

# Oxfordshire, A Marmot Place

Quick reference guide

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**A Marmot Place**



# Purpose

- ★ This quick reference deck is designed to give colleagues across the system a high-level, easy-to-digest introduction to the Marmot approach in Oxfordshire.
- ★ It provides a shared understanding of what being a Marmot Place means, why health equity matters, and how social determinants shape health outcomes locally.
- ★ The guide is intended to spark interest and confidence in health equity conversations and help build an understanding of how to apply the Marmot principles, rather than provide detailed guidance.
- ★ Follow-up activity can then include more tailored discussions and support for specific directorates or departments, focusing on how the Marmot principles can be applied in practice.

# Marmot places



- A [Marmot Place](#) is an area committed to reducing health inequalities by addressing the [Social determinants of health](#), through systemwide collaboration and commitment to long term action through embedding the 8 Marmot Principles.
- [Oxfordshire](#) became a Marmot Place in 2024, embarking on a collaborative partnership to drive local activity to reduce health inequalities, guided by the [University College London, Institute of Health Equity](#).
- The approach is named after Professor Sir Michael Marmot, author of [The Marmot Review](#), which highlighted the link between socioeconomic conditions and health outcomes.
- The aim of a Marmot Place is to reduce unfair and avoidable health inequalities, improve life expectancy and create healthy communities by addressing the root causes of ill health such as poverty, poor quality housing and inadequate access to education.

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Marmot Philosophy: Proportionate  
Universalism, support for all with extra  
help for those who need it most.

# The Marmot Principles



**1. Give every child the best start in life**



**2. Enable all children, young people and adults to maximise their capabilities and have control over their lives**



**3. Create fair employment and good work for all**



**4. Ensure healthy standard of living for all**



**5. Create and develop healthy and sustainable places and communities**



**6. Strengthen the role and impact of ill health prevention**



**7. Tackle racism, discrimination and their outcomes**



**8. Pursue environmental sustainability and health equity together**

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# Health inequalities

- Health inequalities are avoidable and measurable differences in health in people and communities.
- The social determinants, often referred to as the ‘building blocks’ of health are the conditions in which people are born, grow, work, live and age, and the wider forces that shape the conditions of daily life.
- Most of our health is determined by these non-medical root causes of ill health, which include quality education, access to nutritious food, and decent housing and working conditions.



If you live in a poor-quality, damp and cold home, this may have negative impact on your health.

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# Oxfordshire picture



- In Oxfordshire, stark health inequalities exist, a male in the most deprived area will live around 7 years less than a male in least deprived area and a female in the most deprived area will live around 9 years less than the least deprived area.
- This is called the life expectancy gap.
- Professor Sir Michael Marmot emphasises the importance of health equity as a moral imperative.
- He argues that health inequalities are unjust and should be addressed to create a fairer and healthier society.
- Whilst fantastic work has been done, we can and should go further to narrow the life expectancy gap.

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If you are a female born in the most deprived area you could live around 9 years less than if you were born in the least deprived area.



# Partnership with IHE

- By bringing together health and individual partner organisations, the Institute of Health Equity will work to further advance the Oxfordshire system in tackling inequalities by building on existing plans and actions, identifying gaps, and recommending ways to achieve positive change.
- There will be high-quality, evidence-based external review of Oxfordshire's activities to tackle health inequality, inform potential gaps, and form recommendations to go further as a system.
- There is plans for Health Equity indicators to be embedded into the Oxfordshire [Health and wellbeing strategy](#) outcomes framework.



The Marmot programme will serve as a unifying force, connecting system-wide initiatives.

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# Understanding communities

- The [Community Insight Profiles](#) and associated [Development Framework](#) can help people across the system better understand the people and places they serve.
- By bringing together local data and lived experience, they provide a clear picture of community needs, strengths and priorities.
- The profiles can be accessed by any groups / organisations wishing to explore insights to inform policy, service design, commissioning and grant applications.
- The insights helps target resources where they will have impact.

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Data insight allows us to work effectively to reduce inequalities and improve outcomes for local communities.



# Using data to understand our population needs

- The [Joint Strategic Needs Assessment](#) helps partners across the system understand health inequalities across Oxfordshire.
- It brings together evidence on population needs, outcomes and the wider factors that shape health.
- It can be used to inform policy, service planning and decision-making, ensuring action is focused where inequalities are greatest and has the greatest potential to improve health and wellbeing.



Get in touch to learn more about how health inequalities could inform your work.  
[Marmot@oxfordshire.gov.uk](mailto:Marmot@oxfordshire.gov.uk)

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# Tools to help



- For major developments, developers are encouraged, through planning policy via the Oxfordshire Joint Leaders Committee to complete an [Oxfordshire Health Impact Assessment Toolkit](#).
- Similarly, the [Local Transport and Connectivity Plan \(LTCP\)](#) sets an expectation that transport schemes include a Health Impact Assessment. You can explore this toolkit for any policy / project.
- Another useful tool for health equity is the [Health Equity Assessment Tool \(HEAT\)](#). It can be completed at the start of a work plan or any stage of a project / programme cycle, to help you consider its potential effects.
- The next slide gives a flavour of possible considerations.

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A [Community research How to Guide](#) by Healthwatch Oxfordshire gives valuable insights into the important role of research and working with communities.

# HEAT tool process



## Stage 1

### PREPARE

1. Define the scope and objectives of your work or programme
2. Identify key stakeholders and current efforts to reduce inequalities
3. Gather data and evidence on health inequalities (quantitative, qualitative, local insight)



## Stage 2

### ACCESS

1. Examine how your programme or service may affect different groups
2. Identify potential risks or unintended consequences
3. Consider barriers to access or participation
4. Use structured prompts to highlight equity-related issues



## Stage 3

### REFINE AND APPLY

1. Adjust your plans or services to reduce inequalities
2. Implement actions that promote fairness and inclusion
3. Ensure changes are practical, achievable, and measurable
4. Engage stakeholders and communities to co-design improvements



## Stage 4

### REVIEW

1. Evaluate the outcomes and impact of your programme or service
2. Identify areas for further improvement or learning
3. Update plans or guidance based on feedback and evidence
4. Share lessons with partners to support ongoing equity-focused practice

# Resources



- Keep up to date with developments and receive invitations to webinars and events. [Subscribe](#) to Marmot mailing list.
- Join [The Health Equity Network](#), a closed group for Oxfordshire and a collaboration space to share best practice and ideas.
- Check out the [2026/27 Director of Public Health Annual Report](#).
- It celebrates [progress made on tackling health inequalities in Oxfordshire](#) since the publication of the [2019/20 Oxfordshire County Council's Director of Public Health Annual Report](#).

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For any general enquires, email the team  
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