



City and County of Swansea

Notice of Meeting

You are invited to attend a Meeting of the

People Policy Development Committee

At: Committee Room 5, Guildhall, Swansea

On: Wednesday, 18 March 2020

Time: 4.00 pm

Chair: Councillor Ceri Evans

Membership:

Councillors: C Anderson, S J Gallagher, P R Hood-Williams, Y V Jardine, E T Kirchner, M B Lewis, M Sykes, G J Tanner and T M White

Agenda

	Page No.
1 Apologies for Absence.	
2 Disclosures of Personal & Prejudicial Interests. www.swansea.gov.uk/disclosuresofinterests	
3 Minutes: To approve & sign the Minutes of the previous meeting(s) as a correct record.	1 - 2
4 Strategic Approach to Commissioning Models - New Models of Care & Support.	3 - 7
5 Work Plan 2019-2020.	8

Next Meeting: Wednesday, 15 April 2020 at 4.00 pm

A handwritten signature in black ink that reads 'Huw Evans'.

Huw Evans
Head of Democratic Services
Thursday, 12 March 2020

Contact: Democratic Services - (01792) 636923

Agenda Item 3



City and County of Swansea

Minutes of the **People Policy Development Committee**

Committee Room 5, Guildhall, Swansea

Wednesday, 19 February 2020 at 4.00 pm

Present: Councillor C R Evans (Chair) Presided

Councillor(s)

S J Gallagher
M B Lewis

Councillor(s)

P R Hood-Williams
T M White

Councillor(s)

Y V Jardine

Officer(s)

Chris Francis

Lindsay Haywood
Simon Jones

Allison Lowe
Lisa Thomas

Principal Business Development and Commissioning Lead

Planning Officer

Social Services Strategy and Performance Improvement Officer

Democratic Services Officer
Senior Lawyer

Apologies for Absence

Councillor(s): C Anderson, M Sykes and G J Tanner

32 Disclosures of Personal & Prejudicial Interests.

In accordance with the Code of Conduct adopted by the City & County of Swansea, no interests were declared.

33 Minutes:

Resolved that the Minutes of the People Policy Development Committee held on 15 January 2020 be approved and signed as a correct record.

34 Strategic Approach to Commissioning Models - New Models of Care & Support. (Verbal)

The Chair stated that Jane Whitmore and Lisa Banks would provide feedback on the work undertaken at the workshop on 15 January 2020 at the next meeting scheduled for 18 March 2020.

Resolved that the verbal update be noted.

35 Transition for Children and Young People with a Disability. (Verbal)

Chris Francis, Principal Business Development and Commissioning Lead provided a verbal update as follows:

The Committee would consider the Draft Transition Policy in more detail in the workshop immediately following the Committee. He stated that there were other considerations that would be required to be taken into account such as:

- Welsh Government Code of Practice;
- Additional Learning Needs (ALN) Act – awaiting final guidance;
- Continuing Care – awaiting final version;
- Welsh Government Transition handover guidance for Health - published on 27 January 2020, consultation closes 20 April 2020.

A meeting had been arranged for 20 March 2020 led by Swansea's Director of Social Services, together with Neath Port Talbot Council and representatives from the Health Board. It was hoped that it would be established at that meeting whether partners would be in a position to "sign off" the Draft Transition Policy at that stage, however it was possible that partners would want to await the outcome of the other consultation documents to ensure they were aligned with our Draft Transition Policy.

The Principal Business Development and Commissioning Lead went on to say that as the aforementioned consultation documents contained broadly the same content as our Draft Transition Policy and he did not expect them to change too dramatically. On that basis he would be suggesting that Swansea Council sign up to a high level policy document, though it was unclear whether Partners would agree. He stated that the Policy would include appendices and it was those appendices that would be amended (should any relevant changes arise) rather than the Policy itself.

The Committee expressed concern to the ongoing delay in presenting this Draft Transition Policy to Cabinet. They acknowledged that the delay was due to the aforementioned factors and suggested the Principal Business Development and Commissioning Lead provide a risk assessment of what could happen if the policy were delayed any further. He was also asked to establish at the 20 March meeting when the People PDC would be in a position to present the Draft Transition Policy to Cabinet.

The Chair stated that they would discuss these issues further in the workshop being held immediately following the Committee.

Resolved that the verbal update be noted.

36 Work Plan 2019-2020.

The Chair presented the Work Plan for 2019-2020.

Resolved that the Work Plan be noted.

The meeting ended at 4.15 pm

Chair

Agenda Item 4



Report of the Director of Social Services

People Policy Development Committee - 18 March 2020

Strategic Approach to Commissioning Models - New Models of Care & Support

Purpose:	To update the People Policy Development Committee on the workshop held on new models of care and support and progress to date on the Foundation Economy Challenge Fund Project.
Policy Framework:	Social Services and Wellbeing (Wales) Act 2014
Consultation:	Access to Services, Finance, Legal
Recommendation(s):	It is recommended that: 1) The People Policy Development Committee are asked to consider this report and take note of the workshop held on new models of care and support and progress to date on the Foundation Economy Challenge Fund Project.
Report Author:	Lisa Banks
Finance Officer:	Chris Davies
Legal Officer:	Caritas Adere
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 Social Services were successful in a bid to the Foundational Economy Challenge Fund which is a Welsh Government fund aimed at supporting innovative and alternative approaches to addressing problems or realising potential in the foundational economy.
- 1.2 The Council's bid was to recruit an agent of change resource to support the creation of cooperatives or social/micro enterprises; in relation to both the purchasing AND the provision of care and support in the Gower and other rural areas of Swansea.
- 1.3 This proposal changes the nature of care and support delivery at a local level. It puts people who have care and support needs in control of the design and delivery of their care and connects them directly with locally

based organisations who can provide a local, flexible and responsive service.

- 1.4 By supporting the development of a skilled workforce and supporting workers to create their own employment arrangements Social Services believe that, this will lead to more sustainable jobs which offer care workers improved conditions and control over their day to day workload and conditions of employment.
- 1.5 Social Services hope to create a genuinely different approach to the commissioning of care for people with low level needs in the community.

2. Background / Progress

- 2.1 A workshop was held on 15th January 2020 to explore our approach and to share learning from other Local Authorities who have attempted similar approaches.
- 2.2 This described the approach building on Local Area Coordination and Our Neighbourhood Approach; recruit a Community Enterprise Officer to work within communities to find people who are interested in entering the social care workforce; providing:
 - Advice
 - Guidance
 - Specialist Signposting (e.g. Business Wales, Wales Cooperative Centre)
 - Small start-up grants
 - Training
 - Support to overcome barriers
- 2.3 It also involves recruiting a worker to support people who receive care to pool their resources in order to cooperate together in meeting their shared needs.
- 2.4 Somerset County Council have pursued a similar model and the workshop covered the approach they have taken and the outcomes of the approach.
- 2.5 Somerset adopted a Community Catalyst to build local capacity to care and increased the take up of direct payments to support people to purchase their own care.
- 2.6 The outcomes Somerset reported are:
 - Older people are well-supported at home by people from their neighbourhood.
 - Support is co-designed. Creative people on both sides of the care equation are *finding ways to do things differently*.

- People can work locally, earn an income and make a positive difference.
- Commissioners, older people and families know good support is available. As a result people are able to come home earlier from hospital and stay in their home for longer.
- More people are choosing to take a direct payment. The project has helped to drive a 43.6% increase in uptake of direct payments. This means that more people have choice and direct control over their support and services
- People can stay connected to their community for longer, contributing and avoiding loneliness

2.7 The Policy Development Committee Workshop session highlighted the following risks and challenges with the development of micro enterprise providers:

- Managing providers
- Quality assurance processes
- Safeguarding
- Holding providers to account
- Standards and accreditation
- Public perception – would this been seen as Swansea Council doing this and not community development
- Marketing messages and communication plan
- Who is going to monitor this?
- If no CIW registration there MUST be standards in place to ensure this is safe
- Risk being too local – there needs to be a balance
- Risk of abuse
- Making sure we link with the people with health needs through GP and hospitals (discharges etc.)
- Whole system approach
- Data sharing and GDPR – confidentiality
- Lone working – appropriate policies and procedures
- Risk assessments and health & safety – appropriate policies and procedures
- Setting thresholds
- Escalation of need – pathway
- Funding
- Self-employment
- Defining what the population needs are

2.8 The Policy Development Committee Workshop highlighted the following opportunities that could be realised through the project:

- We want residents to stay in their homes, supported and safely

- Better understanding of community needs
- People supporting other people in their own communities
- Employment opportunities in local communities
- Forward planning with people in communities and for them to think about long terms future needs in advance
- Focus on relationships within communities
- Relational benefits
- Observing from a community perspective – benefits from safeguarding –see over and above the time spent with them
- Impact on mental health
- Opportunities to broaden links with health, hospitals and GP networks
- New partnerships and funding streams – potential reinvestment
- Co-produce it so we design what people want and need
- Work with community councils
- Think about reciprocity – intergenerational benefits and how we build on this

2.9 Progress since the People Development Committee Workshop:

- A Partnership Agreement has been agreed between the Local Authority and our two key partners; Wales Cooperative Centre and Swansea Council for Voluntary Service.
- Services Specifications have been agreed for the two partner organisations detailing the scope of work and the resources required to deliver the project.
- The areas for the focus of the project have been agreed as Gower, Clydach and Mawr, Morriston and the City Centre.
- Job descriptions are being written with a view to recruiting to two posts; one focused on supporting people to develop micro enterprise in those areas and the other to support people to come together to meet their shared needs in those areas.
- It is anticipated that the project will commence as soon as people are in post.

3. Equality and Engagement Implications

3.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Impact Assessment process ensures that we have paid due regard to the above.

3.2 There are no equality implications associated with this report.

4. Financial Implications

4.1 There are no financial implications associated with this report. The costs incurred by the Council in respect of this scheme are covered through Welsh Government Grant funding. This totals £100,000 and must be spent by March 31st 2021. There is no call on core Council funding.

5. Legal Implications

5.1 Adopting this model will enable the Council to discharge its duties under Section 16(1) of the Social Services and Well-being (Wales) Act 2014, which imposes a duty on local authorities to promote social enterprises, co-operative organisations, co-operative arrangements and third sector organisations to provide care and support and preventative services in their area.

Background Papers: None

Appendices: None

Agenda Item 5



Report of the Chair

People Policy Development Committee

Workplan 2019-2020

Date of meeting	Agenda items and Format
19 June 2019	Work Plan Discussion
17 July 2019	<ul style="list-style-type: none">• Transition for Children and Young People with a Disability• Strategic Approach to Commissioning Models (Duty to promote social enterprises, co-operatives, user led services and the third sector)
August	No Meeting
18 September 2019	<ul style="list-style-type: none">• Transition for Children and Young People with a Disability – Invite to rep from Parent / Carer Leadership Group
16 October 2019	<ul style="list-style-type: none">• Transition for Children and Young People with a Disability – Update on first meeting of Sub Group• Council's approach to Strategic Commissioning
20 November 2019	<ul style="list-style-type: none">• Strategic Approach to Commissioning Models - New Models of Care & Support
18 December 2019	Meeting Cancelled
15 January 2020	<ul style="list-style-type: none">• Transition for Children and Young People with a Disability – Draft Policy• Strategic Approach to Commissioning Models – New Models of Care & Support (Verbal Update) (followed by Workshop on Foundational Economy Challenge Fund)
19 February 2020	<ul style="list-style-type: none">• Transition for Children and Young People with a Disability (verbal) (followed by Workshop on Draft Transition Policy)• Strategic Approach to Commissioning Models – Changes needed to implement new models (verbal)
18 March 2020	<ul style="list-style-type: none">• Strategic Approach to Commissioning Models – New Models of Care & Support (feedback from workshop held on 15 January 2020)
15 April 2020	<ul style="list-style-type: none">• Strategic Approach to Commissioning Models – Policy / Statement of Principles• Possible Draft Cabinet Report - Transition for Children and Young People with a Disability