

SHEFFIELD CITY COUNCIL

POLICY COMMITTEE DECISION RECORD

The following decisions were taken on Wednesday 18 September 2024 by the Adult Health and Social Care Policy Committee.

Item No

8. **ADULTS CARE AND WELLBEING: EQUALITY, DIVERSITY AND SOCIAL JUSTICE DELIVERY PLAN**

8.1 The Workforce Development Manager introduced the report which provided an update to the committee on the Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan 2023/241 (EDI Delivery Plan) which was approved by the Health and Social Care Policy Committee in December 2023. It also provided an update on the recommendations by the SACMHA Speak Up Report 2021. The report forms part of the cycle of assurance for the EDI Delivery Plan and shows how as a portfolio we are committed to improving Equality, Diversity, Inclusion and Social Justice (EDI) and delivering upon statutory duties. This update to the EDI Delivery Plan provides assurances regards Public Sector Equalities Duty (PSED).

8.2 **RESOLVED UNANIMOUSLY:** That the **Adult Health and Social Care Policy Committee:-**

1. Endorse progress made with the Adult Care and Wellbeing Equality, Diversity, Inclusion and Social Justice Delivery Plan 2023/24.
2. Notes support of SACHMA to develop community engagement and peer model to support implementation of culturally appropriate care within under-represented communities.
3. Notes ongoing approach to engage with communities, with Care Sector Equalities Engagement Workshops to be organised in 2025 to involve and engage with Voluntary, Faith and Community Sector, Social Care Providers and Academia.
4. Notes progress made to enable delivery of the Skills for Care Social Care Workforce Race Equality Standard (SC-WRES) in Sheffield.
5. Requests that the Strategic Director of Adult Care and Wellbeing continues to provide the Committee with updates on progress against the Delivery Plan on a six-monthly basis, including updates made based on ongoing learning.

8.3 **Reasons for Decision**

8.3.1 Equality, diversity, inclusion and social justice are essential components of social care. Good equality and diversity practices make sure that the services provided to people are fair and accessible to everyone. They ensure that people are treated as equals, that people get the dignity and respect they deserve and that their differences are celebrated.

Our commitment is towards delivering on this ambition. We therefore must continue to listen, learn, and embed equality, equity and inclusion into everything that we do for our residents, visitors, and workforce.

The Adults Care and Wellbeing Equality, Diversity, Inclusion and Social Justice (EDI) plan was established to provide a framework for delivering on our ambitions and contributing to the Councils Strategic Plan. This report provides an update on our

progress against the plan.

8.4 **Alternatives Considered and Rejected**

8.4.1 Alternative Option 1:

Do nothing: Adults Care Social Care has duties set out in the Care Act and Mental Health Acts which in particular, require a focus on ensuring equity of experience and services. These forthcoming Care Quality Commission Assurance will specifically look at Adult Social Care approach to Equity of Experience and due to this a delivery plan is required to mitigate and proactively respond to known risks.

8.4.2 Alternative Option 2:

Consider alternative delivery plan – The Council could review different Delivery Plan options for EDISJ. The current Delivery Plan has been developed following staff engagement sessions and learning from SACMHA speak up reports

9. **ADULT SAFEGUARDING AND ENSURING SAFETY DELIVERY PLAN - UPDATE SAFEGUARDING AND EARLY INDICATORS OF CONCERN POLICY**

9.1 The Service Manager introduced the report which provided the six-monthly Adult Care and Wellbeing Safeguarding update for assurance to the Committee.

Endorsement is requested from Committee to continue to the work set out in the Safeguarding Delivery Plan and for the Sheffield Adult Safeguarding Partnership (SASP) Annual Report. Approval is sought for an Early Indicators of Concern Guidance. This sets out an approach to identify early any concerns which may require a planned response and process to follow to prevent harm from occurring. Approval was also sought for a commissioning strategy to undertake best interest assessors where there is little or no capacity within the in-house Deprivation of Liberty Orders Service.

9.2 **RESOLVED UNANIMOUSLY:** That the **Adult Health and Social Care Policy Committee:-**

1. Endorse progress made with implementing the Adult Care and Wellbeing Safeguarding Delivery Plan including actions identified from a self-evaluation carried out for the SASP Board.
2. Endorse the Sheffield Adults Safeguarding Board Strategic Plan.
3. Approve the Early Indicators of Concern Guidance.
4. Approve the Best Interest Assessors Commissioning Strategy
5. Agree that an update is provided in 6 months as to performance and progress made with implementation of the Safeguarding Delivery Plan.

9.3 **Reasons for Decision**

9.3.1 An approved delivery plan for the strategy gives a structured approach to delivery of safeguarding improvements so that Members and the public can be assured that Adult Care is delivering upon its commitment to protect people from abuse and harm. It will also provide greater accountability and transparency of how will do this.

Asking for regular updates and refreshes of the plan will keep the Committee, wider stakeholders, and the public the ability to hold the Council to account for progress and

provide an additional mechanism to input to future development.

Providing approval for a Commissioning Strategy to recruit an external agency to provide Best Interest Assessors (BIA) for a 5-year period, with option of extension options on a year-by-year basis, to enable a response to surge in demand for mental capacity and best interest assessment will negate the need for / reduce costs associated with agency BIA and ad hoc arrangements and ensure greater quality of provision.

9.4 **Alternatives Considered and Rejected**

9.4.1 Alternative Option 1:

To Not Have a Delivery Plan: Adults Care Social Care has duties set out in the Care Act and Mental Health Acts which require a focus on Safeguarding. The Care Quality Commission Local Authority Assurance will specifically look at Adult Social Care approach to Ensuring Safety and due to this a delivery plan is required to mitigate and proactively respond to known risks.

9.4.2 Alternative Option 2:

To not progress a commissioning strategy for best interest assessors:-

Do Nothing - this does leave us with a number of outstanding assessments which would further put which would undoubtedly put the council at risk of unauthorised deprivations.

Recruit more in house BIA - However we may simply have had a one off surge over the past year which may not be sustained and if we were to recruit permanently we might be left with an excess of staff that we may not need in the future. This would be the more expensive of the three options proposed.

Agency BIA - continue to use agency which we have done for a three[1]month period earlier in the year. However, this is a costly option and does not provide best practice.

Independent BIA on a procurement framework – Having a dedicated procurement framework provides consistency of cover

10. DASS UPDATE AND STRATEGY DELIVERY UPDATE

10.1 The Strategic Director of Adult Health and Safeguarding introduced the report which provided an update to the Committee on Adult Care and Wellbeing delivery on the strategy, performance and council plan as well as our preparation for CQC. The reports provided Committee with updates in relation to the following areas:

- Overview of the final ACW self-assessment for CQC assessment for information and comment.
- Update on ACW preparations for CQC.
- Provide Members with the quarterly update on performance for ACW, including key highlights, mitigations and resolutions.
- Update members on current strategy development in ACW, including engagement and collaboration.

This ensures that:

- Members have consistent and transparent updates on performance and strategy delivery in ACW.
- Our performance, strategy delivery and CQC preparation and self-assessment are visible and in the public domain, as part of our Governance Framework and accountability.

10.2 **RESOLVED UNANIMOUSLY:** That the **Adult Health and Social Care Policy Committee:-**

1. Endorses progress in delivering upon the Adult Care Strategy Living the Life You Want to Live and notes realignment of the Adult Care change programme around outcomes in the Strategy.
2. Notes performance update and notes follow up reports will be provided to Committee setting out details of actions to deliver our expected standards.
3. Notes Adult Care Structure set out at Appendix 1.
4. Requests that the Strategic Director of Adult Care and Wellbeing continues to bring an update to Committee on our performance and delivery upon the Strategy.

10.3 **Reasons for Decision**

10.3.1 Asking for regular updates and refreshes of the Strategy Delivery Plan, Our Performance and CQC will keep the Committee, wider stakeholders, and the public the ability to hold the Council to account for progress and impact and will provide an additional mechanism to input to future development.

10.3.2 Noting the Structure at Appendix 1 enables Committee to understand the leadership arrangements for delivery upon adult social care and the strategy.

10.3.3 Noting the CQC update, including wider assessment preparations and communications will enable Committee to have oversight and assurance that Adult Care know themselves and are able to drive forward service improvements, alongside the assurance that we are well prepared for the CQC assessment process.

10.4 **Alternatives Considered and Rejected**

10.4.1 **Alternative Option 1:** Do Not Provide an Update on The Strategy Delivery Plan Progress – When the Strategy Delivery Plan was approved by Committee in June 2022 the was a commitment to review the plan regularly and by not reviewing, we would not be meeting that commitment. Due to the significant amount that has been delivered on the plan, leaving it as it would make it harder to identify the priorities going forward.

10.4.2 **Alternative Option 2:** A different delivery plan - The real options for the delivery plan are around the individual elements, which will be worked through as part of the constituent pieces of work. These will be worked through in different ways, with many of them resulting in their own future reports to the Committee.

10.4.3 **Alternative Option 3:** Do not work in partnership / collaboratively – It is a statutory

requirement to work in partnership with colleagues across the health, care and wellbeing system, as set out in the 2021 White Paper. The Statutory Duty to Involve also requires us to engage and involve people who use services, and unpaid carers in the design and delivery of care and wellbeing. We would not be meeting these requirements if we did not work in meaningful partnership across, the system, and with all stakeholders.

- 10.4.4 **Alternative Option 4:** Do not share the ACW CQC Self-Assessment with partners and in the public domain - To not share the self-assessment and ask for comment would go against the approach and principles we are embedding as business as usual in Adult Care. To have both credibility and relevance, it is vital that this is a report which provides an honest and transparent narrative for adult social care informed by the voices and experiences of staff, partners, commissioned providers, VCSE, and the people who access our services, their families, carers, and those with lived experience.

11. **ALL AGE EMOTIONAL AND MENTAL HEALTH STRATEGY - UPDATE AND UPDATE ON MENTAL HEALTH SOCIAL WORK PROVISION**

- 11.1 The Head of Commissioning for Children and Families introduced the report which updated the Committee on the delivery of Sheffield All-Age Emotional and Mental Health and Wellbeing Strategy which was previously agreed in spring 2023.

The strategy is split into four themes:

- Theme 1: address the wider determinants of health.
- Theme 2: support the emotional and mental health and wellbeing of our children and young people.
- Theme 3: provide earlier help to people who need it.
- Theme 4: provide effective and good quality care and treatment services.

The report highlighted the key developments across each theme to date.

- 11.2 **RESOLVED UNANIMOUSLY:** That the **Adult Health and Social Care Policy Committee:-**

1. Note the progress to date at Appendix 1 and requests an update on an annual basis, with the next expected in September 2025.
2. Approve that responsibility for oversight of Themes 1, 3 and 4 of the Strategy are overseen by the Mental Health, Learning Disabilities, Dementia and Autism (MHLDDA) Delivery Group.
3. Approve that for Theme 4, regular updates are provided to Health Scrutiny Committee and Adults Health and Care Policy Committee as an assurance of effective and good quality care and treatment services in Sheffield.
4. Approve that the responsibility for oversight of theme 2 will transfer, along with wider responsibility for the emotional health and wellbeing and mental health of babies, children and young people aged 0-18 and care leavers aged 18-25 from the Sheffield Mental Health, Learning Disability, Dementia and Autism Delivery Group to the Sheffield Children and Young People Delivery Group.

- 11.3 **Reasons for Decision**

- 11.3.1 Partners regularly review activity in this area at the Mental Health, Learning Disabilities, Dementia and Autism, and the Children and Young People's Delivery Group, of which councillors are members.
- 11.3.2 Approving the refreshed governance arrangements will enable a system wide collaborative place-based response to achievement of our vision and aims. It will consolidate strategic oversight to enable continual development of services to meet the needs of children and young people, adults and older adults in Sheffield.
- 11.3.3 An annual update to both adults' and children's committees is an appropriate way to update a wider group of councillors and the public. This review has also provided an opportunity to consider the most appropriate governance structures for future delivery of the strategy.
- 11.4 **Alternatives Considered and Rejected**
- 11.4.1 Alternative Option 1: Delivering the strategy is a key objective for the city's partners; the only alternative option is not to work together in partnership to improve emotional and mental health and wellbeing. This option is not recommended.

12. EQUIPMENT, ADAPTED HOUSING AND TECH ENABLED CARE

- 12.1 The Assistant Director of Living and Ageing well introduced the report to the Committee which provided:
- Further update regarding Living and Ageing Well Short-Term service provision including Occupational Therapy, Equipment, Adapted Housing, City-Wide Care Alarms and Technology Enabled Care services setting out the current position and achievements since the previous report to committee in March 2024.
 - Activity underway to achieve an accessible, responsive suite of services to improve long term outcomes for local people in the city.
 - Current commissioning arrangements for the Integrated Community Equipment Loan Service and the options for recommissioning, along with key updates with regards to implementation of national guidance.
 - An update on the City-Wide Care Alarms service including proposals in relation to charges to customers.
- 12.2 **RESOLVED UNANIMOUSLY:** That the **Adult Health and Social Care Policy Committee:-**
1. Approve an extension of the Integrated Equipment Loan Services (ICELS) of 18 months consultation and engagement will take place regards future of the ICELS contract commencing in November 2024 to enable a recommendation to be proposed at Committee in March 2025.
 2. Notes consultation and engagement will take place between September and January 25 regards the Disabled Facilities Grant (DFG) and discretionary funding policy to enable a recommendation to be proposed at Committee in March 2025.

3. Notes the update on the delivery of the Council's Occupational Therapy and City-Wide Care Alarms Services.
4. Notes progress in delivering Technology Enabled Care ambitions including the financial impact of digital switchover.
5. Approve charging the amount reflective of the additional digital cost, where the digital switchover is applied to customers, so that Sheffield City Council is not at a financial loss.
6. Notes engagement will take place between October 2024 and February 2025 to propose increase in City Wide Care Alarm charges to achieve an affordable service. The outcome of the engagement will be provided to Committee in March 2025.
7. Approves an annual review of the Citywide Care Alarms charging policy to ensure sustainability of the service.
8. Requests that the Strategic Director Adult Care and Wellbeing provides the Committee with updates on progress and outcomes in relation to the performance and financial spend on a six-monthly basis.

12.3 **Reasons for Decision**

- 12.3.1 The decision to approve an extension of the Integrated Equipment Loan Services (ICELS) of 18 months provides the time required to undertake the work regarding development of a new specification including consultation and engagement regards the future of the ICELS contract.
- 12.3.2 This decision will support consultation, and engagement regards the Disabled Facilities Grant (DFG) and discretionary funding policy, enabling us to have clear practice guidance for both people requiring access to the funding and our workforce which is reflective of learning from previous ombudsmen decisions.
- 12.3.3 The performance updates and focused delivery plan gives a structured approach to the promotion of independent living as well as how the service is addressing waiting lists and ensuring that progress is being made and people are supported to wait well. It will also provide greater accountability and transparency of how we will do this.
- 12.3.4 Providing regular updates and latest position of the service and the key priority workstreams including commissioning arrangements, future opportunities and performance ensures the Committee, wider stakeholders, and the public the ability to hold the Council to account for progress and provide an additional mechanism to input to future development and oversight.
- 12.3.5 The approval to undertake a review of charging for City Wide Care alarms will enable us to have a more viable business model and better reflect the increased cost for the upgrade to digital equipment and ensure that we are delivering value for money whilst not operating at a loss.

12.4 **Alternatives Considered and Rejected**

12.4.1 **Alternative Option 1:**

- Don't complete the identified recommendation and actions risking the implementation of service improvements, performance and financial recovery.

- This option does not provide the assurances required.

Alternative Option 2:

Recommended:

- To note the identified recommendations and actions including the implementation of delivery plan for equipment and adaptations performance and financial recovery.
- This would provide the assurances required to ensure that we are striving towards a high performing and financially sustainable service

13. ADULT HEALTH AND SOCIAL CARE: QUARTERLY FINANCE AND GOVERNANCE UPDATE

13.1 The Strategy and Planning Officer introduced the report which provided information to the Committee on the following:

- Adults Care & Well-being is forecasting an overspend of £9m for 2024/25. Budget Implementation Plans forecast at 94% delivery. Recovery Plan forecast at 80% delivery.
- New savings have been identified as mitigation against slippage.
- Fairer Contributions Policy is undergoing review.

13.2 **RESOLVED UNANIMOUSLY:** That the **Adult Health and Social Care Policy Committee:-**

1. Note the update on forecast outturn for 2024/25 financial year.
2. Note the update on planned savings, recovery actions and mitigations.
3. Note the update on staffing budgets and underlying risk management decisions.
4. Note the update on Fairer Contributions Policy.

13.3 **Reasons for Decision**

13.3.1 The recommendations are provided to enable Members to gain an understanding of the Adult Health and Social Care budget in totality, including pressures and current progress with the recovery plan and scrutinise the actions underway to mitigate pressures.

13.4 **Alternatives Considered and Rejected**

13.4.1 Not applicable – this is an update on actions already agreed.

14. 2024/25 Q1 BUDGET MONITORING

14.1 The Assistant Director of Finance and Accounting introduced the report which provided the Committee with an update on the following:

- Sheffield City Council is currently facing significant financial challenges, driven by increased service demands, rising costs, and reduced funding. This has resulted in a projected overspend of £34.3 million for the 2024-25 fiscal year,

which represents approximately 7% of the net revenue budget. The forecasted overspend is spread across several key service areas, including Housing and Homelessness, Adults and Children's Social Care and SEN home-to-school transport.

- While the Council can temporarily avoid issuing a section 114 notice by utilising reserves to balance this year's budget, the financial outlook remains difficult, with limited hope for government relief and growing pressures across the public sector, including the NHS, schools, and higher education institutions.
- The Council's approach to addressing these challenges is centred around the "Future Sheffield" programme, a critical initiative aimed at transforming services to create a more sustainable and efficient operating model. This transformation is essential not only to ensure the delivery of statutory services but also to drive initiatives that support city growth and align with the Council's broader strategic goals, as outlined in the Medium-Term Financial Strategy.
- The need for long-term financial sustainability underscores the importance of the ongoing transformation efforts.

14.2 **RESOLVED UNANIMOUSLY:** That the **Adult Health and Social Care Policy Committee:-**

1. Note the updated information on the 2024/25 Revenue Budget Outturn as described in this report including the detailed committee budget monitoring information and management actions provided.

14.3 **Reasons for Decision**

14.3.1 To record formally changes to the Revenue Budget.

14.4 **Alternatives Considered and Rejected**

14.4.1 The Council is required to both set a balance budget and to ensure that in-year income and expenditure are balanced. No other alternatives were considered.