



Healthy

Wicklow

2018 – 2021



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Abbreviations

BLDATF Bray Local Drugs and Alcohol Task Force

BAP Bray Area Partnership

BOBF Better Outcomes Brighter Futures (National Policy Framework Children/Young People)

CAMHS Child and Adolescent Mental Health Services

CHO Community Healthcare Organisations

CWP County Wicklow Partnership

DCYA Department of Children and Youth Affairs

ECRDATAF East Coast Regional Drugs and Alcohol Task Force

HCCNI Healthy Cities and Counties Network Ireland

HI Healthy Ireland (National Framework for Improved Health and Wellbeing)

HSE Health Service Executive

KWETB Kildare and Wicklow Education and Training Board

LEO Local Enterprise Office (County Wicklow LEO)

SWRDATAF South Western Regional Drugs and Alcohol Task Force

TUSLA Child and Family Agency

WCC Wicklow County Council

WCYPSC Wicklow Children and Young Person's Services Committee

WLCDC Wicklow Local Community Development Committee

WLSP Wicklow Local Sports Partnership

WCT Wicklow County Tourism

WSTN Wicklow Sustainable Trails Network

WUC Wicklow Uplands Council

WORC Wicklow Outdoor Recreation Committee

Foreword

I am delighted to introduce the Healthy Ireland Plan for County Wicklow, on behalf of County Wicklow Local Community Development Committee (LCDC). This plan provides the framework for the delivery of a suite of actions that will have a positive impact on the health and wellbeing of the residents of the county.

Healthy Ireland is a government led initiative which aims to create a society where everyone can enjoy good health, both physical and mental, and where wellbeing is valued and supported. The determinants of health are complex and cross all levels of society. They are influenced by national policy, individual actions and social conditions. This means that a cross sectoral and partnership approach is necessary to achieve our goals. The interagency nature of this plan is one of the factors that gives it its strength. I want to thank all of the agencies involved, especially the County Wicklow Children & Young Peoples Services Committee (CYPSC).

The plan is very much based on an extensive consultation process across the county, involving groups and individuals of all ages and from varied backgrounds. This gives a sound evidence base to the actions, grounded in the recommendations and contributions of our community.

I would like to thank everyone that was involved in the development of this plan, including Cruinn Associates, all of the agencies and everyone who took part in the consultations. I would like to assure you all that the LCDC is committed to working with all the key stakeholders to achieving the implementation of this plan.

Cllr. Grainne McLoughlin, Chairperson

County Wicklow LCDC

Executive Summary

Healthy Ireland¹ is Ireland's national framework for action to improve the health and wellbeing of the people of Ireland. Its main focus is on prevention and keeping people healthier for longer. Whilst Healthy Ireland is a key policy lever, other relevant policies have been borne in mind. These principally include a *Healthy Wicklow* - where everyone can enjoy physical and mental health and wellbeing to their full potential, where wellbeing is valued and supported at every level within the County and is everyone's responsibility.

Wicklow County's outdoor and recreational attractions are important assets, which form the basis of the County's infrastructure and environment and which are fundamental to the enjoyment of the County by both local residents and visitors alike. Tourism and recreation make a positive contribution to the social wellbeing of all citizens in the County and economically over €100m is derived from domestic and international visitors.

Attractions range from areas of scenic beauty, which provide attractive natural bases for outdoor pursuits, such as the Wicklow mountains, comprising mountain peaks, valleys, rivers and lakes, the coastline with long stretches of sandy beaches and dunes and the numerous woodlands. The County has a rich heritage of archaeological and historical sites, manor homes and gardens, and attractive towns and villages.

In light of research drawing on Census 2016 on health and wellbeing and datasets of County Wicklow, statistics of note include:

- Wicklow has a population of 142,425 people with above average growth (4.2% versus State 3.8%), although this population is unevenly distributed with 65% of people living within 5km of the East coast.
- Although its older population (65+ years) is in line with State levels (13%), County Wicklow has a higher proportion of young people with 0-17 making up 26.7% of the population (versus State average of 25%).
- The age profile means that County Wicklow has a higher dependency ratio than the State average.
- The general health of people in County Wicklow is better than State average (88.7% versus 87%) and for those reporting health as bad/very bad was 1.4% versus 1.6%

In addition, feedback was captured through a range of stakeholder consultations and community engagement activities, to further provide a lens to local key issues arising and most likely to impact upon the future health and wellbeing in the County, as follows:

- *Social Inclusion* – the need to a socially inclusive County for a range of population groups and in particular for those with disabilities was a recurring theme throughout. Further support for marginalised/disadvantaged groups needs to be borne in mind.

¹ Healthy Ireland www.healthyireland.ie

- *Older Persons* – who may be socially isolated or live in remote or rural areas was also an issue to consider in relation to their health and wellbeing including dementia.
- *Travellers* – coupled with the issues of social inclusion is the need to be able to easily access services for the Traveller community whom are at significant risk of health inequalities worsening unless they can be proactively engaged and encouraged to uptake wellbeing services offered by statutory, community or voluntary groups.
- *Mental Health* – a strong and consistent theme emerging from the consultations is a desire to see greater provision of a range of mental health supports. The health data from several sources also echoes this need. In particular, the prevalence of such issues with children and younger people are growing in the County due to a number of contributory factors as rates of suicide and self-harm increase.
- *Information & Awareness* – consultations and existing strategies all prioritise the need for greater levels of information and awareness amongst the general population around a range of wellbeing themes. This enables people to more proactively manage their own health and leads to a more sustained and transformed realisation of both Healthy Ireland and Healthy Wicklow visions.
- *Transport* – as a largely rural County and with the majority of the population being concentrated around the East coast, it is increasingly challenging for many people to be able to travel to access services. This is particularly important as services can usually tend to be situated in the locations where the majority of people are, rather than where those with the most need of support are. Access can be prohibitive for older persons, persons with disabilities or those living in rural area.

In addressing these priorities, a series of actions against the overarching goals within the Healthy Ireland framework have been developed within *Healthy Wicklow* plan, including:

- Increasing the proportion of people who are healthy at all stages of life
- Reducing health inequalities
- Protecting the public from threats to health and wellbeing
- Creating an environment where every individual and sector of society can play their part in achieving a healthy Ireland.

This *Healthy Wicklow* plan will be implemented from 2018-2021 and delivery by a lead partner in collaboration with interagency partners across the County. The plan itself has been developed with representatives from Wicklow County Local Community Development Committee (LCDC), Wicklow County Council, Wicklow Children’s and Young People’s Services Committee (CYPSC) and Wicklow Local Sports Partnership (LSP).

Healthy Ireland Framework

Healthy Ireland takes a holistic and integrated whole State and whole society approach to improving the overall health and wellbeing and the quality of everyone’s lives. The Framework directs a partnership approach to realising four goals and sixty-four associated actions. These are set out and structured to capitalise on existing resources and structures, and respond to opportunities to promote health and wellbeing, by encouraging all sectors of society to take an active role in contributing to Ireland becoming a healthier place to live, work and play. The framework’s four high-level goals comprise:

- i. Increase the proportion of people who are healthy at all stages of life
- ii. Reduce health inequalities
- iii. Protect the public from threats to health and wellbeing
- iv. Create an environment where every individual and sector of society can play their part in achieving a healthy Ireland.

In a County Wicklow context, the Local Community Development Committee (LCDC) lead on coordinating the delivery of actions within HI framework for *‘local health partners to engage with local authorities in their work to address local and community development, with the aim of co-ordinating actions and improving information-sharing for improved health and wellbeing’* (Healthy Ireland Framework Action 2.2). This creates the focus for the implementation structure (Figure 1) within which this *Healthy Wicklow* plan has been developed. It has drawn upon a range of consultative activities on priority health domains with key stakeholders including statutory, community and voluntary groups, parents, children and young people. Further relevant health policy drivers have guided this plan alongside the HI framework.

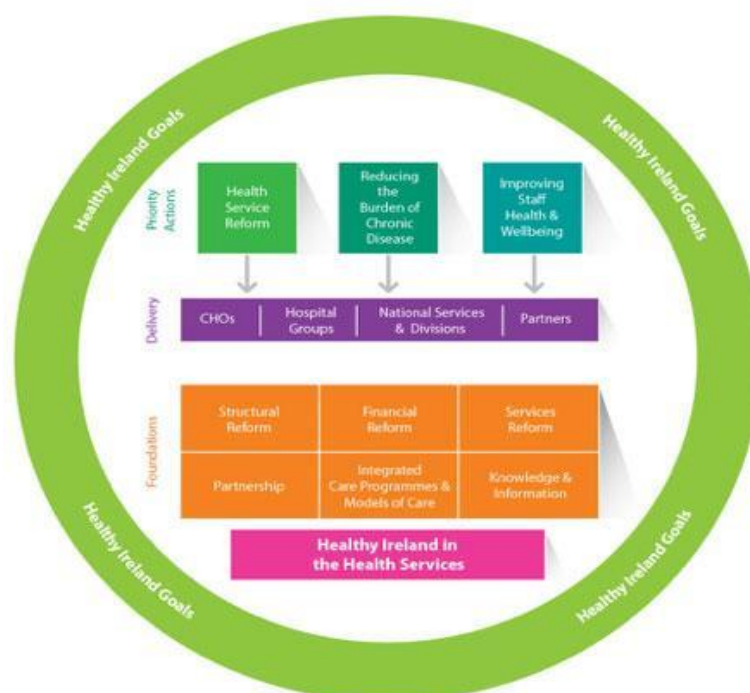


Fig. 1: Healthy Ireland – Implementation Structure

Better Outcomes, Brighter Futures

Alongside the Healthy Ireland framework is 'Better Outcomes Brighter Futures' – The national policy framework for children & young people (2014-2020). Created by the Department for Children and Youth Affairs (DCYA), it is a six-year strategy, that sets parallel priorities in ensuring that all children and young people achieve the best possible outcomes so that they might achieve their full potential in the future.

While the Healthy Ireland policy largely relies on existing systems and structures as routes through which its intended targets shall be delivered, Better Outcomes Brighter Futures is more explicit in the need to involve parents and young people in the design and review of actions that will deliver its target outcomes (Figure 2).

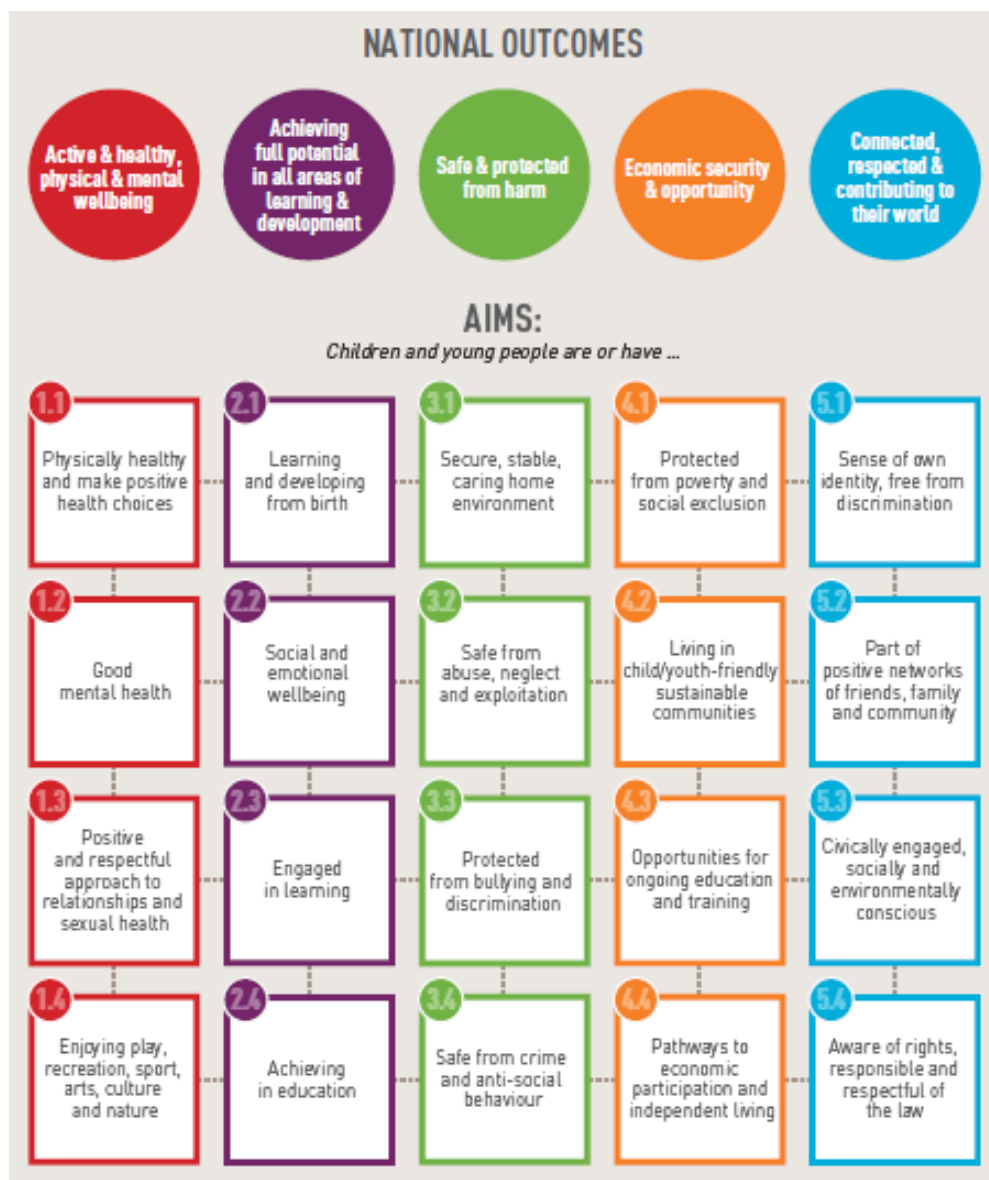


Fig. 2: BOBF – National Outcomes Framework

Given the complementary nature of the overarching goals and outcomes from these two national policy frameworks (*Figure 3*), it's appropriate for County Wicklow to employ an open and responsive approach to developing, delivering, and reviewing this plan. Doing so will allow for the plan to be better align its priorities within a national context, and so be better able to position the plan to elicit future support from Healthy Ireland.

Healthy Ireland / Better Outcomes	Active and Healthy	Achieving in all areas of learning and development	Safe and protected from harm	Economic security and opportunity	Connected, respected & contributing
Increase the proportion of people who are healthy at all stages of life	X				
Reduce health inequalities	X			X	X
Protect the public from threats to health and wellbeing			X		
Create an environment where every individual and sector of society can play their part in achieving a Healthy Ireland	X	X			X

Fig 3: HI/BOBF Outcomes & Goals – Links to Healthy Wicklow Action Plan

Healthy Wicklow Vision

The following vision statements below are quoted from the Wicklow County Local Economic and Community Plan (2016-2022), Wicklow County Development Plan (2016-2022) and Outdoor Recreation Strategy (2009-2013), respectively.

Wicklow County Local Economic and Community Plan Vision

Our Vision is for a Wicklow County which provides a high quality of life and well-being for all; values socially inclusive urban and rural communities; is driven by a dynamic and innovative economy; promotes and prioritises sustainable development and protects and enhances the County's unique and rich natural and cultural heritage.

The following are pursuant through high level goals deemed relevant to *Healthy Wicklow*.

High Level Goal	Objectives
1. Develop community capacity in disadvantaged communities and engage in urban regeneration and rural development	1.1: Build capacity and social capital across all communities 1.2: Maximise opportunities for urban regeneration and rural development
2. Promote active citizenship and public participation to improve governance, participation and enrich decision making	2.1: Develop strong representative fora in the County
3. Develop high quality integrated services available to all communities, in particular, disadvantaged communities and vulnerable groups	3.1: The LCDC will provide the strategic direction for the delivery of integrated services 3.2: The LCDC will provide representation for additional services and resources where gaps are identified or where new issues arise
4. Address access to education and training to increase life opportunities for all	4.1: To co-ordinate and improve the delivery of training and education in the County
5. Harness efficiently the full resources of the County and promote interagency collaboration	5.1: Effective change management tools to be put in place to achieve the goals of the LECP

Underpinning these goals and objectives, are a set of principles as to how each shall be approached and delivered, which this plan seeks to mirror:

- Commitment, co-operation and partnership
- Agents of change
- Community consultation and engagement
- Social inclusion and equality
- Simplicity
- Maximising outcomes
- Sustainable development / resilience and social inclusion

Wicklow County Development Plan Vision

For County Wicklow to be a cohesive community of people enjoying distinct but interrelated urban and natural environments where natural surroundings and important resources are protected; where opportunities abound to live and work in a safe atmosphere, allowing people to enjoy the benefits of well paid jobs, a variety of housing choices, excellent public services, ample cultural and leisure opportunities, and a healthy environment.

The Tourism and Recreation elements within plan seek to support the development of new and existing walking, cycling and driving routes/trails, including facilities ancillary to trails and the development of links between trails in County Wicklow and in particular to encourage and facilitate:

- On-road cycling routes across the Wicklow Mountains (in particular across the Sally Gap) and along coastal routes;
- Development of a new walking route from Bray Head, via the Sugarloaf Mountains, joining up with The Wicklow Way;
- Hill walking trails in West Wicklow;
- Expansion of the 'Blessington Greenway' walk around the Poulaphouca reservoir;
- Development of a lakeshore walk around the Vartry reservoir;
- Extension of the old Shillelagh branch railway walk from Aughrim to Shillelagh; and
- Development of a walking route along the disused Great Southern and Western Railway line (Naas to Tullow) through Dunlavin and Baltinglass (subject to consultation and agreement with landowners).

Note: Additional datasets available on Leisure/Playgrounds/Parks in County (Appendix 3).

County Wicklow Outdoor Recreation Vision

County Wicklow will have a vibrant, sustainable outdoor recreation culture, based on partnership, trust and mutual respect.

The County Wicklow Outdoor Recreation Strategy (2009-2013) identified ways to increase local economic benefit and enhance the health and well-being of the County's population, while also respecting the spectacular natural environment which is the source of these opportunities (Figure 4). The strategy identified this overall vision for outdoor recreation in County Wicklow by the year 2020.

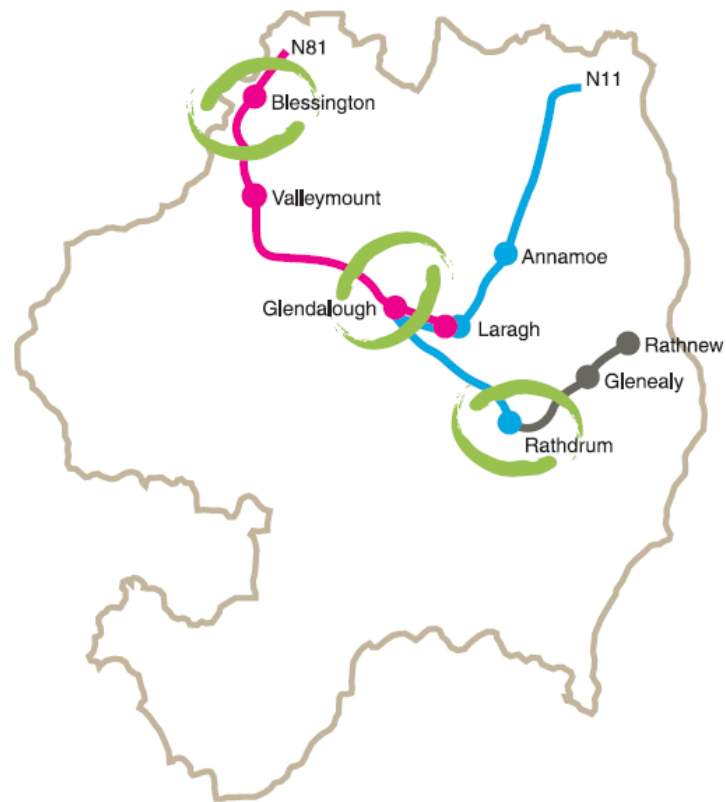


Fig. 4: Wicklow Outdoor Recreation - Corridors & Hubs

The objectives and actions within this *Healthy Wicklow* plan will therefore aim to complement and enhance the County Wicklow Outdoor Recreation Strategy that relates to the development of tourism and recreation within the County. The strategy seeking to realise this through five broad objectives:

- i. Integrated outdoor management
- ii. Improving opportunities for sustainable outdoor recreation
- iii. Supporting conservation through outdoor recreation
- iv. Promotion, education, and raising awareness
- v. Stimulating outdoor recreation tourism and entrepreneurship

Healthy Ireland Priorities & Connections

The following represents a listing of national, regional and local government policy and strategy documents, which have informed the preparation of this *Healthy Wicklow* plan.

Priority Area	National Policy and Actions
Health & Wellbeing	<ul style="list-style-type: none"> • Healthy Ireland (HI) – A Framework for Improved Health and Wellbeing (2013-2025)² • Better Outcomes Brighter Future (BOBF) - National Framework for Children and Young People (2014-2020)³ • Healthy Cities and Counties of Ireland Network⁴ • County Wicklow CYPSC Plan (2016-18)⁵
Physical Activity	<ul style="list-style-type: none"> • Get Ireland Active - National Physical Activity Plan⁶ • Get Ireland Walking – Strategy & Action Plan (2020-2017)⁷ • National Cycle Policy Framework (2009-2020)⁸
Healthy Weight	<ul style="list-style-type: none"> • A Healthy Weight for Ireland – Obesity Policy & Action Plan (2016-2025)⁹
Tobacco Free	<ul style="list-style-type: none"> • Tobacco Free Ireland¹⁰
Sexual Health	<ul style="list-style-type: none"> • National Sexual Health Strategy (2015-2020)¹¹
Prevention and reduction of Drugs & Alcohol-related harm	<ul style="list-style-type: none"> • Reducing Harm, Supporting Recovery – Drug & Alcohol use in Ireland (2017-2025)¹²
Mental Health	<ul style="list-style-type: none"> • The National Recovery Framework for Mental Health Services (2018-2020)¹³ • A Vision For Change - Report Of The Expert Group On Mental Health Policy¹⁴

² <https://health.gov.ie/wp-content/uploads/2014/03/HealthyIrelandBrochureWA2.pdf>

³ https://www.dcy.gov.ie/documents/cypp_framework/BetterOutcomesBetterFutureReport.pdf

⁴ <http://www.healthyireland.ie/about/cities-and-counties>

⁵ https://www.cypsc.ie/fileupload/Documents/Resources/CYPP/Wicklow%20Children%20and%20Young%20people%E2%80%99s%20Plan%202016%20to%202018_pdf.pdf

⁶ <http://health.gov.ie/wp-content/uploads/2016/01/Get-Ireland-Active-the-National-Physical-Activity-Plan.pdf>

⁷ <http://health.gov.ie/wp-content/uploads/2016/09/A-Healthy-Weight-for-Ireland-Obesity-Policy-and-Action-Plan-2016-2025.pdf>

⁸ www.smartertravel.ie/sites/default/files/uploads/2013_01_03_0902%2002%20EnglishNS1274%20Dept.%20f%20Transport_National_Cycle_Policy_v4%5B1%5D%5B1%5D.pdf

⁹ <http://health.gov.ie/wp-content/uploads/2016/09/A-Healthy-Weight-for-Ireland-Obesity-Policy-and-Action-Plan-2016-2025.pdf>

¹⁰ <https://health.gov.ie/wp-content/uploads/2014/03/TobaccoFreeIreland.pdf>

¹¹ <http://health.gov.ie/wp-content/uploads/2015/10/National-Sexual-Health-Strategy.pdf>

¹² <https://health.gov.ie/wp-content/uploads/2017/07/Reducing-Harm-Supporting-Recovery-2017-2025.pdf>

¹³ http://www.hse.ie/eng/services/list/4/Mental_Health_Services/advancingrecoveryireland/national-framework-for-recovery-in-mental-health

¹⁴ <https://www.hse.ie/eng/services/publications/mentalhealth/mental-health---a-vision-for-change.pdf>

Domestic, Sexual & Gender Violence	<ul style="list-style-type: none"> National Strategy on Domestic, Sexual and Gender-based Violence (2016-2021)¹⁵
Wicklow County Council Health Related Plans & Strategies	<ul style="list-style-type: none"> Wicklow Local Economic and Community Plan (2016-2022)¹⁶ Wicklow County Development Plan (2016-2022)¹⁷ Wicklow County Council Corporate Plan (2015-2019)¹⁸ Wicklow County Council Housing Strategy (2010-2016)¹⁹ Wicklow Outdoor Recreation Strategy (2009-2013)²⁰ Wicklow Local Sports Partnership Strategic Plan (2010-2013)²¹
Social Inclusion	<ul style="list-style-type: none"> Social Inclusion Community Activation Programme (SICAP) 2018-2022²² National Action Plan for Social Inclusion (2015-2017)²³ All-Ireland Traveller Health Study (2010)²⁴ The National Traveller and Roma Inclusion Strategy (2017-2021)²⁵ Traveller Accommodation Programme (2014-2018)²⁶ Rebuilding Ireland – An Action Plan for Housing and Homelessness²⁷

¹⁵ www.cosc.ie/en/COSC/Second%20National%20Strategy.pdf/Files/Second%20National%20Strategy.pdf

¹⁶ https://www.wicklow.ie/Portals/0/Documents/Community/Community-Planning-Networks/Local-Community-Development-Committee-LCDC/Local-Economic-Community-Plan-LECP/Wicklow_Local_Economic_and_Community_Plan_2016-2022.pdf

¹⁷ <https://www.wicklow.ie/Living/Services/Planning/Development-Plans-Strategies/National-Regional-County-Plans/Wicklow-County-Development-Plan/Wicklow-County-Development-Plan-2016-2022>

¹⁸ <https://www.wicklow.ie/Portals/0/Documents/Corporate-Plan/Wicklow%20County%20Council%20Corporate%20Plan%202015%20-%202019.pdf>

¹⁹ https://www.wicklow.ie/Portals/0/Documents/Planning/Development-Plans-Strategies/National-Regional-County-Plans/Wicklow%20County%20Development%20Plan/Wicklow-County-Development-Plan-2010-2016/Housing_Strategy.pdf

²⁰ <https://www.yumpu.com/en/document/view/24477552/the-co-wicklow-outdoor-recreation-strategy-2009-wicklowie>

²¹ <http://www.wicklowlsp.ie/about-us/#strategic-plans>

²² <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Local-Community-Development-Committee-LCDC/Social-Inclusion-Community-Activation-Programme-SICAP>

²³ www.welfare.ie/en/downloads/Updated%20National%20Action%20Plan%20For%20Social%20Inclusion%202015-2017.pdf

²⁴ https://www.ucd.ie/t4cms/AITHS_SUMMARY.pdf

²⁵ <http://www.justice.ie/en/JELR/National%20Traveller%20and%20Roma%20Inclusion%20Strategy,%202017-2021.pdf/Files/National%20Traveller%20and%20Roma%20Inclusion%20Strategy,%202017-2021.pdf>

²⁶ www.wicklow.ie/Portals/0/Documents/Housing/Forms/Draft_Traveller_Accommodation_Programme_2014-2018.pdf

²⁷ http://rebuildingireland.ie/Rebuilding%20Ireland_Action%20Plan.pdf

Consultation & Collaboration

The success of *Healthy Wicklow* is based on engagement and fostering long term innovative partnerships with the community and stakeholders. Supporting and growing these relationships are key to promote and improve the health and wellbeing of all.

Research Methodology

The formulation of *Healthy Wicklow* comprised a mixed-methods methodology combining extensive quantitative and qualitative analysis of secondary and primary datasets, including:

- Policy Analyses including Healthy Ireland, Better Outcomes, Brighter Futures, Wicklow Local Sports Partnership Strategy, Outdoor Recreation, Local Economic and Community Plan (LECP) plus a plethora of HSE health and wellbeing policies
- Literature Review including Socio-economic and Health profile datasets for DLR
- Secondary research review of prior consultations e.g. Healthy Ireland events, mental health and community mapping conducted on behalf of Wicklow LCDC and CYPSC
- Baseline Review of existing provision of health and wellbeing services including identification in areas of social deprivation and health inequality across Co. Wicklow
- A total of 90 responses received from organisations and individuals in Co. Wicklow
- 38 respondents to a Health & Wellbeing Stakeholder Survey including wide range of statutory, community and voluntary providers and practitioners
- 35 separate organisations involved in the consultation process across Co. Wicklow.
- 25 individual/organisational respondents to a Health & Wellbeing Questionnaire
- 4 Focus Groups with a total of 27 parents, travellers, older and disabled persons on health and wellbeing issues including mental, physical, weight and sexual health.

Method	In Collaboration
1. Stakeholder Survey (online)	<ul style="list-style-type: none"> ● Press ● Social media ● Libraries
2. Health & Wellbeing (questionnaires)	<ul style="list-style-type: none"> ● Wicklow LCDC ● Wicklow CYPSC ● Wicklow LSP ● Wicklow PPN ● Wicklow Age Friendly Alliance ● Wicklow Comhairle na nÓg ● HSE Suicide Prevention Officer
3. Social Inclusion (focus groups)	<ul style="list-style-type: none"> ● Older People, Brockagh Centre (BC) ● Travellers Group, BC ● Statutory, C&V Groups, BC ● Disability Group, Grand Hotel
4. Project Partners (meetings)	<ul style="list-style-type: none"> ● Wicklow COCO (HI Sub-group) ● Wicklow LCDC ● Wicklow CYPSC

Stakeholder Engagement

A series of stakeholder consultations comprising online stakeholder survey, wellbeing questionnaires and focus groups took place across County Wicklow including the following:

Wicklow LCDC

- Stakeholder Survey (38 health & wellbeing online surveys completed)

Wicklow Local Sports Partnership

- Health & Wellbeing Focus Group (12 representatives' statutory/community groups)
- Disability Focus Group (4 representatives' disability organisations)

Wicklow CYPSC (facilitated by Wicklow CYPSC Coordinator)

- Health & Wellbeing Questionnaires (989 completed by Children & Young People)
- Meeting (11 representatives from statutory/community/voluntary organisations)

Wicklow Comhairle na nÓg

- Children & Young People Meeting (health & wellbeing questionnaires distributed)

Wicklow Age Friendly Alliance

- Older Persons Focus Group (10 participants)
- Older Persons Council A.G.M (health & wellbeing questionnaires distributed)

Healthy Wicklow Stakeholder Survey

A total of 38 survey responses were received from a range of statutory, community, voluntary and individual responses from a wide demographic spread across the County. The main findings from the survey based on a non-representative sample included the following:

- Main challenges to health appear to be perceived and understood as being related to personal diet and lifestyle (physical health), and a general lack of sufficiently resources services (mental health).
- Preferred choices to address these are clearly increase in resourcing of current services, and also encouraging greater role and engagement of parents and schools within this agenda.
- Current services offered are primarily focussed around social and physical activities.
- Repeatedly identified options to best achieve the HI Goals relate to:
 - Barriers of cost of accessing services;
 - Interest to see greater role of schools;
 - Greater provision and encouraging use of public amenities;
 - Making information more accessible to different groups in the community; and
 - More collaboration between services particularly those delivered in the community
- Specific groups in Co. Wicklow felt to be in need of specific attention in relation to HI

- Travellers
- People living in rural areas (because of the associated limitations on being able to access services that are not located locally)
- People experiencing homelessness
- People with disabilities
- Additional survey responses reinforced the need for more resourcing of current health and wellbeing services.

Healthy Wicklow Health & Wellbeing Questionnaires

A total of 25 questionnaires were completed by a range of statutory, community, voluntary and individual responses albeit a small non-representative sample spread across the County. The main findings from analysis of questionnaire responses are highlighted below with further details included (*Appendix 3*).

Healthy Wicklow

The vision of what a 'Healthy Wicklow' looks like and means to the people of Wicklow is an oxymoron term - meaning so many things to many different people. This ranged from being happier, less obesity, promoting healthier lifestyles for all, being more inclusive for those with disabilities through to clean air, outdoor sports and accessing leisure or fitness services.

What Works/What Doesn't?

The overarching issue of what both works and doesn't work was simply one of time – to prepare healthy foods and time to source quality or organic foodstuffs. Work/Life balance was also linked in with the time factor due to busy lifestyles of parents or families often take the easier option i.e. fast food. Further issues included the great outdoor green spaces and parks Wicklow has to offer in terms of general health and wellbeing were viewed positively.

Challenges/Barriers

The overarching challenge and barrier again was time – to exercise and self-motivation also. Other factors include access to affordable childcare in order to take the time to exercise albeit some classes e.g. Buggyfit facilitate this for new mums and parents. Other barriers included the cost to access gyms were deemed prohibitive. Travel and transport across the County is also a challenge for those with disabilities and a barrier for those in rural locations.

Availability/Access

Whilst programmes are available e.g. Meet & Eat, Healthy Food Made Easy, awareness levels of these and access to information is somewhat lacking in parts of the County. The *County Wicklow Community Directory* is suggested as a centralised information point online/offline plus local tourism offices could help. Access to walking routes and trails across the County was seen as positive for all to avail of. Activities for persons with disabilities are made available via Wicklow LSP, Triple A, Bray Lakers and other local voluntary groups.

What's Missing/Gaps?

The creation of skate parks and outdoor gyms was viewed positively alongside the green spaces, walkways, waterways and beaches along the East Coast. However, gaps identified included a lack of outreach and engagement with the community regards health and wellbeing programmes and promotion of the great outdoors Wicklow offers for mental health. Inclusivity training and awareness of those with mental/physical disabilities was deemed to be a gap particularly for community and voluntary groups in the County. Other gaps centred on access to transport especially in rural locations and cost of taxis prohibitive.

Wicklow CYPSC Consultations

Healthy Wicklow Strategy

A presentation on the HI work to date highlighted the key issues arising so far including mental health, physical health, weight and sexual health. Focus groups had also taken place. A health and wellbeing questionnaire was circulated at the meeting for completion by CYPSC committee members present and an electronic copy made available also.

Members had an opportunity to give their views for the plan and a wide range of health and wellbeing issues were highlighted including:

- Higher levels of anxiety in young people – they don't like a clinical model – lack of an early intervention model in the area to fit with their needs. This level of anxiety is being seen in much younger children. The lack of a functioning autism specific psychological support service was mentioned.
- The inclusion of the 'No Fry Zone' in the County Development Plan was noted however a recent decision of Council Planners seemed to ignore this initiative
- Access to affordable exercise/clubs as well as a lack of means to stay engaged with some activities
- Lack of innovation in how we sustain the engagement of young women in physical activity – too much focus on traditional sports to the exclusion of other physical activities
- Some young people don't have a significant say in food that's provided at home
- Body Image is also an issue for many young people both male and female
- The need for more Outdoor Learning Officers was highlighted
- Young people who like technology should not be excluded
- Impact of religious ethos in some schools impacts on sexual health education

In response to a query in relation to short-medium term actions which might be considered for inclusion in the strategic plan. Members suggested the inclusion of the following:

- Jigsaw Project for County Wicklow
- Transport/Access e.g. Social Isolation (Rural)
- Relationships/Sexual Health

Wicklow Youth Consultation

Wicklow CYPSC undertook a youth consultation event in May 2016, using a questionnaire with over 1,000 responses from 11-24 year olds, with a broadly equal split between genders. This broadly representative sample of views and experiences of young people from areas throughout County Wicklow, collated its findings into the following key themes:

Mental Health

Over 90% of respondents agreed that there was a need for more youth counselling, and for this provision to be made more affordable. They also indicated that these would be best offered through drop-in sessions. A recurring response for how information around youth mental health could be best disseminated was using existing school and youth/sports club structures.

Drugs & Alcohol

An increased provision and offer of youth counselling, as with mental health, was strongly identified as being the preferred route through which youth people could be best supported to manage addictions and damaging behaviour in relation to drugs and alcohol. There were also a number of repeated suggestions relating to parents also needing support and training.

Physical Activity

The majority of respondents agreed that further developing a wider range of activities may help encourage young people to become more physically active. Nearly 60% identified that a sports leadership programme would also be useful to this end, and many felt that there should be more activity that targets and engages the whole family.

Online Safety

Whilst a majority of respondents agreed that talks and workshops for parents is useful in helping keep young people safe online, a larger proportion indicated that such activities would be best delivered to young people directly.

Healthy Relationships

LGBTI relationships were specifically focussed on within this theme – and the most popular responses for how to best raise awareness of the themes and issues experienced by LGBTI young people were identified as being to provide more training for a wide range of people in leadership and supportive roles, and the benefit of developing LGBTI exclusive or friendly youth clubs.

Community Consultations

Additional community engagements were conducted with a range of statutory, community and voluntary organisations, older persons and disability groups from across Co. Wicklow including the following focus groups co-facilitated by Wicklow Local Sports Partnership.

Older Persons Focus Group

A group of active retired older people (n=10) took part in a focus group which took place on 25th May the Brockagh Centre, Laragh, Glendalough. In summary, the key themes and issues emerging centred on what works well; what's missing; what are the key success factors and barriers to maintain their own health and wellbeing. The key findings were based on the following health domains affecting older people living within the County:

General Health & Wellbeing

- Beach/Scenic/Relaxing/Group walks
- Chair Yoga (Women's Group)
- Sports & Activities e.g. Bowling, Cycling, Dancing
- Active Retirement Groups
- Community Choir
- Volunteering e.g. Meals on Wheels, Charity Shops

Mental Health

- Talks with Family/Friends/GP/Women's Group
- Social Isolation/Loneliness are increasing factors affecting older persons
- Men's Sheds – provide an outlet to get men to talk more openly about mental health
- Family Resource Centre (Bray)
- Transport is an issue i.e. bus routes not always amenable/accessible plus cost of taxis

Physical Health

- Obesity levels kept under control in older age – seek a balanced diet
- Nutrition - smaller plate portions for food and eating healthily on a budget
- 'Go 4 Life' programme

Sexual Health

- Older persons all happy with their sexual health and lifestyles
- Active retirement options for males and females to socialise together e.g. Dancing
- Training classes for older males/females together e.g. Villa Pacis Parish Centre Bray

Health & Wellbeing Focus Group

A group of (n=12) representatives from a range of statutory and community groups took part in a focus group which took place also on 25th May 2018 also in the Brockagh Centre:

- HSE (Primary Health Care)
- Wicklow Travellers Group
- Wicklow LCDC
- Wicklow LSP
- County Wicklow Partnership
- East Wicklow Youth Service

Key findings were based on the following health domains affecting people living in County:

General Health & Wellbeing

- Housing & Homelessness contributory factors to overall health & wellbeing including
 - House types/units
 - Social housing stress levels relatively high i.e. overcrowding
 - Issues of domestic violence rising across County
 - Homelessness i.e. 58 Traveller families' homeless ex. emergency accommodation
- Access to Services
 - Discrimination i.e. Travellers barred from supermarket, pub, café, leisure centre
 - Cultural Awareness & Diversity issues due to changing population in Co. Wicklow
- Obesity Levels
 - Rising across population groups in County
 - Reliance on car transport for travelling viz-a-vis public transport
 - Education curriculum on physical activity is severely lacking
 - Risk averse culture means change is slow to reduce obesity risks e.g. Diabetes
- Healthy Eating
 - Need for a balanced diet from 9-90years old
 - Encourage exercise for young people e.g. more in/after schools-based activities
 - Healthy eating options limited in schools and time for PE activities often limited
 - Ideas for 'Street Fest' or 'Healthy Estates' to promote healthier eating lifestyles
 - Pedestrianised zones in estates/communities e.g. 1st Sunday of Month/1hr week

Mental Health

- Prevalence in children 3-5years and males c. 25-30 years within the County
- Higher reported levels of mental health in Bray/Arklow and lower in Wicklow town
- Social Isolation/Loneliness are increasing factors affecting older persons

- Need for regular male health-checks to allow men to access and talk more openly
- Direct access to services e.g. Assist, SafeTalk
- Mental Health pathways difficult to access especially for Traveller community
- Increasing levels of anxiety reported from 10years for both male/female children
- Increasing reliance on prescription medication
- Increasing issues of cyberbullying and awareness of legal age of consent

Physical Health

- Some areas disadvantaged by lack of walkways or greenways e.g. Baltinglass, West vis-a-viz East Wicklow
- Overlap of CHO areas near Wicklow affects resource allocation e.g. Kildare/Carlow
- Lack of public transport to access amenities in County e.g. Rural Link service is poor
- Mobility issues and models for accessing physical activities e.g. Volunteering options
- Good Park Runs e.g. Avondale, Rosborough House (Seniors) and Bray (Juniors)
- Good Sports Clubs e.g. GAA, Soccer, Rugby, Boxing
- Good Outdoor Recreation e.g. Fishing, Walking, Cycling

Sexual Health

- 'Real U' programme (Foróige) for young people is highly regarded in Co. Wicklow
- Sexual health education in schools is restricted to SHPE and RSE programmes only
- Potential use of Youth Services to deliver sexual health education into local schools
- LGBTI issues not readily discussed by teachers in schools due to Catholic traditions
- Female Travellers cultural values regarding marriage remain strongly held traditions
- Legal issues of consent for younger people remain an ongoing issue of concern
- Rising issues of negative effects of pornography, social media, messaging platforms
- Delivery models of sexual health need to engage, involve and consider the following:
 - Parental choices (opt in/out)
 - Community-based options
 - Cultural and age appropriateness
 - Access to online/social media information (online safety)
 - Positive relationships as a starting point for discussion

Disability Focus Group

A group of (n=4) representatives from disability organisations took part in a focus group which took place on 22nd June in the Grand Hotel, Wicklow Town:

- Disability Federation Ireland
- L.A. Access Group

- Irish Wheelchair Association
- Triple A Alliance

The key findings were based on the following issues affecting people with a disability living and working within the County:

- Accessibility to employment, public transport and social life are issues affecting all persons with any form of disability in Co. Wicklow
- Mental wellbeing and feeling safe are issues which affect all persons with disabilities
- Social isolation affect getting out to meet people by poor public transport links
- Loneliness is increasing factor for older people in general and those with disabilities
- Rural transport links and bus access in Arklow/Wicklow remain ongoing issues
- Teenagers mental health issues increasing with referrals to Lucena Clinic
- Rising issue of waiting/assessment time for diagnosis of Autism and related condition
- Lack of support for parents/families of children with Autism and related conditions
- Access to information and advice is a major issue for those with a disability including:
 - Access to Public Health Nurses
 - Access to Support Groups
 - Access to Health & Wellbeing services
 - Access to Sports facilities (including practice or taster sessions)
 - Access to Education, Work and Social spaces and places
- Triple A Alliance has the potential to be scaled-up across County e.g. Summer Camps
- Disability Awareness training required for community/voluntary/statutory groups
- Good design of buildings/public realm by Wicklow County Council important for persons with disabilities (physical, mental, learning and sensory)
- Public toilet facilities require hoists for those with physical or mobility issues
- Creating an equal system supported by statutory services is required within County

Wicklow County Profile

Drawing on Census data for 2016, Wicklow has a population of 142,425 people with above average growth (4.2% vs State 3.8%), although this population is unevenly distributed with 65% of people living within 5km of the east coast²⁸.

Although its older population (65 years +) is in line with State levels (13%)²⁹, it has a higher proportion of young people with 0-17 making up 26.7%³⁰ of the population (vs. State average of 25%). This age profile means that Wicklow also has a higher dependency ratio than the State average³¹. Additional datasets available (**Appendix 1**).

Health & Wellbeing

The general health of people in Wicklow is better than State average (88.7% vs 87%). For those reporting their health as bad or very bad is 1.4% versus 1.6%³².

With regards to birth, in comparison to State averages there is a similar average age of first time mothers, mothers aged 10-17, overall birth rates, and rates of breastfeeding. Although babies are less likely to suffer from low birth weight, there are higher than average rates of infant mortality³³.

Levels of disability (including amongst children of both genders) are also comparable to State figures for trends in the national population³⁴.

Mental health also appears to be a complex picture. Fewer people under 24 seek support for substance misuse, and there are lower rates of self-harm amongst both genders under the age of 24, but above average hospital admission levels for psychiatric care (including first time admissions)³⁵, and hospital discharges for children with mental or behavioural disorders³⁶. There are also higher than average incidences of suicide amongst the population³⁷.

Wicklow remains a safe place for families even on the grounds of applications grants for domestic violence orders in 2015 (84.9 per 10,00 families vs. 69.6 State), and there being fewer Garda stations per 10,000 population (23.92 vs. Region 28.1, and State 24.55). In addition, referrals of under 18year olds to TUSLA are lower (6.3 per 1,000 vs. State 16.0)³⁸.

²⁸ <https://www.wicklow.ie/Business/Why-Wicklow/Wicklow-Facts-Figures>

²⁹ <https://www.wicklow.ie/Business/Why-Wicklow/Wicklow-Facts-Figures>

³⁰ <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Wicklow-Economic-Community-Monitor>

³¹ LECP, AIRO (2015)

³² <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Wicklow-Economic-Community-Monitor>

³³ AIRO, 2017

³⁴ <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Wicklow-Economic-Community-Monitor>

³⁵ AIRO (2017)

³⁶ AIRO (2017), HSE (2015)

³⁷ Connecting for Life: Suicide Prevention Action Plan (2018-20)

³⁸ CYPSC Evidence Report for County Wicklow, AIRO (2017), LECP (2016-2022), AIRO (2015)

Family age profiles also indicate that Wicklow has higher than average numbers of families with children aged 5-9 (early school), and 10-14 (pre-adolescent).

Although Wicklow shows a higher level of education attainment at third level than the State averages, there are areas within education that show cause for concern: the retention rate for people with leaving certificates is lower than the State (89.2% vs. 90.2%), and fewer people progress to 3rd level qualifications than the State average (69.8% vs. 79.6%)³⁹.

Wicklow County Council's *County Development Plan (2016-2022)* encompasses both urban and rural areas. It addresses the distinct and shared needs of both areas in the analysis and objectives for local planning purposes. It focuses particularly on travel, transport, heritage and conservation, flood risk and provision of schools. Regardless of the physical or locational context for local area plans, planning also has an important role to play in promoting and facilitating active and healthy living patterns for local communities. For example, the local area plan can promote active and healthier lifestyles by ensuring that:

- Future development prioritises the need for people to be physically active as a routine part of their daily lives;
- Pedestrians, cyclists and users of other modes of transport that involve physical activity are given the highest priority in transport and mobility strategies, policies, and objectives;
- Public open spaces are located and delivered in a way that ensures they are capable of being easily reached on foot or bicycle by routes that are secure and of a high standard and that take biodiversity issues into account in their design;
- Any new workplaces are linked to walking and cycling networks;
- Play areas are designed to encourage varied and physically active play; and
- Exposure of children to the promotion of foods that are high in fat, salt or sugar is reduced such as the careful consideration of the appropriateness and or location of fast food outlets in the vicinity of schools and parks.

Social & Economic

Drawing on other data sources, a more complex picture of Wicklow emerges. Whilst employment currently remains at a level consistent with state averages⁴⁰, there would also be limited employment opportunities in Wicklow compared to other areas, with 48% of all people in employment commuting outside of Wicklow to their place of work versus 35.1% of employed people in the Dublin region commuting outside of that area. The travel habits of people to their places of work and education using 'green' methods such as bicycle or walking (13.9%) are below regional (25.3%) and State (17%) averages, suggesting that people may begin to suffer ill health from limited physical activity in later life⁴¹.

³⁹ <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Wicklow-Economic-Community-Monitor>

⁴⁰ Ibid 39

⁴¹ AIRO (2017)

As previously highlighted, Wicklow has high housing costs, yet housing conditions are poorer than might be expected with fewer properties having central heating and higher instances of people receiving financial support with rent payments than Regional and State averages. These financial pressures are compounded by Wicklow having a higher average weekly childcare costs (€200) compared to Regional (€197) and State (€167).⁴²

In 2016, the relative deprivation score for Wicklow was 1.4 – more affluent than the State at 0.6. However, this would seem to mask multiple inequalities with 13.7% of the small areas being classified as either disadvantaged or very disadvantaged, and 30.1% of small areas being marginally below average⁴³.

Ethnicity within Wicklow shows that it has below average representation of both Travellers and New communities within its overall population⁴⁴. Whilst the number of Wicklow's lone parent families would appear to be typical in being 19% vs. State 20%, a higher proportion of these would appear to be living in households without immediate access to wider family support⁴⁵. This is particularly important in light of Wicklow having higher than average levels of families living in social housing, higher than average numbers of lone parents on waiting lists for social housing, and the average housing rent having increased by nearly 7% over the last year⁴⁶, making Wicklow the most expensive area outside of Dublin to live.

⁴² AIRO (2017), LECP (2016-2022), AIRO (2015)

⁴³ <https://www.wicklow.ie/Business/Why-Wicklow/Wicklow-Facts-Figures>

⁴⁴ <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Wicklow-Economic-Community-Monitor>

⁴⁵ <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Wicklow-Economic-Community-Monitor>

⁴⁶ <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Wicklow-Economic-Community-Monitor>

Healthy Wicklow Team

Wicklow Local Community Development Committee (LCDC)

The Wicklow LCDC was established based on the Local Government Act 2014 which provided for the establishment of Local Community Development Committees (LCDCs) as committees within local authorities. The LCDC comprises of representatives who are members of the local authority, other state agencies, community and voluntary sector and social partners⁴⁷. The balance of representation between the sectors is intended to be balanced in favour of the non-statutory sector. The LCDC is independent of the local authority in the discharge of its functions. Wicklow LCDC is responsible for the formulation and implementation of the Local Economic and Community Plan (LECP) from 2016-2022⁴⁸ and for the oversight of the Social Inclusion & Community Activation Programme (SICAP) 2018-2022 in tandem with programme implementers Bray Area Partnership and County Wicklow Partnership⁴⁹. Wicklow LCDC is also responsible for the allocation of €6.3m funding under LEADER 2014-2020 based on its Local Development Strategy for Co. Wicklow, approved by Department of Housing, Planning, Community & Local Government in 2016⁵⁰.

Wicklow Children and Young People's Services Committee (CYPSC)

Wicklow CYPSC's high level committee is drawn from a range of statutory, community and voluntary agencies involved in working with children, young people and their families across County Wicklow. There are 18 agencies represented on the committee (*Appendix 4*). The membership brings together a range of expertise in areas of child welfare and protection, local government, health, education training and employment, youth work and justice.

Function of Wicklow CYPSC

The purpose of the Children and Young People's Services Committees (CYPSC) is to secure better developmental outcomes for children through more effective integration of existing services and interventions at local level. The work of all CYPSCs is underpinned by the national policy framework for children and young people 2014-2020, '*Better Outcomes, Brighter Futures*' which sets out a vision for '*Ireland to be one of the best small countries in the world in which to grow up and raise a family, and where the rights of all children and young people are respected, protected and fulfilled; where their voices are heard and where they are supported to realise their maximum potential now and in the future*'.

⁴⁷ <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Local-Community-Development-Committee-LCDC/LCDC>

⁴⁸ https://www.wicklow.ie/Portals/0/Documents/Community/Community-Planning-Networks/Local-Community-Development-Committee-LCDC/Local-Economic-Community-Plan-LECP/Wicklow_Local_Economic_and_Community_Plan_2016-2022.pdf

⁴⁹ <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Local-Community-Development-Committee-LCDC/Social-Inclusion-Community-Activation-Programme-SICAP>

⁵⁰ <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Leader>

Role of Wicklow CYPSC

Wicklow CYPSC is implementing its second three-year plan 2016-18 and so far has overseen a number of developments including:

- Significant increase and improvement in play infrastructure
- Re-establishment of the Local Sports Partnership in Co. Wicklow
- Increase in the number of Gardaí trained to deliver the Garda School Programme
- Regular engagement between the Community Policing Teams and young people through sporting and other clubs
- Training in literacy and numeracy (for children) and family literacy (for parents) for early childhood care and education professionals
- Promoting the 'Help my Kids Learn' literacy website
- Collating and sharing information in relation to the delivery of parenting courses
- Multi-agency application under the Parents Plus initiative
- Establishment of the Prevention Partnership and Family Support Steering Committee which oversees the implementation of Meitheal
- Supporting the successful ABC programme application for Supporting Parents and Early Childhood Services [SPECS] in Bray.

Wicklow Local Sports Partnership (LSP)

Established in 2008 by Sport Ireland, Wicklow is one of a network of 33 LSPs across the country. The aim of Wicklow LSP is to increase participation in physical activity among specific target groups across the County.

Function of Wicklow LSP

The three main functions of the LSP are:

- *Information* - establish a consultative forum, initiate research, compile a sports directory and database, and identify needs and resources to form the basis of local planning.
- *Education* - provide quality opportunities for education and training at local level, provide training courses targeting volunteers, and provide access to sport specific courses through the national governing bodies (NGBs) of sport.
- *Implementation* - develop a strategic plan for local sport, appoint a professional administrator, secure related support services, select participation programmes for LSPs modified to suit local needs, increase the impact of national programmes delivered locally, and market and promote sport.

Role of Wicklow LSP

The key aims of the Wicklow LSP are to increase participation in sport, and to ensure that local resources are used to best effect. Outcomes they seek to achieve include:

- Club development

- Volunteer training
- Enhanced planning of sport at local level
- Local directories of sports bodies & facilities
- School, club, community and national governing body (NGB) links
- Increased levels of local participation, especially amongst specific target groups such as older people, girls & women, people with disabilities, unemployed people, and those who live in identified disadvantaged communities

Healthy Wicklow – Implementation Objectives & Actions

In light of the research into existing datasets on health and wellbeing of the population and socio-economic circumstances of County Wicklow, existing strategic priorities highlight the range of priorities and plans. The feedback captured through a range of stakeholder consultations and community engagement activities, further provide a local lens to the key issues arising and most likely to impact upon the future health and wellbeing of the County.

- **Transport** – as a largely rural County and with the majority of the population being concentrated around the East coast, it is increasingly challenging for many people to be able to travel to access services. Understandably, services will be centred in the concentrations where they can reach the most people to enjoy economic efficiencies in the delivery of their activities. However, this does not always mean that they are in the locations where the majority of people are most in need of support and access can be prohibitive for older persons, persons with disabilities or those in rural areas.
- **Social Inclusion** – the need to a socially inclusive County for a range of population groups and in particular for those with disabilities was a recurring theme throughout. Support for older persons who may be socially isolated or live in remote or rural areas was also an issue to consider. In addition, further supports for marginalised or disadvantaged groups e.g. Travellers, New Communities, need to be borne in mind.
- **Travellers** – Coupled with the issues of social inclusion is the need to be able to easily access services for the Traveller community whom are at significant risk of health inequalities worsening unless they can be pro-actively engaged and encouraged to uptake wellbeing services offered by statutory, community or voluntary groups.
- **Mental Health** – a strong and consistent theme emerging from the consultations is a desire to see greater provision of a range of mental health supports. The health data from several sources also echoes this need. In particular, the prevalence of such issues with children and younger people are growing in the County due to a number of contributory factors
- **Information & Awareness** – consultations and existing strategies all prioritise the need for greater levels of information and awareness amongst the general population around a range of wellbeing themes. This would enable people to more proactively manage their own health, and lead to a more sustained and transformational realising of both the Healthy Ireland and County Wicklow visions.

In addressing these priority areas, the matrix below sets out a series of actions against the priority themes determined within the Healthy Ireland framework.

Healthy Wicklow – Goals & Actions

Healthy Ireland Goals	Relevance to County Wicklow	Actions to address	Lead/Collaboration Partners	Year
Increase the proportion of people who are healthy at all stages of life	Promote greener transport options to improve health & wellbeing	Incentivise the use of cycleways, walkways or waterways as new alternative options to travel that generate multiple benefits (health and financial) using existing natural resources in County.	Wicklow LCDC (Lead) Wicklow COCO	1,2,3
	Increase knowledge and awareness of existing services	Information points or awareness campaigns using social media, and links to schools, to better inform people of the extent of existing offers to support health and wellbeing.	Wicklow LCDC (Lead) Wicklow COCO Wicklow Schools	1,2,3
	Utilise County Wicklow Community Directory	Better utilisation of the directory of services and activities to be updated and made more easily available in different formats to allow all groups in community to be able to access including additional information to help professionals better signpost and support people to navigate pathways.	Wicklow LCDC (Lead) Wicklow COCO Community & Voluntary Groups	1,3
	Reduce barriers to engagement in health & wellbeing activities for all age groups	Beginners classes for health, sports, play & recreation to encourage uptake of new activities or try free 'taster' sessions.	Wicklow LSP (Lead) Wicklow COCO Wicklow Schools Community & Voluntary Groups Local Sports Clubs	1,2

		Review of services to ensure suitable disability access and where no or limited access exists seek to support people with disabilities to be able to fully engage in accessibility to public services.	Wicklow COCO (Lead) Wicklow LSP Cara	1
		Complete an Audit of all transport routes to ensure people with limited mobility or no access to a car are facilitated to travel to services if no availability in their own locality.	Wicklow COCO (Lead) Wicklow LCDC	1
	Mental Health of children and young people	Lobby for the opening of 'Jigsaw' within County Wicklow, based in Bray with appropriate satellite services across County to ensure equal access for all children/ young people's needs.	Bray Area Partnership (Lead) Wicklow CYPSC National Centre for Youth Mental Health HSE TUSLA	2
		Support the extension and introduction of youth-specific counselling models (including but not limited to drop-in counselling services). Seek locations in appropriate facilities e.g. youth/community facilities to ensure ease of access, safety and confidentiality.	HSE Psychology (Lead) Wicklow CYPSC TUSLA Youth Services KWETB	2

	Provide opportunities for children and young people for free play and adventure in our communities to build their physical health and mental well-being	Continue support for, and provision of Playgrounds, Skate/ BMX parks, Play opportunities and child friendly towns	Wicklow County Council (Lead) LEADER Community Groups Wicklow CYPSC	1,2,3
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Healthy Ireland Goals	Relevance to County Wicklow	Actions to address	Lead/Collaboration Partners	Year
Reduce health inequalities	Higher childcare & housing costs reduce available disposal income to access health and wellbeing activities	Create promotions to incentivise the use of existing sports facilities, especially for inter-generational activities to strengthen family relationships/supports	Wicklow COCO (Lead) Wicklow LSP Wicklow CYPSC	1,2,3
	Access to Public Transport	Create promotions to incentivise the use of public transport and rural link scheme for travel to locations or venues across the County (particularly East to West Wicklow)	Wicklow COCO (Lead) Wicklow LCDC	1,2,3
	Access for Older Persons	Offer beginner/taster classes for health and social activities to encourage uptake and engagement of older persons via outreach 'Age Friendly' Programmes	County Wicklow Older Persons Council (Lead) Wicklow Age Friendly Alliance Wicklow LSP	1,2,3
	Healthy Eating for Families	Contextual campaign to raise awareness amongst parents and families in County Wicklow via health promotion on the importance of healthy food/diet for families and address issues on costs of healthy eating e.g. <i>Healthy Food Made Easy</i> .	Bray & Wicklow Local Area Partnership (Lead) HSE Wicklow CYPSC Wicklow LCDC Schools Education Centres Employer Workplaces	1,2
				Establish links with the <i>County Wicklow Food and Beverage Strategy</i> with respect

		to reducing food poverty, facilitating community gardens and allotments and building food resilience.		
	Healthy Eating for Children & Young People	Implementation of ongoing programmes to help reduce obesity levels in schools, etc.	Wicklow CYPSC (Lead) Wicklow LCDC Schools Youth Clubs	1,2,3
	Support Small Areas of Social Disadvantage	Review locations of existing services against deprivation rankings (as nearly half of SAs are or at risk of disadvantage) to ensure services are based in areas of most need versus areas of most people.	Wicklow LCDC (Lead) Wicklow COCO Wicklow CYPSC Wicklow LSP	1,2,3
	Foster Interagency Collaboration Work	Enhance coordination and information sharing of interagency services to ensure that people can be best referred and signposted whilst being supported.	Wicklow LCDC (Lead) Wicklow COCO Wicklow CYPSC Wicklow LSP HSE TUSLA Local Area Partnerships	1,2,3
	Adoption of 'No Fry Zone' guidance ⁵¹	Keeping with planning regulations for no fast food outlets <400m of local Wicklow schools.	No Fry Zone 4 Kids Community Group (Lead) Wicklow COCO Wicklow LCDC Wicklow CYPSC	1,2,3
	Equal access for people with disabilities	Undertake review of existing sport services and health activities to ensure equality and access for disabilities.	Wicklow COCO (Lead) Wicklow LSP HSE TUSLA	1,2,3

⁵¹ <https://www.wicklow.ie/Living/Services/Planning/Development-Plans-Strategies/National-Regional-County-Plans/Wicklow-County-Development-Plan/Wicklow-County-Development-Plan-2016-2022> (Pg. 32)

	Equal access for Travellers & New Communities	Reduce any cultural barriers to navigate health and wellbeing pathways for Traveller or New Communities to better support all.	Wicklow LCDC (Lead) Wicklow & Bray Traveller Groups New Communities Community & Voluntary Groups	2,3
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Healthy Ireland Goals	Relevance to County Wicklow	Actions to address	Lead/Collaboration Partners	Year
<p>Protect the public from threats to health and wellbeing</p>	<p>Tackling Domestic & Sexual Violence</p>	<p>Create contextual and local awareness campaign on effects of domestic violence to help break stigma in support of health & wellbeing of women and their families in County Wicklow.</p>	<p>TUSLA (Lead) Wicklow COCO Wicklow LCDC</p>	<p>1</p>
		<p>Support the existing refuge in Bray via the Local Authority for those fleeing from domestic or sexual violence situations.</p>	<p>Wicklow COCO (Lead) Wicklow LCDC TUSLA HSE</p>	<p>2,3</p>
		<p>Support for transition housing for victims of domestic or sexual violence in County.</p>	<p>Wicklow COCO (Lead) Wicklow LCDC TUSLA HSE</p>	<p>2,3</p>
	<p>Reducing Social Isolation/Loneliness</p>	<p>Awareness campaign to promote the local Support Groups which exist to tackle social isolation or loneliness being pertinent at all ages (not just older people).</p>	<p>Wicklow LCDC (Lead) HSE</p>	<p>1,2</p>
		<p>To encourage people to seek out options or join existing support groups within County.</p>	<p>Wicklow COCO (Lead) Wicklow LCDC</p>	<p>1</p>
		<p>Review public transport links in rural areas to ensure that people with no or limited car access are able to travel to other areas where activities or services are based.</p>	<p>HSE (Lead) Wicklow LCDC</p>	<p>1,2</p>

	Supporting older persons living with Dementia in County	Review and develop further collaboration between health and community services to signpost and refer people living with Dementia to support families/carers to cope with condition. e.g. Extend 'Meet & Eat' pilot programme.	Wicklow LSP (Lead) Wicklow CYPSC Wicklow LCDC KWETB SPU	1,2,3
	Promoting options for female participation in physical activities	Develop programmes to encourage physical activity amongst females (young girls) that focuses on non-traditional sports to sustain engagement in healthier lifestyles.	HSE (Lead) Foróige Wicklow CYPSC Wicklow LCDC Schools Youth Services KWETB	1,2,3
	Foster safe, healthy relationships for all	Promote safe and healthy relationships for all and particularly for younger people via existing sexual health programmes e.g. 'Real U', SPHE, RSE, etc.		

Healthy Ireland Goals	Relevance to County Wicklow	Actions to address	Lead/Collaboration Partners	Year
<p>Create an environment where every individual and sector of society can play their part in achieving a Healthy Ireland</p>	<p>Address prevalence of Mental Health of children and young people</p>	<p>Deliver training programmes for all front-line services to better identify early intervention mental health measures so that preventative care can be offered to reduce any escalation or need for additional care e.g. CAMHS.</p>	<p>HSE (Lead) TUSLA Wicklow CYPSC</p>	<p>1,2</p>
		<p>Strengthen co-ordination between mental health services to ensure there can be integrated wrap-around care for the child and wider family to better facilitate their recovery and adaptation to new circumstances.</p>	<p>HSE (Lead) TUSLA Wicklow CYPSC</p>	<p>1,2,3</p>
	<p>Support for Lone Parent Families</p>	<p>Promote and increase delivery of parenting support programmes to facilitate local peer networks for parents without access to immediate wider family support.</p>	<p>TUSLA (Lead) Wicklow CYPSC</p>	<p>1,2,3</p>
	<p>Inclusive County for all citizens and communities</p>	<p>Promote social inclusion of all people including youth, older persons, people with disabilities, Travellers and New Communities to actively participate in health and wellbeing.</p>	<p>Wicklow LCDC (Lead) Wicklow CYPSC Wicklow LSP Wicklow COCO Wicklow Age Friendly Alliance Bray & Wicklow Travellers Groups Community & Voluntary Groups</p>	<p>1,2,3</p>

		Offer an introductory course designed to provide community/ voluntary groups with skills and ideas on how to adapt sport, physical activity or physical education sessions to make accessible and inclusive for people with disabilities.	Wicklow LSP (Lead) Cara	1
		Inclusive fitness training to increase the confidence and awareness of fitness managers, fitness professionals and all front line staff to work with people with disabilities in the fitness sector.	Wicklow LSP (Lead) Cara	2
		Create accessible environments in the County for those with Autism including support for families.	Wicklow COCO (Lead) Wicklow CYPSC TUSLA HSE Triple A Alliance	2,3

Evaluation & Review

Information management in the use of outcomes and indicators represents a multi-agency outcomes measurement model that can be used by Wicklow LCDC and interagency partners to represent a continuous process of proving or improving based on following components:

1. **Identification of Outcomes:** the first step in the process is the development of outcome statements. However, these are not expressed as statistical targets, but as statements of common purpose, of aspiration and intent.
2. **Definition of Measurable Indicators:** a hierarchy of factors, indicators and measures are developed associated with each of the outcome statements. Examples of life factors that relate to the above outcome statements e.g. play/leisure perceptions. These in turn are broken down into measurable indicators.
3. **Data Collection, Analysis and Reporting Data:** is based solely on the measurable indicators and is collected across all of the agencies involved in the action planning process. This data is returned to a central point to be collated and analysed to provide a cumulative annual overview of progress towards outcome statements. These results will be presented as an annual composite monitoring report.
4. **Review of Achievements Against Outcomes:** identification of areas for improvement and action planning can be used as a performance management tool to critically review progress against outcomes and to develop strategies for improvement and the associated action plan. This may lead to the review of measurable indicators associated with outcome statements.

The outcomes model is illustrated as a cyclic process as below (*Figure 5*).

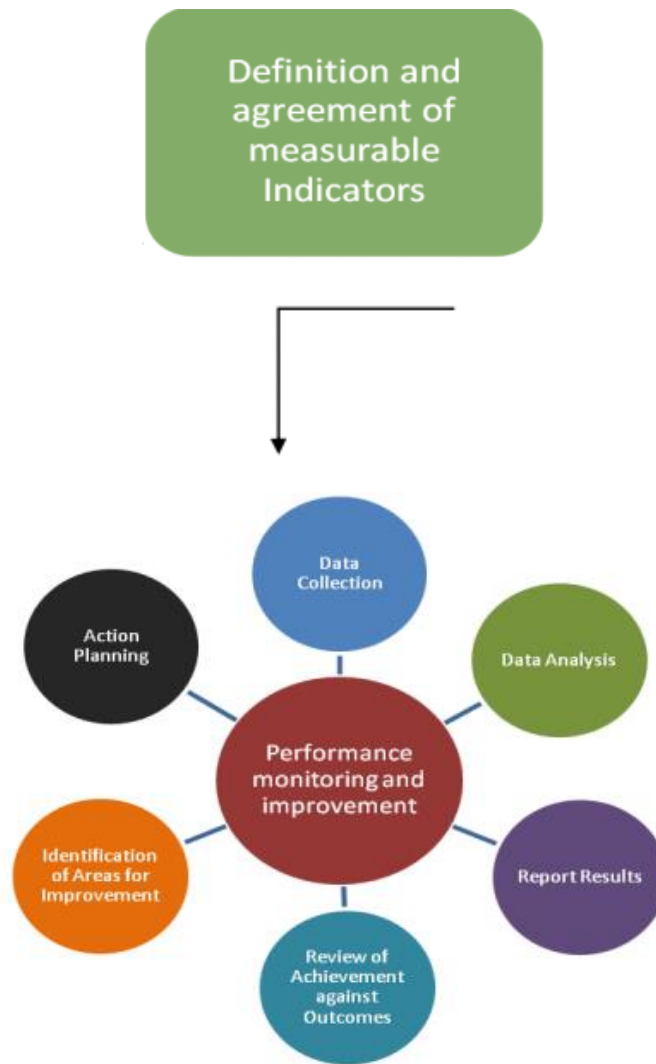


Fig. 5: Linking Healthy Wicklow Action Plan

Appendices

1. Wicklow County Profile Datasets

Wicklow Economic and Community Monitor (Census 2016)

	Wicklow	State
Age		
0-4	7.1%	7%
5-12	12.6%	11.5%
13-17	6.9%	6.5%
18-24	7.3%	8.2%
0-18	26.7%	25%
65+	13%	13.4%
Young dependency ration (based on 0-17 vs 18-64)	44.3%	40.6%
Traveller population	0.6%	0.7%
Ethnic population	12%	15%
Social rented	9.8%	9.4%
Average monthly rent (2015) (highest outside Dublin); 6.7% increase over last year	1,079	
Single parent households	11.3%	10.5%
Lone parent families	19%	20%
General health: good/very good	88.7%	87.0%
General health: bad/very bad	1.4%	1.6%
Population with a disability	13.5%	13.5%
% of 0-11 years with a disability - male	6.9%	7%
% of 0-11 years with a disability – female	6.6%	6.5%
Unemployed (2016)	12.7%	12.9%
Progression to 3 rd level (2016) Wicklow Economic Community Monitor	69.8%	79.6%

Source: <https://www.wicklow.ie/Living/Services/Community/Community-Planning-Networks/Wicklow-Economic-Community-Monitor>

County Wicklow Health Profile

	Wicklow	State
Psychiatric in-patient admission per 100,000 population	446.4	413.9
Psychiatric in-patient first time admission per 100,000 population	142.0	133.6

Source: HSE (2015)

Socio-Economic Baseline Report (Wicklow)

	Wicklow	Dublin	State
Young dependency ratio (2011)	34.5%	27.6%	31.9%
Old dependency ratio (2011)	16.6%	15.7%	17.4%
Household density (average number persons per household)	2.83	2.65	2.72
Outbound commuters (employed population whose employer is located outside area of usual residence)	48%	35.1%	43.5%
Green travel (cycle/walk) to places of work/education	13.9%	25.3%	17%
Rent income supplement recipients per 1,000 rented households	274.2	210.6	217.5
Households with no central heating	1.9%	1.3%	1.6%
Garda stations per 10,000 pop	23.92	28.1	24.55
Birth rate (2013) per '000 pop	15.4	16	15

Source: LECP, AIRO (2015)

- 17 suicides reported in 2015 suicides in Wicklow; with census 2016 figure of 142,332 = 11.9 per 100,000
- Comparison calculated for Dublin Region = 7.9 per 100,000 / State = 9.7 per 100,000

Source: Connecting for Life: Suicide Prevention Action Plan (2018-20)

- Population 142,425; with 34% under 25 years of age (State 33%)
- Population aged 65 years+ = 13% (State 13%)
- 65% of population living within 5km of east coast
- 30.1% SAs classified as marginally below average and a further 13.7% SAs classified as disadvantaged or very disadvantaged

Source: <https://www.wicklow.ie/Business/Why-Wicklow/Wicklow-Facts-Figures>

County Wicklow Socio-Economic Baseline Report

	Wicklow	Dublin	State
Self-harm males under 24 (2015) per 100,000 pop	137.4	142.7	161.6
Self-harm females under 24 (2015) per 100,000 pop	222.1	262.3	253.2
Hospital discharge rate 0-12years (2016) per 1,000	115	122	141
Hospital discharge rate 13-24years (2016) per 1,000	159	129	137
Hospital discharge rate 0-12years with mental and behavioural disorders (2016) per 1,000	2.7	2.8	2.6
Hospital discharge rate 13-24years with mental and behavioural disorders (2016) per 1,000	7.2	4.9	5.0
Under 18's seeking support for substance misuse (2015) per 10,000 pop	4.6		6.8
Average age first-time mother (2016)	31.1	31.3	30.9
Mothers ages 10-17 per 10,000 females aged 10-17 (2016)	3.9	4.6	3.8
Infant mortality per '000 live births (2016)	4.2	3.4	3.3
Low Birth Weight (2015)	5.1%	5.1%	5.9%
Breastfeeding rates (2015)	48.6%	51.9%	47.7%
Breastfeeding at 3 months	42.9%		39%
Leaving certificates retention rate (2009)	89.2%	88.6%	90.2%
Applications granted for domestic violence orders per 10,000 families (2015)	84.9	83.7	69.6
Referrals to Tusla (2016) per 1,000 pop under 18	6.3	-	16.0
Lone parents on social waiting housing lists (2016) per 1,000 lone parent families	128.1	178.4	127.3
Unemployed lone parents (2016)	14.5%	15.1%	14.4%
Lone parents not in the labour force (2016)	42.1%	40.9%	43.1%
Average weekly cost of childcare	200	197	167
0-24 with GMS medical card	34%	-	36%
Population change	4.2%	5.8%	3.8%

Source: AIRO (2017)

<https://www.wicklow.ie/Portals/0/Documents/Community/Community-Planning-Networks/Local-Community-Development-Committee-LCDC/Local-Economic-Community-Plan-LECP/County%20Wicklow%20LECP%20Socio%20Economic%20Profile.pdf>

2. County Wicklow Facilities & Amenities

Facilities	Wicklow	Arklow	Bray	Greystones
Leisure Centres	<ul style="list-style-type: none"> ○ 25m Pool ○ Baby Pool ○ Gym ○ Sauna ○ Steam Room ○ Lessons ○ Aerobics Studio 	<ul style="list-style-type: none"> ○ 25m Pool ○ Learner Pool ○ Gym ○ Sauna ○ Steam Room ○ Lessons ○ Sports Hall ○ Racquetball Courts ○ Squash Court 	<ul style="list-style-type: none"> ○ 25m Pool ○ Learner Pool ○ Sauna ○ Steam Room ○ Gym ○ Lessons 	<ul style="list-style-type: none"> ○ 25m Pool ○ Learner Pool ○ Gym ○ Sauna ○ Steam Room ○ Astro Pitches ○ Lessons
Play Grounds	<ul style="list-style-type: none"> ○ Ballynerrin ○ Hill View ○ Murrough ○ Ashford ○ Rathnew ○ Newtownmount kennedy 	<ul style="list-style-type: none"> ○ Seaview Ave ○ St Peter's Place ○ South Green ○ Aughrim ○ Rathdrum ○ Baltinglass ○ Blessington ○ Grangecon ○ Knockanann ○ Tinahely ○ Shillelagh ○ Dunlavin 	<ul style="list-style-type: none"> ○ Ballywaltrim ○ People's Park ○ Sidmonton Road ○ Fassaroe ○ Southern Cross ○ Enniskerry ○ Kilmacanogue ○ Esplanade 	<ul style="list-style-type: none"> ○ Mill Rd ○ Kilcoole ○ Newcastle ○ Charlesland
Skate Parks & Outdoor Gyms	<ul style="list-style-type: none"> ○ Wicklow Town 	<ul style="list-style-type: none"> ○ Arklow ○ Blessington ○ Baltinglass 		
Multi-Use Games Areas (MUGA)	<ul style="list-style-type: none"> ○ Ballynerrin ○ Ashford ○ Rathnew 	<ul style="list-style-type: none"> ○ Dunlavin ○ Tinahely 	<ul style="list-style-type: none"> ○ Enniskerry 	<ul style="list-style-type: none"> ○ Kilcoole

3. Healthy Wicklow Health & Wellbeing Questionnaire – Summary Analysis

Healthy Wicklow	What Works/ What Doesn't?	Challenges/ Barriers	Availability/ Access	What's Missing?
Participation in multiple H&WB activities	Sports clubs for Autism/ADHD/Aspergers	Lack of adequate support services	Triple A offer activities for ASD groups	Inclusivity training for sports groups
Inclusive Sports - mental & physical disabilities (2)	Time to prepare healthy foods (6)	Easter/Summer sports camps inclusivity factors	Residential homes no healthy eating choice	Clubs inclusion of mental/physical disabilities
More MH support for kids/teenagers (2)	Over 65's less reluctant to change habits	Motivation (3) - lack effort to try/get up and go	Access - activities, exercise groups rural	More free events for families take stress away
Equal opportunity/access for all (2)	More organised events for families	Availability of mental/physical health	Time to plan to attend community events	Supports for individuals/communities to access services
A county where H&WB is an affordable goal	Health promotion for older people activities	Cost of family events prohibitive	Integrated services, accessible services	Cheaper organic foods, Accessible mindfulness & gentle exercise older persons
Less sugar, less obesity (2), understanding healthy eating	Access, proximity to amenities, cost	Time to prepare food/exercise (4)	'Meet & Eat' pilot programme for Social Isolation/Dementia	Outreach - engagement in H&WB programmes (3). MH Promotion of outdoor activities & Wicklow's natural environment
Young people's health & fitness better lifestyle choices	Fast Food culture (2), sugary foods	Body image	Awareness of available services/programmes (2)	Evaluation - follow-up with programme participants on challenges faced with H&WB and make recommendations
Promote Wicklow's	Board games & walking together	Screen addiction causing inactivity	Healthy Food Made Easy programme	MH Services & Drop-In Centre with Counsellors

wonderful outdoor sports/leisure				
Accessibility to services (2) e.g. Gyms, Free of charge services	Work/Life Balance (3), Green Spaces & Parks (2)	Not enough supports for Elderly pop.	No facilities/Lack of services	Valuing natural amenities - Council did well with playgrounds (2), skateparks & outdoor gyms plus green spaces/waterways
Maintain wellbeing, optimum fitness & positive relations	Bad planning decisions in Wicklow Town	Better use of spatial planning/ social spaces	Info hit or miss so good community e.g. tourism info point (2)	Recreational infrastructure - weekend public transport, walkways, recreation zones. Public realm/street art/public benches
Availability of spaces/resources to do healthy activities	Community arts spaces Alternatives to pubs	Childcare (2) though 'Buggyfit' class is good help	Exercise classes which don't require childminding	Under 2's classes/activities
Healthy lifestyle (2) - improvement in outlook towards good health	Cost of gyms prohibitive in Wicklow	Not enough information	Fun Runs	Outdoor facilities - running tracks (2) & green spaces
More daily exercise/being active	Too many websites to use for one County	Well lit pathways to walk on for everyone	Great walking routes	Shortcuts to services
Bringing children up in a healthy environment	Requesting visits from Occupational Therapists	No Dietician in Health Centre	Meeting new mums is brilliant fun	Taxi Services to Dublin Hospitals not continued - reduce taxi fares for older persons
Everyone fit, healthy and in good form!	Getting chairs fitted in bathrooms for disabled access	Chair Yoga Classes (were previously free in Parish)	Lunchtime or 24-hour access to facilities	Bus service routes to Avoca for housebound persons to reduce social isolation.

				Sewage a big problem to health.
Clean air, good roads & safe beach to walk on/swim in	Cost of personal pedicure/manicure services	Pear Home Care 24x7	Good range of fitness classes (4) e.g. yoga good but too short	More Dancing classes (2) - more Zumba
Clean water (sewage), bus shelters, more seating, traffic flow measures (Arklow)	Lack of local bus service to hospital		Taxi Transport to Doctor/Health Centre/Hospital expensive	Keep informing people of what is going on in your local locality ongoing basis
Great happiness	Cost of quality foods		Dr Calhoun's Surgery & Local Community Hospital	
Fun outgoing activities	Improving diet, exercising more regularly		Provision of machines in parks. Awareness campaigns excellent	
Prolong longevity of health in general				

4. Membership of Co. Wicklow CYPSC (December 2017)

Joanne Cullen, Chair	ISA Manager, Tusla
Michael Nicholson, Deputy Chair	Director of Services, Social, Cultural & Community, Wicklow County Council
Emer Breen	Irish Primary Principals Network Representative
Peter Brennan	Bray Area Partnership
Julie Cahill	Principal Social Worker, Tusla
Siobhan Fitzpatrick	Head of Service, HSE
Alison Fox	Youth Officer, Kildare and Wicklow ETB
Dr. Davina Healy	Principal Medical Officer, HSE
Dr. Glenda Kavanagh	Lucena Clinic (CAMHS)
Sally Stafford Johnson	Psychology, HSE
Irene Keogh	Education Welfare Services, Tusla
Lorraine Mynes	National Association of Principals and Deputies
Alice O'Donnell	Public Participation Network - Wicklow
Insp. Seamus Rothwell	An Garda Síochána
Maeve Shanley	Drug and Alcohol Task Forces Representative
Emma Skinner	Juvenile Liaison Officer, An Garda Síochána
Assumpta O'Neill	Coordinator, Wicklow County Childcare Committee
Kevin Webster	Principal Social Worker, Tusla
Deirdre Whitfield	Administrative Officer, Wicklow County Council
Rosemary Yeates	Voluntary Sector Rep., Bray & East Wicklow Youth Services
Fionnuala Curry	Coordinator, Co. Wicklow CYPSC
Brian Carty	Co. Wicklow Partnership
Andrew Jackson	Voluntary Sector Rep., I.S.P.C.C
Geraldine O'Hara	Voluntary Sector Rep., Daughters of Charity
Vacant	Disability Services Representative

The County Wicklow Children and Young People's Plan [CYPP] is in the implementation phase of its second Children and Young People's Plan 2016-2019. The CYPP is undertaken by seven subgroups as follows:

Outcome Group 1 – Physical Health Subgroup – focused on priorities such as recreational infrastructure, healthy eating, physical activity

Outcome Group 1 – Youth Mental Health and Well-being Subgroup – focused on priorities highlighted in relation to youth mental health and emotional wellbeing in the county and issues relating to drugs and alcohol.

Outcome Group 2 – Learning and Development Subgroup – focused on concerns in relation to literacy and numeracy, transitions, oral language development.

Outcome Group 3 – Prevention, Partnership and Family Support Steering Committee – focused on priorities identified such as co-ordination of parenting courses, family support services, domestic violence and the implementation of Meitheal and the Child and Family Support Network structure in the area.

Outcome Group 4 and Change Management Subgroup – a high level ‘decision makers’ group to focus on change during the implementation of the Children and Young People’s Plan and overseeing the six transformational goals.

Outcome Group 5 – Connected, Respected and Contributing Subgroup – focused on active participation of young people, equality, youth work services and healthy relationships.

West Wicklow Interagency Subgroup – focuses specifically on the West Wicklow area across all outcome areas and transformational goals.