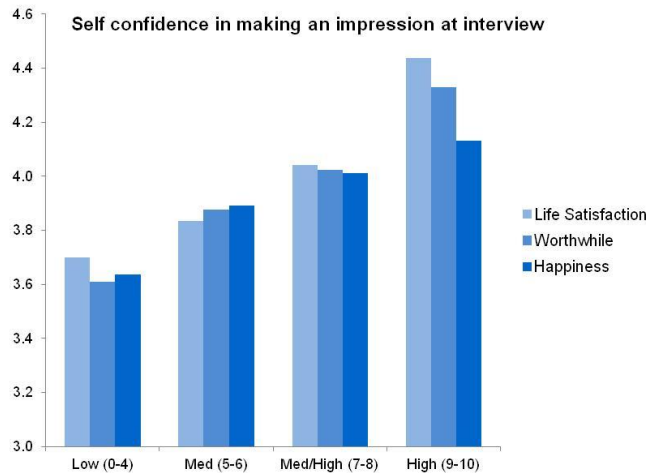


Figure 1: Self Reported Interview Confidence, on a scale of 0-5, for subjective wellbeing on a scale of 0-10, in four different categories (Low, Med, Med/High and High)

Case 10: Impact of sport and culture on wellbeing (DCMS)

32. The positive impact of participation in sport and engagement with culture on individuals' quality of life is widely acknowledged. In July 2010 DCMS published within its Culture and Sport Evidence programme (CASE) the results of an analysis of British Household Panel Survey data to investigate the impact and monetary value of engagement in culture and sport on SWB. However, although a question measuring self-reported 'happiness' has been included in the Taking Part survey since its introduction in 2005, an analysis of it has not previously been presented.
33. This analysis represented an initial investigation of the impact of engagement in sport and culture on the survey's proxy measure of wellbeing within a wider programme of research exploring the social impacts of sport and culture. The key findings were:
- In relation to most DCMS sectors there is a significant association between sport participation and cultural engagement and subjective happiness. The significant increase in happiness found in participants persists when income is controlled for. This lends support to the view that culture and sport improve people's quality of life on a measure of subjective wellbeing.

- Those intending to actively follow the London 2012 Olympic and Paralympic Games were significantly happier than those who did not plan to follow the Games.
- Amongst 'relatively well off' people those who planned to attend Olympic and Paralympic events, or who were volunteering for a games time role, were also significantly happier than those who were not.

34. This analysis is ongoing with DCMS researchers planning to explore further the impact of engagement on wellbeing, in addition to other factors, and to improve understanding of the causal links between engagement in sporting/cultural activity and subjective happiness.

Case 11: Nature Improvement Areas (Defra)

35. Defra's Natural Environment White Paper committed to working in partnership with local authorities, communities, landowners, business and conservation organisations for an initial 12 Nature Improvement Areas.

36. These will improve the quality of our natural environment, halt the decline in habitats and species, and strengthen the connection between people and nature. The 12 areas which will receive Government funding range from the urban areas of Birmingham and the Black Country to the rivers and woods of North Devon. In assessing bids for prospective Nature Improvement Areas, a key criterion was a demonstrable understanding of the broader wellbeing benefits.

37. The evaluation of this policy will assess the benefits to local communities and people through improved quality of life and enhancement of health and wellbeing.

Policy Areas (Whitehall)

38. The tables below highlight the range of wellbeing policies departments are working on in which wellbeing is being or has been actively considered.

POLICIES, PROGRAMMES, SERVICES	DEPARTMENT/ ALB/DA	WELLBEING ACTIVITIES/ PROGRESS
Alcohol Strategy	Health	The impacts of alcohol on subjective wellbeing were actively considered in the 2012 alcohol strategy.
Integrating Wellbeing into the new governance structures, objectives and progress measures for public health	Health	<ul style="list-style-type: none"> • Nationally, Public Health England (PHE) has been established to protect and improve the nation's health and wellbeing and reduce health inequalities. PHE will work towards integrating work on wellbeing throughout its key functions and approaches. • Locally, Local Government will be responsible for leading the local delivery of public health and for the work of local Health and Wellbeing Boards (HWB). Each HWB will develop a local health and wellbeing strategy in partnership with a range of local agencies. • DH has included an indicator on self-reported wellbeing within the Public Health Outcomes Framework. • One of the key ten domains of wellbeing identified by ONS's national measuring wellbeing programme is 'health'.
Mental Health and Wellbeing	Health	<ul style="list-style-type: none"> • The Mental Health Strategy Implementation Framework includes wellbeing initiatives and guidance. • DH is reviewing the evidence on effective interventions to improve mental wellbeing across the life stages.
Wellbeing in the Workplace	Health	Wellbeing is an important aspect of the Public Health Responsibility Deal, which comprises five networks. One of the networks focuses on health at work and is chaired by Dame Carol Black. There are currently seven pledges within the health at work network, including wellbeing of employees.
Staff Wellbeing	Health	DH has an ongoing programme of work to support the wellbeing of its staff. This includes establishing a new departmental Health and Wellbeing Board to promote, support, encourage and inspire health and wellbeing throughout the current change programme and beyond.

POLICIES, PROGRAMMES, SERVICES	DEPARTMENT/ ALB/DA	WELLBEING ACTIVITIES/ PROGRESS
Young Peoples' Wellbeing	Health	The Public Health Outcomes Framework includes indicators on the emotional wellbeing of looked after children, along with self-reported wellbeing of young people aged 16 and over. Additionally, the forthcoming youth marketing strategy will focus on building resilience in children and young people.
Wellbeing Working Group	Health	A new group has been established and met for the first time on 18 th April 2013. Representatives attended from across the key components of the Health System, including DH, PHE, NHS E and MHRA. The group will consider how a wellbeing perspective can be embedded into the development of health policy.
Wellbeing of forces and New Employment Model	Defence	MOD added the four ONS wellbeing questions into the Armed Forces Continuous Attitudes Survey (AFCAS) 2012, the results of which were published in August 2012 . Analysts have been exploring the non-financial determinants of job satisfaction to inform the New Employment Model. This draws on wellbeing considerations. For example improved domestic stability and predictability will help to address the top two concerns for Service personnel identified in the Armed Forces Continuous Attitude Survey – the impact of Service on family and personal life, and spousal/partner career opportunities.
Armed Forces Covenant	Defence	Wellbeing questions included in the Armed Forces Continuous Attitudes Survey (AFCAS) are one of the sources of data for measuring progress on the Armed Forces Covenant. Furthermore, additional covenant questions were added to the AFCAS 2013 questionnaire.
MoD Health and Wellbeing Strategy	Defence	The MOD is finalising a Health & Wellbeing Strategy which will look at ways in which to embed health and wellbeing into the Department's processes and the culture of the organisation. The MOD has established a Civilian Occupational Health and Wellbeing Strategy Group to co-ordinate and take forward the strategy. The ONS wellbeing questions included within the MOD Your Say survey continue to inform the departmental Health and Wellbeing Strategy.
Extension of the right to request flexible working	Business, Innovation and Skills	Legislation to extend right to request to all employees (2015). This legislation should be good for growth and the wellbeing of employees.
Community learning	Business, Innovation and Skills	The annual budget for Community Learning is £210m. BIS has been researching the wider social impacts of learning particularly on the wellbeing of participants and published a suite of research on this in November 2012, and in March 2013 published its survey of 4,000 Community Learners.

POLICIES, PROGRAMMES, SERVICES	DEPARTMENT/ ALB/DA	WELLBEING ACTIVITIES/ PROGRESS
Every Business Counts (EBC)	Business, Innovation and Skills	The Every Business Counts (EBC) framework, launched by the Prime Minister in December 2010, sets out the key priorities where Government wants to work with business to deliver more on the responsible business agenda. There are 5 strands to EBC one of which is aimed at 'improving quality of life and wellbeing for employees'. One of the main messages is that looking after your staff, customers, suppliers and environment will have a positive impact on the bottom line.
International Development Goals	International Development	DFID continues to lead the UK's engagement with the Post 2015 Development Agenda and how different dimensions of progress will be measured.
Major transport investment decisions	International Development	Roll-out of WebTAG, new guidance to account for social impacts, related to wellbeing, in major transport scheme investment decision making. The guidance was used to inform the appraisal of over 60 major schemes in 2011-12.
Support for the long term unemployed	Work and Pensions	DWP has been researching support packages for the very long term unemployed through a randomised control trial which incorporates the four ONS wellbeing questions. Evaluation indicates reduced anxiety associated with work placements.
Offenders and the Work Programme	Work and Pensions	Enrolment of ex-offenders onto the work programme should help to improve ex-offender and community wellbeing. The evaluation will consider this.
Universal Credit	Work and Pensions	Analysts are exploring the inclusion of wellbeing questions in the proposed Universal Credit evaluation.
Employment and Mental Health	Work and Pensions	DWP/DH are working on a joint project around psychological wellbeing and work. The aims are to improve employment and wellbeing outcomes for people with mental health problems.
Job Centre Plus Services	Work and Pensions	DWP has also drawn on results of both customer experience and wellbeing questions in planning support for Jobcentre Plus customers, for example to better understand how positive experiences link to positive changes in work attitudes.
Health, Work and Wellbeing	Work and Pensions	Wellbeing research played a crucial role in establishing the evidence base for DWP's work on the health, work and wellbeing agenda. This has led to a number of important policy changes to support the role that work can play in supporting wellbeing and building social and human capital – for example the introduction of the fit note, the Fit for Work Service pilots, the Occupational Health Advice Lines, and planned introduction of the health and work assessment and advisory service.
Universal Parenting Classes	Education	DfE has included questions to parents to assess impact on wellbeing in the evaluation of the CANparent Trial. A wide variety of classes has been made available in the Trial and customer feedback is very positive with 85% of parents responding to a survey saying they are satisfied with the classes and would recommend them to a friend. The two year evaluation concludes in March 2014.

POLICIES, PROGRAMMES, SERVICES	DEPARTMENT/ ALB/DA	WELLBEING ACTIVITIES/ PROGRESS
Education Endowment Fund	Education/EFF	The EEF funds projects that it believes have the potential to raise attainment among disadvantaged pupils, and evaluates their impact. There are a number of projects particularly related to children's wellbeing. For example, Developing Healthy Minds in Teenagers will be run as a randomised controlled trial in 30 schools. The Healthy Minds curriculum is a collection of 14 evidence-based programmes that seek to improve pupils' resilience, life skills, and wellbeing. It is intended that the curriculum should be delivered in the one hour per week that schools typically spend on Personal, Social, Health, and Economic (PSHE) education.
Support local orgs embed wellbeing in policy/practice	Communities and Local Government	Wellbeing measurement at the local level has immense potential for engaging local authorities, democratic leaders, service providers and communities. DCLG is working to encourage use of the wellbeing data among local government.
Troubled Families	Communities and Local Government	<p>The Troubled Families Team at DCLG launched a programme in April 2012 to help Local Authorities to turn around the lives of the 120,000 most troubled families by 2015. Local Authorities are given incentives in the form of an outcomes based payment-by-results (PBR) system. This is to encourage the redesign of systems and services to focus on family intervention and to support and challenge the families. If troubled families can stabilise their lives, they can aspire to find work and improve their wellbeing.</p> <p>An important part of the evaluation will be to measure the wellbeing of families (both adults and children) and to assess whether there are any improvements following their participation in the programme. The research will include the ONS Subjective Wellbeing Measures and the Children's Society method of measuring wellbeing in children. Researchers will also explore other aspects of the families' lives which are related to wellbeing, such as relationships, health, education, the area where they live etc.</p> <p>A consortium led by Ecorys has been awarded a contract to carry out the national evaluation which started in March 2013 and is due to report in late 2015. The survey is due to start in early 2014.</p>
The Built Environment	Communities and Local Government	The Behavioural Research Network – a group of leading academics working pro bono with DCLG – is leading a project to better understand the role of design in influencing behaviour including the impact that the built environment can have on personal wellbeing and health. This project is expected to complete in 2013.
National Citizen Service	Cabinet Office	The subjective wellbeing of participants is being measured before and after attending National Citizen Service against a control group. The first year results indicate a statistically significant increase in wellbeing against some of the ONS wellbeing measures.
Civil Service People Survey	Cabinet Office	The ONS subjective wellbeing questions have added to the Civil Service People survey and the results are informing wellbeing and engagement strategies across government.

POLICIES, PROGRAMMES, SERVICES	DEPARTMENT/ ALB/DA	WELLBEING ACTIVITIES/ PROGRESS
Nature Improvement Areas	Environment, Food and Rural Affairs	Nature Improvement Areas evaluations will draw on wellbeing data.
Evaluation of Rural Broadband	Environment, Food and Rural Affairs	The £20 million Rural Community Broadband Fund is jointly funded by Defra and Broadband Delivery UK (BDUK) and formed a major component of Defra's Rural Economy Growth Review. It enables the funding of superfast broadband projects in hard-to-reach areas in England. The business case for this project was bolstered by consideration of the wider social and environmental impacts. Defra has recently commissioned an evaluation of the Rural Community Broadband Fund which will include are developing proposals for monitoring and evaluation of the social and wellbeing benefits of broadband to rural communities, as well as economic benefits. This will sit alongside a wider impact study of broadband in the UK recently commissioned by BDUK.
Evaluation of Rural communities programme	Environment, Food and Rural Affairs	Successful evaluation of the Rural communities programme will be supported by a broad wellbeing measure for rural/urban areas.
Evaluation of wellbeing impact of Olympics and Paralympics	Culture, Media and Sport	The Olympic and Paralympic meta-evaluation will consider the Games' impact on wellbeing.
Broadband policy	Culture, Media and Sport	The evaluation is currently being scoped out and will possibly include an assessment of wellbeing.
Cultural engagement and wellbeing	Culture, Media and Sport	Arts Council England are considering further research on the links between cultural engagement & wellbeing.
Sports Policies	Culture, Media and Sport	Sport England is conducting evaluations around Places People Play and the School Games. The Values of Sport Monitor also brings together data on the wellbeing impacts of sport.
Food Safety	Food Standards Agency	The FSA makes good use of the wellbeing literature in its work on food safety, applying values to human health impacts when developing food safety policies and carrying out Impact Assessments. The FSA has an economic research project investigating ways of valuing food safety.
Wellbeing Strategy and Action Plan	Revenue and Customs	HMRC have developed and published a Wellbeing Strategy and Action Plan, communicating the importance of Wellbeing and how this can impact on attendance, engagement and performance. This includes Attendance & Wellbeing Champions, a national register of local wellbeing initiatives, health living campaigns, proactive Occupational Health Service (OH) and Employee Assistance Programmes (EAP) and comprehensive actions to tackle stress.

POLICIES, PROGRAMMES, SERVICES	DEPARTMENT/ ALB/DA	WELLBEING ACTIVITIES/ PROGRESS
Cycling and Walking	Transport	<p>The health benefits of increased physical activity are a key aspect of the business case for DfT investing in cycling & walking facilities. DfT guidance for scheme appraisal recognises physical and mental health benefits of these modes of travel and recommends the use of WHO's Health Economic Assessment Tool in order to quantify health benefits. Interventions such as 20mph zones or speed limits can reduce severance from motor traffic and so improve social connections at the neighbourhood level although quantifying these wellbeing benefits presents a challenge. Wellbeing analysis reinforces the need for transport policies and projects to be thought through and applied with real places in mind, and to be seen in the wider context of central and local government policies e.g. in the development of City Deals.</p>
Door to Door Strategy	Transport	<p>The DfT's Door to Door Strategy focuses on the ease and practicability of making trips using a variety of sustainable modes. Beyond the headline objectives of supporting economic growth and reducing carbon emissions, wellbeing is relevant to the achievement of benefits such as access to training and employment, improvements in public health, quality of life and building social cohesion by linking communities.</p>
Alternatives to Travel	Transport	<p>This policy area looks at reducing or removing the need to travel for business purposes, through the use of ICT technologies such as teleconferencing, videoconferencing or remote working. The policy promotes alternatives to travel as a means of contributing towards the aim of improving aspects of wellbeing such as reducing carbon as well as cutting costs.</p>
Neighbourhood justice panels	Justice	<p>The evaluation of neighbourhood justice panels will provide evidence about the experiences of their users to help inform decisions about their future use.</p>
Flexible Criminal Justice System (CJS)	Justice	<p>The evaluation of flexible CJS will help inform decisions about whether flexible courts improve the well-being of CJS staff to feed into a wider decision about further use of flexible CJS beyond the pilots.</p>
International Work on Wellbeing	Foreign and Commonwealth Office	<p>FCO is helping to share approaches on wellbeing across countries so that the UK can learn from what other countries are doing in this area, for example:</p> <ul style="list-style-type: none"> • The UK Delegation to the OECD issued a joint Diptel with ONS and Cabinet Office, instructing OECD posts and G20 posts to brief host central agencies/statistical bodies/think tanks on the UK's work and emphasise UK interest in further international co-operation. This yielded useful information and international contacts. • FCO colleagues have been working to ensure the UK is well represented in OECD work on wellbeing, including the 4th OECD World Forum on measuring wellbeing, the OECD's publication "How's Life?" and in the OECD's New Approaches to Economic Challenges project. • Engaging with the UN on wellbeing resolutions, events and reports.

Policy Areas (Devolved Administrations)

39. Scotland’s approach to wellbeing is embedded within an outcomes-based approach to policy making. Since 2007, the National Performance Framework has described a positive vision of the future, together with a measurement set, which, taken as a whole, is a wide-ranging and comprehensive assessment of personal and societal wellbeing.
40. This outcomes based framework provides a clear vision for the future of Scotland and seeks to align the entire Scottish public sector behind the delivery of a common Purpose - ‘to focus government and public services on creating a more successful country, with opportunities for all to flourish, through increasing sustainable economic growth’. Within the framework the National Outcomes describe the positive future of Scotland and how the actions of the Scottish public sector will improve the quality of life for the people of Scotland. The measurement set for the NPF, including the Purpose Targets and National Indicators, is used to track progress and covers diverse aspects of life in Scotland, providing an assessment of the National Wellbeing of Scotland. More information about the NPF, including an assessment of National Wellbeing is available at www.scotlandperforms.com .
41. There is continuing, positive dialogue with organisations that are involved in this work. Last year the NPF was described as “ground-breaking” by the Carnegie Trust and the Sustainable Development Commission’s Round Table.
42. The approach to wellbeing in Wales is being developed across a wide range of policy areas backed up by a legislative programme that has wellbeing as a core outcome for the people of Wales. The annual report on the Programme for Government sets out the progress the Welsh Government is making in delivering the actions in its Programme for Government and future updates will include a focus on wellbeing measures as they relate to these actions.

POLICIES & PROGRAMMES	DEVOLVED ADMINISTRATION	WELLBEING ACTIVITIES/ PROGRESS
Young People’s Bill	Scottish Government	Legislation will include a requirement to measure progress on a range of wellbeing measures, using the SHANARRI framework. This is much broader framework than subjective wellbeing.
Sustainable Development Bill	Welsh Government	The Bill is being developed with a focus on improving the wellbeing of Wales. It will strengthen governance framework for sustainable development in Wales through a new duty on the Welsh Government and Welsh public service organisations in Wales to consider economic, social and environmental wellbeing together with the wellbeing of future generations.

POLICIES & PROGRAMMES	DEVOLVED ADMINISTRATION	WELLBEING ACTIVITIES/ PROGRESS
National survey for Wales	Welsh Government	The key topics agreed by the Welsh Cabinet for the survey are Public Services and Wellbeing. The survey includes the ONS questions, some citizenship survey questions as well as questions specific to Welsh Government policy initiatives.
Social Services and Well-being Bill	Welsh Government	The draft Social Services and Well-being (Wales) Bill was introduced in to the National Assembly for Wales on 28th January 2013 for consideration and scrutiny Integral to the Bill is the principle of well-being. On 16 April 2013, a well-being statement was published. This states that "Everyone is entitled to well-being and everyone has a responsibility for their own well-being, but some people need extra help to achieve this".
Counselling services for children and young people (Welsh Government)	Welsh Government	<p>Legislation was introduced on 1 April which requires local authorities to provide independent counselling services to children and young people in their area, and £4.5m funding for counselling has been transferred to local authorities' revenue support grant.</p> <p>Local authorities are also required to submit data, which includes the average score of psychological difficulties for children and young people (measured at the start and end of the counselling sessions).</p>

Wellbeing Analysis Plans & Progress

43. The tables below present some emerging wellbeing analysis and data collection plans across Whitehall and Devolved Administrations.

DEPARTMENT	ANALYSIS, DATA COLLECTION PLANS & RELEVANT PROGRESS
Health	<ul style="list-style-type: none"> • Mapped which DH surveys include wellbeing measures for the Cross-government Social Impacts Task Force • Autumn 2012 publication of a revised technical specification and baseline data for the self-reported wellbeing indicator in the Public Health Outcomes Framework – this includes the ‘ONS 4’ and a measure of mental wellbeing using the Warwick Edinburgh Mental Wellbeing Scale (WEMWBS) in the Health Survey for England (HSE) • Funded WEMWBS for the fourth consecutive year in the 2013 HSE and bidding for funding for the 2014 survey • WEMWBS analysis from the HSE was included in the 2012 Chief Medical Officer’s annual report and a chapter on children’s wellbeing is planned for the 2013 annual report • Commissioned the National Centre for Social Research to carry out secondary analysis of wellbeing data in the HSE and other datasets to explore what factors predict wellbeing – this is due to be completed March/April 2013 • Commissioned EEPRU (the Economic Evaluation of Health and Care Interventions Policy Research Unit, based in Sheffield and York) to undertake work on the wellbeing weighting of the EQ 5D description instrument of health status • Contributing to the WHO Expert Group on wellbeing indicators for the ‘Health 2020’ Strategy • Including wellbeing questions in the 2014 WHO cross-national collaborative study Health Behaviour in School-aged Children (HBSC) study • Developing a compendium of factsheets on wellbeing against various health themes • Bidding to the Economic and Social Research Council’s (ESRC) 2013 Postgraduate Internship Scheme to support internal analysis
Defence	<ul style="list-style-type: none"> • MOD is analysing the Armed Forces Continued Attitudes Survey that include the four ONS questions. Given the recent introduction it is too early to make any data comparisons or trends. However the wellbeing questions will be included again in the survey this year which will support greater use of trend analysis and comparisons with the wider Civil Service. • It is planned that the Families Armed Forces Continuous Attitude Survey (FAMCAS), completed by the spouse of the serving armed forces personnel, may ask some wellbeing questions.
Business, Innovation and Skills	<ul style="list-style-type: none"> • BIS has included the ONS wellbeing questions on the apprentice, FE learner and Community Learning surveys. • BIS’s fourth Work-Life Balance Employee Survey was conducted in early 2011 and published in July 2012. It found that the majority of employees were satisfied with their hours and current working arrangements, with 90% agreeing that having more choice in working arrangements improves morale. BIS has commissioned the latest employer survey this year. • The 2011 Workplace Employment Relations Study (WERS) collects information from employees on job satisfaction and well-being. Information is gathered on job demands and job security, employee satisfaction with aspects of their job and overall well-being at work.

DEPARTMENT	ANALYSIS, DATA COLLECTION PLANS & RELEVANT PROGRESS
	<ul style="list-style-type: none"> • Study to consider the current practices of impact accounting across Whitehall, with particular focus on wellbeing issues and the techniques used to monetise, quantify and otherwise account for non-monetised effects. The output of this project is guidance as to the importance of, and techniques available to, better factor in all impacts in social policy making. • In October 2008, the Government Office for Science published its Foresight report 'Mental Capital and Wellbeing: Making the most of ourselves in the 21st Century' (MCW). It proposes that achieving a small change in the average level of wellbeing across the population would produce a large decrease in the percentage with mental disorders, and also in the percentage with a sub-clinical disorder. It informed DH's mental health strategy 'No health without mental health: a cross-Government mental health strategy for people of all ages'
Justice	<p>A number of surveys undertaken or supported by MoJ include or have included coverage of well being issues. For example:</p> <ul style="list-style-type: none"> • the Surveying Prisoner Crime Reduction included questions related to prisoners' wellbeing; • the Civil and Social Justice Survey, commissioned by the Legal Services Research Centre, included questions related to people's wellbeing, for example around mental health and life satisfaction; • the Crime Survey for England and Wales (CSEW) captures information on trust in CJS, victims experiences of CJS and their needs and attitudes to sentencing, and also includes the ONS subjective well being measures and other measures linked to well-being.
International Development	<p>Supporting analysis of wellbeing and multi-dimensional poverty in developing countries using range of data and approaches, including:</p> <ul style="list-style-type: none"> • The Oxford Poverty and Human Development Index (just under £500,000 from 2009-11) for the development of the multi-dimensional poverty framework including subjective wellbeing • The Wealth Accounting and Valuation of Ecosystem Services (WAVES) pilot programme managed by the World Bank which aims to support developing countries to integrate the value of their natural capital into national accounts.
Transport	<ul style="list-style-type: none"> • DfT has reviewed the evidence base on transport and wellbeing to identify the key interrelations between them. • A wellbeing tool is being developed, based on the literature review to raise awareness amongst transport policy makers and practitioners of the relationship between transport interventions and well-being. • In the last 12 months there have been three internal events to raise awareness of the evidence base. • The ONS's work on the drivers of wellbeing has highlighted the importance of transport in providing access to employment and training opportunities. This work is also key to the design of transport projects and their interaction with wider spatial planning to foster community cohesion and an improved sense of place. • Work has also been undertaken that has sought to examine potential links between ONS subjective wellbeing (SWB) data and land use, air quality and noise data. • DfT is in discussions with ONS about how data being collected through the Labour Force Survey can be used to examine potential links between commuting and subjective wellbeing. • Currently considering analytic priorities – analysis of wellbeing could include work on: <ul style="list-style-type: none"> ○ The National Travel Survey ○ English Longitudinal Study of Aging (ELSA) around transport isolation ○ Active travel and wellbeing

DEPARTMENT	ANALYSIS, DATA COLLECTION PLANS & RELEVANT PROGRESS
Work and Pensions	<ul style="list-style-type: none"> • DWP has been researching the psychological health and wellbeing of Jobseeker's Allowance (JSA) claimants and the way that being out of work/returning to work affects psychological health. • DWP has also commissioned a number of important research projects establishing the role that employment plays in health and wellbeing, and mapping successful wellbeing interventions to build social and human capital, including 'Is Work Good For Your Health and Wellbeing?' and 'Work and Mental Health'. • DWP is working with LSE to explore birth cohort and twin study data to look at influences on wellbeing over time and the interventions needed, at which points in our lives, to improve wellbeing • Wellbeing is in several other relevant datasets which will support further analysis, and more generally DWP is seeking to incorporate the ONS wellbeing questions into research where it is practical and relevant to do so.
Communities and Local Government	<ul style="list-style-type: none"> • Analysing local variation and patterns of wellbeing. Making wellbeing data available in open data format. • Developing priorities for further analysis of wellbeing data, especially around housing and localism. • Including the ONS subjective wellbeing questions into the English Housing Survey 2013/14 and subsequent analysis.
Education	<ul style="list-style-type: none"> • Wellbeing of 16-19s is included in the Positive for Youth policy paper • Wellbeing questions (based on Children's Society measure) included in survey of Smoking, Drinking & Drug Use
Cabinet Office	<ul style="list-style-type: none"> • Cabinet Office has included wellbeing questions in the 2012 Community Life survey, which will enable analysis of the associations between wellbeing and a range of social capital measures. • Analysis of the wellbeing questions in the 2012 People Survey • Continued analysis of the wellbeing within the National Citizen Service evaluation. • Analysis of wellbeing in the evaluation of Community Organisers and Community First programmes • Analysis of wellbeing and volunteering in partnership with DWP • Cabinet Office will continue to work in partnership with other departments in the analysis of wellbeing across a wide range of policy areas e.g. transport, green space, aircraft noise, crime, public services etc.
Environmental. Food and Rural Affairs	<ul style="list-style-type: none"> • Working with the CO and ONS on the impact of green spaces and wellbeing. • Working with CLG on wellbeing in remote areas.
Home Office	<ul style="list-style-type: none"> • 'Costs of crime' figures include estimates of the emotional impacts on victims • Working with Cabinet Office and ONS on Crime and Wellbeing Paper • Added ONS harmonised questions to the Crime Survey for England and Wales (now run by ONS).
Culture Media and Sport	<ul style="list-style-type: none"> • Analysing wellbeing data in Taking Part Survey (cultural and sporting participation). • Analysing wellbeing impact of Olympics/ Paralympics. • Developing policy impacts framework which will include wellbeing. • Arts Council England will research the link between cultural engagement and wellbeing this year.
Energy and Climate Change	Assessing impacts of policies to reduce fuel poverty on wellbeing. Developing a model that will integrate health impacts into future policy assessments on fuel poverty (June 2012).
Revenue and	<ul style="list-style-type: none"> • HMRC is measuring the impact of health and wellbeing activities and using

DEPARTMENT	ANALYSIS, DATA COLLECTION PLANS & RELEVANT PROGRESS
Customs	<p>the Civil Service People Survey results, Health & Safety Audits (with wellbeing questions included), sickness absence data and stress related data, to inform continuous planning and improvement.</p> <ul style="list-style-type: none"> • Further work is in progress in this area, including benchmarking the four ONS wellbeing questions in the 2012 People Survey data and making further comparisons to help measure the effectiveness of the HMRC strategy.
Health and Safety Executive	<ul style="list-style-type: none"> • Analysis of the 'ONS 4' subjective well-being (SWB) questions from the Labour Force Survey (LFS) to understand the links to income, and the work-related injury and ill health questions that HSE sponsors. • Also investigating whether the British Household Panel Survey (BHPS) could be used in a similar way and whether SWB data can be used to provide an alternative means of valuation of occupational injuries and ill health (alongside the preference-based methods traditionally used by HSE and other Government Departments).

DA	WELLBEING ANALYSIS AND DATA COLLECTION PLANS
Scottish Government	<p>Undertaking some internal analysis with ONS data, to explore whether significant differences emerge between the data and the measure in the National Performance Framework (self-assessed general health). The preferred measure for subjective wellbeing is WEMWBS.</p>
Welsh Government	<ul style="list-style-type: none"> • The first 6 months of wellbeing data from the ONS has been analysed with a focus on the characteristics of those with low or very low wellbeing. • Analysis of the wider range of Wellbeing measures in the National Survey for Wales will be carried out after the annual data release in May 2013. The 2013-14 survey will include the full question set from the EU-SILC wellbeing module and data will be available in May 2014.