

To: Members of the Partnerships
Scrutiny Committee

Date: 2 October 2015

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Dear Councillor

You are invited to attend a meeting of the **PARTNERSHIPS SCRUTINY COMMITTEE** to be held at **9.30 am** on **THURSDAY, 8 OCTOBER 2015** in **TOWN HALL, PARADE STREET, LLANGOLLEN LL20 8PW.**

Yours sincerely

G. Williams
Head of Legal and Democratic Services

AGENDA

1 APOLOGIES

2 DECLARATION OF INTERESTS

Members to declare any personal or prejudicial interests in any business identified to be considered at this meeting.

3 URGENT MATTERS AS AGREED BY THE CHAIR

Notice of items which, in the opinion of the Chair, should be considered at the meeting as a matter of urgency pursuant to Section 100B(4) of the Local Government Act 1972.

4 MINUTES OF THE LAST MEETING (Pages 3 - 12)

To receive minutes of the Partnerships Scrutiny Committee meeting held on the 17th September, 2015 (copy attached).

5 SUPPORTING PEOPLE LOCAL COMMISSIONING PLAN (Pages 13 - 54)

To receive a report from the Supporting People Team Manager, (copy enclosed) which details the three year Commissioning Plan for the Supporting People Programme in Denbighshire.

9.35 a.m.

6 WELL-BEING PLAN (Pages 55 - 70)

To receive a report from the Strategic Planning Team Manager (copy enclosed) which provides an update on the findings of an evaluation of the Denbighshire Top 20 project's first six months.

10.10 a.m.

7 SCRUTINY WORK PROGRAMME (Pages 71 - 92)

To consider a report by the Scrutiny Coordinator (copy enclosed) seeking a review of the committee's forward work programme and updating members on relevant issues.

10.45 a.m.

8 FEEDBACK FROM COMMITTEE REPRESENTATIVES

To receive any updates from Committee representatives on various Council Boards and Groups

11.00 a.m.

MEMBERSHIP

Councillors

Councillor Jeanette Chamberlain-Jones (Chair)

Councillor Raymond Bartley (Vice-Chair)

Meirick Davies
Martyn Holland
Pat Jones
Dewi Owens

Merfyn Parry
Pete Prendergast
Arwel Roberts
Bill Tasker

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PARTNERSHIPS SCRUTINY COMMITTEE

Minutes of a meeting of the Partnerships Scrutiny Committee held in Conference Room 1a, County Hall, Ruthin on Thursday, 17 September 2015 at 9.30 am.

PRESENT

Councillors Raymond Bartley (Vice-Chair), Jeanette Chamberlain-Jones (Chair), Meirick Davies, Martyn Holland, Pat Jones, Dewi Owens and Arwel Roberts

Observer: Councillor Alice Jones

ALSO PRESENT

Corporate Director: Customers (NS), Scrutiny Co-ordinator (RE) and Committee Administrator (SLW)

1 APOLOGIES

Apologies for absence were received from Councillors Merfyn Parry, Pete Prendergast and Bill Tasker

2 DECLARATION OF INTERESTS

Councillor Jeanette Chamberlain-Jones declared a personal interest in items 4, 5 and 6.

3 URGENT MATTERS AS AGREED BY THE CHAIR

No urgent matters.

At this juncture of the meeting, it was agreed by all present to vary the order of items on the Agenda to accommodate the representatives from Betsi Cadwaladr University Health Board, two of which had previously scheduled meetings to attend in the afternoon.

4 BETSI CADWALADR UNIVERSITY HEALTH BOARD'S THREE YEAR PLAN 2015-2018

The Betsi Cadwaladr University Health Board's (BCUHB) Executive Director of Strategy (EDofS), Mr Geoff Lang, introduced the Three Year Plan 2015-2018.

The EDofS explained to members that prior to the Health Board being put into Special Measures, discussions had taken place with the Welsh Government (WG). During the discussions it had been agreed that the Board would not draw up a three year plan to start from 2015. The three year plan would commence from the 2016/17 financial year onwards. For the current year, the Board, as part of its improvement plan, would be concentrating on the following areas:

- Reconnecting with the public, staff and communications

- Mental Health improvement
- Obstetrics and Gynaecology
- Corporate Governance, and
- GP Out-of-Hours services.

To improve communications and reconnect with staff and stakeholders, the Board had attended numerous events, during the summer months. The events included ones arranged by the Board together with established shows and fairs which the public regularly visited. The purpose of attending the events was to try and re-engage with people and collate their views on the Health Service in North Wales as to what had been working well and which areas required improvement. The feedback from the events would be analysed and the main conclusions and findings would be provided at future public events to ascertain whether they resonated with the general public's view, prior to being utilised to plan future service changes.

The consultation regarding temporary changes to the obstetrics and gynaecology services was currently taking place. Future consultations on the Mental Health Service and the GP Out-of-Hours Service would also be taking place shortly.

BCUHB representatives informed members of the following:

- The Board was now in the process of developing its financial plan and priorities for 2016/17
- Part of the planning included working with Public Health Wales (PHW) on mapping health challenges and how to improve health in general, including the work required in the region's most deprived areas. Work would also take place with Social Services to comply with the requirements of the Social Services and Well-being (Wales) Act 2014
- A meeting of the Board was scheduled to take place during the second week in October to discuss how to balance their priorities and the community's priorities
- The Board had to finalise and agree its Plan by January 2016 to enable it to enter into discussions on the priorities with the WG between January and March 2016
- On a local Conwy and Denbighshire level, they were keen to reconnect with communities in both counties to discuss the Board and the communities' health and social care priorities on a local level. To facilitate this, a number of workshops were to be arranged in October 2015
- The EDofS confirmed it had been crucial to open a two way dialogue between Health and Social Care Services to ensure the needs of the community would be met.

Discussion took place and responding to Members' questions, BCUHB Officers:

- Confirmed that the redevelopment of Ysbyty Glan Clwyd would be a large and complex project which had caused a lot of inconvenience for patients, staff and visitors alike. Whilst the initial aim had been to rid the building of asbestos, the Board had utilised the project as an opportunity to upgrade the fabric of the hospital and equip it with the latest medical facilities i.e. state of the art wards, theatres, Accident and Emergency Department, Critical Care

Unit etc. The benefits of the redevelopment programme would become more visual on the opening of the new main entrance in October and when the first of the new wards were opened in November. Staff working in the new areas had given extremely positive feedback regarding the changes

- Agreed that the Clostridium Difficile (C-diff) outbreak had been a very difficult experience for the Board and its staff. The redevelopment work at Ysbyty Glan Clwyd had not helped the infection control situation. A great deal of work had been undertaken since the outbreak with respect to infection control and cross-contamination, but a lot more work would be required in order to be as good as the remainder of Wales. The opening of the new wards, each of which would have eight single rooms to help isolate patients, would be beneficial, however, the ultimate aim would be to be as good, if not better, than the best in England. With a view to achieving this, Professor Duerden of the National Centre for Infection Prevention and Management would return to Ysbyty Glan Clwyd within the next 3 to 6 months to monitor progress and produce a second evaluation report
- Confirmed that there were national standards for hospital cleaning and these standards had to be met
- Advised that difficulties in recruiting suitably qualified staff had been a cause of concern across the whole NHS and not unique to North Wales. Nevertheless, there had been additional difficulties in recruiting staff to certain medical disciplines, or to certain grades, particularly those where the Deanery had withdrawn the hospital's "training" status. UK Government policies with respect to immigration and visa regulations had further compounded the problems. The Board were, however, actively working with both Liverpool and Manchester Medical Schools with a view to getting them to place students in hospitals in North Wales during their training period. This was due to the fact that it was widely acknowledged that medical students often preferred to stay at their training hospitals upon the completion of their training
- There had been a shortage of nurses in many areas of the UK due to an insufficient number of nurses being trained in recent years. Whilst the number of student nurse places at universities had been on the increase, it would take a couple of years for those nurses to complete their training and be ready to work at the hospitals. In recent years, a number of nurses had been recruited from outside the UK, particularly Ireland and Spain. Whilst there were clear standards of comparability between nursing qualifications in different countries, it was the nursing procedures and practices in countries which varied. Therefore, nurses from those countries would commence six month induction training to familiarise themselves with NHS practices and procedures
- Clarified the Deanery's role and its view on the number of training hospitals in North Wales
- Agreed that there had been a need to raise awareness of the Welsh language and its use throughout the Deaneries, including Liverpool and Manchester. There was also an opportunity to use the need for Welsh speaking medical staff as a means to attract medical students from North Wales back to the area to practice
- Work had been underway to review the type of accommodation and the availability of accommodation for junior medical staff who moved to the

district general hospitals to work, as the accommodation offered could also be a factor that would shape a medical student's choice of hospital placement

- Discussions were continuing with a view to having a School of Medicine in North Wales in the future. Students were now able to study for a Bachelor of Medical Science degree at Bangor, which could then be used to access a medical training course
- Confirmed that the Health and Social Care Advisory Service (HASCAS) had been working with the Board to look at all individual alleged cases of abuse on Tawelfan Ward. A number of staff members were currently suspended pending the conclusion of the investigations and, if appropriate, disciplinary proceedings would be invoked
- In the past the Health Service had operated on a "sickness/intervention" model, the aspiration for the future was to work on a "proactive/well-being" model. This would see Health working with partner organisations to address issues such as deprivation, regeneration and not in education, employment or training (NEET) with a view to improving health and well-being outcomes throughout an individual's lifetime. This work would be progressed through the TRAC project
- Informed members that work was currently underway via the Local Development Plan (LDP) Leads and WG Group as to how the Health Service could improve its service planning to accommodate population changes and demands following the adoption of Local Authority LDPs across North Wales. Whilst population growths were a challenge throughout all sectors of the health service, it was anticipated that the greatest challenge would be faced by the primary care sector as they did not have surplus capacity to accommodate large population growths.

At the conclusion of the discussion BCUHB Officers undertook to explore the following matters and report back to members:

- Concerns raised regarding the staffing numbers at the new Critical Care Unit and whether it had a full complement of appropriately qualified staff at all times
- The number of mixed wards and mixed bays at Ysbyty Glan Clwyd and the Board's policy on mixed wards and bays (apart from in the Intensive Care and Critical Care Units and on the Acute Medical wards)
- The Board's Policy regarding the wearing of uniforms whilst not on duty (and the number of staff disciplined for non-compliance with the Policy). Committee members were advised that members of the public were within their rights to report staff who were observed wearing their uniforms whilst off duty
- PHW's work relating to health inequalities
- Concerns raised regarding certain consultants not commencing clinics on time and, consequently, their patients not being afforded the full time entitlement for their consultation, and
- To report the concerns raised by the Committee to the Health Board in due course.

The Committee expressed their gratitude to the Executive Director of Strategy for attending and it was:

RESOLVED that subject to the provision of the above information, the Partnerships Scrutiny Committee received the progress report.

5 TEMPORARY CHANGES TO WOMEN'S AND MATERNITY SERVICES IN NORTH WALES

The Betsi Cadwaladr University Health Board's (BCUHB) Assistant Director, Strategy and Engagement (ADS&E), Sally Baxter, introduced the Temporary changes to Women's and Maternity Services in North Wales. "Have Your Say".

A copy of the summary version had been distributed to members on publication of the committee papers. In her introduction, the ADS&E emphasised that the proposed changes were a temporary measure until the staffing situation could be stabilised. The proposals involved temporary changes to the location of consultant-led obstetrics, gynaecology and breast surgery services. Midwifery services and neo-natal services would remain on all three sites. The Board acknowledged that the proposals were a cause of great concern to residents across the region, but it felt that something had to be done in the interim to minimise the risk to expectant mothers and their babies. The Board's preferred option was Option 4, temporary changes to maternity services at Ysbyty Glan Clwyd, as in its view it had the least significant impact on travel and other services could be put in place quickly. The Board was open to suggestions, and all four options were out for consultation until 5 October 2015. Members were advised that they could respond as individuals and collectively as a Committee to the consultation. Members were also requested to encourage residents within their wards to respond.

Discussion took place on all options and responding to Members' questions, the ADS&E:

- Informed members that an additional public consultation event had been arranged for 2 October in Denbigh, with sessions being held at 2.00 p.m. and 5.30 p.m. The ADS&E asked members to draw this to residents' attention
- Medical and technological advances had moved on significantly since the time when the three district general hospitals were built, as had the Deanery and national expectations for the health service. There was much more emphasis now on specialist medical centres of excellence and on moving patients out of the hospital environment as soon as it was safe to do so
- Reassured members that the Board would have measures in place to move mothers who would require consultant-led care to the appropriate site as quickly as possible – if it was a pre-planned consultant-led birth, arrangements would be made well in advance for them to attend their preferred site. If it was an emergency situation, a general medical team would be on hand to stabilise the patient whilst arrangements were put into motion with the Ambulance Service to move her to the nearest consultant-led site
- The number of emergency caesarean births in North Wales per year, was approximately 1% of the total number of births

- Re-affirmed that the proposals were a temporary measure and were linked to the development of the Sub-Regional Neonatal Intensive Care Centre (SuRNICC) at Ysbyty Glan Clwyd as the centre of excellence for babies with more complex needs – this unit would be consultant-led
- If it transpired that the staffing problems could not be solved and the temporary changes needed to be extended for a longer period of time, the Board would be required to re-consult on the proposals as they could not be extended indefinitely
- Stated that there were deaths occasionally even in consultant-led maternity units
- Confirmed that there was not a shortage of midwives in North Wales at present, and an additional 27 midwives had been recruited recently
- Assured members that the temporary changes were not a cost saving exercise. They were being proposed as a measure to address staffing level problems which could pose a risk to women and to the Board. At the conclusion of the consultation exercise, the implementation of whichever option, would have a cost implication
- The current service was heavily dependent on locum consultants, this was unsatisfactory and very expensive
- Confirmed that whilst neither Ysbyty Gwynedd nor Wrexham Maelor had parent accommodation similar to Tŷ Croeso Dawn Elizabeth House on site, arrangements would be made to accommodate parents near the hospital site if required
- Confirmed that a summary of the consultation responses would be available on the Board's website in due course, and
- That the points raised at the current meeting would be fed back as part of the evidence gathered during the consultation period.

Prior to concluding the discussion, the ADS&E agreed to furnish members with the following information:

- A link to the full consultation document
- The number of problematic/complicated births at each district general hospital site during the last 3 years, and
- The number of midwives who had left the Board's employment during the last three years as well as the number of midwives recruited in that time (including the total number of midwives in post for the years in question).

Members were encouraged to send any additional questions or comments they wished to submit as part of the consultation exercise to the Scrutiny Co-ordinator who would then forward them on to the Assistant Director, Strategy and Engagement.

The Committee expressed their gratitude to the Assistant Director of Strategy and Engagement for attending the meeting, and it was:

RESOLVED that subject to the provision of the above information, to note the proposals put forward and request that in the long-term, the residents of Denbighshire should be served by a safe consultant-led obstetrics and gynaecology

service at a site as near as possible to their homes, preferably within the county boundary, unless they were nearer to a unit that was outside the county.

At this juncture (11.15 a.m.) there was a 15 minute break
Meeting reconvened at 11.30 a.m.

6 BCUHB IN CONWY AND DENBIGHSHIRE

The Betsi Cadwaladr University Health Board's (BCUHB) Area Director for Conwy and Denbighshire, Bethan Jones introduced the BCUHB in Conwy and Denbighshire presentation.

The Area Director was welcomed to the meeting and proceeded to give a presentation on the progress made to date with developing a sub-regional area structure for the Health Board's work in Conwy and Denbighshire. The Area Director explained how the new structure would engage and interact with partners and stakeholders. During her presentation the Area Director gave an overview of the Leadership Team and the Area Structure that operated below it. She outlined the Corporate Support Services available to them, the Area Structure's operating principles and their key priorities for the next three years.

Responding to members questions she:

- Confirmed that the Health Board had established three "new area" structures for North Wales, based on the local authority areas of:
 - Anglesey and Gwynedd
 - Conwy and Denbighshire, and
 - Flintshire and Wrexham

The base for Conwy and Denbighshire was located at Llandudno Hospital

- Agreed that effective and timely communication was key to delivering quality services and to build up a high level of trust and confidence amongst residents. Shortfalls in timely and effective communication between health service personnel required improvement as it posed a risk to the Board, caused undue delay in patients' treatments at times and incurred additional costs for the health service
- Confirmed that a great deal of work would be undertaken in relation to the Out-of-Hours Service across North Wales. There were concerns that patients who were unable to get appointments with their own GPs were accessing the Out-of-Hours Service at the weekends
- Confirmed that GPs contracts actually specified that they were not required to work weekends at the present time
- Informed the Committee that there was a need to promote the availability of Minor Injuries Units (MIU) at the community hospitals to residents, together with the services they offered in order to relieve the pressures on the district general hospitals' Accident and Emergency (A&E Departments). Members suggested that it could be advantageous if the name of the MIUs were changed to Minor Injuries and Ailments Departments

- Confirmed there was a need to assist people to return to their homes much quicker following a period of hospitalisation, particularly when only very minor adaptations were required e.g. fitting of handrails etc. This work would be progressed via the “What matters” project
- Confirmed that there were examples of both good and bad practice with respect to hospital discharge plans together with the provision of specialist equipment
- Confirmed that in recent years, primary care had been organised into clusters with a view to building up resilience, particularly in areas such as IT and support for single doctor GP practices
- Acknowledged that low level mental health issues had not previously been addressed by GPs, this had led to higher level intervention required in due course.
- Advised that, at present, mental health matters formed part of the secondary healthcare sector. However, the Area Director was of the view that this should eventually form part of the “area” work, particularly given the evidence that dementia would form a large proportion of the local health service’s work going forward
- Another aspect which required improvement was palliative care and the need to upskill the care sector to provide palliative care rather than cause undue distress to the patient and their family by moving them into a general hospital environment for their end of life care.

Members agreed with the issue of palliative care and asked that the Board consider employing a community consultant and pharmacist with a view to supporting families etc., with palliative care. They also asked that flexible working practices in the health service be examined to determine whether some of them were putting patients at risk.

The Corporate Director: Communities, reminded members of the important role the Single Point of Access (SPoA) Service had in delivering cohesive health and social care services to people who need support to access the right services at the right time.

BCUHB’s Area Director for Conwy and Denbighshire agreed to follow-up the following queries and report back to members in due course:

- Whether there were any plans in place to utilise the former children’s clinic adjacent to the GP surgery at Rhuddlan for health, social care or community use
- Why patients attending the Morfa Doc Out-of-Hours services were not permitted to collect prescriptions from the Dispensary at Ysbyty Glan Clwyd and were advised to attend the nearest duty pharmacy to collect prescriptions
- Whether phlebotomy services could be delivered from GP practices, and
- To arrange to assign a member of staff from the Conwy and Denbighshire Area structure to each Denbighshire County Council Member Area Group (MAG) as a point of contact for members on Health Board matters and to

attend MAG meetings periodically to brief on area developments and hear local members' views on matters.

The Committee expressed their gratitude to the Area Director of Conwy and Denbighshire for attending at the Committee meeting and briefing them accordingly. It was:

RESOLVED that subject to the provision of the above information, and the pursual of the points raised, to receive the report.

7 MINUTES OF THE LAST MEETING

The minutes of the meeting of the Partnerships Scrutiny Committee held on Thursday 30 July, 2015, were submitted.

Matters Arising

Page 6, Item 6 – CCTV Savings. Councillor Arwel Roberts confirmed that each Town Council were in support of the initiative. Rhyl Town Council would have finances for only 20 cameras. Cllr Roberts confirmed Rhuddlan Town Council would not enter into an agreement until all Rhuddlan CCTV cameras were in working order.

RESOLVED that the minutes of the Partnerships Scrutiny Committee held on 30 July 2015 be received and approved as a correct record.

8 SCRUTINY WORK PROGRAMME

The Scrutiny Co-ordinator introduced a report (previously circulated) regarding the Partnerships Scrutiny Committee Forward Work Programme.

8 October 2015 – the Partnerships Scrutiny Committee will be taking place in Llangollen Town Hall. The Scrutiny Co-ordinator confirmed she would contact Officers to remind them the meeting would be taking place in Llangollen and not Ruthin.

It was agreed to postpone inviting BCUHB officers back to Partnerships Scrutiny until after the Special Council meeting with BCUHB which would be taking place on 7 October 2015.

RESOLVED that the Partnerships Scrutiny Committee Forward Work Programme be approved

9 FEEDBACK FROM COMMITTEE REPRESENTATIVES

None.

The meeting concluded at 1.05 p.m.

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| Report to: | Partnerships Scrutiny Committee |
| Date of Meeting: | 8th October 2015 |
| Lead Member/Officer: | Lead Member for Social Care & Children's Services/ Supporting People Team Manager |
| Report Author: | Commissioning & Tendering Officer |
| Title: | Denbighshire Supporting People Local Commissioning Plan 2016-19 |

1. What is the report about?

The three year Commissioning Plan for the Supporting People Programme in Denbighshire.

2. What is the reason for making this report?

To consult on the Supporting People Local Commissioning Plan including proposals to manage ongoing reductions to the Supporting People Grant (modelled on 10% reduction in 2016-17). The grant is ring-fenced by Welsh Government for Supporting People, however, the allocation of the grant and the cuts anticipated will have an impact upon other Council services.

The final Local Commissioning Plan (LCP) will be submitted to Cabinet in December 2015 for formal approval following comprehensive consultation.

3. What are the Recommendations?

To consider the contents of the report and appendices and feedback any comments to Supporting People prior to its submission to Cabinet (deadline for final report to Cabinet 1st December 2015).

4. Report details

Supporting People is a Welsh Government funding stream that provides housing related support to vulnerable people at risk of homelessness including; young people, older people, people fleeing domestic violence, ex-offenders, people with drug or alcohol issues and people with physical, mental or learning disabilities. Housing related support aims to enable people to develop and maintain their confidence and skills to live as independently as possible. The Supporting People Programme is a spend-to-save programme and has been shown to deliver financial and non-financial benefits.

Supporting People teams across Wales are required to submit an LCP to their Regional Collaborative Committee in January of each year detailing their priorities and actions over the next 3 years, as well as a 3 year spend plan.

Current Position

Changes to the funding distribution formula for Supporting People in 2012 resulted in proposed cuts to Denbighshire Supporting People of 20% over 5 years from 2011-12 to 2016-17. Additional cuts to all public services in Wales have resulted in further cuts to Supporting People, which are indicated to continue into 2017-18. These cuts

were managed from 2012 to 2015 without significantly impacting on service levels. 2015-16 is the first year in which Denbighshire Supporting People have had to decommission services that are in demand and are strategically relevant, following a 10.4% cut. The grant allocation for 2015-16 is £5.4 million.

The plans within the 2016-19 LCP are based on managing cuts in a way that minimises the impact on service users. This involves continuing to negotiate efficiency savings and reconfiguration of existing projects with service providers and decommissioning projects that are no longer fit for purpose. As in 2015-16, Supporting People will have to consider decommissioning projects that are still strategically relevant, however, these decisions will only be made following a full service review and following completion of a Decommissioning Report in line with the Denbighshire Supporting People Decommissioning Strategy.

Denbighshire Supporting People have faced in excess of 20% cuts in four years. With cuts over the next two years anticipated to be at least a further 15%, Denbighshire Supporting People and the services funded by the Programme face significant pressure on already limited budgets to help those in Denbighshire who are most vulnerable. These services are delivered internally by Community Support Services and Children & Family Services, and externally by charitable organisations. Details of the proposed actions in 2016-19 can be found on pages 19-31 of the attached Local Commissioning Plan.

Given the uncertainty around budgets for the next 3 years, it has not been possible to produce a final 3 year spend plan. Until we are given a degree of certainty around likely funding levels, we are not in a position to plan this far ahead. Appendix 1 gives indicative reductions by provider based on an assumed 10% cuts for 2016-17. (Appendix 1 is excluded from publication by virtue of paragraphs 14 and 15 of Schedule 12a of the Local Government Act, 1972)

5. How does the decision contribute to the Corporate Priorities?

The projects and proposed actions within the LCP will contribute to supporting Denbighshire's Corporate Plan 2012-17 in the following areas:

- Developing the local economy
- Vulnerable people are protected and are able to live as independently as possible
- Ensuring access to good quality housing
- Modernising the Council to deliver efficiencies and improve services for our customers

Regional collaboration across North Wales and a regional strategy for commissioning and delivering services will contribute towards managing the downsizing of the grant and the protection of frontline services for vulnerable groups.

6. What will it cost and how will it affect other services?

The indicative minimum reduction over the next 2 years is approximately £796,005 (based on minimum 10% in 2016-17, and minimum 5% in 2017-18). This is in addition to the £1.2 million cut in the last 4 years.

Welsh Government have informed Local Authorities that they are unable to give indicative budgets for 2016-17 until after the Westminster Spending Review has been published on 25th November 2015. Budgets will therefore be received much later than in previous years (November in previous years, expected to be January-February this year).

These cuts will inevitably have an impact on internal services funded by Denbighshire Supporting People, including Community Support Services, and Children and Family Services.

The projects and changes identified will be managed within the Supporting People budget allocated to Denbighshire by the Welsh Government.

7. What are the main conclusions of the Equality Impact Assessment (EqIA) undertaken on the decision?

An Equality Impact Assessment was completed for the LCP in 2013, which:

- Details the consultation carried out to develop the LCP and identify any unanticipated negative impact;
- Highlights the data collected and analysed via the needs mapping process, including anonymised data on protected characteristics;
- Acknowledges the challenges faced in implementing the cuts to services provided for vulnerable people;
- Confirms that Supporting People services are accessed by all protected characteristic groups;
- Confirms that every reasonable effort has been made to eliminate or reduce any potential disproportionate negative impact on those with protected characteristics, and that Supporting People will continue to monitor the impact of any changes made.

This EqIA has a review date of 2016, however in the interim, Supporting People will consider and ensure any impact on protected characteristics is identified and addressed. As part of the Denbighshire Supporting People Decommissioning Strategy, an EqIA will be completed for each project being considered for decommissioning.

8. What consultations have been carried out with Scrutiny and others?

The Denbighshire Supporting People Planning Group (SPPG) held four meetings during the development of the LCP and considered strategic priorities, needs mapping data and service gaps.

An eight week consultation process was held from July to September, during which the draft LCP was published on the DCC Consultations web page, and circulated to service providers and numerous stakeholders operating in Denbighshire and wider North Wales. A Supporting People information day was held in Rhyl Pavilion where a summary of the LCP was presented to over 80 people including provider staff, service users and other stakeholders. A number of stakeholder meetings were also attended to present the LCP. Views, comments and suggestions from the consultation process have informed the development of this plan.

Following feedback from Partnerships Scrutiny Committee, the final document will be signed off by SPPG in November 2015 and submitted to full Cabinet for approval in December 2015. It will be submitted to the North Wales Supporting People Regional Collaborative Committee in January 2016, to inform the development of the North Wales Regional Commissioning Plan.

The final document will be published on the Supporting People pages of the Denbighshire County Council website and circulated to all stakeholders of Supporting People in Denbighshire.

9. Chief Finance Officer Statement

The reductions in grant funding and the wider impact on other internal budgets will continue to be carefully managed.

Whilst the level of cuts to the grant are particularly challenging, this is something that was envisaged several years ago and the reason why the Council agreed to establish a reserve to help mitigate the impact of cuts, particularly in Adult Services (now Community Support Services) where the greatest impact is likely to be felt.

10. What risks are there and is there anything we can do to reduce them?

The proposals to manage the reduction in grant funding in 2016-17 are reasonable based on an assumed 10% figure. Further cuts above 10% could pose significant risks to services and service users:

- The sheer scale and short notice of such cuts makes it difficult to make decisions about how to administer these cuts in a strategic and transparent way. The scale of cuts may have a disproportionate impact on some smaller providers who have very little room for efficiency savings.
- Cuts must be considered regionally – not only are there potentially differing views around regional priorities to fund, but the level of cuts could destabilise entire providers who work across the region.
- This can have a knock on effect of damaging provider confidence and the good relationships we have with them – this can be managed to some extent by continuing to share relevant information with providers.
- It is not possible to manage cuts of this scale by simply remodelling services to find efficiency savings, but will necessitate the decommissioning of entire services which are providing quality support. This will directly impact upon front line services and will reduce much-needed support for some of our most vulnerable residents in Denbighshire. Denbighshire Supporting People have developed a Decommissioning Strategy in order to manage this process fairly and transparently.
- Supporting People relieves the burden on already overstretched statutory services such as Social Services, Health and Police, by preventing people declining and entering into a crisis situation. Further cuts to Supporting People will place even greater pressure on these statutory services at a time when there are already significant budget cuts resulting in significant changes to public services.
- Supporting People are key in supporting the delivery of the new Housing Act (Wales) Act 2014 and Social Services and Well-being (Wales) Act 2014, as their early intervention focus aligns well with Supporting People's key aim of preventing homelessness.
- In September 2015, DCC full Council voted unanimously in favour of a motion to protect the Supporting People budget from further cuts, and to support the national 'Let's Keep on Supporting People' campaign run by Cymorth Cymru and Community Housing Cymru.
- Denbighshire Supporting People will be presenting a contingency plan to SPPG in preparation of cuts being higher than 10%.
- As above, the Supporting People Reserve may be used to mitigate these cuts, but careful consideration must be given to the sustainability of this given the potential that budget cuts will continue for a number of years.

11. Power to make the Decision

To determine the content of any plan, strategy or other policy document requires approval by the Lead Cabinet Member in accordance with Statutory Instrument 2001 No. 2291 (W,179) Regulation 4 (3)(c) + (d)
Scrutiny's powers with respect to policy development and review are outlined in Article 6.3.3 of the Council's Constitution.

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By virtue of paragraph(s) 14, 15 of Part 4 of Schedule 12A
of the Local Government Act 1972.

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Denbighshire County Council Supporting People Local Commissioning Plan 2016-19

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Introduction

What is Supporting People?

Supporting People is a Welsh Government Programme which provides housing related support services to vulnerable people over the age of 16. It enables them to live independently in the community and avoid the risk of becoming homeless.

What is Housing related support?

Housing related support is provided to help vulnerable people develop or maintain the skills and confidence necessary to live as independently as possible. Housing related support can include help and advice with:

- Developing life and domestic skills
- Budgeting and managing money
- Accessing other services and opportunities
- Establishing safety and security

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Denbighshire Supporting People Vision Supporting people to improve their quality of life

Our Mission Statement

We are working together to ensure the delivery of quality housing support services that enable vulnerable people to live independently or avoid homelessness

Our Principles

- ❖ **Early intervention**
- ❖ **Service user focus**
- ❖ **Creative, flexible, pro-active and responsive solutions**
- ❖ **Transparency**
- ❖ **Outcomes focus**

Strategic Priorities

The Supporting People Programme aims to support vulnerable people to live as independently as possible by providing housing-related support services. It is focused on early intervention by preventing homelessness or a move to higher dependency institutional settings where possible, which can often result in savings to other front-line services such as social care, health and criminal justice. The Programme must therefore remain up-to-date with recent trends and developments both locally and nationally in order to remain relevant and cost-effective to other services.

There are significant legislative and policy changes affecting Supporting People, along with continued economic pressures not only on Supporting People but on wider public services. It is therefore imperative that we focus our efforts to ensure the services we deliver remain strategically relevant and take advantage of opportunities to streamline our work through increased collaboration with key partners.

Denbighshire Supporting People's current strategic priorities are:

1. Managing the ongoing budget cuts

2016-17 will be the fifth and final year of cuts relating to the redistribution of Supporting People funding nationally. However, Supporting People continue to face additional cuts as a result of reduced public spending nationally, which are anticipated to continue until at least 2017-18. The Denbighshire Supporting People budget has been reduced by 21.5% (£1.5 million) between 2012 and 2016, with a further 10-15% expected by 2018.

Denbighshire Supporting People will continue to seek to mitigate these cuts as far as possible through careful planning and negotiation with service providers and other stakeholders locally and regionally. However, the scale of the cuts will require some services to be decommissioned despite being assessed as strategically relevant; this will be carried out using the Denbighshire Supporting People Decommissioning Strategy.

2. Implementation of Housing (Wales) Act 2014 and Social Services & Well-being (Wales) Act 2014

The implementation of these two acts are likely to have a substantial impact on Supporting People. Both have a heavy focus on early intervention where people need support to live independently, which aligns well with Supporting People's key aim of preventing homelessness through early intervention, therefore it is anticipated there will be increased demand on our services.

Denbighshire Supporting People have already begun to work more closely with colleagues within the Homelessness Team and Social Services to support the implementation of these two acts within Denbighshire. Whilst there may be increased pressure on our services, it is anticipated that working more closely together will generate efficiencies.

3. Contributing to the Tackling Poverty Agenda

In 2014, Supporting People along with Housing and Homelessness was incorporated into the Communities and Tackling Poverty Ministerial portfolio. Welsh Government have highlighted the opportunities for greater links to be forged between Supporting People and the Tackling Poverty programmes Communities First, Families First and Flying Start.

Denbighshire Supporting People have begun to make links with these programmes locally and will explore opportunities to reduce duplication and strengthen the support delivered to vulnerable people through joint commissioning. North Wales Supporting People are also represented at the recently established National Supporting People Outcomes Group, which is exploring the potential for a joint outcomes framework across the four programmes.

4. Closer regional collaboration

The establishment of the North Wales Supporting People Regional Collaborative Committee (RCC) in 2012 has enabled a strategic overview of developments that affect Supporting People both locally and regionally through improved information-sharing. This presents opportunities for closer regional working between Supporting People Teams across North Wales, which presents an additional opportunity for making efficiency savings.

Denbighshire Supporting People are already engaged with a small number of regional and sub-regional projects and are exploring further opportunities for regional and sub-regional commissioning where appropriate. Supporting People

Teams across the region are also working closely together to adopt standardised paperwork and processes, which will deliver time and cost savings to both Supporting People Teams and service providers who work across more than one authority.

Whilst working on these priorities, Denbighshire Supporting People will continue to be informed by local and national factors, including those already referenced above and:

- Equality considerations, including Denbighshire's Strategic Equality Plan and Welsh Language Scheme
- Corporate guidance, including Denbighshire's Corporate Plan 2012-17, the Wellbeing Plan 2014-2018 (Single Integrated Plan) and the Supporting Independence in Denbighshire agenda
- National guidance, including the Supporting People Programme Grant Guidance 2013, the Ten Year Homelessness Plan for Wales 2009-2019 and the Standards for Improving the Health and Well-being of Homeless People and Specific Vulnerable Groups 2013
- Developments in key areas of Health, Social Care, and Criminal Justice such as the new Probation arrangements in England and Wales

Need, Supply and Service Gaps

Need and supply

A range of data is used to identify need, assess current provision and shape future development of Supporting People services.

Needs mapping forms are completed for everyone who is identified as having housing-related support needs, with the data recorded whether a referral is taken forward or not. A regional form has been in operation since 2012, providing three years of comparable data for all six North Wales authorities. The needs mapping data helps to identify any shifting trends in the demography and specific needs of those requiring housing-related support, which may require services to be remodelled.

Regular quantitative and qualitative monitoring of Supporting People-funded projects is carried out throughout the year, which informs full service reviews that take place every three years. Monitoring data verifies demand for the project and assesses value for money, quality of the service, compliance against the contract, and identifies areas for improvement.

It is noted that all projects are different which makes it challenging to compare like-for-like or introduce benchmark measurements. However, given the year-on-year reductions to the Supporting People Programme Grant allocation, it is necessary to determine which projects are higher priorities to fund. Denbighshire Supporting People have designed a Strategic Priority To Fund (SPTF) matrix to assess both the performance and strategic relevance of a project using only data that can be appropriately compared. Denbighshire Supporting People will use the SPTF as an initial indicator of a project's priorities to begin discussions on remodelling or decommissioning services to ensure the grant continues to be used effectively to provide high quality value for money support services.

There continues to be significant demand for Supporting People services within Denbighshire at a challenging time of national economic austerity with heavy cuts to public services impacting greatly upon communities and individuals, particularly those most vulnerable. Supporting People services are funded to support over 1 300 service users at any one time (excluding Alarms). In 2014/15, almost 2500 vulnerable individuals and families received housing-related support through Supporting People services in Denbighshire alone. This highlights the hidden problem of homelessness when compared with the number of people accepted as homeless and having a full duty owed to them by the statutory homelessness team within Denbighshire –

90 in 2014/15 (illustrated in Graphic 1). It also clearly indicates the value of the work of Supporting People services, who work to prevent vulnerable people reaching a situation where they have to present to statutory homelessness services, and also pick up a number of those who make enquiries and/or are ineligible for statutory homelessness support.

Graphic 1 – Hidden Problem of Homelessness
(each figure represents 10 people)

Number of people eligible for statutory homelessness assistance in 2014/15.....



Number of people supported by Supporting People services in 2014/15.....

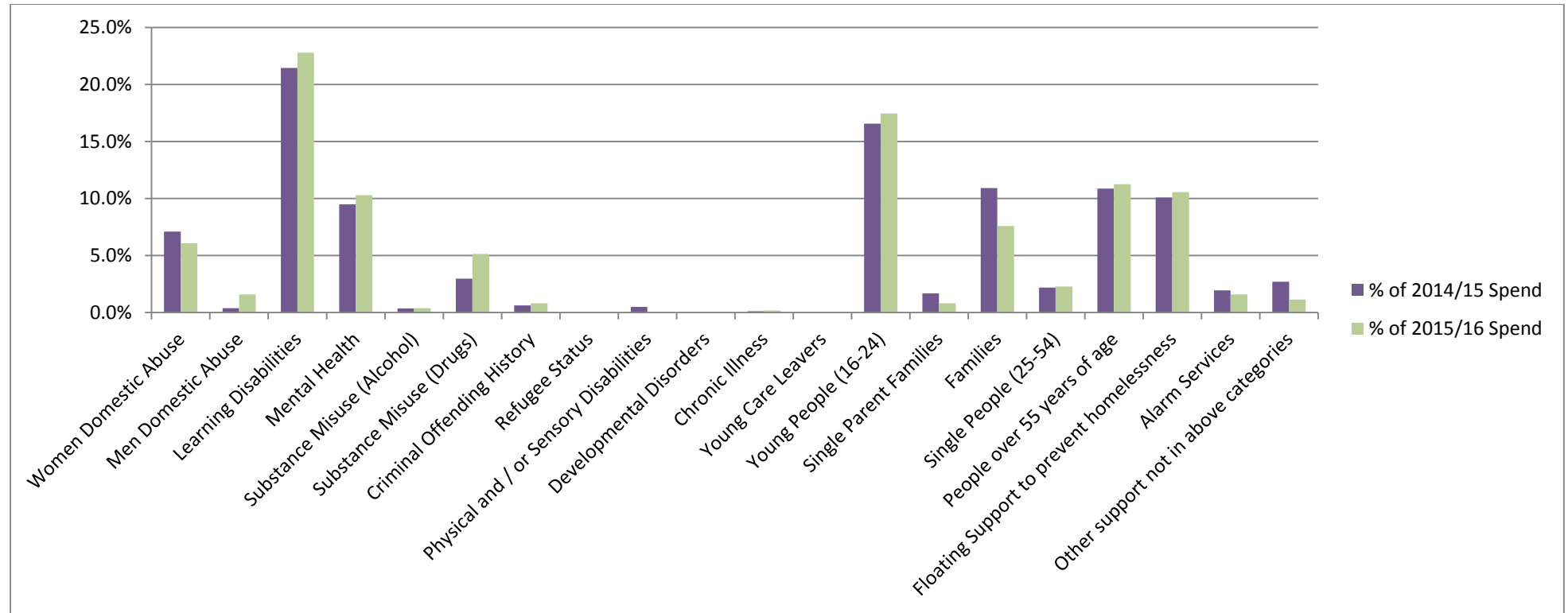


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Whilst we have managed a significant 10.4% cut to the 2015-16 budget, no client group has been disproportionately affected with the percentage share of total spend remaining similar from 2014-15 to 2015-16 with no variance higher than +/- 3.3%

(see Graph 1). Where there is a significant increase or decrease in proportion of total spend, this has been the result of remodelling with little, if any, change to the number of service users supported.

Graph 1 - Comparison of 2014/15 & 2015-16 Spend

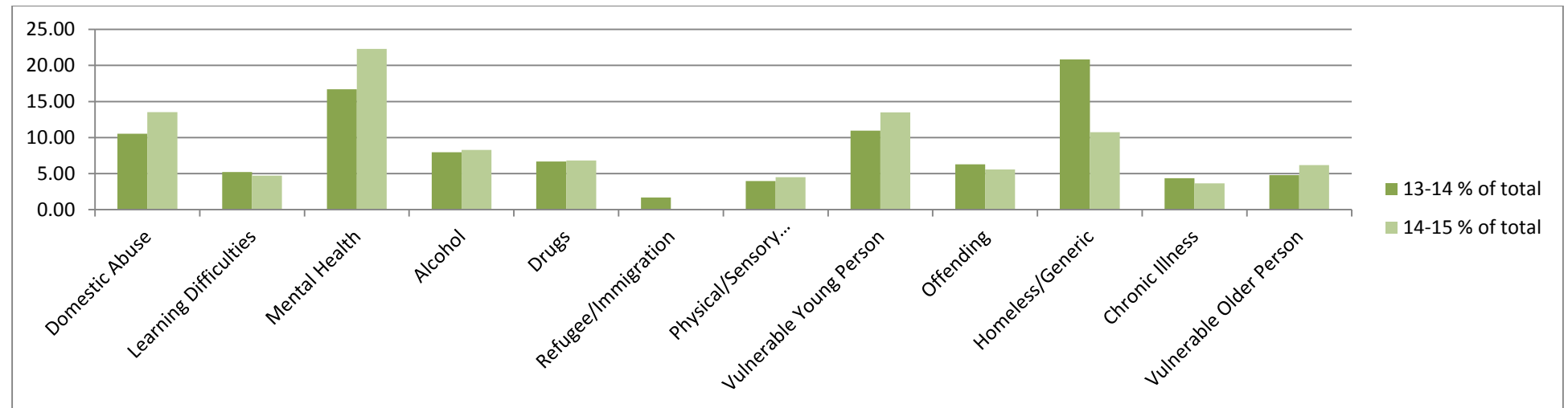


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Support needs reported in 2014-15 through the needs mapping exercise are following a similar trend to 2013-14 (see Graph 2), with rises in the proportion of forms reporting both domestic abuse and mental health related support needs. There has also been a rise in the proportion of forms specifying needs relating to being young and vulnerable. The sharp fall in the proportion of forms reporting homelessness as a need is highly likely to be due to the Welsh Government spend category changing from 'Homelessness' to 'Generic', which lacks clarity, however it is still reported as the 4th highest need. The top

four needs of mental health, domestic abuse, vulnerable young person and homelessness/generic have all had their budgets protected or increased in 2015-16.

Graph 2 - Comparison of 2013/14 & 2014/15 Support Needs Identified



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There is a shift in personal and household characteristics from previous years, with a fall in the proportion of young people, couples and families presenting for support and a corresponding rise in the proportion of single people with no dependent children. There has also been a continuing increase in the proportion of females requiring support, rising in the last two years from 53% in 2012-13 to 60% in 2014-15.

The reason for homelessness has shifted slightly with a fall in the proportion of people receiving a notice of eviction and a corresponding rise in the proportion of people with mortgage or rent arrears. Whilst the change in numbers is small, it may be an indicator of the impact of the so-called 'bedroom tax' causing people to fall into arrears.

There are a number of changes to the needs mapping data for 2014-15 against 2013-14, which are believed to be attributable to changes to the needs mapping form and process, including the move from a paper form to referrers completing the form themselves online. The number of questions remaining unanswered has fallen sharply making the data more reliable, which

is encouraging and likely due to the process of a referrer moving through the questions online and being less likely to miss a question out.

There has also been significant work carried out with rough sleepers during 2014-15, including outreach work and a new emergency access project, which has caused an increase in the proportion of forms reporting use of a night shelter or hostel. There has also been a six-fold increase in the number of forms reporting current or previous membership of the armed forces – from 7 people in 2013-14 to 42 people in 2014-15. Whilst improved reporting may have contributed to this in Denbighshire, the numbers have significantly increased across the North Wales region too – from 19 in 2013-14 to 100 in 2014-15, which is likely to be as a result of the introduction of the Armed Forces Community Covenants in each local authority.

Service gaps

The North Wales Regional Collaborative Committee have requested a piece of work be undertaken to identify the unmet need and service gaps across the region, and to produce a robust methodology for the region to adopt in future. Currently, only those spend plan categories with no projects are highlighted as potential service gaps and it is felt that met and unmet need should be more robustly checked and evidenced, in order that support is available to those most in need especially given the pressure on budgets.

Service gaps against the spend plan are currently as follows:

- People with Refugee Status – numbers reporting needs relating to refugee status remain very low, therefore, it is anticipated that anyone presenting with these needs can access support from a generic Supporting People project.
- People with Physical and / or Sensory Disabilities – funding for this category accounted for 0.5% of 2014-15 spend, but has been removed in 2015-6 through mutual agreement with the organisations involved due to changing needs of the service users. It is anticipated that service users with needs relating to physical and/or sensory disabilities will be able to access a number of other Supporting People projects.
- People with Developmental Disorders – Supporting People are continuing to investigate the feasibility of a separate project for this specific client group with both internal and external partners, especially given continuing anecdotal evidence that low level need in this area is increasing. If a separate project is commissioned, funding for it will have to be reallocated from other existing projects given that the Supporting People budget is reducing yearly.

- Young People who are Care Leavers – whilst no projects sit within this service user group, the DCC Family Support Team (in Families service user group) does specifically support care leavers. There are also a significant number of projects for young people in Denbighshire, which those leaving care are able to access. There is no evidence that a specific project for care leavers is necessary.

Anecdotal evidence from service providers and other partner agencies have highlighted there may currently be service gaps which warrant further exploration, including:

- Access times for support services that are not flexible or suitable for everyone, e.g. a lack of services open during evening and weekend hours;
- A lack of services based in the South of Denbighshire, or poor accessibility to services for residents in the South of the County;
- Limited provision of Supported Housing for single women with no dependent children and with no history of domestic violence.

Consultation Evidence

Denbighshire Supporting People value feedback from all stakeholders about the commissioning and delivery of Supporting People contracts. This ensures that Supporting People-funded support services are held to a high quality standard and continue to meet the needs of vulnerable people.

When projects are reviewed every 3 years, feedback is sought from staff, service users and stakeholders by Supporting People through interviews and questionnaires to ensure that projects are delivering the service as required and that they continue to meet the needs of service users effectively. Any significant issues or themes emerging from the feedback will be addressed within the review recommendations, which may include improvements to existing practices or remodelling a project to better meet demand.

If a project is considered for decommissioning, Supporting People will seek the views of service users and stakeholders when completing the Decommissioning Report, and consider how any negative impacts can be alleviated.

During 2014 and 2015, Supporting People's Service User Involvement Officer has been working with service providers and service users to capture levels of engagement, areas of good practice and collaboration opportunities within Denbighshire, in order to develop an easy-to-use quick-reference toolkit for service providers to use in developing their own service user involvement opportunities.

An 8 week consultation period was held between July – September to discuss this Plan with Supporting People service providers, service users and stakeholders and gather feedback on the commissioning, remodelling and decommissioning intentions of Denbighshire Supporting People. Summary feedback as follows:

- Supporting Housing providers should have formal strategies in place to source properties to ensure move-on.
- The Supporting People Team and projects provide invaluable support in dealing with complex individuals, which then reduces the burden on other services. Examples include input to DCC Top 20 meetings and working with Probation to reduce re-offending rates through the provision of accommodation and support.
- When I Am Ready legislation should help to reduce the demand from care leavers on Supporting People services.

- Consideration needs to be given to the possibility of increased demand from displaced refugees following recent events.
- Supporting People should make more use of third sector organisations.
- High staff turnover can impact on the effectiveness of support, as building up trusting relationships is crucial.
- Information about support services available and partnership working are important to ensure we're not giving mixed messages and that we're effectively planning support services. Examples include statutory services struggling to meet demand and not being aware of support projects that could relieve the pressure.
- Recognition that some support services could be provided in other ways or by other organisations if they were no longer provided by Supporting People.
- Delivering the same services with reduced resources is very challenging for everyone, feedback from providers suggests that this may lead to staff and wider organisations feeling that they can't question or challenge decision makers.

Denbighshire Supporting People Planning Group are consulted throughout the development of this Plan and agree any changes to the content. Following the formal consultation period, the Plan will be submitted to the Partnership Scrutiny Committee before the final document is submitted and signed off by Denbighshire County Council Cabinet for submission to the North Wales Regional Collaborative Committee in January 2016.

Priorities for Development

In Summer 2014, Denbighshire Supporting People outlined key priorities to be investigated or developed over the following 12-18 months. Table 1 details the work carried out by Supporting People so far and Table 2 outlines ongoing and new priorities for the next 12-18 months.

Table 1

| What we planned..... | What we did..... |
|---|--|
| <p>Community Support Model Develop a model of community support where sessions are held in appropriate and accessible settings in the community, away from service users homes, as a means of efficiently and economically delivering low level services.</p> | <p>Piloted a number of projects supporting individuals in group settings, examples include Countryside Services, DVSC training, Men’s Sheds.</p> |
| <p>24:7 Support Model Consider how to develop a model of intense, flexible 24:7 support within current provision to meet the needs of high needs high risk single people, couples and families who are hard to reach and hard to engage with, as a means of preventing repeat presentations and failure to progress.</p> | <p>Piloted Rough Sleeper Personal Budgets with Ty Golau project as an innovative way of supporting individual needs.</p> |
| <p>Services for People with Offending Related Support Needs To further investigate the apparent fall in demand for support from people with needs related to offending, considering referrals data and building links with relevant organisations to ensure clear referral routes.</p> | <p>Confirmed that Denbighshire Single Pathway have excellent links with North Wales Police and Probation, however, recent changes to Probation services nationally are still being embedded which could be causing a drop in referrals - Denbighshire Single Pathway will continue to build upon these links as the new services take shape.</p> |

| What we planned..... | What we did..... |
|--|---|
| <p>Service User Involvement Denbighshire County Council team will implement the regional statement of service user involvement agreed by the North Wales Regional Collaborative Committee.</p> | <p>Denbighshire Supporting People contribute to the regional service user involvement statement and are developing a Service User Involvement Toolkit to assist providers with embedding their own processes.</p> |
| <p>Denbighshire Top 50 To contribute to the identification of Denbighshire’s top 50 individuals or families who are collectively having the biggest impact on all public services and work towards a more coordinated approach to supporting these individuals or families, reducing duplication.</p> | <p>Denbighshire Supporting People Single Pathway have been attending Denbighshire Top 20 meetings (revised from Top 50) and piloted a Top 20 Personal Budgets project. Many of those assisted were known to the Pathway so this pilot will be continued and revised as a Complex Case Personal Budgets project.</p> |
| <p>Women & Men experiencing Domestic Abuse (all Domestic Abuse projects) Stage one of the remodelling of Denbighshire’s domestic abuse services is in the process of implementation and is progressing successfully to date. Stage two remodelling will be considered in the context of developing regional priorities and confirmed Welsh Government budget allocation.</p> <ul style="list-style-type: none"> • Continue to review the configuration of Refuge accommodation in the north of the county. • Seek to secure a third unit of supported housing • Floating support services will be combined into a single contract <p>Staffing at Rhyl Cluster will increase to enhance capacity to support higher needs and higher risk.</p> | <p>The planned remodel of Supporting People Domestic Abuse services has been successfully implemented. All providers are working in partnership and floating support services now have the increased ability to support males as well as females. All projects are now subject to regular monitoring and contract management.</p> |

| What we planned..... | What we did..... |
|---|--|
| <p>People with Learning Disabilities (DCC Community Living) As identified in the Scrutiny report 24/06/13, Adult Services to continue to reduce overall funding to reflect overall grant cuts. Proposals for reconfiguration to be developed following the conclusion of the ongoing SP Solutions review and in response to its recommendations.</p> | <p>Review recommendations are being implemented to ensure the service is providing effective support with a proportionate level of reporting requirements. A new Service Level Agreement is now in place to reflect these changes and the yearly reduction in funding. The service will be subject to regular monitoring and contract management.</p> |
| <p>People with Developmental Disorders (DCC Community Living) To give consideration to the possibility of redeploying funding within the DCC Learning Disabilities Community Living allocation to develop a small supported housing project for people with a diagnosis of high functioning autistic spectrum disorder.</p> | <p>Demand for such a service and options available have been considered with relevant internal and external partners with the view to drafting a proposal during the next 12-18 months.</p> |
| <p>Generic / Floating Support / Peripatetic (Night Shelter / Rhyl Resettlement) To continue to pursue the development of a new model of services for Rough Sleepers following the closure of the present Night Shelter in October 2014.</p> | <p>A new No Second Night Out project (Ty Golau) has been developed in collaboration with Clwyd Alyn Housing Association and implemented within a building that is fit for purpose. This includes a reduced number of emergency beds, a short-term hostel and a Housing First floating support service – the accommodation elements of the service are Housing Benefit-eligible, making the service more sustainable.</p> |

Table 2

| |
|---|
| Priority 2016-19 |
| 1 Community Support Model Develop a model of community support where sessions are held in appropriate and accessible settings in the community, as a means of efficiently and economically delivering low level services. This may contribute to the RCC pilots (see no. 4). |
| 2 People with Developmental Disorders To give consideration to the possibility of redeploying funding within the DCC Learning Disabilities Community Living allocation to develop a small supported housing project for people with a diagnosis of high functioning autistic spectrum disorder. |
| 3 Generic / Floating Support / Peripatetic (Ty Golau) Denbighshire Supporting People will continue to work in collaboration with Clwyd Alyn Housing Association to implement the new Ty Golau project to ensure it effectively supports the new Housing (Wales) Act 2014, continues to develop a multi-agency approach to support the No Second Night Out model, and generates additional funding streams. |
| 4 Regional Collaborative Committee Pilots Denbighshire Supporting People will support the piloting of new cost-effective approaches of support that have been put forward by support providers to the Regional Collaborative Committee, such as trialling the use of technology, e.g. Skype, Facebook, rather than traditional face-to-face support; and supporting the development of community support and social groups. |
| 5 Supported Housing Review all Supporting People Supported Housing provision to ensure it continues to meet demand appropriately and to address any issues that prevent service users from moving on to independent living quickly and sustainably. |
| 6 Off the Shelf Develop a bank of off-the-shelf specifications for short-term initiatives, in order that any in-year underspend that is identified can be addressed and utilised quickly. |

Priority 2016-19

7 Education and Employment

Investigate the low attainment of outcomes related to education, training, employment and volunteering and renew the focus on this area of support amongst existing projects.

8 Specialist vs Generic

Following the remodelling of the majority of Supporting People services, reconsider the balance of specialist and generic support provision and consider realigning if appropriate.

Service Development

All units currently funded by Denbighshire Supporting People are detailed in Table 3 below, along with proposals for service development, decommissioning and remodelling during the next 3 years.

Due to ongoing reductions to the Supporting People budget, Denbighshire Supporting People Team will consider all projects in line with the Decommissioning Strategy to determine what will be a priority to fund moving forward. This will also be informed by work carried out on the Priorities for Development detailed within this Plan. Service provision may change during the development of this Plan as Denbighshire Supporting People take advantage of opportunities to remodel services at contract end and/or according to demand.

Table 3

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|-----------------------------------|--|--|
| Women Experiencing Domestic Abuse | United Against Domestic Abuse <ul style="list-style-type: none"> • 12 floating support units Glyndwr Women’s Aid <ul style="list-style-type: none"> • 5 refuge units Hafan Cymru <ul style="list-style-type: none"> • 8 supported housing units North Denbighshire Domestic Abuse Services <ul style="list-style-type: none"> • 3 refuge units | <p><i>Applicable to both male and female domestic abuse services:</i></p> <p>All domestic abuse provision has been reviewed and remodelled within the last two years to reduce costs and improve services through greater partnership working.</p> <p>Work will be undertaken over the next 12 months to further develop strategic local links with the Community Safety Partnership and re-establishing a local or sub-regional Domestic Abuse Forum.</p> <p>The Regional Collaborative Committee are currently establishing a Domestic Abuse Task and Finish Group to review current service provision across the region and strengthen links with the All Wales Domestic Abuse Modernisation Group by having more North Wales representatives in the group.</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|-----------------------------------|--|---|
| | | <p>Women only: Domestic Abuse remains one of the highest support needs reported by those accessing Supporting People services.</p> |
| Men Experiencing Domestic Abuse | <p>North Denbighshire Domestic Abuse Services</p> <ul style="list-style-type: none"> • 2 refuge units <p>United Against Domestic Abuse</p> <ul style="list-style-type: none"> • 12 floating support units | <p><i>See notes in service user group above (Women Experiencing Domestic Abuse) regarding domestic abuse services for both males and females.</i></p> <p>Men only: There is increased flexibility within the floating support project to provide support to men. The number of males reporting domestic abuse have remained the same as previous years, so demand for the service will be monitored over the next 2 years.</p> |
| People with Learning Disabilities | <p>Denbighshire County Council</p> <ul style="list-style-type: none"> • 3 floating support units • 109 community living units <p>KeyRing</p> <ul style="list-style-type: none"> • 18 floating support units <p>Cymryd Rhan</p> <ul style="list-style-type: none"> • 5 floating support units | <p>DCC community living has been reviewed and adapted to ensure it is providing a Supporting People eligible service. Funding to the community living service will continue to be reduced every year, as agreed in 2013.</p> <p>Floating support services may be remodelled in 2016-17 into one larger floating support project with the DCC floating support units (Adult Placement) being considered for decommissioning.</p> <p>The Regional Collaborative Committee are currently establishing a Task and Finish Group to explore initiatives and opportunities to make savings, which will include Learning Disabilities services.</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|----------------------------------|---|---|
| People with Mental Health Issues | <p>Cymryd Rhan</p> <ul style="list-style-type: none"> • 10 floating support units <p>Hafal</p> <ul style="list-style-type: none"> • 20 floating support units • 8 supported housing units <p>Hafan Cymru</p> <ul style="list-style-type: none"> • 10 floating support units <p>Vale of Clwyd Mind</p> <ul style="list-style-type: none"> • 19 supported housing units <p>Grwp Cynefin</p> <ul style="list-style-type: none"> • 12 floating support units <p>Denbighshire County Council</p> <ul style="list-style-type: none"> • 5 supported housing units • 5 floating support units | <p>Mental Health remains one of the highest support needs reported by those accessing Supporting People services.</p> <p>The supply and demand for mental health support provision will be reviewed and current services are likely to be remodelled in 2016-17 to more effectively meet demand in light of reduced funding. This may include combining projects for efficiency savings and upskilling generic support services enabling them to effectively support people with lower level mental health needs.</p> <p>Work will be undertaken over the next 12 months to work more closely with Community Mental Health Services.</p> <p>Work will continue regionally with BCUHB to assess current provision, identify demand and research different service models in order to contribute to meeting the 'Together for Mental Health' housing objective of having a full range of accommodation with support options available at all stages of the recovery process.</p> <p>Supporting People are currently considering decommissioning the Vale of Clwyd Mind project at the end of March 2016 and working with partners to identify more appropriate funding.</p> <p>Supporting People are also considering integrating the Cymryd Rhan floating support units into the Supporting Independent Living project (in People over 55 years service user group).</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|---|--|---|
| People with Substance Misuse Issues (Alcohol) | CAIS <ul style="list-style-type: none"> • 10 floating support units | <p><i>Applicable to both drug and alcohol services:</i></p> <p>Substance misuse services (alcohol and drugs) have been reviewed and remodelled to provide a more flexible service. A new rough sleeper project has also been established with capital funding from the Substance Misuse Action Fund.</p> <p>Evidence suggests that there is a gap in supply of supported housing for single females with no dependents with substance misuse issues (drug and/or alcohol), which will be explored in more detail during 2016-17.</p> <p>Denbighshire Supporting People are currently working in collaboration with Chester University to establish the Rhyl Recovery Project, a pilot to support individuals to address substance misuse issues through mutual aid groups. This 6 month pilot has attracted revenue funding from the Substance Misuse Action Fund (SMAF).</p> <p>Denbighshire Supporting People also received SMAF funding in 2014-15 to purchase starter packs for people moving into new tenancies, e.g. bedding, crockery, microwave, toiletries.</p> <p>Work will be undertaken to explore future revenue funding available from the Substance Misuse Action Fund and consider any opportunities for regional or sub-regional working from 2016-17.</p> <p>Further work will be undertaken to improve links with Substance Misuse Services through continued representation regionally on the Area Planning Board Delivery Group.</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|---|--|---|
| People with Substance Misuse Issues (Drugs & Volatile Substances) | CAIS <ul style="list-style-type: none"> • 11 supported housing units • 17 floating support units Clwyd Alyn Housing Association <ul style="list-style-type: none"> • 4 hostel units • 3 floating support units | <p><i>See notes in service user group above (Substance Misuse Issues (Alcohol)) regarding both drug and alcohol services.</i></p> <p>People with Substance Misuse Issues (Drugs & Volatile Substances) only: the CAIS Doorstop supported housing project (6 units) is currently being considered as a potential sub-regional project with Conwy from May 2016.</p> |
| People with Criminal Offending History | Nacro Cymru <ul style="list-style-type: none"> • 6 supported housing units | <p>There has been a continued decline over the past two years in offending being reported as a support need by those accessing Supporting People services. This has been investigated and further work will be done to ensure links are built with the new National Probation Service and Community Rehabilitation Company.</p> <p>Wrexham Prison for male offenders will open in 2017 and will have a focus on the education, training and resettlement of offenders. Along with legislative changes within the Housing (Wales) Act 2014 and the Social Service and Wellbeing (Wales) Act 2014, this will have a significant impact upon the resettlement of offenders within North Wales. Denbighshire Supporting People will continue to attend the North Wales Prisoner Resettlement Steering Group to address these changes.</p> <p>Demand for specialist provision for offenders will be monitored over the next 1-2 years.</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|--|---|--|
| People with Refugee Status | No specific projects | <p>The number of people reporting refugee status remains very low in Denbighshire, however, consideration needs to be given to the possibility of increased demand from displaced refugees following events in 2015.</p> <p>Demand for support from this service user group will continue to be monitored and if required, a regional project may be considered if it is felt that the needs of this group could not be met by existing services.</p> |
| People with Physical and / or Sensory Disabilities | No specific projects | <p>Projects for this service user group have been decommissioned as the projects could not demonstrate eligibility for Supporting People funding.</p> <p>Whilst the number of people reporting mobility issues has risen within the past 12 months, it is recognised that this is due to an increase in needs mapping forms being completed by Older People's services and so does not necessarily reflect actual trends.</p> <p>Numbers reporting needs in this area will continue to be monitored alongside considering whether needs can be met by existing services.</p> |
| People with Developmental Disorders (i.e. Autism) | No specific projects | <p>Work will be undertaken to assess the needs of people with high functioning autistic spectrum disorder over the next 2 years and dependent on the level of cuts in future years, some funding removed from community living may be redeployed into a specific project.</p> <p>Supporting People will continue to make links with specialist services to promote knowledge of, and access to, existing Supporting People services.</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|---|--|--|
| People with Chronic Illness (including HIV, AIDS) | Body Positive <ul style="list-style-type: none"> • 7 floating support units | The service review of this regional project has found that service users could have their needs met more appropriately, and more cost-effectively, by generic services rather than by a specialist service. This project is therefore being considered for decommissioning at the end of the current contract in March 2016 with a proposed exit strategy of delivering chronic illness awareness training to other Supporting People providers to ensure there are no barriers to people accessing generic services. |
| Young People who are Care Leavers | No specific projects | There are a number of Young People projects that young people leaving care can, and do, access. The DCC Family Support Team (in Families with Support Needs service user group) can also support those leaving care where a statutory duty still exists. There is currently no evidence to suggest that a specific project is required and it is anticipated that the When I Am Ready scheme may actually reduce the demand from care leavers on Supporting People services. Supporting People will continue to work with Homelessness and Social Services teams to ensure the needs of care leavers are met appropriately. |
| Young People with Support Needs (16 to 24) | Clwyd Alyn Housing Association <ul style="list-style-type: none"> • 33 supported housing units Barnardo's Cymru | Young People continue to make up a significant proportion of those requiring housing-related support. It is expected that demand from this service user group might rise further given changes to welfare benefits affecting young people. Denbighshire Supporting People will work with Housing Benefit to reduce the impact on vulnerable young people. |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|--------------------|---|---|
| | <ul style="list-style-type: none"> • 6 floating support units <p>Local Solutions</p> <ul style="list-style-type: none"> • 14 supported housing units <p>Hafan Cymru</p> <ul style="list-style-type: none"> • 6 supported housing units • 15 floating support units <p>Nacro Cymru</p> <ul style="list-style-type: none"> • 6 supported housing units <p>Grwp Cynefin</p> <ul style="list-style-type: none"> • 6 floating support units • 6 supported housing units <p>The Wallich</p> <ul style="list-style-type: none"> • 5 floating support units | <p>Supporting People will explore whether current services continue to meet the needs of young people appropriately and whether alternative support models could be used more effectively. Supporting People are currently considering remodelling the Dyfodol project delivered by Clwyd Alyn Housing Association from 2016. Work will also be undertaken to learn from the House Share Project being funded in 2015-16, and to develop closer links with short-term crisis intervention services such as conflict resolution which can be effective at helping young people to remain in the family home.</p> <p>Denbighshire Supporting People are also keen to increase the number of young people accessing education and training to improve their ability to move on to independent living.</p> <p>Denbighshire's contribution to the sub-regional projects delivered by Local Solutions will continue to be monitored against demand.</p> <p>Supporting People are currently considering decommissioning the Child Sexual Exploitation (CSE) project delivered by Barnardo's Cymru at the end of March 2016 due to a lack of demand for ongoing floating support services. Supporting People are confident that CSE awareness has been embedded within the Supported Housing projects and internal DCC services.</p> <p>Subject to review findings, Denbighshire Supporting People will consider decommissioning The Wallich floating support units as part of a wider remodel of the GIFT project (in Generic service user group).</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|---|---|---|
| Single Parent Families with Support Needs | Nacro Cymru <ul style="list-style-type: none"> • 6 supported housing units | <p><i>Applicable to both single parent families and families services:</i></p> <p>Families account for a significant proportion of those accessing Supporting People services, however, this has decreased slightly in the past year.</p> <p>Families can and often do access projects within other service user groups, for example, domestic abuse, young people or generic projects. Therefore, there isn't a significant demand for family-specific projects.</p> <p>Supporting People are developing close links with Families First and Flying Start locally and nationally, which may help to streamline support for families.</p> |
| Families with Support Needs | Denbighshire County Council <ul style="list-style-type: none"> • 59 floating support units The Wallich <ul style="list-style-type: none"> • 10 floating support units | <p><i>See notes in service user group above (Single Parent Families with Support Needs) regarding services for both single parent families and families.</i></p> <p>Families with Support Needs only: Supporting People are currently considering whether the proportion of funding for DCC Family Support Team is appropriate and funding eligible support tasks and not statutory functions.</p> <p>Subject to review findings, Denbighshire Supporting People will consider remodelling The Wallich floating support units as part of a wider remodel of the GIFT project (in Generic service user group).</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|--|---|---|
| Single People with Support Needs not listed above (25 to 54) | Seashells <ul style="list-style-type: none"> • 4 supported housing units | <p>As noted above (in Substance Misuse service user groups), evidence suggests that there is a gap in supply of supported housing for single females with no dependents.</p> <p>This will be explored in more detail during 2016-17 to ascertain what specifically needs addressing, for example, drug and/or alcohol, mental health, or simply generic provision for females.</p> |
| People over 55 years of age with Support Needs | Clwyd Alyn Housing Association <ul style="list-style-type: none"> • 24 sheltered housing units Denbighshire County Council <ul style="list-style-type: none"> • 700 floating support units • 10 floating support units Grwp Cynefin <ul style="list-style-type: none"> • 21 sheltered housing units | <p>A significant amount of work has been carried out within the past 3 years to implement the Aylward Review recommendation of making older people's services tenure neutral. The number of units funded by Supporting People have decreased as a result, as not all residents in sheltered housing require active support beyond the provision of an alarm, and some organisations have rejected Supporting People funding in order to continue operating a traditional warden service.</p> <p>This work will continue over the next 12 months and funding reduced where appropriate and in line with a reduction in the support needed.</p> <p>Supporting People are also considering decommissioning DCC Extra Care project at the end of March 2016. It is hoped that this will provide opportunities for learning within similar shared living and community settings.</p> |
| Generic / Floating | Clwyd Alyn Housing Association <ul style="list-style-type: none"> • 50 floating support units | <p>Generic homelessness support remains one of the highest support needs reported by those accessing Supporting People services.</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|---|--|--|
| Support / Peripatetic (tenancy support services which cover a range of support needs) | <p>The Wallich</p> <ul style="list-style-type: none"> • 60 floating support units <p>Denbighshire County Council</p> <ul style="list-style-type: none"> • 128 floating support units | <p>Whilst projects offering specialist knowledge and support are crucial to supporting vulnerable people with complex needs, it remains equally important to provide more generic services that can offer flexible support on a number of issues. Supporting People will be reviewing the balance between specialist and generic services over the next 2 years to ensure demand is met appropriately.</p> <p>Supporting People will consider regional or sub-regional opportunities for the provision of generic floating support services and the coordination of the Single Pathway & Complex Case Project, both of which would improve flexibility, knowledge across county borders, and consequently, the services provided to vulnerable people.</p> <p>Supporting People are currently considering remodelling the DCC Reablement project from April 2016 to find cost savings and ensure the project is Supporting People eligible.</p> <p>Subject to review findings, Denbighshire Supporting People will consider remodelling The Wallich GIFT project to incorporate other Wallich floating support units (in Families service user group).</p> |
| Alarm services | <p>Abbeyfield</p> <ul style="list-style-type: none"> • 25 alarm units <p>Clwyd Alyn Housing Association</p> <ul style="list-style-type: none"> • 123 alarm units | <p>A significant amount of work has been undertaken during 2014-15 to review alarm provision and reduce Supporting People funding to monitoring of alarms only, following the agreement that maintenance of alarms is a Housing Benefit eligible charge.</p> <p>This work will continue over the next 12 months to align all alarms contracts.</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|--|---|--|
| | <p>Denbighshire County Council</p> <ul style="list-style-type: none"> • 1043 alarm units <p>Grwp Cynefin Housing Association</p> <ul style="list-style-type: none"> • 97 alarm units <p>Wales & West Housing Association</p> <ul style="list-style-type: none"> • 67 alarm units | <p>Supporting People are currently considering decommissioning the Denbighshire County Council Telecare project at the end of March 2016 due to the lack of evidence to demonstrate the project is Supporting People eligible.</p> |
| <p>Expenditure which does not directly link to the spend plan categories above</p> | <p>Clwyd Alyn Housing Association</p> <ul style="list-style-type: none"> • 4 emergency bed units <p>Denbighshire County Council</p> <ul style="list-style-type: none"> • Supporting People Administration | <p>A new rough sleeper project has been established, which includes 4 emergency beds not tied to any specific service user group. This provision will be reviewed during the next 12-18 months to assess demand for the service and the No Second Night Out approach being used within the project.</p> <p>Welsh Government have issued notice that the Supporting People Programme Grant cannot be used to fund the Local Authority's Supporting People Team from 2019/20 and that between 2016 and 2019, funding for the team must reduce by at least 10% year on year.</p> <p>The Supporting People Team have already begun to make savings in 2014/15 and 2015/16 by restructuring the team where possible when staff have left.</p> |

| Service User Group | Current Service Provision & Number of Units | Service Development, Decommissioning and Remodelling Proposals |
|--------------------|---|---|
| | | <p>Denbighshire County Council are currently considering options for how the Supporting People Programme Grant can continue to be administered effectively in the future, ensuring that services funded by the Programme continue to meet demand, operate safely and to a high quality.</p> |

Equality Impact Assessment

Denbighshire Supporting People carried out an Equality Impact Assessment on the Local Commissioning Plan in 2013 with a full review date of March 2016. In the interim, Supporting People will consider and ensure any impact on protected characteristics is identified and addressed.

All projects that are newly commissioned or that are considered for decommissioning will be subject to an equality impact assessment to ensure there will be no disproportionate impact upon any protected characteristics.

Supporting People have carried out analysis on the equalities data collected on the needs mapping form, comparing 2014/15 with 2013/14. Positively, there has been a much higher completion rate of this information, which ensures that the data is much more representative of the people being supported. For example, in 2013/14, 42% of people did not respond to the question about Sexual Orientation; this dropped to 19% non-respondents in 2014/15. There has been no marked change to any of the data except for a shift in identified Nationality. In 2014/15, the number of people identifying themselves as British doubled from 22% in 2013/14 to 44% in 2014/15. Whilst a 14% rise in completion rate accounts for part of this, it still represents a significant shift away from people identifying themselves as English (reduction from 34% in 2013/14 to 28% in 2014/15).

Spend Plan 2016/17

To be completed upon receipt of 2016/17 budget from Welsh Government.

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Report to: Partnerships Scrutiny Committee

Date of Meeting: 8 October 2015

Lead Member / Officer: Leader of the Council/Head of Business Improvement and Modernisation

Report Author: Strategic Planning Team Manager

Title: Denbighshire Wellbeing Plan Progress Report

1. What is the report about?

- 1.1 To update scrutiny on the findings of an evaluation of the Denbighshire Top 20 project's first six months.

2. What is the reason for making this report?

To provide information regarding a project that has been instigated by the Denbighshire Wellbeing Plan which was published in December 2014

In developing Denbighshire's Wellbeing Plan, whose theme is Independence & Resilience, the county's Strategic Partnership Board (SPB) followed the following process:

- Identified priorities through Needs Assessment & Community Engagement activities
- Investigated what is already being done to address the priorities
- Decided what – if anything – would add value to existing activities
- Agreed what could be achieved in Partnership to meet the desired outcomes

There are a number of initiatives that are being undertaken in partnership which will help to achieve the Wellbeing Plan's vision. In addition, a number of new initiatives are being proposed to help achieve the vision; the Denbighshire 20 Project is one such initiative.

Partners believe that there is a cohort of people who, through taking a more innovative partnership approach, can have their needs met which reduces their reliance on unplanned - and often inadequate and unsustainable - services.

3. What are the Recommendations?

It is recommended that scrutiny consider the full set of recommendations which can be found in the attached evaluation report (Appendix 2 – appendix 2 is excluded from publication by virtue of paragraph 13 of Schedule 12A of the Local Government Act 1972).

In particular, it is recommended that scrutiny considers how learning from Top 20 can be shared to inform services' early intervention and prevention (common causes for nomination to Top 20 include: loneliness and social isolation; alcohol abuse; poor community networks; high demand on evenings and weekends).

4. Report details

The Denbighshire Top 20 Project is the first project launched under the auspices of the Wellbeing Plan which was published in December 2014. The Wellbeing Plan identifies the project as: 'identify the people with the poorest outcomes and collaborate on assertive coordinated interventions to maximise their independence and resilience and reduce unplanned access to services'. The project is designed to attend to those people for whom traditional or planned service delivery has not apparently achieved their objectives.

Since its launch the project has taken an evolutionary and tactical approach. While this approach has allowed a culture of creativity and flexibility, a result is that the Project Brief (Appendix 2) has not been formally adopted and success criteria have not been agreed.

A review was undertaken in August 2015 to identify strengths and weaknesses of the project; highlight learning from the project, and make recommendations for future direction.

Seven informal telephone interviews were conducted with members of the Top 20 project team

Respondents generally agreed that Denbighshire Top 20 is offering a different way of working; that the group is able to try new interventions and that improvements can be seen. Information sharing during meetings is good and respondents felt that individuals are working better together, and that there is a sense that agencies' awareness of what each other can and cannot do is increasing. It is acknowledged that without the group some of these individuals would not be supported by a multi-agency approach because they do not meet the individual 'criteria' of many of the agencies on the project team.

Around 8 people are being worked with, with 4 active cases currently. Information sharing and issues relating to nominating people in the first place has not been a straightforward process. Based on two new nominations, there appears to be some drift in relation to the rationale for nomination to Top 20.

There is an appetite to try new interventions to resolve longstanding problems, and to think creatively. However, some organisations do not appear to be as prepared as others to take risks or deviate from traditional practice.

Two partners have suggested that Top 20 consider a pooled budget. Concerns about public image could also be deterring some partners from taking risks.

There are cases where a multiagency approach trialling new ideas has worked, and has enabled a coordinated package of support. There are other cases where Top 20

made no difference to the interventions put in place for individuals/families. Nonetheless, there is consensus that Top 20 is still important and that the multi-agency approach added value through 'new perspectives'.

It is difficult to say if the positive outcomes that have been achieved can be sustained and have longevity. Partners need to be comfortable with this.

AREAS OF NOTE

There are general patterns of people abusing emergency services because they are lonely and socially isolated – LSB has agreed to define the cost of this and how can it be prevented.

In some cases, Top 20 could result in increasing unreasonable expectations of individuals who are not taking sufficient personal responsibility.

Some respondents expressed frustration with other partners around the table. One respondent said: "Public services and individual organisations are evolving and changing but are our expectations of others still traditional?"

5. How does the decision contribute to the Corporate Priorities?

The project is being delivered under Denbighshire's Single Integrated Plan, the Wellbeing Plan, which was ratified by Council in 2014.

6. What will it cost and how will it affect other services?

The project is being delivered with existing resources.

7. What are the main conclusions of the Equality Impact Assessment (EqIA) undertaken on the decision? The completed EqIA template should be attached as an appendix to the report

An equality impact assessment is to be carried out as part of the project governance

8. What consultations have been carried out with Scrutiny and others?

Conwy & Denbighshire Local Service Board – September 2015.

9. Chief Finance Officer Statement

Not applicable

10. What risks are there and is there anything we can do to reduce them?

A risk assessment is to be carried out as part of the project governance

11. Power to make the Decision

Articles 6.1, 6.3.2(c) and 6.3.3(d) outline scrutiny's powers in relation to the above.

Contact Officer:
Strategic Planning Team Manager
Tel: 01824 706291

PROJECT BRIEF

DENBIGHSHIRE 20

PROJECT DEFINITION

The Wellbeing Plan identifies the project as: ‘identify the people with the poorest outcomes and collaborate on assertive coordinated interventions to maximise their independence and resilience and reduce unplanned access to services’.

The project is designed to attend to those people for whom traditional or planned service delivery has not apparently achieved their objectives.

WHAT WILL SUCCESS LOOK LIKE?

FOR INDIVIDUALS WHO HAVE BEEN SUPPORTED BY THE PROJECT:

- Sustainable increased independence
- Reduced reliance on unplanned response.

FOR PARTNERS:

- Reduction of demand on unplanned responses.
- Financial savings.
- Intelligence about types of people’s needs and service demands to inform future service planning, commissioning and partnership working.

WHICH OUTCOME(S) IN THE WELLBEING PLAN WILL BE ACHIEVED WITH THE SUPPORT OF THIS PROJECT?

- People prioritise their wellbeing and actively plan to maintain their independence
 - Supporting the most disadvantaged to build their resilience

BACKGROUND: WHY IS THE PROJECT NEEDED?

In creating Denbighshire’s Wellbeing Plan, the county’s Strategic Partnership Board (SPB) followed the following process:

- Identified Priorities through Needs Assessment & Community Engagement Activities
- Investigated what is already being done to address the priorities
- Decided what – if anything – would add value to existing activities
- Agreed what could be achieved in Partnership to meet the desired outcomes

Partners believe that services should make more effective use of available resources to improve outcomes for people across the county. Organisations need to collaborate more effectively in delivering services, supporting people to improve and maintain their wellbeing to maximise their independence.

There are a number of initiatives that are being undertaken in partnership which will help to achieve the Wellbeing Plan’s vision. In addition, a number of new initiatives are being proposed to help achieve the vision; the Denbighshire 20 Project is one such initiative.

Partners believe that there is a cohort of people who, through taking a more innovative partnership approach, can have their needs met which reduces their reliance on unplanned - and often inadequate and unsustainable - services.

PROCESS:

The Denbighshire 20 Project is designed to take a pragmatic and tactical approach:

- Partner agencies produce lists of those individuals who place the greatest demand on services with fewest positive and sustainable outcomes.
- All partners agree to consider alternatives, within the legal, moral and financial frameworks available to them, taking a whole-system (rather than agency-specific) approach to potential solutions.
- Project Team members take a lead on behalf of the project to propose alternatives to the service user and involved agencies, and report back to the Project Team.

OUTLINE COSTS AND MEASURABLE BENEFITS

COSTS ASSOCIATED WITH RUNNING THE PROJECT:

Project Officer and Admin Support (NWP)
 Project Team Meeting attendance
 Project Team actions between meetings
 Investment in alternative models of service delivery

MEASURABLE BENEFITS:

Case by case financial scoping: to include existing costs, projected costs with and without the intervention

Service User evaluation; SWEMWBS before and after (see below)

SWEMWBS

Below are some statements about feelings and thoughts. Please choose the answer that best describes your experience of each over the last two weeks.

| Statements | None of the time | Rarely | Some of the time | Often | All of the time |
|--|------------------|--------|------------------|-------|-----------------|
| I've been feeling optimistic about the future | | | | | |
| I've been feeling useful | | | | | |
| I've been feeling relaxed | | | | | |
| I've been dealing with problems well | | | | | |
| I've been thinking clearly | | | | | |
| I've been feeling close to other people | | | | | |
| I've been able to make up my mind about things | | | | | |

HOW WILL THE PROJECT CHANGE SERVICES IN THE FUTURE?

Tactical partnership working at this level will increase partner awareness of each other's positions, and will support the development of a trusting and less risk-averse approach to meeting people's needs.

Project team to consider lessons learned in a) service delivery, b) partnership approach, c) emerging themes of un-met need, d) emerging themes to inform prevention/early intervention/community development work.

PROJECT SCOPE AND EXCLUSIONS

Scope: Within Denbighshire

CONSTRAINTS AND ASSUMPTIONS

CONSTRAINTS:

Financial environment: extra resource not available so capacity must be created within existing fiscal envelope

ASSUMPTIONS:

Current practices and partnership arrangements can be improved
All partners and staff are committed to the project
Legal framework can be created to aid assertive partnership working
Identified Individuals/Families are willing to take part in the programme
Capacity can be released within partnership organisations to support the assertive collaborative approach
There is money to be saved in taking this approach
Organisations are able to address data protection issues

THE USER(S), OTHER KNOWN INTERESTED PARTIES AND INTERFACES

Denbighshire Strategic Partnership Board and member organisations
Conwy & Denbighshire Local Service Board and member organisations
Service User and family
Conwy & Denbighshire Community Safety Partnership
Probation Service
North Wales Regional Leadership Board
North Wales Safe Communities Board

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By virtue of paragraph(s) 13 of Part 4 of Schedule 12A
of the Local Government Act 1972.

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|-------------------------|--|
| Report to: | Partnerships Scrutiny Committee |
| Date of Meeting: | 8 October 2015 |
| Lead Officer: | Scrutiny Co-ordinator |
| Report Author: | Scrutiny Co-ordinator |
| Title: | Scrutiny Work Programme |

1. What is the report about?

The report presents Partnerships Scrutiny Committee with its draft forward work programme for members' consideration.

2. What is the reason for making this report?

To seek the Committee to review and agree on its programme of future work, and to update members on relevant issues.

3. What are the Recommendations?

That the Committee:

- 3.1 considers the information provided and approves, revises or amends its forward work programme as it deems appropriate; and
- 3.2 appoints a representative to serve on the Corporate Equalities Group.

4. Report details

- 4.1 Article 6 of Denbighshire County Council's Constitution sets out each Scrutiny Committee's terms of reference, functions and membership, whilst the rules of procedure for scrutiny committees are laid out in Part 4 of the Constitution.
- 4.2 The Constitution stipulates that the Council's scrutiny committees must prepare and keep under review a programme for their future work. By reviewing and prioritising issues, members are able to ensure that the work programme delivers a member-led agenda.
- 4.3 For a number of years it has been an adopted practice in Denbighshire for scrutiny committees to limit the number of reports considered at any one meeting to a maximum of four plus the Committee's own work programme report. The aim of this approach is to facilitate detailed and effective debate on each topic.
- 4.4 In recent years the Welsh Government (WG) and the Wales Audit Office (WAO) have highlighted the need to strengthen scrutiny's role across local government and public services in Wales, including utilising scrutiny as a means of engaging with residents and service-users. Going forward scrutiny will be expected to engage better and

more frequently with the public with a view to securing better decisions which ultimately lead to better outcomes for citizens. In future the WAO will measure scrutiny's effectiveness in fulfilling these expectations.

- 4.5 Having regard to the national vision for scrutiny whilst at the same time focussing on local priorities, the Scrutiny Chairs and Vice-Chairs Group (SCVCG) has recommended that the Council's scrutiny committees should, when deciding on their work programmes, focus on the following key areas:
- budget savings;
 - achievement of the Corporate Plan objectives (with particular emphasis on the their deliverability during a period of financial austerity);
 - any other items agreed by the Scrutiny Committee (or the SCVCG) as high priority (based on the PAPER test criteria – see reverse side of the 'Member Proposal Form' at Appendix 2) and;
 - Urgent, unforeseen or high priority issues

4.6 Scrutiny Proposal Forms

As mentioned in paragraph 4.2 above the Council's Constitution requires scrutiny committees to prepare and keep under review a programme for their future work. To assist the process of prioritising reports, if officers are of the view that a subject merits time for discussion on the Committee's business agenda they have to formally request the Committee to consider receiving a report on that topic. This is done via the submission of a 'proposal form' which clarifies the purpose, importance and potential outcomes of suggested subjects. No officer proposal forms have been received for consideration at the current meeting.

- 4.7 With a view to making better use of scrutiny's time by focussing committees' resources on detailed examination of subjects, adding value through the decision-making process and securing better outcomes for residents, the SCVCG has decided that members, as well as officers, should complete 'scrutiny proposal forms' outlining the reasons why they think a particular subject would benefit from scrutiny's input. A copy of the 'member's proposal form' can be seen at Appendix 2. The reverse side of this form contains a flowchart listing questions which members should consider when proposing an item for scrutiny, and which committees should ask when determining a topic's suitability for inclusion on a scrutiny forward work programme. If, having followed this process, a topic is not deemed suitable for formal examination by a scrutiny committee, alternative channels for sharing the information or examining the matter can be considered e.g. the provision of an 'information report', or if the matter is of a very local nature examination by the relevant Member Area Group (MAG). In future no items will be included on a forward work programme without a 'scrutiny proposal form' being completed and accepted for inclusion by the Committee or the SCVCG. Assistance with their completion is available from the Scrutiny Co-ordinator.

Single Point of Access

- 4.8 Officers requested that the presentation of the report on the above item be deferred from today's meeting until the Committee's meeting on 14 January 2016 to enable them to include in the report information on a recent bid relating to Primary Care Workforce. The Chair has permitted this request – see Appendix 1.

Cabinet Forward Work Programme

- 4.9 When determining their programme of future work it is useful for scrutiny committees to have regard to Cabinet's scheduled programme of work. For this purpose a copy of the Cabinet's forward work programme is attached at Appendix 3.

Progress on Committee Resolutions

- 4.10 A table summarising recent Committee resolutions and advising members on progress with their implementation is attached at Appendix 4 to this report.

5. Corporate Equalities Group

Each scrutiny committee has a representative that serves on the above Group. Councillor Bill Tasker was this Committee's representative, but has recently resigned this position. A copy of the Group's terms of reference can be found at Appendix 5. The Committee is asked to appoint a replacement representative to serve on the Corporate Equalities Group.

6. Scrutiny Chairs and Vice-Chairs Group

Under the Council's scrutiny arrangements the Scrutiny Chairs and Vice-Chairs Group (SCVCG) performs the role of a coordinating committee. The Group's next meeting will be held on 15 October 2015.

7. How does the decision contribute to the Corporate Priorities?

Effective scrutiny will assist the Council to deliver its corporate priorities in line with community needs and residents' wishes. Continual development and review of a coordinated work programme will assist the Council to deliver its corporate priorities, improve outcomes for residents whilst also managing austere budget cuts.

8. What will it cost and how will it affect other services?

Services may need to allocate officer time to assist the Committee with the activities identified in the forward work programme, and with any actions that may result following consideration of those items.

9. What are the main conclusions of the Equality Impact Assessment (EqIA) undertaken on the decision? The completed EqIA template should be attached as an appendix to the report.

No Equality Impact Assessment has been undertaken for the purpose of this report as consideration of the Committee's forward work programme is not deemed to have an adverse or unfair impact on people who share protected characteristics.

10. What consultations have been carried out with Scrutiny and others?

None required for this report. However, the report itself and the consideration of the forward work programme represent a consultation process with the Committee with respect to its programme of future work.

11. What risks are there and is there anything we can do to reduce them?

No risks have been identified with respect to the consideration of the Committee's forward work programme. However, by regularly reviewing its forward work programme the Committee can ensure that areas of risk are considered and examined as and when they are identified, and recommendations are made with a view to addressing those risks.

12. Power to make the decision

Article 6.3.7 of the Council's Constitution stipulates that the Council's scrutiny committees must prepare and keep under review a programme for their future work.

Contact Officer:

Scrutiny Coordinator

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Note: Items entered in italics have not been approved for submission by the Committee. Such reports are listed here for information, pending formal approval.

| Meeting | Lead Member(s) | Item (description / title) | Purpose of report | Expected Outcomes | Author | Date Entered |
|-----------------|---------------------------|--|---|---|--|---|
| 26 November | Cllr. Bobby Feeley | 1. Protection of Vulnerable Adults Annual Report 2014/15 | To consider the POVA annual report, and information in place to meet the statutory requirements of the Social Services and Well-being Act 2014 and an evaluation of the financial and resource impact of the Supreme Court's 2014 Judgement on deprivation of liberty on the Service and its work | An evaluation of whether the Authority is meeting its statutory duty with respect to adult safeguarding and has sufficient resources to undertake this work along with the additional work in the wake of the Supreme Court's judgement | Phil Gilroy/Alaw Pierce/Nerys Tompsett | December 2014 |
| | | 2. <i>North Wales Fire and Rescue Authority (tbc)</i> | <i>To examine the impact and effectiveness of the increased contribution by the Council to the NWFRA's annual budget and consult on their improvement plan for the 2016/17 financial year</i> | <i>An evaluation of the impact and effectiveness of the increased contribution on the safety of residents and on Council services</i> | NWFRA | <i>December 2014 (rescheduled April 2015)</i> |
| 14 January 2016 | Cllr. David Smith | 1. CCTV | To outline the progress made to date with respect to exiting the current CCTV Service, the | Delivering a sufficient CCTV Service with limited | Graham Boase/Emlyn Jones | July 2015 |

| Meeting | Lead Member(s) | Item (description / title) | Purpose of report | Expected Outcomes | Author | Date Entered |
|-------------|---------------------------|---|---|--|-----------------------------------|---|
| | | | conclusion of the work undertaken by the CCTV working group to develop a new minimal CCTV model (funded by partners) operational from April 2016 and if successful consider the Board's proposals with respect to developing the service in future (i.e. attracting external investment into the service and collaborating with privately run CCTV schemes) | means to protect the county's residents and properties | | |
| | Cllr. Bobby Feeley | 2. Single Point of Access | To consider the progress made with the establishment of the Single Point of Access Service | Identification of any problems associated with the Service and actions to address them | Phil Gilroy/Cathy Curtis-Nelson | April 2014 (rescheduled September 2014) |
| 25 February | | | | | | |
| 14 April | | | | | | |
| 26 May | | | | | | |
| 7 July | Cllr. David Smith | 1. Community Safety Partnership [Crime and Disorder Scrutiny Committee] | To detail the Partnership's achievement in delivering its 2015/16 action plan and its progress to date in delivering its action plan for 2016/17. | Effective monitoring of the CSP's delivery of its action plan for 2015/16 and its progress to date | Alan Smith/Liz Grieve/Sian Taylor | July 2015 |

| Meeting | Lead Member(s) | Item (description / title) | Purpose of report | Expected Outcomes | Author | Date Entered |
|-------------|-----------------------------------|---|--|---|----------------------------|--|
| | | | The report to include financial sources and the progress made in spending the allocated funding. | in delivering its plan for 2016/17 will ensure that the CSP delivers the services which the Council and local residents require | | |
| 6 Oct 2016 | Cllr. Julian Thompson-Hill | 1. Commercial Partnership for the Revenues and Benefits Service | To review the Partnership's progress and in particular the new business element of the proposal and the Welsh Language service provision | An evaluation: (i) of whether the financial and commercial benefits of the partnership agreement have been realised; and (ii) that the service is delivering the level of service expected which conforms to the Council's relevant policies in lines with the Heads of Terms Agreement | Rod Urquhart/Jackie Walley | December 2014 (by County Council in line with Cabinet's recommendation – allocated to the Committee by the SCVCG January 2015) |
| 24 November | | | | | | |
| | | | | | | |

Future Issues

| Item (description / title) | Purpose of report | Expected Outcomes | Author | Date Entered |
|---|---|---|------------------------------------|---------------|
| Citizens Panel (spring 2016) | To outline the proposed composition of the Panel and the recruitment and appointment process for appointing its members | The formation of a fair and equitable Panel which will form part of the governance arrangements for the Social Service and Health Programme Board and ensure that citizens and service-users views are heard and acted upon | Nicola Stubbins/Wendy Jones (CVSC) | November 2014 |
| Update following conclusion of inquiry undertaken by the National Crime Agency in to historic abuse in North Wales Children's' Care Homes | To update the Committee of the outcome of the National Crime Agency (NCA) investigation in to the abuse of children in the care of the former Clwyd County Council, and to determine whether any procedures require revision. | Determination of whether any of the Council's safeguarding policies and procedures need to be revised in light of the NCA's findings | Nicola Stubbins | November 2012 |
| | | | | |

For future years

| | | | | |
|--|--|--|--|--|
| | | | | |
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Information/Consultation Reports

| Information / Consultation | Item (description / title) | Purpose of report | Author | Date Entered |
|----------------------------|----------------------------|-------------------|--------|--------------|
| | | | | |

25//09/15 - RhE

Note for officers – Committee Report Deadlines

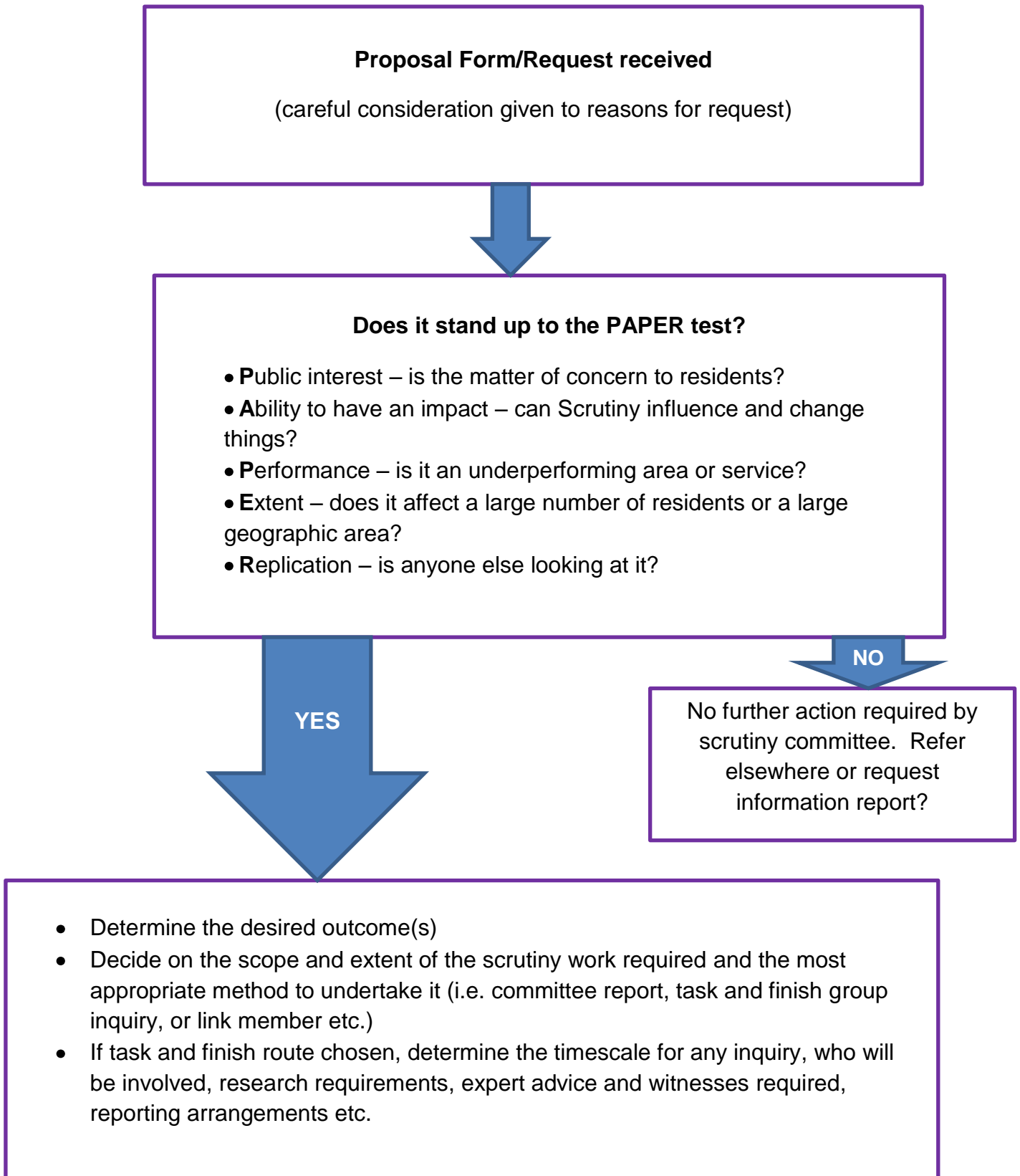
| Meeting | Deadline | Meeting | Deadline | Meeting | Deadline |
|-------------|--------------------|-----------------|-------------------------|-------------|--------------------|
| 26 November | 12 November | 14 January 2016 | 31 December 2015 | 25 February | 11 February |

Partnerships Scrutiny Work Programme.doc

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| Member Proposal Form for Scrutiny Forward Work Programme | |
|--|---------------|
| NAME OF SCRUTINY COMMITTEE | |
| TIMESCALE FOR CONSIDERATION | |
| TOPIC | |
| What needs to be scrutinised (and why)? | |
| Is the matter one of concern to residents/local businesses? | YES/NO |
| Can Scrutiny influence and change things? (if 'yes' please state how you think scrutiny can influence or change things) | YES/NO |
| Does the matter relate to an underperforming service or area? | YES/NO |
| Does the matter affect a large number of residents or a large geographical area of the County (if 'yes' please give an indication of the size of the affected group or area) | YES/NO |
| Is the matter linked to the Council's Corporate priorities (if 'yes' please state which priority/priorities) | YES/NO |
| To your knowledge is anyone else looking at this matter? (If 'yes', please say who is looking at it) | YES/NO |
| If the topic is accepted for scrutiny who would you want to invite to attend e.g. Lead Member, officers, external experts, service-users? | |
| Name of Councillor/Co-opted Member | |
| Date | |

Consideration of a topic's suitability for scrutiny



Cabinet Forward Work Plan

Appendix 3

| Meeting | | Item (description / title) | Purpose of report | Cabinet Decision required (yes/no) | Author – Lead member and contact officer |
|------------|---|--|---|------------------------------------|--|
| 27 October | 1 | Ruthin Primary Proposals – Ysgol Llanfair DC and Ysgol Pentrecelyn | To consider the objections received for the closure of Ysgol Llanfair DC and Ysgol Pentrecelyn and the opening of a new area school to serve the area of Llanfair DC and Pentrecelyn, and whether to approve implementation of the proposal | Yes | Councillor Eryl Williams / Jackie Walley |
| | 2 | Ruthin Primary Proposals – Ysgol Llanbedr | To consider the formal consultation report following the publication of proposals for the closure of Ysgol Llanbedr and to consider whether to publish the relevant statutory notice | Yes | Councillor Eryl Williams / Jackie Walley |
| | 3 | Community Infrastructure Levy | To present the findings of a county wide development viability report and outline whether there is a case for pursuing a Community Infrastructure Levy | Yes | Councillor David Smith / Angela Loftus |

Cabinet Forward Work Plan

| Meeting | | Item (description / title) | Purpose of report | Cabinet Decision required (yes/no) | Author – Lead member and contact officer |
|--------------------|---|--|---|------------------------------------|---|
| | 4 | Denbighshire's Local Development Plan - Annual Monitoring Report 2014-2015 | To approve the annual monitoring report for submission to Welsh Government by the 31st October 2015 | Yes | Councillor David Smith / Angela Loftus |
| | 5 | Finance Report | To update Cabinet on the current financial position of the Council | Tbc | Councillor Julian Thompson-Hill / Richard Weigh |
| | 6 | Items from Scrutiny Committees | To consider any issues raised by Scrutiny for Cabinet's attention | Tbc | Scrutiny Coordinator |
| | | | | | |
| 24 November | 1 | Finance Report | To update Cabinet on the current financial position of the Council | Tbc | Councillor Julian Thompson-Hill / Richard Weigh |
| | 2 | Corporate Plan Report | To update Cabinet on delivery of the Corporate Plan | Tbc | Councillor Julian Thompson-Hill / Richard Weigh |
| | 3 | Items from Scrutiny Committees | To consider any issues raised by Scrutiny for Cabinet's attention | Tbc | Scrutiny Coordinator |
| | | | | | |
| 15 December | 1 | Finance Report | To update Cabinet on the current financial position of the Council | Tbc | Councillor Julian Thompson-Hill / Richard Weigh |

Cabinet Forward Work Plan

| Meeting | | Item (description / title) | Purpose of report | Cabinet Decision required (yes/no) | Author – Lead member and contact officer |
|--------------------|---|--|--|------------------------------------|---|
| | 2 | Corporate Plan Performance Report 2015/16 Q2 | To consider progress against the Corporate Plan | Tbc | Cllr Julian Thompson-Hill / Liz Grieve |
| | 3 | Supporting People Local Commissioning Plan | To approve the Supporting People Local Commissioning Plan 2016-19 for submission to the North Wales Regional Collaborative Committee | Yes | Cllr Bobby Feeley / Sophie Haworth-Booth |
| | 4 | Former North Wales Hospital, Denbigh - Compulsory Purchase Order | Tbc | Tbc | Graham Boase |
| | 5 | Items from Scrutiny Committees | To consider any issues raised by Scrutiny for Cabinet's attention | Tbc | Scrutiny Coordinator |
| | | | | | |
| 12 January | 1 | Finance Report | To update Cabinet on the current financial position of the Council | Tbc | Councillor Julian Thompson-Hill / Richard Weigh |
| | 2 | Items from Scrutiny Committees | To consider any issues raised by Scrutiny for Cabinet's attention | Tbc | Scrutiny Coordinator |
| | | | | | |
| | | | | | |
| 16 February | 1 | Finance Report | To update Cabinet on the current financial position of the Council | Tbc | Councillor Julian Thompson-Hill / Richard Weigh |

Cabinet Forward Work Plan

| Meeting | | Item (description / title) | Purpose of report | Cabinet Decision required (yes/no) | Author – Lead member and contact officer |
|-----------------|---|--|--|------------------------------------|---|
| | 2 | Items from Scrutiny Committees | To consider any issues raised by Scrutiny for Cabinet’s attention | Tbc | Scrutiny Coordinator |
| | | | | | |
| 29 March | 1 | Finance Report | To update Cabinet on the current financial position of the Council | Tbc | Councillor Julian Thompson-Hill / Richard Weigh |
| | 2 | Corporate Plan Performance Report 2015/16 Q3 | To consider progress against the Corporate Plan | Tbc | Cllr Julian Thompson-Hill / Liz Grieve |
| | 3 | Items from Scrutiny Committees | To consider any issues raised by Scrutiny for Cabinet’s attention | Tbc | Scrutiny Coordinator |
| | | | | | |
| 26 April | 1 | Finance Report | To update Cabinet on the current financial position of the Council | Tbc | Councillor Julian Thompson-Hill / Richard Weigh |
| | 2 | Future of Adult Provider Services | To consider the future of adult provider services. | Yes | Cllr Bobby Feeley / Phil Gilroy / Holly Evans |
| | 3 | Items from Scrutiny Committees | To consider any issues raised by Scrutiny for Cabinet’s attention | Tbc | Scrutiny Coordinator |
| | | | | | |

Note for officers – Cabinet Report Deadlines

Cabinet Forward Work Plan

| <i>Meeting</i> | <i>Deadline</i> | <i>Meeting</i> | <i>Deadline</i> | <i>Meeting</i> | <i>Deadline</i> |
|----------------|--------------------------|-----------------|---------------------------|-----------------|--------------------------|
| | | | | | |
| <i>October</i> | <i>13 October</i> | <i>November</i> | <i>10 November</i> | <i>December</i> | <i>1 December</i> |

Updated 30/09/15 - KEJ

Cabinet Forward Work Programme.doc

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Progress with Committee Resolutions

| Date of Meeting | Item number and title | Resolution | Progress |
|----------------------|---|--|---|
| 17 September 2015 | 5. Temporary Changes to Women's and Maternity Services in North Wales | <i>RESOLVED that subject to the provision of the above information, to note the proposals put forward and request that in the long-term, the residents of Denbighshire should be served by a safe consultant-led obstetrics and gynaecology service at a site as near as possible to their homes, preferably within the county boundary, unless they were nearer to a unit that was outside the county.</i> | Minutes of the meeting have been forwarded to Health Board officials as part of the evidence gathered in response to the consultation |

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Terms of Reference – Corporate Equality Group

Aim

The Corporate Equality Group (CEG) has responsibility for ensuring that the Council demonstrates fairness in its deliver of services and its employment practices. It will work to develop a culture in which all individuals are treated with dignity and respect, and offensive and discriminatory behaviour and harassment are not tolerated. The CEG is not a decision making body, but can refer issues to others (e.g. Scrutiny, Cabinet, Council, CET, SLT etc) when decisions are required.

Specifically, the CEG will:

- ⇒ Give strategic direction to equality related activities within the council.
- ⇒ Work to embed equality and diversity into all the functions of the council.
- ⇒ Ensure that the council effectively undertakes equality impact assessment of proposals and decisions which may impact on its staff and/or communities.
- ⇒ Ensure that a robust Strategic Equality Plan is in place to enable the council to meet its general and specific duties under the Equality Act 2010.
- ⇒ Monitor and scrutinise delivery of the council's Strategic Equality Plan.
- ⇒ Consider and scrutinise an annual report in relation to the delivery of the council's Strategic Equality Plan.
- ⇒ Drive improvements in delivering equality outcomes through an annual self-assessment process.
- ⇒ Act as a link with SLT to promote effective communication of relevant discussions and proposals from either forum.
- ⇒ Monitor Members and staff training and development programmes in relation to equality and diversity.
- ⇒ Ensure the full engagement and involvement of all staff, Elected Members and service users in equality and diversity issues.
- ⇒ Monitor incidences of prejudice in the community in relation to its activities and provision of services.

Membership

The CEG will consist of:

- ⇒ Lead Member for Equalities: Cllr Hugh Evans (Chair)
- ⇒ Representative from Performance Scrutiny: Cllr Colin Hughes
 - ⇒ Substitute: Cllr Geraint Lloyd-Williams
- ⇒ Representative from Partnerships Scrutiny: Cllr Bill Tasker
 - ⇒ Substitute: Cllr Dewi Owens
- ⇒ Representative from Communities Scrutiny: Cllr Win Mullen-James
 - ⇒ Substitute: Cllr Huw O Williams
- ⇒ Representative from Corporate Governance Committee: Cllr Martyn Holland
 - ⇒ Substitute: Cllr Stuart Davies
- ⇒ 2 representatives from SLT: Mohammed Mehmet & Gary Williams
 - ⇒ Substitutes: Peter McHugh & Leighton Rees
- ⇒ Corporate Improvement Team: Keith Amos
- ⇒ Corporate Equality Officer: Karen Beattie
- ⇒ Other people may be invited to attend from time to time, e.g. representatives from specific council services, or union representatives.

Each member of the CEG will need to understand, and be fully committed to, the values of equality & diversity. CEG members will be expected to act as advocates for equality and diversity in all council-related business. CEG members will also be expected to undertake equality and diversity training.

Members of the CEG will be responsible for approaching their nominated substitute(s) if they are unable to attend a particular meeting. Nominated substitutes must also demonstrate the same commitment to equality and diversity as members of the CEG (as described above).

Administration

CEG will meet quarterly, and meetings will be planned in advance for each financial year. Meeting dates will be in the Council diary.

Notes of actions agreed will be taken, rather than minutes.

No more than 4 agenda items for each CEG meeting.

All reports to be submitted to Isabel Williams, 2 weeks prior to each CEG meeting.