
Hillingdon Joint Health and Wellbeing Strategy 2026 – 2031

Delivery Plan: Draft



1. Introduction: Your Guide to the Delivery Plan

This delivery plan turns the 2026–2031 strategy into practical action and shows how progress will be monitored.

Purpose: to connect what we want to improve for residents with the changes needed to deliver more joined-up care.

Mobilise the new operating model

Neighbourhood teams • Reactive care • Hospital to community •
Digital and data • Diagnostics • Workforce and culture



Enable the life-course actions

Start Well • Live Well • Age Well • Healthy Places

The actions depend on the operating model being mobilised successfully.

Supported by cross-cutting enablers: workforce • digital and data • estates • finance • VCSE partnerships • co-production

Scope

- For residents, carers, communities and health and care professionals.
- Covers actions, milestones, equalities, enablers, governance and impact.
- Runs alongside the strategy from 2026 to 2031.

How the plan is structured

1. Introduction
2. Delivery Plan context
3. Place Operating Model mobilisation
4. Life-course approach delivery
5. Equalities and Human Rights Impact Assessment tracker
6. Cross-cutting enablers
7. Governance and assurance
8. Impact framework
9. Glossary

In short: the operating model is the delivery mechanism; the life-course actions are the outcomes we want to achieve.

2. Delivery Plan Context

Challenges and Resources

Hillingdon faces many challenges and limited resources. **We cannot do everything all at once.** Priority in this delivery plan is therefore given to programmes that:

- Affect large population groups.
- Address the biggest drivers of avoidable hospital use.
- Have strong evidence of impact.
- Support the delivery model for a new Hillingdon Hospital.
- Align directly with our neighbourhood model, family hubs and the Reactive Care Service.
- Have measurable baselines and clear outcomes.

Overarching Principle: Coproduction and Engagement

We will ensure the resident, carer and community voice is heard in shaping our strategy and this delivery plan, including the design and monitoring of services.

3. Place Operating Model Mobilisation

Workstream	Purpose	Key Milestones
1. System Engine	A central function to coordinate the programme, track progress, manage risks and support partners to work together.	• Phase 1 (Oct 2026): Core capabilities of leadership, Programme Management Office, governance, finance, communications and benefits frameworks in place. • Phase 2 (March 2027): Analytical capabilities and Population Health Management embedded. • Phase 3 (March 2028): Mature system engine in place.
2. Integrated Neighbourhood Teams	Three local, multi-agency teams who will deliver more joined-up support and care at home where appropriate.	• Phase 1 (Oct 2026): Case management for 5,000 high-complexity residents in place. • Phase 2 (March 2027): Case management extended to 7,500 residents. • Phase 3 (March 2028): Case management extended to 12,000 residents.
3. Reactive Care	Urgent community response, discharge support, and care at home where appropriate.	• Phase 1 (Oct 2026): Establish initial operational capability for Reactive Care Coordination Hub covering 7-days a week (08:00 – 20:00) for physical health, Adult Social Care, mobile diagnostics Your LifeLine Palliative Integrated Care established. • Phase 2 (March 2027): Mental health referrals integrated into the Reactive Care Coordination Hub. Wider range of mobile diagnostic services available. • Phase 3 (Sept 2027): Hospital discharge coordination integrated into the hub, including rehabilitation. • Phase 4 (March 2028): Reactive care model fully established.

Workstream	Purpose	Key Milestones										
4. Hospital to community	Shift clinically appropriate specialist care into Local Access Hubs in neighbourhood settings. <table><tr><th colspan="2">The Seven Specialties</th></tr><tr><td>1. Geriatrics/frailty</td><td>5. Muscular skeletal</td></tr><tr><td>2. Respiratory</td><td>6. Cardiology</td></tr><tr><td>3. Diabetes</td><td>7. Renal</td></tr><tr><td>4. Mental health</td><td></td></tr></table>	The Seven Specialties		1. Geriatrics/frailty	5. Muscular skeletal	2. Respiratory	6. Cardiology	3. Diabetes	7. Renal	4. Mental health		• Phase 1 (Nov 2026): Mobilise geriatrics/frailty specialty with consultant-led community clinics and shared care pathways. • Phase 2 (April 2027): Extend to respiratory, diabetes and mental health specialties. • Phase 3 (Oct 2027): Extend to musculoskeletal, cardiology and renal specialties. • Phase 4 (March 2028): All seven specialties fully established and working effectively. Local Access Hubs • North: Became operational Nov 2025. • Southwest: Operational Dec 2027. • Southeast Hub: Operational by January 2029.
The Seven Specialties												
1. Geriatrics/frailty	5. Muscular skeletal											
2. Respiratory	6. Cardiology											
3. Diabetes	7. Renal											
4. Mental health												
5. Digital Integration	Improved sharing of information, dashboards and tools to help teams coordinate care through use of Blinx PACO as Place Operating Model digital platform.	• Phase 1 (Oct 2026): Core Blinx PACO digital operating platform established, including onboarding of the 5% frailty/complexity population. • Phase 2 (Sept 2027): Shared patient record and operational workspace progressively deployed to support integrated MDT working and scaling of the 5% frailty/complexity pathway. • Phase 3 (March 2028): Place operational command and control, Population Health Management, risk stratification and AI-enabled capabilities fully established. Blinx PACO established as digital operating platform and working effectively.										

Workstream	Purpose	Key Milestones
6. Diagnostics and Community Intravenous Therapy (IV)	More tests and some treatments delivered in community settings or at home, where safe to do so.	• Phase 1 (Oct 2026): Expand Mobile X-ray Service to 7-days (08:00 – 20:00) and direct referral routes from multiple services. • Phase 2 (March 2027): Start offering mobile ultrasound and heart scans. • Phase 3 (March 2027): Community IV therapy for antibiotics and other treatments supporting admission avoidance and early discharge fully established. • Phase 4 (March 2028): Mobile diagnostics and IV therapy fully established within the neighbourhoods.
7. Workforce and Culture	Helping staff from different organisations work together more easily.	• Phase 1 (Jan 2027): Implement integrated management structure replacing traditional organizational silos with place-based leadership. • Phase 2 March 2027 and beyond): Implement Workforce Passport enabling flexible staff deployment across organisations. • Phase 3 (March 2027): Deliver organisational development programme to support integrated teams, collaborative behaviours, shared culture, and change management. • Phase 4 (March 2028): Deliver system leadership development to cultivate leaders capable of cross-organisational integrated care leadership and continuous improvement.

4. Delivering a Life-course Approach

Start Well

Priority: Improve maternal health and reduce maternity inequalities

Actions	Indicator	Target	Date
1. Provide targeted and culturally tailored maternity support in the most deprived neighbourhoods.	• Smoking at Time of Delivery (SATOD) (Hillingdon Baseline: 3.3 - 3.4%).	≤ 3%	2031
2. Strengthen smoking cessation in pregnancy via opt-out referral and neighbourhood-based support.	• Reduce neighbourhood variation in stillbirth and neonatal mortality.	20%	2031
3. Improve access to antenatal education, healthy pregnancy pathways and early postnatal support.	• Increase the % of infants totally/exclusively breastfed at 6 to 8 weeks (2024/25 baseline 34%).	70%	2031
4. Increase personalised maternity pathway access for Black, Asian and deprived women. (Core20PLUS5).			
5. Attain 'UNICEF UK Baby Friendly' accreditation status across relevant settings.			

Priority: Increase childhood Immunisation coverage

Actions	Indicator	Target	Date
1. Strengthen call/recall and outreach through INTs and primary care.	• Increase routine vaccination coverage by age 5 in every neighbourhood..	89% to ≥ 95%	2027
2. Target communities with lower uptake, particularly in Hayes, Yiewsley and West Drayton.	• Reduce variation between neighbourhoods.	within ±2%	2027
3. Expand vaccination delivery in community venues and Family Hubs.			

Priority: Improve early child development and school readiness			
Actions	Indicator	Target	Date
- Expand speech, language and communication (<i>SLC</i>) support in all neighbourhoods. - Strengthen Health Visitor (early years)/INT links to identify needs earlier. - Increase access to high-quality early education, especially for disadvantaged 2-year-olds. - Improve parental engagement through Family Hubs and schools.	Increase the proportion of Children achieving a <i>Good Level of Development (GLD)</i> above the current baseline of 70%.	>70%	2031
	Increase GLD for disadvantaged children.	≥ 51.9%	2031
	Reduce the 19% GLD inequality gap for disadvantaged children.	20%	2031
	Establish a borough-wide baseline for uptake of funded early education places and increase uptake of funded places for 2-year-olds.	10%	2031

Priority: Childhood and Young People's Mental Health 5 - 16			
Actions	Indicator	Target	Date
- Expand school-based mental health support, including Mental Health Support Teams (<i>MHSTs</i>) and early intervention practitioners working through schools and Family Hubs. - Strengthen joint working between schools, Child and Adolescent Mental Health Services (<i>CAMHS</i>), educational psychology and INTs for earlier identification and support. - Deliver community-based resilience and wellbeing programmes in high-need neighbourhoods. - Work with education providers to identify young and young adult carers and sign-post to appropriate support.	Increase MHST and school based mental health support coverage.	44% to 60%	2027
	Reduce % of pupils reporting anxiety/behavioural difficulties in targeted schools.	10%	2028
	Reduce MH-linked persistent absence.	5%	2028

Priority: Strengthen school attendance and engagement			
Actions	Indicator	Target	Date
1. Strengthen multi-agency attendance pathways (schools, Early Help, youth, social care). 2. Target intensive support at persistently/severely absent pupils. 3. Improve health–education pathways for pupils with LTC, anxiety or neurodiversity.	• Reduce persistent absence (Hillingdon baseline 21.2%)	3%	2028
	• Reduce fixed-term exclusions in highest-need schools (2025/26 baseline).	20%	2031
	• Increase Early Help engagement for persistently absent pupils (2025/26 baseline)	25%	2031

Priority: Reduce childhood obesity and improve physical activity			
Actions	Indicator	Target	Date
1. Expand active travel, after-school sport and community programmes. 2. Strengthen school- and community-based healthy eating programmes. 3. Integrate school nursing, INTs and early years services to support earlier intervention.	• Reduce proportion of Year 6 who are overweight/obese.	38.3% to 34%	2031
	• Increase physical activity (5–16-year-olds).	43.5% to 50%	2031
	• Increase uptake of targeted healthy-eating programmes in high need neighbourhoods (2025/26 baseline).	20%	2031

Priority: Early Intervention and Community Mental Health Mental Health Support 0 - 25

Actions	Indicator	Target	Date
- Expand neighbourhood-based CYP mental health support through schools, Family Hubs and VCSE partners by 2027. - Embed CYP MH practitioners within INTs by 2027. - Strengthen joint CAMHS/school/Early Help early intervention pathway by 2026.	Increase proportion of young people accessing early intervention support (2025/26 baseline).	10%	2031
	Reduce CYP crisis presentations and emergency referrals (2025/26 baseline).	44% to 60%	2027
	Expand MHST and community MH community coverage.	10%	2031
	Increase health input into Education, Health and Care Plans (EHCP).		

Priority: Strengthen neurodevelopment (ND) pathways

Actions	Indicator	Target	Date
- Develop a coordinated ND pathway across paediatrics, CAMHS, schools and Family Hubs. - Provide early pre-diagnostic support. - Improve transition from assessment to education and support plans.	Reduce ND assessment waiting times (2025/26 baseline).		2027
	Increase proportion of children receiving early pre-diagnostic support (2025/26 baseline).	20%	2031
	Reduce exclusions for CYP with ND needs (2025/26 baseline).	20%	2031
	Reduce the number of CYP with ND needs not in education, employment or training (NEET).	20%	2031

Priority: Improve support to families and joint SEND planning

Actions	Indicator	Target	Date
- Expand Family Hub and VCSE parent-carer support. - Strengthen joint commissioning and planning across education, health and care. - Improve SEND navigation pathways for information access, assessment and support.	Increase parent-carer satisfaction/participation in SEND and early help pathways (baseline to be established).	20%	2031
	Improve EHCP timeliness.	≥60% within 20 weeks	2031
	Reduce repeat specialist referrals through stronger early support (2025/26 baseline).	15%	2031

Live Well

Priority: Earlier detection and management of long-term conditions and rising risk frailty

Actions	Indicator	Target	Date
- Use PHM and INT Multi-disciplinary Team (<i>MDTs</i>) meetings to identify rising-risk adults. - Deliver neighbourhood hypertension/cardiovascular disease (<i>CVD</i>) programmes. - Increase NHS Health Checks and targeted screening. - Strengthen diabetes and lifestyle change support. - Improve the identification of carers.	Increase hypertension prevalence capture.	13.8% to 24%	2028
	Maintain blood pressure (BP) control in diagnosed cases.	≥85%	2028
	Provide proactive case management to rising risk adults.	12,000	2028
	Increase percentage of carers registered on the carers register (2021 census baseline).	40%	2030
	Increase the proportion of adult carers saying they have as much social contact as they like from 2025/26 baseline.	21% to 19%	2029

Priority: Improving mental wellbeing through neighbourhood support			
Actions	Indicator	Target	Date
1. Embed MH practitioners in all INTs. 2. Expand talking therapies, social prescribing and wellbeing support. 3. Increase community programmes to reduce loneliness and isolation.	• Increase talking-therapy access.	≥25%	2027
	• Reduce MH presentations (2025/26 baseline).	10%	2031
	• Reduce unplanned MH bed days (2025/26 baseline)	10%	2031

Priority: Reduce health-harming behaviours			
Actions	Indicator	Target	Date
1. Deliver targeted smoking cessation, weight management and physical activity programmes via INTs. 2. Strengthen nutrition, cooking and healthy-eating support in schools, Family Hubs and community settings. 3. Embed lifestyle interventions within proactive care and long-term condition pathways.	• Reduce adult smoking prevalence.	11.8% to 9%	2031
	• Reduce adult obesity.	26.3% to 23%	2031
	• Increase physically active adults.	55.8% to 62%	2031
	• Increase identified adults on the Primary Care Network (PCN) Client Record Management (CRM) register lifestyle improvement with completion of holistic assessment, including 6 pillars of lifestyle medicine.	20%	2028

Priority: Proactive frailty care and rapid support

Actions	Indicator	Target	Date
1. Identify and stratify people with severe frailty using the Frailty Index/Population Health Management (<i>PHM</i>) and INT MDTs.	• Population with severe frailty to have a personalised care plan.	100%	2026
2. Deliver proactive personalised care plans with wrap around care to all severely frail people (approx. 5,000, i.e., <i>frail/complex</i>).	• Reduce Emergency Department attendances.	164/day	2027
3. Implement NWL Frailty Pathway.	• Reduce frailty emergency admissions (2025/26 baseline).	10%	2028
4. Expand Urgent Community Response (<i>UCR</i>) and mobile diagnostics to provide same day alternatives to ED.	• % of appropriate UCR referrals seen within 2 hours of referral.	90%	2027
5. Use the Reactive Care Co-ordination Hub as the single referral point for urgent community support.	• Scale up Hospital at Home capacity.		
6. Implement and scale Hospital at Home to provide acute level care in familiar surroundings.	• Maintain rate of people 65 + permanently admitted to care homes per 100,000 at 2025/26 baseline.	410.3 (170 admissions)	Annual

Priority: Improve falls prevention, rehabilitation, reablement and discharge

Actions	Indicator	Target	Date
1. Merge falls services into a single strengthened offer with a clear delineated pathway.	• Reduce falls-related emergency admissions.	10%	2031
2. Deliver 7-day integrated reablement and rehabilitation with expanded capacity.	• Increase % of P0/P1 discharges taking place same day/next day.	≥65%	2027
3. Implement the Place NC2R Improvement Plan to reduce discharge delays.	• Sustained number of NC2R patients throughout 2026 and beyond.	≤34	2026 & annual
4. Redesign IDT with clear escalation and decision-making.	• Increase % of people discharged from hospital to reablement still in the community 12 weeks after discharge (2025/26 baseline)	65% to 70%	2028

Priority: Improve care home, dementia and end of life support			
Actions	Indicator	Target	Date
1. Strengthen INT-led care home support with GP, therapy and pharmacy input. 2. Deploy UCR and rapid mobile diagnostics into care homes. 3. Increase dementia diagnosis and post-diagnostic support. 4. Review care home capacity including the balance between commissioned and directly provided services. 5. Implement Palliative Integrated Care Service (<i>PICS</i>) across Hillingdon.	• Reduce avoidable care home admissions (2025/26 baseline).	10%	2031
	• Increase dementia diagnosis %.	≥66.7%	2027
	• Increase post diagnostic dementia support. (2025/26 baseline).	20%	2028
	• Increase deaths in usual place of residence. (2025/26 baseline).	10%	2031

Healthy Places

Priority: Improve housing stability and reduce homelessness			
Actions	Indicator	Target	Date
1. Strengthen early identification of housing instability through joint work between Housing, INTs and Family Hubs. 2. Improve pathways for people facing homelessness, including hospital discharge. 3. Improve the standard of Council owned homes. 4. Target enforcement/support for unsafe private rented homes. 5. Maximise the number of disabled and older residents able to remain in their own homes by making best use of the Disabled Facilities Grant.	• Reduce households in temporary accommodation (1,700 baseline).	10%	2028
	• Reduce the percentage of Council owned homes not meeting the Decent Homes Standard.	≤5%	2028

Priority: Create safer, healthier neighbourhoods			
Actions	Indicator	Target	Date
1. Strengthen the joint working between the Health and Wellbeing Board and the Safer Hillingdon Partnership. 2. Develop a <i>Health in All Policies</i> approach to embedding health and wellbeing concerns into council plans and strategies.	Establish cross representation between the Health and Wellbeing Board and the Safer Hillingdon Partnership.	Rep in place	2027
	Development of a Health in All Policies framework to be adopted by all partners.	Framework established	2027
Priority: Reduce social isolation and improving community cohesion			
Actions	Indicator	Target	Date
1. Support community-led connection programmes. 2. Use INTs and Family Hubs to connect residents into local groups. 3. Expand digital/social inclusion support for older adults and vulnerable groups.	Reduce the proportion of adults reporting loneliness.	24% to 20%	2031

5. Equalities and Human Rights Impact Assessment Tracker

Equality Group/Issue	Potential Impact	Required Action	Timescale
Children in deprived south of the borough.	Entrenched early years, school readiness, obesity, asthma and wellbeing inequalities.	- Family hubs mobilisation. - Speech, language & communication support. - Immunisation Outreach - GLD gap monitoring by ward and ethnicity.	Mobilise by Mar 2027; monitor biennially to 2031.
Children and young people with SEND.	Long waits, fragmented pathways and harm to attainment and family wellbeing.	- Coordinated ND pathway. - Pre-diagnostic support. - Monitoring waits by ethnicity & deprivation.	Coordinated pathway by 2027; support and monitoring annually to 2031.
Older adults in deprived south of the borough.	Risk that Age Well benefits are not equitably distributed.	- Apply Core20PLUS5. - Monitor frailty plans, hospital admissions and care home admissions by neighbourhood and deprivation.	From Oct 2026; annual monitoring to 2031.
People living with severe mental illness (SMI).	Lower detection and management of physical health risks.	- SMI-inclusive physical health checks. - Track hypertension capture and BP control by SMI status. - Strengthen mental health and INT links.	Physical health checks and INT links by Mar 2027; monitor biennially to 2031.

Equality Group/Issue	Potential Impact	Required Action	Timescale
Black and South Asian women.	Maternity inequalities and poorer birth outcomes.	- Targeted culturally tailored maternity support. - Personalised pathways. - Monitor SATOD, breastfeeding and neonatal outcomes.	From 2026/27; outcomes monitored biennially to 2031.
Unpaid carers.	Under identification. Isolation and risk of carer breakdown (including male and young carers).	- Identification through INTs, GPs, MECC and Family Hubs. 40% registration target. - Targeted outreach.	Identification routes and inclusive practice by Mar 2027. 40% registration target by Mar 2030. Annual outreach programme.
LGBTQ+ residents.	Isolation, access barriers, and invisibility in service planning.	- Develop data and needs identification. - Inclusive practice and training. - Accessible community connection programmes.	Data identification Oct 2027.
Older and disabled residents.	Digital exclusion and TEC switchover risk.	- TEC digitalisation - Digital inclusion support. - Maintain non-digital access routes through INTs and Local Access Hubs.	TEC digitalisation by Jan 2027.

6. Cross Cutting Enablers

Enabler	Delivery Requirement
Workforce and organisational development	• Integrated leadership • Workforce passport • Shared training, cultural competence, staff wellbeing and retention.
Digital, data and PHM	• Data sharing • Neighbourhood dashboards • Risk stratification • Digital inclusion
Estates and Super Hubs	• Neighbourhood Super Hub plans for Hayes, Ruislip and Uxbridge and alignment with the new hospital redevelopment.
Finance and pooled budgets	• Section 75 opportunities, resource alignment and transformation funding for priority models.
VCSE and community partnerships	• Collaboration with 3ST and wider VCSE partners, particularly prevention, mental health, support for carers and loneliness reduction.

7. Governance and Assurance

Governance Route	Role in Assurance Delivery
Health and Wellbeing Board	Strategic leadership in determining priorities for addressing resident health and wellbeing needs, assurance on risks, impact and progress.
Executive Oversight Board	Delivery oversight, alignment with ICB frameworks and escalation of delivery risks.
Operational Oversight Committee	Expert operational clinical oversight.
Finance and Performance Committee	Monitoring resources, outcomes, investment impact and benefits realisation.
Safeguarding Boards	Discharge of statutory safeguarding functions relating to children and adults.
Quality and Safety Committee	Quality and safety in health services oversight.
Place Integrator Team	Programme reporting, risk and dependency management, assurance, benefits and continuous improvement.
Resident and community feedback routes	Feedback through surveys, forums, Family Hubs, VCSE, Healthwatch and neighbourhood engagement.

8. Impact Framework

Impact Area	What should be evidenced
Operating model mobilisation: are we building and scaling the model?	• Delivery of mobilisation milestones.
Place outcomes: are we reducing demand, improving system flow and shifting care from hospital to community?	• Non-Elective Admissions – 20,180 per year • Non-Elective Admissions ≥ 2 days – 9,827 per year • ED Attendances – 40,600 per year • UTC Attendances – 120 per day • NC2R – ≤ 34 patients per day • Average length of stay for adults staying ≥ 2 days – 8.5 days • Outpatient activity – 300,911 per year • Hypertension prevalence – 24% • Hypertension target-to-treatment – 80% • Permanent admissions to care homes – 170 per year
Wider strategy outcomes: are we supporting better resident health and reducing inequalities?	• Improvement in Core20PLUS5 • Improvements in <i>Best Start</i> and <i>Healthy Places</i>' measures. • Improved resident and carer experience.

9. Glossary

Term	Meaning
3ST	Third Sector Together
ASC	Adult Social Care
Blinx PACO	A digital platform to support shared working, patient records, workflows and dashboards.
CAMHS	Child and Adolescent Mental Health Services.
Core20PLUS5	An NHS inequalities framework used to focus action on the most deprived populations and priority groups.
DFG	Disabled Facilities Grant
EHCP	Education, Health and care Plan
GLD	Good Level of Development
HHCP	Hillingdon Health and Care Partners
HWB	Health and Wellbeing Board
INT	Integrated Neighbourhood Team
NC2R	No criteria to reside
ND	Neurodevelopment

Term	Meaning
PHM	Population Health Management
PICS	Palliative Integrated Care
SMI	Severe Mental Illness
UCR	Urgent Community Response
VCSE	Voluntary, community and social enterprise sector