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PEOPLE AND HEALTH OVERVIEW COMMITTEE

MINUTES OF MEETING HELD ON TUESDAY 17 OCTOBER 2023

Present: Cllrs Mike Parkes (Chairman), Tony Alford, Beryl Ezzard, Ryan Holloway, Stella Jones, Rebecca Knox and Howard Legg

Apologies: Cllrs Cathy Lugg and Jean Dunseith

Also present: Cllr Cherry Brooks and Cllr Jane Somper

Officers present (for all or part of the meeting):

Andrew Billany (Corporate Director for Housing), Vivienne Broadhurst (Executive Director - People Adults), George Dare (Senior Democratic Services Officer), Paul Dempsey (Corporate Director - Care & Protection), Theresa Leavy (Executive Director of People - Children), Jonathan Price (Corporate Director for Commissioning), Claire Shiels (Corporate Director - Commissioning & Partnerships), Liz Curtis-Jones (Principal Lead Best Start in Life), Joshua Kennedy (Apprentice Democratic Services Officer) and Kaye Wright (Youth Voice Manager)

29. Apologies

Apologies for absence were received from Councillors Cathy Lugg and Jean Dunseith.

30. Declarations of Interest

There were no declarations of interest.

31. Minutes

The minutes of the meeting held on 14 September 2023 were confirmed and signed.

32. Public Participation

There was no public participation.

33. Councillor Questions

There were no questions from councillors.

34. Urgent Items

There were no urgent items.

35. Committee's Work Programme and Cabinet's Forward Plan

Members noted the committee's work programme and forward plan.

The work programme would be revised to enable the next meeting to have more focus on the Housing Strategy.

36. Adults & Housing Directorate Peer Review and Action Plan

The Portfolio Holder for Adult Social Care, Health, and Housing introduced the item, and the Programme Lead outlined the report. The peer review was designed to support the council in preparing for the new CQC Annual Assurance regime. An action plan was developed from the findings of the review. A presentation was given to members, and it is attached to these minutes.

Members discussed the report and raised the following points:

- The action plan in the report was high level. The inspection will produce a detailed report.
- Connections between the peer review and the housing directorate were being made.
- There needed to be a way to measure how successful the council is in responding to the action plan.

37. Adopting Care Experience as a Protected Characteristic

The Corporate Director for Care and Protection introduced the report and gave a presentation which is attached to these minutes. The presentation outlined the protected characteristics in the Equality Act 2010 and gave background details to adopting care experience as a protected characteristic. Approximately 50 councils had adopted care experience as a local protected characteristic, and it was a recommendation from the national children's social care review.

Members asked questions and discussed the report. The following points were raised:

- The care leaver service could help care leavers identify as care experienced.
- What members could do as corporate parents to help champion care experience as a protected characteristic.

- It would be important for care leavers to identify as a care leaver on applications forms so they can receive support.

Proposed by Cllr Jones, seconded by Cllr Holloway.

Decision:

That the following recommendations be made to Cabinet:

1. To support the development of an agreed definition of care experienced for the purpose of making this a protected characteristic.
2. To agree that 'care experience' will be treated as if it were a Protected Characteristic under the Equalities Act 2010 so that decisions on future services and policies made and adopted by Dorset Council are assessed and consider the impact on people with care experience.
3. To approve the amendment of Dorset Council's Equality, Diversity and Inclusion Strategy 2021-2024 to reflect 'care experience' being treated as if it were a protected characteristic and the development of specific actions to reduce the disadvantage and discrimination that care experienced people face.

38. The Families First for Children Pathfinder Delivering the Government's Stable Homes, Built on Love Strategy

The Executive Director of People – Children introduced the report on the Families First for Children Pathfinder. Dorset Council was selected by the Department for Education to be one of three pilot local authorities for the pathfinder. The council had received the first round of funding and was expecting more further funding in November.

The Corporate Director for Care and Protection gave a presentation which is attached to these minutes. The presentation outlined the recommendations, the six pillars of the strategy, developing a new model to deliver the pathfinder, the progress made, and the financial implications to the council.

Members asked questions on the report and raised the following points:

- The Treasury were supportive if the programme to keep children in their extended families.
- The police and health services would like additional funding for the programme but have not received any.
- The current system had a focus on crisis intervention; however the programme would change the integrated care system to focus on early intervention and prevention.
- The family help pillar could be achieved through family hubs and creating networks of support.

Proposed by Cllr Ezzard, seconded by Cllr Jones.

Decision

That the People and Health Overview Committee recommend to Cabinet that the approach to delivering the Families First for Children Pathfinder be adopted by the council.

39. Report on the Dorset Education Board

The Executive Director of People – Children introduced the report and outlined several key parts of the report. These included the statistics for Ofsted inspections of Dorset schools, attainment of English and Maths, and recruiting and retaining staff working in the education sector.

In response to questions from members, the Executive Director of People – Children advised that the council does not differentiate between maintained schools and academies. She also advised that the Belonging Strategy had received a soft launch with school leaders, and it would ensure that there was support for schools with link workers, and that youth practitioners would work alongside schools to encourage children to attend school.

Members noted the report.

40. Expansion of funded childcare offer from April 2024

The Principal Lead for Best Start in Life introduced the report on the expansion of the funded childcare offer. The expansion was announced by the Chancellor in the Spring Budget and the council would be responsible for distributing funding on behalf of the Government. Members received a presentation, which is attached to these minutes, and it included details on national changes to support the policy implementation, providing grants to new registered childminders, and it outlined the implementation plan.

Members discussed the report and asked questions of the officers. The following points were raised:

- In preparation for challenges from an increased childcare demand, the support that may be needed for childcare was being mapped, areas where childminders may be needed were being identified, and best practice was being shared among local authorities.
- Parents would need to earn £100,000 each before they need to pay for childcare.
- Funding would be received through the dedicated schools grant for early years.
- The funding received would be per child.
- The ratios of staff to children would depend on the age of the child.
- Local provider agreements state that they should not charge parents extra for equipment to prevent discrimination.

Proposed by Cllr Ezzard, seconded by Cllr Holloway.

Decision

The approach to the expansion of funded childcare offer from April 2024 be recommended to Cabinet for adoption by the Council.

41. **Exempt Business**

There was no exempt business.

Duration of meeting: 10.00 am - 12.00 pm

Chairman

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Peer Review: Key messages and Action Plan

Amy-Jane White- Reforms Programme lead

National and Regional Picture for Adults

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SECTOR LED
IMPROVEMENT- 13
YEARS



HEALTH AND CARE ACT
2022- CQC ASSESSMENT
PROGRAMME



LGA PEER REVIEW
MODEL



FIRST IN REGION



PROACTIVE IN OUR
APPROACH

Peer Review: What Did We Want to Achieve?



Establish a baseline. Where are we at, what needs developing..?



Validation for what we're good at



We want to plot our journey to 'outstanding'. Areas where we could accelerate faster or try out a new approach.



Some feedback on how or whether we are 'landing' some of the things we think we are good at – how are we coming across? How will we come across to CQC?



Is there evidence of a 'culture of improvement and learning'



How our partnerships internally and externally are supporting our delivery for our residents

Key Messages - Strengths

- A clear political direction and strong senior leadership team
- Ambitious and committed and passionate adult social care workforce
- Executive Director has clear vision for adult social care with good strategic and operational oversight and strong budget ownership
- OT Digital and Tech Team and Tech Lounge offer seen as best practice (“this work should be showcased”)
- Numerous good news stories of supported living for people with learning disabilities (“this work should be showcased”)
- Overall good performance to comparators
- People reported they feel safe and well supported and this was demonstrated through a number of sources.
- Strong commitment to transformation, improvement and some excellent examples of innovation.

Key Messages - Considerations

- Overall, our vision and transformation journey to fully embrace the demographic challenge/opportunities – i.e. What will Dorset look and feel like in 10 years' time. An opportunity to be national leaders in wellbeing approach to older people.
- Lots of learning has been undertaken. Now need to concentrate on embedding and cementing this learning to affect change.
- We need to further embed community development, making connections across our communities, the council and the wider system.
- Need to ensure a single version of the truth regarding data.
- Information and advice on public facing website described as “confusing and not accessible”



Prevention and early help - an offer that gives people local support when they need it (including simple social contact) and maybe helps them not to need us at all, yet. Linked to Public Health.



Productivity - the core of improvement needs to focus on fixing the central processes of ASC so waits and handoffs are reduced to an acceptable minimum (assessments, reviews, setting up POC, waiting for a care episode or service to start...) Decision-making is a serious focus.



Practice - we have an opportunity to look at what is specialist and what is not. For example, Safeguarding is everyone's business. Also to ensure our recording reflects the quality of the practice.



Our model needs a reconsideration of what 'place' or 'locality' is for people. A stronger community approach is the key to a genuine strengths-based practice and sustainability where our demographics are very challenging.



We need to start trying a differentiated approach in different areas proportionate or particular to the need.



Process - we need to analyse the experience of people accessing services and simplify



Partnerships – we need to create a design that links, particularly at locality levels, with Primary Care Networks



We need to demonstrate a co-production approach in everything we do

Adults Annual Assurance Programme

Peer Review and Safeguarding Action plan delivered at pace

Governance through Quality Assurance Board

Inspection Readiness – learning opportunities CQC, Peer Review

LA test inspections completed

Formal inspection process commences January 2024

4-6 weeks' notice

Annual programme- similar to Oftsed

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Protected Characteristics For Care Experienced People.

Slide Credits: Leigh Smith

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*People with experience
of care may face
additional challenges
and encounter poorer
outcomes in a number
of areas compared to
those without*

What Does It Mean To Have A Protected Characteristic?

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Having a protected characteristic means you are protected from discrimination under the Equality & Diversity Act 2010.

These are the current protected characteristics:

- Age
- Gender/Gender Reassignment
- Disability
- Marriage/Civil Partnership
- Sexual Orientation
- Religion/Belief
- Sex
- Race
- Pregnancy/Maternity

Recommendations to the Committee

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- To support the development of an agreed definition of care experienced for the purpose of making this a protected characteristic
 - Recommend to Cabinet that care experience will be treated as protected characteristic under the Equalities Act 2010
 - Approve the amendment of the Council's Equality, Diversity and Inclusion Strategy to reflect care experience being treated as a protected characteristic
-

The Independent Review Of Children's Social Care 2022

What Were The Recommendations From The Review?

The review set out a number of recommendations to “fix” children’s social care.

One of these recommendations was to make care experience the 10th protected characteristic under the Equality & Diversity Act 2010.

For Care
Experience To
Be Made A
Protected
Characteristic

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There are now over 50
councils passing the
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protected
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The campaign is also
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For Care Experience To Be Made A Protected Characteristic

Page 21

There are now over 50 councils passing the motion to locally adopt care experience as a protected characteristic...

The campaign is also calling for partner agencies (ie. health, housing, police) to adopt the corporate parenting principles.

'as a responsible corporate parent, the council should recognise the significant challenges that people with care experience may have faced, regardless of their current age or the amount of time they have spent in the care

What Difference Will it Make?

The Impact

It will not only cement but also amplify, our corporate parenting responsibilities as a whole council.

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It will put care experience at the heart of decision making and improve equality of access to services for all care experienced people. Influencing, for example, policy areas in housing, employment, service design, procurement and health.

It could help to create

'Making care experience a protective characteristic can be a change that can start making a difference to the system'

'It's needed to stop prejudice against a group that already suffers disadvantages.'

CW.

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Families First for Children Pathfinder

Report to People and Health Overview Committee
17 October 2023

Paul Dempsey - Corporate Director, Care and Protection

Stable Homes Built on Love

- ‘Stable Homes Built on Love’ is the Government’s Strategy for implementing the recommendations of the Independent Review of Children’s Social Care Services
- The Families First for Children Pathfinder is a test and learn approach to delivering key aspects of the Stable Homes Built on Love Strategy before it is rolled out nationally
- Dorset is one of three local authorities nationally to be selected to deliver the Pathfinder.

Recommendations

1. To note and comment on the approach to delivering the Pathfinder, and,
2. To recommend to Cabinet that the approach detailed in the report is adopted by the Council.

Six Pillars in the Strategy

1. Developing a multi-disciplinary Family Help Service
2. Establishing a Multi-Agency Child Protection Team
3. Unlocking the potential of family networks
4. Putting love, relationships and a stable home at the heart of being a child in care
5. Securing a valued and highly skilled social worker for every child who needs one
6. Creating a system that learns and improves and makes better use of evidence and data

Families First for Children Pathfinder

Requires us to develop a new model of provision that delivers:

- A multi-disciplinary Family Help Service
- A multi-agency Child Protection Service
- An approach and a whole service that maximises the potential of Family Networks
- Clarity on the role of Safeguarding Partners and an enhanced role for education

Progress to Date

- Our involvement was announced nationally on 26th July
- Signed MoU and received £200k seed funding
- Delivery partner in place and working alongside us
- Mapped current provision against minimum requirements for new model
- Submitted costed plan and co-design plan
- Programme Board established
- Co-design work on-going
- Partners briefed and engaged
- Co-design period finishes end of October – implementation from end November

Financial Implications

- Undertaking the Pathfinder provides an opportunity to secure funding for the change work that we might not receive if we were not a Pathfinder
- Funding available is up to £1.8m in 23/24 and £2.3m in 24/25
- The costed plan we have submitted requests the full amount available
- We have also submitted commentary setting out that the funding available is not sufficient to undertake all the change required

Financial Implications 2

The funding will be used to:

- Support Police and Health to resource programme development work
- To fund new and additional roles in Family Help and Child Protection spaces
- To fund programme management roles
- To provide enhanced learning and development provision for staff
- To commission services differently

People and Health Overview Committee

17/10/23

Expansion of funded childcare offer from April 2024

The funded childcare offer

Now

- 15 hours of funded childcare for 2-year-olds on income related benefits
- Universal 15 hours for all 3- and 4-year-olds
- Extended 30 hours available for some working parents

Changes

From April 2024, all working parents of 2-year-olds will be able to access 15 hours

per week

From September 2024, all working parents of children aged 9 months up to 3 years old will be able to access 15 hours per week.

From September 2025 all working parents of children aged 9 months up to 3 years old can access 30 hours free childcare per week

National changes to support policy implementation

- Extending the eligibility for working parents/carers to access more funded childcare
- Increasing the hourly rate paid to 'providers' for 2-year-olds
- Changing the staff-to-child ratio for 2-year-olds from 1:4 to 1:5
- Providing start-up grants to new registered childminders
- Increasing 'wraparound' provision delivered before and after school in schools (primary age children)

Our Implementation Plan

Supporting the sector

- Financial sustainability
- Recruitment & retention
- Understand supply & demand

Financial Implications

- Our role – distribute funding
- A new national funding formula from April 2024
- Concerns raised during national consultation:
 - Ensuring the level of funding is adequate to support delivery of quality provision
 - Level of funding for special educational needs and disabilities supported for young children in their early years provision
 - The indicative 2-year-old rate for 2024-25 is lower than the 2-year-old rate 2023-24 including the Early Years Supplementary Grant (in Dorset £7.53, dropping to £7.36)
 - Government are expected to announce the rate for children under 2-years is by early December 2023

Recommendation

Recommendations

- The People and Health Committee is invited to comment on the approach to implementation of the national childcare funding policy and the progress to date
- The People and Health Committee recommends to Cabinet that this approach is adopted by the council

Reason for recommendations

- To ensure compliance with statutory duties and any subsequent related statutory guidance to ensure there is sufficient childcare for working families.