

ADULT SERVICES AND HEALTH SCRUTINY PANEL

Venue: Town Hall, Moorgate
Street, Rotherham.

Date: Thursday, 4 December
2008

Time: 10.00 a.m.

A G E N D A

1. To determine if the following matters are to be considered under the categories suggested in accordance with the Local Government Act 1972.
2. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency.
3. Apologies for Absence and Communications.
4. Declarations of Interest.
5. Questions from members of the public and the press.
6. Carers Strategy - Presentation by Kim Curry, Director of Commissioning and Partnerships
7. Joint Disability Equality Scheme (herewith) (Pages 1 - 15)
8. Excluded Adults Employment Plan (herewith) (Pages 16 - 28)
9. Adult Services Scrutiny Review (Pages 29 - 33)
10. Cabinet Member Forward Plan (herewith) (Pages 34 - 37)
11. Scrutiny Work Programme (herewith) (Page 38)
12. Minutes of a meeting of the Adult Services and Health Scrutiny Panel held on 6 November 2008 (herewith). (Pages 39 - 44)
13. Minutes of a meeting of the Cabinet Member for Adult Social Care and Health held on 20 October 2008, 3 & 17 November 2008 (herewith). (Pages 45 - 56)

**Date of Next Meeting:-
Thursday, 8 January 2009**

Membership:-

Chairman – Councillor Jack

Vice-Chairman – Barron

Councillors:- Blair, Clarke, Doyle, Hodgkiss, Hughes, McMahon, St. John, Turner, Wootton and
F. Wright

Co-opted Members

Mrs. I. Samuels, Kingsley Jack (Speakability), Jim Richardson (Aston cum Aughton Parish Council), Russell Wells (National Autistic Society), Taiba Yasseen, (REMA), Mrs. A. Clough (ROPES), Victoria Farnsworth (Speak Up), Jonathan Evans (Speak up), Mr. G. Hewitt (Rotherham Carers' Forum), Ms. J. Mullins (Rotherham Diversity Forum), Lizzie Williams, Mr. R. H. Noble (Rotherham Hard of Hearing Soc.) and Pat Wade (Aston cum Aughton Parish Council)

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1.	Meeting:	ADULT SERVICES AND HEALTH SCRUTINY PANEL
2.	Date:	4TH DECEMBER 2008
3.	Title:	JOINT DISABILITY EQUALITY SCHEME- UPDATE ON PROGRESS
4.	Programme Area:	CHIEF EXECUTIVES

5. Summary

The following papers contain an update from service areas on what progress has been made on the Joint Disability Equality Scheme. There will also be verbal updates from the Primary Care Trust and Rotherham Hospitals.

6. Recommendations

Members consider if they are satisfied with progress

Members consider if they would like to recommend that a performance clinic is held on the JDES led by Zafar Saleem and Tim Littlewood from Chief Executives. It should contain senior officers from Neighbourhoods and Adult Services and Economic Development Services, the PCT and Rotherham Hospitals with representation from Members and service users.

Rotherham Metropolitan Borough Council JDES Update June 2008

The things that have been done across:

All RMBC Directorates:

- All Directorates now routinely collect and analyse equality data monitoring (which will include race, gender and disability for all customers, as a minimum) reports and publishes them annually. These findings feed into the service planning process in order to deliver improved services for minority communities including those individuals with a disability.
- As part of the audit process all Service and Team Planning consider and incorporate equality objectives (including specific disability objectives) that are inclusive, provide accessible services and employment opportunities for disabled people. These are reviewed annually. Disability is included in the Equality Impact Assessment process and all new services, procedures, plans etc are Equality Impact Assessed routinely.
- The Disabled Workers Group (DWG) continues to flourish. The DWG has developed an action plan and undertaken publicity work to raise awareness and attract more members. DWG have also developed a web page on the intranet and have been actively involved in the awareness raising for the need of Personal Emergency Evacuation Plans.
- The new RMBC Consultation and Community Involvement toolkit and framework is now in place and will help monitor and improve the involvement of disabled groups in consultation and community involvement activity. An accessible database has been designed to assist with this process.
- RMBC are developing a library of positive images that challenge stereotypes of disabled people and raise the profile of Rotherham as a welcoming place for everyone. External images have been taken that promote disability, work is ongoing with the Disabled Workers Group to involve the use of internal (employee) images, which will also form part of the library..
- To increase numbers of disabled workers in Management/Senior Posts, and reduce the 'glass ceiling' we monitor representation of disabled people in the workforce, which is continuing to increase. For the year 07/08 3.42% of the Council's workforce have declared themselves as disabled, a figure which improves upon last year's figure of 3.2%. In terms of the top 5% of earners within the Council 4.4% have declared themselves as disabled which is also up on last year's figure of 2.99%. Work continues to encourage employees to declare their disability status and consideration will be given to the outcomes of a piece of research on talent management in the four South Yorkshire Council's to determine if learning from the research can be applied to facilitating the progression of disabled people through the organisation.

Neighbourhoods and Adult Social Services:

- A programme of training on the Disability Equality Duty (DED) has been established for all employees within the council. In Neighbourhoods and Adult Services mandatory Equality & Diversity Training incorporates information around the DED. This training has been successfully completed by almost 50% of the workforce with the commitment for all staff and managers to attend this by March 2009.
- Implementation of the 3 year schedule of Equality Impact Assessments (EIAs) of all new and existing functions and policies for their impact on Rotherham's disabled people has been

successfully completed. A revised EIA toolkit has been developed and training commenced in September 2007. EIAs now take place systematically, involve disabled service users and are used to inform how we plan and deliver our services.

- To help improve service delivery for disabled people through Area Assembly structures Area Partnership Managers have attended EIA training and are currently completing the assessment for all Area Plans.
- To improve the re-use of adaptations and equipment to make better use of limited resources and streamline the adaptations service to reduce waiting times, there have been significant changes in working practices within Adaptations. All referrals are now project managed within the service and further developments include the use of 'Preferred Partners' to provide specialist equipment and building services, which enables a more cost effective and speedy service.
- We have increased the number of people with a learning disability empowered to live at home by securing funding and sourcing accommodation. Presently we have 3 RMBC supported schemes for 9 people currently running, with 40 schemes in total using commissioned services supporting 110 people on a rolling programme with applications for 2 new schemes being made annually.
- To reduce the number of people becoming dependant on secondary care services and provide early and appropriate intervention which prevents unplanned hospital admission and to prevent premature admission into residential/Nursing care, sustain tenancies and allow people to remain at home independent for longer. We have facilitated the access to both Sheltered and Extra Care Housing for those applicants who have been needs assessed to require this service over the age of 55 yrs. From April 2006 to present day 239 people have been moved to supported accommodation (sheltered tenancies) and a total of 60 extra care tenancies had been facilitated by the Sheltered Access Service to date (June 08). Qualitative outcomes of the tenancy allocations are monitored. A review of Sheltered Accommodation was undertaken by a 'designated sheltered task and finish group'. Recommendations have been made following this task and forwarded to the Director of Independent Living. Designated sheltered accommodation cannot be allocated to those not meeting the access criteria and therefore is preventing access for some groups (especially younger disabled). A wider review to correct this anomaly is being considered.
- There has been an increase in the number of disabled people accessing Direct Payments from 300 in March 2007 to 392 in March 2008 as a result of a review and the production of more information and publicity material, which included flyers, posters and the production of a DVD, which were circulated widely within the borough..

Human Resources:

- Positive Action wording for all job advertisements at all levels encourage disabled people to apply. Equal opportunities statement are used in all recruitment advertising and positive action statements and are used to encourage Women, BME and Disabled people to apply for posts graded at PO10 or above. There has been an increase in the number of disabled people employed by RMBC who are top earners (PO12+) although we have not hit the BVPI target for the number of employees with a disability in 2007/08 there has still been an increase from 2006/07.
- Use Access to Work to its full potential when recruiting disabled people and making reasonable adjustments for existing disabled employees. Reference to access to work is made

in recruitment and selection training. Access to work process flow chart is available on the RMBC intranet.

- Promoted the availability and take up of disability leave for assessment and treatment.
- Employee Services officers in HRP service capturing disability information when supporting employees with health issues
- Identified records with missing data and encouraging employees to update this.

Children and Young Peoples Services:

- During 2006/07 the disability equality scheme has been introduced into schools:

Special Education Assessment Team has provided support to secondary, primary and nursery (mainstream) and special schools in producing their DES:

Comprehensive Schools:

All Comprehensives had their DES in place by December 2006. They have all been supplied with a Self Evaluation Tool to assist them in reviewing the effectiveness and progress. An annual report was submitted to each school's Governing Body in December 2007.

Primary & Special Schools:

85% of Primary Schools, 50% of Pupil Referral Units and all Special Schools and Enhanced Nursery's attended training session during the summer of 2007 to assist in the production of a DES, All DES were in place in Primary and Special Schools by December 2007.

The School's performance and Information team have confirmed that only a minority of children with a statement can be tracked using Fisher Family Trust since many are, or were initially, working below national levels. We are working with the team to record and analyse pupil progress using a performance scale (P levels) but this has only been a requirement for inclusion in annual review reports for the past year and so is an ongoing development. From Sept 07 a new regional annual review report form was piloted in Rotherham and elsewhere in the autumn term 06 and has now been adopted by the region fully from September 07. Annual review reports are scrutinized for appropriateness of provision and placement with pupil progress being recorded separately.

- The SEN Home to School transport contracts were have now been issued and come into effect from April 2008. Terms and Conditions of new contracts includes training as a compulsory requirement. A comprehensive training programme is now in place.

Training completed since September 2007 is detailed in the table below:

<u>Attendees</u>	<u>Description</u>	<u>Deliverer</u>
20	Child Seat Training	Sitsafe via CTU
11	Emergency First Aid	Pulse FA Training Solutions via C&YPS
4	Makaton Training for Beginners	Kelford School

46	Pupil specific training re medical needs	School Nurse/ C&YPS Nurse Advisor
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Environment and Development Services:

- A Council wide review of Fire Safety Policy and arrangements, ensuring compliance with the Fire Safety Reform Order has been completed which incorporate an Emergency and Evacuation Strategy for employees and the public from all Council buildings.
- All new local authority buildings now comply with Part M of the Building Regulations and the Requirements of DDA.
- Relevant groups and individuals are now always involved in all new and major planning applications. Rotherham Access Audit Group receives all planning applications by email and is able to feed comments directly into the planning officer. Feedback is provided in regards to the outcomes and justification for decisions made.
- Options in order to provide specific disability equality training to all its hackney carriage drivers are being explored. Go-Skills offer training for licensed drivers including a BTech qualification and an NVQ Level, Go-Skills are looking to offer the courses throughout the Yorkshire & Humber region and are looking to local authorities to sign up to a Quality Partnership Agreement, we await further details.

RMBC Disability Equality Scheme Implementation Plan (March 2007 - 2009)

NAS updates June 2008

Strategic Aim 1: To promote Equality for Disabled People

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	Ensure all Directorates collect and analyse equality data monitoring (which will include race, gender and disability for all customers, as a minimum). Nov 08 update - Equality monitoring data is collected and analysed for race, disability, gender and age via customer satisfaction surveys for RIDO inward investment, Planning Development Control and Streetpride Connect. Currently in the process of producing annual monitoring overview report.	BV2a BV2b	Equalities data monitoring ensures equality of access for anyone with a disability and improves services where identified.	Review Annually	All Directorates.	The Corporate Equality and Strategy Action Plan Race equality scheme 2 Gender equality scheme		
	A programme of training on the Disability Equality Duty (DED) is established for all employees. Nov 08 update – The mandatory Equality & Diversity Training is currently underway for all EDS staff and Managers and includes information around the DED.	BV2a	All staff are trained.	December 2009	Equality & Diversity Officers All Directorates	CESAP		
	Mainstream disability equality through the Service Planning process. Nov 08 updates - EDS service plan includes many specific disability objectives which are reviewed annually, particularly around access to building's.	BV2a	Inclusive and accessible service and employment opportunities for disabled people and equality objectives, (including specific disability objectives) are included in the all Service Plans, which will be reviewed annually.	Review Annually	Performance & Quality Team All Directorates	Corporate Equality and Strategy Action Plan – CESAP Performance Management Framework (PMF)	Existing resources	None compliance with council guidance.
	Continue implementation of the 3 year schedule of Equality Impact Assessments of all CXD new and existing functions and policies for their impact on Rotherham's disabled people. Nov 08 Update - New 3 year EIA schedule developed for EDS which includes assessing impact on disability.	BV2a	EIAs take place systematically, involve disabled service users and are used to inform how we plan and deliver our services	Year 3 completed by April 2008	Equalities & Diversity Unit Chief Executive Department	CESAP CXD EAP		
	The Rotherham Carers Strategy will ensure the Local Authority and its partners will meet its legal obligations towards carers through reviewing, monitoring and reporting on the Carers Strategy Action Plan (2005-2008)		Carers needs are met so they can continue to provide care through better information, support and care.	April 2008	Monica Hudson Carers Development Officer	Carers Strategy Carers Strategy Action Plan 2005-2008		
	All Area Assembly's complete Area Delivery Plans for the implementation of the DES		Improved service delivery for disabled people through area	March 2008	Area Partnership Managers,	Area Assembly Area Plans		

RMBC Disability Equality Scheme Implementation Plan (March 2007 - 2009)

NAS updates June 2008

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
			assembly's.		Neighbourhoods and Adult Services			

Strategic Aim 2: To involve and work in partnership with disabled people

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	<p>Monitor and improve the involvement of disabled groups in consultation and community involvement activity.</p> <p>Nov 08 update - Rotherham Access Audit Group (RAAG) receives all planning applications by email and are able to comment directly to case officers if there are any concerns.</p> <p>RAAG been involved in consultation on Public Realm Strategy - attend Renaissance meetings every 6 weeks – RAAG involved in design of new RCAT building in town and new train station.</p>	BV2a	Report produced containing results of consultation that identifies the views of disabled people	Produced annually	<p>Policy & Research Unit</p> <p>All Directorates</p>	Consultation & Community Involvement Framework		
	<p>Support is provided to the Disabled Workers Group.</p> <p>Nov 08 update – Meetings chaired by corporate officer and HR equality support, with regular meetings scheduled for the coming year, publicity for the group is ongoing to boost membership, the group has an action plan of work containing actions for EDS mainly around BV 156 and BV 165.</p> <p>Current position 70.37% of all RMBC building's are accessible. (Sept 08)</p> <p>BV 165 – top quartile for all England.</p>		Regular meetings held and Implement Action Plan recommendations	April 2007 reviewed annually	<p>Disabled Workers Group</p> <p>All Directorates</p>	Disability Equality Scheme	Staff time	Poor perception of Council as employer by disabled workers

RMBC Disability Equality Scheme Implementation Plan (March 2007 - 2009)

NAS updates June 2008

Strategic Aim 5: To promote Inclusive Transport								
DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	RMBC will investigate providing specific disability equality training to all its hackney carriage drivers.		All drivers aware of customers disabilities leading to a better experiences of their services	June 2007	Katy Giller / Eric Stowe Licensing Department and Access Officer Directorate of Neighbourhoods & Adult Services and Directorate of Environmental Development Services		Staff time	

Strategic Aim 6: To promote Independent Living for disabled people in Rotherham								
DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	We will improve the re-use of adaptations and equipment where possible to make better use of limited resources.	Number of re-used stair lifts	Stair lifts that are removed from adapted properties are stored at Keirs in Sheffield. We are now re-using these stair lifts at considerable savings in cost and time	Commenced and evaluated annually	Tom Sweetman Directorate of Neighbourhoods & Adult Services	Towards an Independent Living Strategy (Adaptations)	Database maintained on stair lift removals and reuse	Assuring that the tracks/motors used are exactly as required. Not as simple with curved track
	We will increase the number of people with a learning disability empowered to live at home by developing 2 supported living schemes by 2008	C30 – Intensive Home care	Funding secured and accommodation available	December 2008	S. MacFarlane (Director of Learning Disabilities Directorate of Neighbourhoods & Adult Services	Adult Social Services Service Plan 2006-2009	Staff time	Failure to attract necessary funding and find appropriate provider.
	Develop a supported living model of care for young adults who manage multiple disabilities.	Integral part of Supported People Strategy.	A mapping exercise of potential demand will be completed Funding will be secured and the scheme in place		David Stevenson / Chris Ireland / Sharon Hirshman	Opening Doors Strategy Action Plan	Staff time Secured funding Partnership working	Lack of demand Funding for development not secured

RMBC Disability Equality Scheme Implementation Plan (March 2007 - 2009)

NAS updates June 2008

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
					Directorate of Neighbourhoods & Adult Services			
	Promotion of Direct Payments. To include more information and publicity.		Annual increase in the number of disabled people accessing direct payments	March 2008	Sue Sumpner Directorate of Neighbourhoods & Adult Services	Service Plan	Staff time and existing budgets	Low take up of the service Lack of funding available
	To facilitate the access to both Sheltered and Extra Care Housing for those applicants who have been needs assessed to require this service over the age of 55 yrs.		To reduce the number of people becoming dependant on secondary care services, provide early and appropriate intervention which prevents unplanned hospital admission and to prevent premature admission into residential/Nursing care, sustain tenancies and allow people to remain at home independent for longer.	December 2009	Jacqui Clark Directorate of Neighbourhoods & Adult Services	Towards an Independent Living Agenda In line with Extra Care Housing Strategy 2009 Supporting People Strategy 2005 – 2010 Independence Well being & Choice – housing Strategy for Older People in Rotherham.	Funded by Supporting People & Department of Health	Over provision of this type of housing in areas where it is not required.
	Develop a single pathway 'one stop shop' approach to the adaptations service across the borough to significantly reduce waiting times for adaptations enabling vulnerable people to live in their own homes for longer		Implementation of the actions contained within the report which Cabinet Members Improved waiting times Increased awareness of the adaptations service through a focused marketing campaign Better links between medical and technical officers in order to streamline the adaptations process Establishment of a preferred partner approach to the adaptations service in order to	September 2007	Tom Sweetman Directorate of Neighbourhoods & Adult Services	Action plan for re-engineering of the adaptations service.	Budget 1.3 million for private sector 1.7 million for public Project Manager OT team to be housed within Community Services	Limited number of OT's available Additional marketing of the service will lead to increased demand Only using one contractor could cause difficulties long term

RMBC Disability Equality Scheme Implementation Plan (March 2007 - 2009)

NAS updates June 2008

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
			enable more cost effective, speedy and appropriate services					

RMBC Disability Equality Scheme Implementation Plan (March 2007 - 2009)
NAS updates June 2008

Strategic Aim 1: To promote Equality for Disabled People

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	Ensure all Directorates collect and analyse equality data monitoring (which will include race, gender and disability for all customers, as a minimum). <i>June 08 update - Equality monitoring data is collected and analysed within teams and via Service Quality Team for customer satisfaction returns, monitoring report published on RMBC website with 2006/7. 2007/8 due to be published end June.</i>	BV2a BV2b	Equalities data monitoring ensures equality of access for anyone with a disability and improves services where identified.	Review Annually	All Directorates.	The Corporate Equality and Strategy Action Plan Race equality scheme 2 Gender equality scheme		
	A programme of training on the Disability Equality Duty (DED) is established for all employees. <i>June 08 update – The mandatory Equality & Diversity Training is currently underway for all NAS staff and Managers and includes information around the DED.</i>	BV2a	All staff are trained.	December 2009	Equality & Diversity Officers All Directorates	CESAP		
	Mainstream disability equality through the Service Planning process. <i>June 08 updates - NAS service plan includes many specific disability objectives which are reviewed annually.</i>	BV2a	Inclusive and accessible service and employment opportunities for disabled people and equality objectives, (including specific disability objectives) are included in the all Service Plans, which will be reviewed annually.	Review Annually	Performance & Quality Team All Directorates	Corporate Equality and Strategy Action Plan – CESAP Performance Management Framework (PMF)	Existing resources	None compliance with council guidance.
	Continue implementation of the 3 year schedule of Equality Impact Assessments of all CXD new and existing functions and policies for their impact on Rotherham's disabled people <i>June 08 update – EIA's completed now starting new 3 year schedule of EIA's to be completed. EIA's training for NAS staff has been ongoing since Sep 07 with newly developed EIA toolkit.</i>	BV2a	EIAs take place systematically, involve disabled service users and are used to inform how we plan and deliver our services	Year 3 completed by April 2008	Equalities & Diversity Unit Chief Executive Department	CESAP CXD EAP		
	The Rotherham Carers Strategy will ensure the Local Authority and its partners will meet its legal obligations towards carers through reviewing, monitoring and reporting on the Carers Strategy Action Plan (2005-2008) <i>June 08 update – (update from Monica Hudson) 96% of actions completed from action plan. Following the launch of the National Carers Strategy on June 11th we have organised consultation to develop a new Local Carers Strategy.</i>		Carers needs are met so they can continue to provide care through better information, support and care.	April 2008	Monica Hudson Carers Development Officer	Carers Strategy Carers Strategy Action Plan 2005-2008		

RMBC Disability Equality Scheme Implementation Plan (March 2007 - 2009)

NAS updates June 2008

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	All Area Assembly's complete Area Delivery Plans for the implementation of the DES June 08 updates – (update from Darren Smithson as Jan Leyland on leave) Area Partnership Managers have had EIA's training, EIA's to be carried out on area plans, Staff had DES Implementation plan discussed at team meetings, actions delivered through community priorities of Area Plans.		Improved service delivery for disabled people through area assembly's.	March 2008	Area Partnership Managers, Neighbourhoods and Adult Services	Area Assembly Area Plans		

Strategic Aim 2: To involve and work in partnership with disabled people

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	Monitor and improve the involvement of disabled groups in consultation and community involvement activity. June 08 updates - Annual report produced by corporate team. Within NAS there is a review ongoing to improve user involvement of disabled people. There is already representation on the Customer Inspection Team and on the Key Players list, in addition to monitoring of customer satisfaction survey equality monitoring forms being used.	BV2a	Report produced containing results of consultation that identifies the views of disabled people	Produced annually	Policy & Research Unit All Directorates	Consultation & Community Involvement Framework		
	Support is provided to the Disabled Workers Group. June 08 update – Meetings chaired by corporate officer and HR equality support, with regular meetings scheduled for the coming year, publicity for the group is ongoing to boost membership, the group has an action plan of work containing actions for DES. NAS Equality Officer attends and feeds back to CEDOG and NAS E&D Group.		Regular meetings held and Implement Action Plan recommendations	April 2007 reviewed annually	Disabled Workers Group All Directorates	Disability Equality Scheme	Staff time	Poor perception of Council as employer by disabled workers

RMBC Disability Equality Scheme Implementation Plan (March 2007 - 2009)

NAS updates June 2008

Strategic Aim 5: To promote Inclusive Transport

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	<p>RMBC will investigate providing specific disability equality training to all its hackney carriage drivers.</p> <p style="color: red;">June 08 update – (update from Katy Giller) disability training was made available for licensed taxi drivers who were on school contracts through the Rotherham Learning Network. Due to lack of uptake the training was withdrawn, as taxi drivers stated they had no time to attend. However the knowledge test for new applicants does contain specific questions around disability, which a prospective driver must pass before being licensed.</p>		All drivers aware of customers disabilities leading to a better experiences of their services	June 2007	Katy Giller / Eric Stowe Licensing Department and Access Officer Directorate of Neighbourhoods & Adult Services and Directorate of Environmental Development Services		Staff time	

Strategic Aim 6: To promote Independent Living for disabled people in Rotherham

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	<p>We will improve the re-use of adaptations and equipment where possible to make better use of limited resources.</p> <p style="color: red;">Commenced 2006 still ongoing.</p>	Number of re-used stair lifts	Stair lifts that are removed from adapted properties are stored at Keirs in Sheffield. We are now re-using these stair lifts at considerable savings in cost and time	Commenced and evaluated annually	Tom Sweetman Directorate of Neighbourhoods & Adult Services	Towards an Independent Living Strategy (Adaptations)	Database maintained on stair lift removals and reuse	Assuring that the tracks/motors used are exactly as required. Not as simple with curved track
	<p>We will increase the number of people with a learning disability empowered to live at home by developing 2 supported living schemes by 2008</p> <p style="color: red;">June 08 update from Simone Heald - 3 RMBC supported schemes for 9 people currently running. From Carol Bishop there are 40 schemes in total using commissioned services supporting 110 people, this is a rolling programme with applications for 2 new schemes being made annually.</p>	C30 – Intensive Home care	Funding secured and accommodation available	December 2008	S. MacFarlane (Director of Learning Disabilities Directorate of Neighbourhoods & Adult Services	Adult Social Services Service Plan 2006-2009	Staff time	Failure to attract necessary funding and find appropriate provider.
	<p>Develop a supported living model of care for young adults who manage multiple disabilities.</p> <p style="color: red;">June 08 update from Sharon Hirshman -I am doing a supporting people business plan with</p>	Integral part of Supported People Strategy.	<p>A mapping exercise of potential demand will be completed</p> <p>Funding will be secured and the scheme in place</p>		David Stevenson / Chris Ireland / Sharon Hirshman	Opening Doors Strategy Action Plan	<p>Staff time</p> <p>Secured funding</p> <p>Partnership working</p>	<p>Lack of demand</p> <p>Funding for development not secured</p>

RMBC Disability Equality Scheme Implementation Plan (March 2007 - 2009)

NAS updates June 2008

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	Tim Gollins to see if we can get a home for young deaf adults with mental health and disability to live independently with 24 hours support.				Directorate of Neighbourhoods & Adult Services			
	Promotion of Direct Payments. To include more information and publicity. June 08 update – DVD and other publicity material produced and distributed, along with the appointment of an Information Advice Officer. More clients have accessed Direct Payments as a result.		Annual increase in the number of disabled people accessing direct payments	March 2008	Sue Sumpner Directorate of Neighbourhoods & Adult Services	Service Plan	Staff time and existing budgets	Low take up of the service Lack of funding available
	To facilitate the access to both Sheltered and Extra Care Housing for those applicants who have been needs assessed to require this service over the age of 55 yrs. June 08 Update from Jacqui Clark - From April 2006 to present day 239 people have been moved to supported accommodation (sheltered tenancies) and a total of 60 extra care tenancies had been facilitated by the Sheltered Access Service to date (June 08). Qualitative outcomes of the tenancy allocations are monitored. A review of Sheltered Accommodation was undertaken by a 'designated sheltered task and finish group'. Recommendations have been made following this task and forwarded to the Director of Independent Living. Designated sheltered accommodation cannot be allocated to those not meeting the access criteria and therefore is preventing access for some groups (especially younger disabled). A wider review to correct this anomaly is being considered.		To reduce the number of people becoming dependant on secondary care services, provide early and appropriate intervention which prevents unplanned hospital admission and to prevent premature admission into residential/Nursing care, sustain tenancies and allow people to remain at home independent for longer.	December 2009	Jacqui Clark Directorate of Neighbourhoods & Adult Services	Towards an Independent Living Agenda In line with Extra Care Housing Strategy 2009 Supporting People Strategy 2005 – 2010 Independence Well being & Choice – housing Strategy for Older People in Rotherham.	Funded by Supporting People & Department of Health	Over provision of this type of housing in areas where it is not required.
	Develop a single pathway 'one stop shop' approach to the adaptations service across the borough to significantly reduce waiting times for adaptations enabling vulnerable people to live in their own homes for longer June 08 update from John Wharin – Waiting times have been significantly reduced following review of service and changes to		Implementation of the actions contained within the report which Cabinet Members Improved waiting times Increased awareness of the adaptations service through a	September 2007	Tom Sweetman Directorate of Neighbourhoods & Adult Services	Action plan for re-engineering of the adaptations service.	Budget 1.3 million for private sector 1.7 million for public Project Manager OT team to be housed within Community Services	Limited number of OT's available Additional marketing of the service will lead to increased demand Only using one contractor

RMBC Disability Equality Scheme Implementation Plan (March 2007 - 2009)

NAS updates June 2008

DES Aim	Actions	Performance Indicators	Outcomes	Timescales	Lead Officer	Links to Key Action Plans	Resources	Risks
	<p>working practices. All referrals are Project Managed within the service and further developments include using 'Preferred Partners' to provide specialist equipment and building work to enable a more cost effective and speedy service, subject to a 3 year review.</p>		<p>focused marketing campaign</p> <p>Better links between medical and technical officers in order to streamline the adaptations process</p> <p>Establishment of a preferred partner approach to the adaptations service in order to enable more cost effective, speedy and appropriate services</p>					<p>could cause difficulties long term</p>

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1	Meeting:	Adult Services & Health Scrutiny Panel
2	Date:	4th December 2008
3	Title:	Excluded Adults Employment Plan
4	Directorate:	Neighbourhoods and Adult Services

5 Summary

The 2007 NAS Service Plan gave a commitment to the development of a Welfare to Work Strategy in place by March 2008. The terminology has been updated and the report now refers to an employment strategy, in line with corporate initiatives. This report outlines progress and achievement made towards that objective and provides an action plan for the further delivery of the employment strategy throughout 2008/09.

6 Recommendations

- **Agree the content of this report**
- **Commit to the employment of people from excluded groups within NAS**
- **Request an update on achievement by March 2009**

7 Proposals and Details

The Service Plan 2007-10 gave a commitment to developing a Welfare to Work Strategy within Neighbourhoods and Adult Services in 2007/8. This has been updated and revised to come in line with corporate and more modern terminology – it is now to be known as an Excluded Adults Employment Strategy. This report outlines the developments and actions that have been taken this year and provides a framework for the further and ongoing development of supporting disadvantaged and excluded individuals into employment.

Each of the services within Adult Services had a plan or strategy that identified employment as a key development activity. In the case of the Joint Learning Disability Service, they have in place a developed and recently revised Employment Strategy. In the case of older people and people with physical disabilities, their actions in relation to employment were embedded in the Opening Doors and Older People “Wellbeing in later Life”.

Some of the achievements that have been delivered through these plans include:

- Top band performance on employment of people with learning disabilities into work (paid and permitted earnings)
- People with learning disabilities employed as trainers, and as consultants in high profile and valued roles
- Service directory for people with physical disabilities produced in a range of formats.
- Delivery of training, with service user involvement, direct to employers.

The plans have been revised and brought together to form one strategy for Neighbourhoods and Adult Services. This strategy will be further developed over the next year, with the Head of Learning Disability Services taking a lead on its development and delivery across the whole of NAS, with the intention of persuading and influencing those who provide employment to recruit people from excluded groups. This will be more effective if undertaken across a corporate agenda, so a key action will be joining the RMBC Work and Skills Group, and tapping into the new working neighbourhoods programme aimed at tackling worklessness in the most deprived communities in the Borough.

8. Finance

There are no direct financial implications of this report although the action plan may be further developed and require resource considerations or seek opportunities to access the working neighbourhood fund..

9. Risks and Uncertainties

Employment of people from excluded groups remains a challenge, in an environment where employers can select from a wide range of candidates. A key part of the plan has to be engagement with employers and employer’s bodies. This is better achieved by taking a corporate approach, rather than each service area approaching employers on an individual basis. In addition, the council has to become a role model in this area, and fully commit to the ASH Scrutiny commitment of 2007 to employ 10 people with learning disabilities by 2010.

Potential risk that people may choose not to work. Carers in particular may find that their caring role is sufficiently demanding to preclude any consideration of employment. Services should have a positive view of employment and an awareness of the wider resources available to help achieve employment for people.

10 Policy and Performance Agenda Implications

Employment is a key determinant of **improved quality of life** – it affords the worker access to income, **improved economic well-being**, social contact, sense of purpose and increased self-esteem. It promotes independence and reduces reliance on provided services. Promoting employment should be a cross-directorate and corporate priority.

At present, Learning Disability, Mental Health and Physical Disabilities services are measured through the performance management framework on their ability to promote employment. Although the framework is in the process of change, employment is still seen as a key performance measure for local authorities.

11 Background Papers and Consultation

Valuing People Now
Putting People First
Improving the Life Chances of Disabled People

Contact Name: **Shona McFarlane**
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Improving Employment Opportunities for People Excluded from Work

Introduction

It is now known that one of the key determinants to positive health is employment. Having a job brings with it a valued role, self esteem, income, social contacts, a goal in life and a sense of purpose. For too long, people who come into contact with social and welfare services have been excluded from the work place, denying disabled people and others the various opportunities afforded by work and denying the work place the range of experience, skill and aptitude that excluded, skill and aptitude that excluded groups have to offer.

Neighbourhoods and Adult services is committed to improving employment opportunities for people with learning disabilities, people with physical and sensory disabilities, people with mental health needs.

Each of these groups has developed its own plan to improve access to employment. In some cases for example, people with learning disabilities, this has been very successful with over 140 people now in paid work (full time, part time and permitted earnings). We believe that more can be achieved and are seeking to work with service users, carers, colleagues, partner agencies and employers to make further strides towards equality of opportunity for excluded groups.

Service Specific Response

Responsibility for employment does not lie within the service area – it is a responsibility of all of us within the community. To provide a focus for work within each service user group, it is planned that each group should continue with, or develop its own service specific plans. This should be developed with the involvement of service users. A good example of this is the Employment Sub-Group of the Learning Disability Partnership Board.

Corporate Response

The Work and Skills Group, established in 2007 brings together all of the employment groups and employers into one forum. Rather than have each service specific group engage with and seek to influence employers, the Chamber of Commerce etc, the Work and Skills Group provides an ideal vehicle to undertake this task. There should be positive representation on this group and the views, needs and aspirations of service users should be articulated through this group.

Providing Leadership

The Council is a major employer in Rotherham. Disabled people are under represented in the work place. A key strand of this strategy will be to target and create opportunities for employment for people from a range of background and experiences. As a council, Rotherham Metropolitan Borough Council will benefit from the skills, talents and aspirations of excluded groups. In addition, the Council will be playing a key role in improving the quality of life and improving the life chances of excluded groups. The Council will also be, most importantly, providing leadership within the community and acting as a role model and pathfinder for other employers.

Employment, voluntary work, training and other opportunities

This strategy draws on the experience of other successful councils and expands on good practice in Rotherham. Technologies such as “job carving” – where a job is examined, spilt into component parts and reassembled to provide a role suitable for someone with learning disabilities will be implemented and developed.

We will work with partners to develop more voluntary opportunities, and seek to develop pathways from voluntary work into employment, building on people’s developing confidence, skill and improved self esteem.

Good practice within workforce development initiatives is to involve service users in the delivery of training of social care staff. This already occurs in some service areas. It is important that service users and carers who are involved with this training have their skills and experience recognised and accordingly rewarded. This principle has been developed by the Learning Disability Service who are working with the 3 other Beacon Councils to develop a new training package called “I’m a person too”. The pilot scheme, being developed by Speak Up in Rotherham, will involve people with learning disabilities as paid trainers. This scheme will be developed and sold nationally providing numerous opportunities for the employment of people with learning disabilities as expert contributors.

What will make a difference?

- Service user groups to develop specific strategies

This will recognise the contribution needs and requirements of each user group. It will build on national user specific guidance and create opportunities for engagement with the wider user group, including those who may not have considered that employment was for them.

- Engagement at a senior management level with the Corporate Work and Skills Group

This will ensure that NAS has effective representation on a broad based group. It will provide opportunities to persuade and influence employers and to engage Human Resources in developing effective routes in to employment in RMBC and other employers.

- Ambitious targets for employment of excluded groups within RMBC

RMBC will act as a role model to other employers and seek to influence other large employers such as the PCT and Foundation Trust to increase employment opportunities for excluded groups.

- Involvement of people who use services in the development of opportunities, strategies, task groups etc.

This will ensure that the strategies developed and actions taken are right for people. They will have a voice and a chance to take control in the development of opportunities.

We need to be bold and ambitious in seeking to improve life chances for people who use services. Having a disability or mental health problem should not exclude people from making a valuable contribution.

The aims of this strategy are underpinned by recent government policy and the CSCl Outcomes Framework.

Background and Context for the Employment Strategy in Rotherham

The current population of Rotherham is 248,175. Fifty eight per cent are people aged 16-59 years (traditional working age population). Of these, eleven per cent (16,950) are unemployed due to a disability or ill health. There are 820 adults with a learning disability known to our services. Of these, 83 people are currently in full/part time work, 57 are in permitted work positions and 33 are in voluntary positions. Thirty per cent of Rotherham's population are aged over 50 with an expected rise to forty per cent by 2021.

Neighbourhoods and Adult Services has committed to develop and implement a Strategy for Employment for Excluded Adults to improve employment opportunities for the above excluded groups as part of Strategic Objective 2 of the Service Plan 2007/10:- to promote health and reduce health inequalities by enabling wellbeing and strengthening partnerships with other agencies and communities.

The aim of this document is to outline the aims and approach that NAS should take in developing an ambitious and challenging strategy. We will aim to increase the number of people from excluded groups in sustainable employment. NAS can impact on this directly through making a commitment to widen recruitment practices, to provide opportunities to disabled people. However, this will not create sufficient opportunities on its own. The work that has been undertaken this year has concluded that the best method is to work corporately to influence and persuade Rotherham's employers that they are missing out on good quality and high performing employees by not looking to recruit from as wide an employment pool as possible.

While the work of the groups within Learning Disability Service, Physical Disability and Sensory Impairment, and other services, needs to continue, it has been clearly established that the main thrust of the work is about engaging with employers, and this can be done to best effect by participating in the corporate activity related to work and worklessness. NAS will develop a working group, which will feed into the corporate group and feed back into DMT regarding progress made. This group will have representatives from across NAS and will feed into the corporate group.

This work will contribute to the Alive, Achieving, Learning and Proud Priority Themes of Rotherham's Community Strategy and Corporate Plan and also links with the Fairness Cross Cutting Theme.

The strategy also contributes to key priorities for Rotherham's Local Area Agreement: - Economic Development and Enterprise which includes 'assisting those who are economically inactive, specifically on incapacity benefits, into work' and 'connecting local people and businesses to training, jobs and opportunities' and by 'reducing poverty by maximising income and to maintain in and enable people to enter employment' as part of the Healthier Communities and Older People priority.

This plan brings together the revised employability elements of the existing Strategy for Older People 'Wellbeing in Later Life', the Strategy for Physical Disability and Sensory Impairment 'Opening Doors' and the Learning Disability Employment Strategy, as well as linking with Rotherham Metropolitan Borough Council's Corporate Employment Plan.

The work that has already taken place has made some significant progress:

- Top band performance on employment of people with learning disabilities into work (paid and permitted earnings)

- People with learning disabilities employed as trainers, and as consultants in high profile and valued roles
- Service directory for people with physical disabilities produced in a range of formats.
- Delivery of training, with service user involvement, direct to employers.

These groups will continue in their current or in revised format, as there is a role for service user specific groups to address specific issues and to provide a service user specific response to key national strategies e.g. Valuing People. A NAS group will provide the overview and representation into the Work and Skills Group.

Aims and Objectives

The aim of this is to empower disabled and older people to reach their full potential within a culture of employment and enterprise. It will enable independence, achievement and success. We should also highlight the contribution that can be made to economic growth by the increased inclusion of these groups of people into the workforce plus the benefits to self esteem and the local community.

The Council encourages the recruitment of disabled people in-house and by partner agencies and local employers. It has a corporate approach to the development of work opportunities for disabled people and is focused on supporting all people to fulfil their potential, reduce local poverty and improve quality of life by helping people to achieve economic well being.

The Corporate Employment Plan aims to address community needs by breaking down barriers that prevent people accessing employment opportunities.

We need to work in partnership with people with disabilities and other agencies to improve opportunity and choice in employment. This will result in improving the quality of people's lives by promoting wellbeing and independence. We need to ensure there are effective communication links between people wanting employment, carers and stakeholders.

Older people make a significant positive contribution to the quality of life in Rotherham as volunteers, employees, carers and as community leaders. We will encourage older people to develop and achieve their full potential in their chosen careers, leisure, work and contributions to local life.

People with learning disabilities are one of the most excluded groups – Rotherham has a high number of people in employment, but needs to do more to ensure that especially young people, on transition from children's services, are offered choice and opportunity to become more independent. Families and carers of young adults should be supported in order to encourage the transition to employment.

People with physical disabilities should be able to use national schemes such as Access To Work to provide them with the support they need to access employment. The Rotherham PDSI service has produced a useful resource pack for people to provide them with advice and guidance when seeking employment. This development needs to be built on to ensure more people are provided with this opportunity.

Carers have not traditionally received much support in terms of employment. Recently, Direct Payments and the provision of more flexible services have provided some support to enable carers to work. In addition, the Stepping Stones scheme provides support to carers when their caring role ceases, to enable them to be able to return to work. Flexible

working arrangements, available through the largest employers in Rotherham (RMBC, PCT and NHS Hospital Services) enables the carer to request a change of hours they work, a change to the times they are required to work or to work from home. The revised plan should build on the recently published national Carer's Strategy and the result of the Valuing People Now consultation process, to develop and deliver better support for carers seeking employment in future.

What needs to happen to make a difference?

- More people from excluded groups – people with learning disabilities, people with physical, visual and sensory impairments, older people and people with long term illnesses in meaning full paid employment, resulting in an improvement in their economic wellbeing and quality of life
- RMBC, Rotherham PCT and Rotherham Foundation Trust to act as role models and commit to improving their employment record in respect of disabilities
- RMBC to implement good practice in reviewing all vacant posts to establish whether relevant and meaningful posts can be created (using job carving and other techniques) can be created at no extra cost to the authority, but resulting in the employment of valued employees.
- Representation at Corporate level on groups and activities, where employers are engaged, to develop understanding of these issues and support employers to consider recruiting from a wider pool of people
- Training of employers in understanding the needs of people with disabilities and how their recruitment can be a positive experience for employee and employer

Cross Cutting Issues

(i) Maximising Income: - For many people the main route out of low income is through work. Strong links and partnership with the Department for Work and Pensions should be maintained in order to provide clear guidance and identify ways in which benefits can be protected in order to encourage people to sample work options. Employment opportunities need to be sustainable and progression should be actively encouraged. The use of Direct Payments should be optimised in order to support disabled people into employment.

(ii) Learning Opportunities: - We need to ensure that disabled and older people have the skills, experience and qualifications to access job opportunities. Training should be more accessible and transport and mobility issues addressed.

(iii) Discrimination: - We need to break down discriminatory barriers and minimise inequalities in training and in the workplace. We should support employers in their awareness of anti-discrimination legislation.

(iv) Communication:- – We need to make sure there are effective communication links between people wanting employment, carers, trainers and public, private, voluntary and community sectors. All services should be able to signpost people to appropriate work opportunities, contacts and information.

Action Plan

The Action Plan describes the main activities that will be taken forward, who is responsible for its delivery and timescales for completion.

It combines the overall aims and objectives for employment with appropriate elements from the existing strategies for Older People, People with Learning Disabilities, Adults with

Physical Disabilities and Sensory Impairment and the Corporate Plan. The plan outlines the key activities that are required to improve employment opportunities for Rotherham. Over the next year, greater engagement and involvement with people with disabilities, older people, carers, and the wider community will enhance and develop this plan. A revised and more detailed plan will be delivered by March 2009.

ACTION PLAN – Framework for employment

Overall Aim:- To empower disabled people and older people to reach their full potential within a culture of employment and enterprise.

AIM 1. Enable independence, achievement and success through employment and highlight the contribution that can be made to local economy			
Objective	Action	Responsibility	Timescale
Establishment of Employment Strategy Task Group	1.1 Identify Appropriate Group Membership	Jackie Bickerstaffe Head of Learning Disability	May 2008
	1.2 Organise First Meeting/Agenda		June 2008
Link with Rotherham's Corporate Strategy and Working Neighbourhoods Steering Group (Objective 2 – to increase economic activity by concentrating activity on deprived neighbourhoods and groups).	1.3 Contact Lead Officer of Rotherham Employability Group.		March 2008
	1.4 Task Group member to attend future Rotherham Work and Skills Board meetings.		March 2008
	1.5 Engage Rachel Blake/Kathryn McHugh, Economic Strategy Officers, to attend Employment Strategy Task Group Meetings.		June 2008 meeting
AIM 2. Maximise income			
Objective	Action	Responsibility	Timescale
Maintain strong links with DWP to provide clear guidance and identify ways in which benefits can be protected.	2.1 Contact Disability Employment Advisors, JobCentre Plus through representative on the Partnership Board	Head of Learning Disability	May 2008
Provide advice, information and support on benefit issues related to employment for people with learning disabilities. <i>(LD Strategy Objective)</i>	2.2 Advice and information on benefit related issues provided to parents and carers (newsletter).	Learning Disability Service	Achieved
Improve the financial status of financially disadvantaged older people. <i>(OP Strategy Objective)</i>	2.3 Set up Joint Visiting Teams between RMBC and DWP in order to maximise welfare benefit take-up of older people.	RBT Revenues & Benefits & Doug Parkes, Revenue & Payments Manager	Joint Team established 2007

AIM 3. Ensure disabled and older people have the skills, experience and qualifications to access job opportunities			
Objective	Action	Responsibility	Timescale
Provide training, opportunities and support for employment. <i>(LD Strategy Objective)</i>	3.1 Establish employment opportunities within RMBC for people with learning disabilities.	Learning Disability Service/RMBC/ Employers/HR	Report on progress by October 2008
	3.2 Create additional permitted work experience opportunities.		Report on progress by October 2008
Scope potential for development of intergenerational projects with CYPS <i>(OP Strategy Objective)</i> .	3.3 Increase the number of intergenerational projects involving older people and their neighbourhood secondary school.	Head of Learning Disability	December 2008
	3.4 Encourage young people to volunteer to work with voluntary organisations providing services to older people.		
AIM 4. Break down discriminatory barriers and minimise inequalities in training and in the workplace			
Objective	Action	Responsibility	Timescale
Breaking down barriers that prevent people accessing employment opportunities. <i>(Corporate Employment Plan)</i>	4.1 Support employers in meeting the Disability Discrimination Act and other anti-discrimination legislation and being aware of their legal responsibilities. <i>(Corporate Employment Plan)</i>	Rotherham Chamber	Update required May 2008
	4.2 Support employers to better understand the business and social benefits of employing people from diverse communities. <i>(Corporate Employment Plan)</i>	Rotherham Employability Group	2008 – 2010
Identify and promote good employment practice <i>(LD Strategy Objective)</i>	4.3 Identify models of good practice in relation to employment of people with learning disabilities. Share across NAS	Learning Disability Service	Report to NAs group October 2008
	4.4 Design and promote information package for local employers.		October 2008
Provide training on employment recruitment	4.5 Identify existing materials and	Learning	Materials/resources

and selection of people with learning disabilities and training opportunities and support for employment. <i>(LD Strategy Objective)</i>	resources available for developing and delivering training.	Disability Service	identified and used to support development of training programme
	4.6 Design and deliver a rolling programme of awareness raising and training for local employers.		Achieved
	4.7 Develop and implement age discrimination scheme		
Promote effective strategies and good practice for employers	4.8 Job Carving and other methods to be promoted	All	
Encourage all service providers to be more aware of and sympathetic to older people's needs and aspirations. <i>(OP Strategy Objective)</i>	4.9 Through effective commissioning and contracting to ensure that all partner agencies promote equality through their employment practices, including adopting anti-discriminatory practices in recruitment, training and career development, and carry out monitoring to ensure fair outcomes.	David Stevenson, Strategic Commissioning Manager	Achieved
AIM 5. Develop and maintain effective communication links between people wanting employment, carers, trainers and public, private, voluntary and community sectors			
Objective	Actions	Responsibility	Timescale
Maintain strong links with partner agencies, groups and projects.	5.1 Ensure multi-agency representation on Employment Strategy Task Group.	Head of Learning Disability	
	5.2 Membership of Rotherham Employability Group.		Ongoing 6 weekly meetings
	5.3 To identify and implement a means of signposting people to appropriate work	Head of Learning Disability/	

	opportunities, contacts and information.	Task Group	
	5.4 To produce a clear and up to date Guide of available employment, training and support.		
	5.5 Link with the DWP and ESF 'Key Worker Support Service' Provision		DWP Projects for 2008
	5.6 Link with DWP Community Outreach Engagement Programme South Yorkshire		
Maintain links with development and implementation of renewed Carers Strategy and identify opportunities to promote carer employment.	5.7 Engage with Vicky Brown & Monica Hudson, Carers Development Officer and possible attendance at Task Group meetings.	Head of Learning Disability	From May 2008
Support families and carers to encourage transition to employment (LD Strategy)	5.8 Provide information and advice sessions for parents and carers to raise understanding of government strategies related to employment and people with learning disabilities.	Learning Disability Service	Through Transitions Project, annually at key stage reviews

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS
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1.	Meeting:	ADULT SERVICES AND HEALTH SCRUTINY PANEL
2.	Date:	4th December 2008
3.	Title:	Adult Services Scrutiny Review
4.	Programme Area:	CHIEF EXECUTIVES

5. Summary

The Adult Services and Health Scrutiny Panel is due to undertake an Adult Services related Scrutiny Review. This paper is presenting options for a Scrutiny Review for Members and co-optees to decide which area they would like to scrutinize. Please refer to the checklist for selecting Scrutiny Reviews to support your decision making. Those not selected as a review could still be incorporated into the Panels work programme via reports.

6. Recommendations

1. The Panel agrees which Scrutiny Review it wishes to undertake
2. Following this the Panel nominates 4-5 members to sit on the Review Group and anyone else they may wish to co-opt.

7. Proposals and Details

These are suggested areas which could form a review or come to the panel in the form of reports.

The suggested areas to review are:

Supporting people off incapacity benefit and back into work.

The panel had originally suggested a Scrutiny Review of this area at the start of the year. There are targets within the Local Area Agreement (LAA) that this impacts on, notably the Achieving priority of "Maximise employment opportunities for all by supporting disadvantaged people into work". This is measured by the number of incapacity benefit claimants entering into sustained employment. The number of Incapacity Benefit Claimants in Rotherham (latest published by DWP is Feb 2008) is 12,940. Rotherham has 9.3% of working age population on IB or SDA compared to 6.8% in England.

The Council oversees this target, it has more of a coordinating role rather than leading on an activity, the target is acted on by Phoenix Enterprise, Job Centre Plus and Yorkshire Forward. The panel would need to consider if it is an area upon which they can have an impact. This review could either be timely to assess what the impact of the national changes could be on Rotherham and how prepared we are, or the panel may want to wait to see the impact and put this work on hold before scrutinising. There is the option for Members that this issue could be tracked by requesting Scrutiny reports on this LAA target and monitoring progress.

Supporting and promoting independence in older people

The lives of older people has been an increasingly pertinent topic with the Scrutiny panel, this has not only been the Government's well-being agenda and the transformation of social care, but also ensuring that older people in our society lead an inclusive and empowered life in the way that they chose to live it. A suggestion by the Chair of this panel would be to do a focussed review around the subject of 'supporting and promoting independence in older people'. It would be for the review group to scope the review and Members would need to be mindful that the review is sufficiently focussed on a specific topic within the area. The Chair has suggested this could focus on supporting older people to live at home. 22.3% of Rotherham's population are over 60 and the panel is aware that Rotherham has an aging population. It has been flagged up to the panel on many occasions that this is an area the Council has not always met targets on. A review could examine good practice elsewhere, the obstacles to older people living at home, the partnership working taking place on this and the home care services available.

Other areas Members could equally consider for a review under this umbrella subject could be leisure facilities for older people, social isolation issues following the previous scrutiny review and what progress has been made or access to services for older people.

Other suggested areas for the panel to add to its work programme:

- Health needs of newly migrant communities
- Individual Budgets in Rotherham
- The increase in voluntary sector service provision
- Complaints- The Panel should be due another update on this

8. Finance

There should be no financial repercussions; costs will be met within the scrutiny budget

9. Risks and Uncertainties

There is the risk that if the panel does not undertake a review it will not meet it's commitment to undertake one Adult Services related scrutiny review.

Contact Name : *Angela Power, Scrutiny Adviser, x2790 and angela.power@rotherham.gov.uk*

CHECKLIST for selecting Scrutiny Reviews

QUESTION	ANSWER (tick)		FURTHER DETAILS/EVIDENCE
	yes	no	
a) Does it support one or more of RMBC's corporate priorities?			<p><i>Priority themes: Rotherham</i></p> <ul style="list-style-type: none"> • <i>Learning</i> • <i>Achieving</i> • <i>Alive</i> • <i>Safe</i> • <i>Proud</i> <p><i>Cross-cutting themes:</i></p> <ul style="list-style-type: none"> • <i>Sustainable Development</i> • <i>Fairness</i>
b) Is it a key issue for the public?			<i>Area Assemblies/Members' surgeries/other contact with constituents</i>
c) Is it in the public interest?			<i>Local media reports</i>
d) Is the service performing poorly?			<i>Performance Indicators/benchmarking</i>
e) Do Rotherham's communities rank the service as important?			<i>Survey/Rotherham Reachout results/matter raised by a community group?</i>
f) Is there a high level of dissatisfaction with the service?			<i>Survey results/complaints/ombudsman</i>
g) Is there a high level of budgetary commitment to the service/policy area?			<i>Percentage of total expenditure</i>
h) Is there a pattern of budgetary overspends or underspends?			<i>Amount over last 3-5 years</i>
i) Is it a central government priority area?			<i>Which one?</i>

QUESTION	ANSWER (tick)		FURTHER DETAILS/EVIDENCE
	yes	no	
j) Has the issue been raised by District Audit or external inspection bodies?			<i>Body/report/date</i>
k) Does it relate to new government guidance or legislation? Is new legislation or guidance expected within the next year?			<i>Which one? When is the legislation/guidance expected?</i>
l) Is the proposed review discrete and manageable?			
m) Are there sufficient resources to undertake the review?			<i>What resources are required?</i>
n) Will scrutiny of the issue lead to improved outcomes for Rotherham residents?			<i>Likely outcomes</i>
o) Is the Cabinet currently examining the issue? Or has it done so, recently?			
p) Is the issue being examined by another internal body?			Which body?
q) Will the issue be addressed as part of a best value or service review within the next year? Or will it be formally inspected?			<i>Name/date of the BV/service review or date of planned inspection</i>

KEY DECISIONS TO BE MADE BY THE CABINET MEMBER, STRATEGIC DIRECTOR AND DIRECTORS FOR NEIGHBOURHOODS AND ADULT SERVICES

Strategic Director: Tom Cray

Representations to: The Strategic Director for Neighbourhoods, Rotherham Borough Council, Neighbourhood Services, Norfolk House, Walker Place, Rotherham S65 1HX.

KEY DECISIONS BETWEEN 1 November 2008 AND 28 February 2009					
Matter subject of key decision	Proposed date of key decision	Proposed consultees	Method of consultation	Steps for making and date by which representations must be received	Documents to be considered by decision-maker and date expected to be available*
November, 2008					
RotherCare	17 th November	Cabinet Member for Adult Social Care	Meeting/Report	7 th November	Report
December, 2008					
Adult Social Care Annual Performance Assessment	15 th December	Cabinet Member for Adult Social Care	Report / Action Plan	5 th December	Report /Action Plan
	8 th January	Adult Services and Health Scrutiny Panel			
Carers Strategy	15 th December	Cabinet Member for Adult Social Care	Report / Strategy	5 th December	Report / Strategy
	8 th January	Adult Services and Health Scrutiny Panel			
Social Care	15 th December	Cabinet Member for	Report /	5 th December	Report

Personalisation	8 th January	Adult Social Care Adult Services and Health Scrutiny Panel	Presentation		
FACs Criteria	15 th December	Cabinet Member for Adult Social Care	Report	5 th December	Report
	8 th January	Adult Services and Health Scrutiny Panel			
January, 2009					
Supporting People Strategy 2008-13	12 th January	Cabinet Member for Adult Social Care	Report / Strategy	January	Report / Strategy
	12 th February	Adult Services and Health Scrutiny Panel			
Home from Home	26 th January	Cabinet Member for Adult Social Care	Report / Presentation	January	Report
	12 th February	Adult Services and Health Scrutiny Panel			
Fee Setting Independent Residential and Nursing Care 2009/10 – Effective April 09	26 th January	Cabinet Member Strategic Director of Finance	Consideration of Report	End January 2009 In accordance with delegated powers	Report 8 th January

Review of Physical Disability Service	26 th January 12 th February	Cabinet Member for Adult Social Care Adult Services and Health Scrutiny Panel	Report	16 th January	Report
BME Hospital Action Plan	26 th January 12 th February	Cabinet Member for Adult Social Care Adult Services and Health Scrutiny Panel	Report / Action Plan	16 th January	Report / Action Plan
Joint Commissioning Strategy Update	26 th January 12 th February	Cabinet Member for Adult Social Care	Report /Strategy	16 th January	Report / Strategy
February 2009					
Reviews of Day Care services	23 rd February	DMT and Cabinet member as required by DMT	Report and or presentation	13 th February	Report
Voluntary and Community Sector Reviews	23 rd February	DMT and Cabinet member as required by DMT	Report and or presentation	13 th February	Reports to be available by February 09, but some priority reports will be available prior to this date as they are completed
Review of Charges for Non Residential	9 th February	Cabinet Member For Adult Social	Consideration of Report	End February 2009 In accordance with	Report 22 nd January

Services 2009/10 – Effective April 09		Care Strategic Director of Finance		delegated powers	
Independent Living Centres	23 rd February	Cabinet Member of Adult Social Care	Report	13 th February	Report
Assistive Technology Update	23 rd February	Cabinet Member for Adult Social Care	Report	13 th February	Report

**Adult Services & Health Scrutiny Panel Draft Work Programme 2008/09
as at 25 November 2008**

Date	Adult Services	Health	Other/ Joint NAS & Health
8 January 09	<ul style="list-style-type: none"> • Annual Performance Assessment report • Budget proposals – consider service-specific aspects of the MTFS by ‘confirm & challenge’ • Complaints report 	<ul style="list-style-type: none"> • Health services for excluded groups • Practice-based commissioning – 2 years on 	<ul style="list-style-type: none"> • Adult Services Performance report
12 February 09 MONITORING	<ul style="list-style-type: none"> • Advocacy Strategy 	<ul style="list-style-type: none"> • Annual Health Check – set up working group • Scope 2nd Health Scrutiny Review • Breastfeeding Review Report 	<ul style="list-style-type: none"> • Joint commissioning strategy with PCT-update • LINK - 1st year work programme and update
5 March 09		<p>MENTAL HEALTH</p> <ul style="list-style-type: none"> • Older People’s Mental Health Strategy - update • Suicide prevention initiatives • Update on Mental Health 1st Aid • Outcome of Mental Health Consultation 	<ul style="list-style-type: none"> • Annual Health Check – draft commentaries • Adult Services scrutiny review (t.b.c.) report
2 April 09			<p>JOINT WORKING</p> <ul style="list-style-type: none"> • Joint Strategic Needs Assessment • Joint Commissioning – update • Service User • Engagement consultation repor • LINKs – joint work planning • Annual report of joint learning disability service

ADULT SERVICES AND HEALTH SCRUTINY PANEL
Thursday, 6th November, 2008

Present:- Councillor Jack (in the Chair); Councillors Clarke, Doyle, St. John, Turner, Wootton and F. Wright.

Also in attendance were Mrs. I. Samuels, Kingsley Jack (Speakability), Jim Richardson (Aston cum Aughton Parish Council), Russell Wells (National Autistic Society), Jonathan Evans (Speak up), Ms. J. Mullins (Rotherham Diversity Forum), Lizzie Williams and Mr. R. H. Noble (Rotherham Hard of Hearing Soc.).

Apologies for absence were received from Councillors Barron, Blair, Hodgkiss, Hughes, Mrs. A. Clough (ROPES) and Victoria Farnsworth (Speak Up).

193. COMMUNICATIONS.

Mentoring

The Chair announced that it had been suggested that elected members mentor the co-optees on the structure of the Council. She asked for any members who were interested in becoming a mentor to contact Delia Watts.

Annual Health Check

Delia Watts reported the results for the Annual Health Check for 2007/08 which were as follows:

Trust	Quality of Services	Use of Resources
Rotherham Foundation Trust (Hospital)	Excellent	Excellent
NHS Rotherham (PCT)	Good	Good
RDASH (Mental Health Trust)	Excellent	Excellent
Yorkshire Ambulance Service	Weak	Fair
Sheffield Teaching Hospitals	Excellent	Excellent
Sheffield Children's Hospital	Excellent	Excellent

She confirmed that these results were for a period of more than six months previous and that measures had already been put in place for improving the performance of the Yorkshire Ambulance Service.

It was noted that a major contributory factor for the poor performance was due to the Patient Transport Service. It was agreed that this would be scrutinised more rigorously when the next annual health check was

undertaken.

Modernisation Strategy – Update on New Build Residential Homes

The Chair announced that item 7 “Modernisation Strategy – Update on New Build Residential Homes” would be taken in the exempt part of the agenda under Paragraph 3.

194. DECLARATIONS OF INTEREST.

There were no declarations of interest.

195. QUESTIONS FROM MEMBERS OF THE PUBLIC AND THE PRESS.

There were no members of the public and press present.

196. BREATHING SPACE UPDATE

Kay Vickerage gave a powerpoint presentation in relation to the Breathing Space development at Badsley Moor Lane.

The presentation drew specific attention to:

- The background
- History
- What breathing Space is
- Aims of the Programme
- What we are doing
- Services
- Principal Research Question
- Success Criteria
- Future Vision

A question and answer session ensued and the following issues were raised:

- What other reasons there were for Chronic Obstructive Pulmonary Disease (COPD) apart from the effects of mining. It was confirmed that the biggest increase was that in women smokers.
- Whether there was a waiting list for the rehabilitation programme. Confirmation was given that there was a small wait for assessment for rehab but that it was no more than 2 weeks.
- Whether referrals for rehabilitation had to be by a medical professional. It was confirmed that only clients known to Breathing Space could request a bed. However anyone could self refer for assessment.
- Were schools being approached about COPD as pupils were possibly the smokers of tomorrow? A small amount of involvement had taken place with schools but it was hoped that there would be

an increase in this in the future.

- Whether it was expected that COPD would continue to increase in the future. Even though there were no longer problems being experienced as a result of mining, it was still anticipated that the numbers would increase. This was mainly due to the large number of smokers in the Borough.
- How close to full capacity was Breathing Space currently working at? There was 47% bed days currently being used against a target which had been set at 85%.
- Whether COPD sufferers from outside Rotherham could access the facilities. At the present time this was not happening but it was anticipated that GP's on the periphery would be approached.
- Whether people with a worsening existing respiratory condition would stay on a permanent basis. It was agreed that this establishment had not been designed for a long stay, and that the most anyone would be expected to stay for would be no longer than 7 days.
- How value for money was evaluated. It was confirmed that a value for money assessment had been undertaken and the weblink would be passed on for Members' information via Delia Watts.

A request was made that arrangements be made to visit the premises, and it was suggested that this take place on World COPD Day on 19 November 2008. Delia Watts agreed to make the necessary arrangements.

Members thanked Kay for her presentation.

197. DIRECT PAYMENTS

Doug Parkes, Business, Finance and Commissioning Manager presented the submitted report which gave an explanation as to why Direct Payments were leading to extra costs for the Council.

An analysis of expenditure, service delivery and demand patterns had been completed for the years 2006/07 to 2008/09. Over this period an additional £1.2m was invested into discrete Direct Payments budgets. At the same time an additional £7.8m was invested into residential care, home care and supported living including extra care housing. These investments funded service commitments, service developments and increases in the demand for services.

A further key finding from this analysis was that the Directorate's continued commitment to in-house, block contracted residential, home care and day care services had restricted the ability to use these budgets flexibly. For example if a service user changed to a Direct Payment, the funding from their previous care packages could not be transferred to the Direct Payments budget because the funding was tied up in the block contract. This was being addressed by a more flexible approach to contracting arrangements.

Direct Payments were being used as a top up to traditional services due to the lack of 'alternative options' that met the changing needs and aspirations of customers. Currently there were no non-traditional services provided in-house and commissioning of such services was at an early stage. Consequently Direct Payments were being used to fund the transitional phase of service delivery in all sectors that we were currently in whilst we commissioned and reconfigured different types of services.

Delivering services through Direct Payments was a more cost effective way to support individuals than traditionally contracted services and was keeping the overall budget pressure down. For example the average cost of a Direct Payment care package was £106 per week compared to a home care package of £140 per week. However, when delivered in conjunction with traditional services, these could not be realised.

The delivery of the Commissioning Strategy Action Plan over the next three years, transformation of services through the Social Care Reform agenda and shifting the balance of care to the independent sector would enable the Directorate to remove the 'double funding' effect. Funding available from these initiatives would be allocated across care budgets to support plans to improve quality and shift resources from current service provision towards personalisation and services that promoted independence.

A question and answer session ensued and the following issues were raised:-

- Whether there was an age restriction for people receiving direct payments. Confirmation was given that there was no upper age limit, but that people under the age of 18 years were not entitled. However, their parents could receive direct payments on their behalf.
- Reference was made to whether people with £21k in their bank would be entitled to receive direct payments. It was confirmed that it was still possible to be entitled to some form of payment but the £21k would be taken into consideration when calculating the entitlement.
- Whether as a result of Shifting the Balance it was now not possible to use any council functions in respect of direct payments. Confirmation was given that as part of the personalisation agenda, payments were made to clients in two ways. Firstly they were awarded an amount for their care and the council made whatever arrangements were necessary. The other option was that clients were given a set amount, following assessment of their needs, and they could then spend that on whatever they required.
- How were clients monitored on how they were spending the money allocated to them. It was confirmed that an annual audit was made of how money was used.
- Whether direct payments had been rolled out across all services.

- What the difference between a traditional and a non traditional service. Traditional services were those such as domiciliary care, respite care and meals on wheels. Non traditional services were more personal to individual clients, such as payment for attending social clubs etc to enable them to socialise with other people.
- How would the social care reform grant be allocated and where would it be targeted? This would be looked at as part of the transformation agenda.

Resolved:- That the report be received and the content noted.

198. MINUTES OF A MEETING OF THE ADULT SERVICES AND HEALTH SCRUTINY PANEL HELD ON 2 OCTOBER 2008

Resolved:- That the minutes of the meeting of the Panel held on 2 October 2008 be approved as a correct record for signature by the Chair.

199. MINUTES OF A MEETING OF THE CABINET MEMBER FOR ADULT SOCIAL CARE AND HEALTH HELD ON 22 SEPTEMBER 2008 AND 6 OCTOBER 2008

Resolved:- That the minutes of the meetings of the Cabinet Member for Adult Social Care and Health held on 22 September 2008 and 6 October 2008 be received and noted.

200. EXCLUSION OF THE PUBLIC AND PRESS

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 2 of Schedule 12A to the Local Government Act 1972, as amended.

201. MODERNISATION STRATEGY - UPDATE ON NEW BUILD RESIDENTIAL HOMES

Shona McFarlane, Director of Health and Wellbeing presented the submitted report which outlined the progress to date in building the new residential care homes, and the plans to decommission the existing homes and ensure a smooth transition to the new homes for our residents.

It was anticipated that the new homes would open to residents in December 2008 and would provide 60 residential care beds and 60 beds for people who were elderly and mentally ill (EMI).

Resolved:- (1) That the content of the report be noted.

(2) It be noted that every resident had been able to gain a place in the home of their choice.

(3) That the existing residential care homes be declared surplus to requirement.

(4) That arrangements be made for Members to visit the two new homes as part of the monthly Visits of Inspection.

**CABINET MEMBER FOR ADULT, SOCIAL CARE AND HEALTH
20th October, 2008**

Present:- Councillor Kirk (in the Chair); Councillors Gosling, Jack and Barron.

Apologies for absence were received from Councillor P Russell.

50. MINUTES OF THE PREVIOUS MEETING HELD ON 6 OCTOBER 2008

Resolved:- That the minutes of the meeting held on 6 October 2008 be approved as a correct record.

51. MATTERS ARISING

Revenue Budget Monitoring 2008/09

Reference was made to the analysis of the position in relation to direct payments and a request was made that a regular update report be brought to every meeting.

52. CAPITAL BUDGET MONITORING REPORT 2008/09

Mark Scarrott, Service Accountant (Adult Services) presented the submitted report which informed members of the anticipated outturn against the approved Adult Services capital programme for the 2008/09 financial year.

The report provided detail of the approved capital programme for the Adult Services department of the Neighbourhoods and Adult Services Directorate, actual expenditure for the period April to 15 September 2008 and the projected final outturn position for each scheme.

Actual expenditure to mid September 2008 was £6.1m against an approved programme of £7.8m. The approved schemes were funded from a variety of different funding sources including, unsupported borrowing, allocations from the capital receipts, supported capital expenditure and specific capital grant funding.

The report provided a brief summary of the latest position on the main projects within each client.

Older People

The construction of the two new residential homes was estimated to be completed by mid-October with full decommissioning of existing homes by the end of December. EDS were project managing the scheme and had forecast an overall overspend on the project. A report was submitted to the Corporate Management Team on 8 September requesting additional funding for completion of both homes and support was given for the

proposed funding options. The report was now going to the Regeneration and Asset Board on 22 October and then to Cabinet for a final decision.

The Assistive Technology Grant (which included funding from NHS Rotherham) was being managed jointly and was being used to purchase Telehealth and Telecare equipment to enable people to live in their own homes. The recent appointment of a project manager had resulted in a review being carried out together with NHS Rotherham and an agreement in principle that the funding would be used to procure lifeline connect alarms, low temperature sensors and fall detectors in peoples homes.

A small element of the Department of Health specific grant (£20k) issued in 2007/08 to improve the environment within residential care provision was carried forward into 2008/09. The balance of grant was to be allocated mainly across the independent residential care sector in accordance with the grant conditions.

Learning Disabilities

The small balances of funding carried forward from 2007/08 were to be used for the equipment for Parkhill Lodge and within supported living schemes.

The refurbishment at Addison Day Centre, funded from the Council's Strategic Maintenance Investment fund was now complete. There had been delays at the start of the refurbishment of the REACH Day centre due to insufficient funding. Further funding options were being explored together with a review of the contract specification.

Mental Health

A small balance remained on the Cedar House capital budget and would be used for the purchase of additional equipment. A large proportion of the Supported Capital Expenditure (SCE) allocation had been carried forward from previous years due to difficulties in finding suitable accommodation fro the development of supported living schemes. Suitable properties were being identified and spending plans were being developed. The possibility of funding equipment purchased for direct payments was being considered to reduce the current pressures on the revenue budgets. Further options were also being considered to provide more intensive supported living schemes with a range of providers.

Management Information

The final year of the specific capital grant for Improving Management Information was 2007/08 and a balance of £120k was carried forward into 2008/09. The funding had been earmarked to further develop Electronic Social Care Records within Health and Social Care working with the Council's strategic partner RBT and Children and Young People's

Services. At the end of August the Department of Health announced a new capital grant for Adult Social Care IT infrastructure over the next three years of £276k. Spending plans were currently being developed to integrate social care information across both health and social care.

A discussion took place around the future of residential homes which were to be closed down and whether they would be best used as resource centres. The Strategic Director for Neighbourhoods and Adult Services confirmed that a review was being undertaken of the current modernisation programme and that a report would be brought back to a future meeting to update the Cabinet Member.

Resolved:- (1) That the forecast capital outturn for 2008/09 be noted and received.

(2) That an update report in relation to the review of the modernisation programme be brought to a future meeting.

53. EXCLUSION OF THE PRESS AND PUBLIC

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 2 of Schedule 12A to the Local Government Act 1972, as amended.

54. MODERNISING LUNCH CLUBS

Shona McFarlane, Director of Health and Wellbeing presented the submitted report in relation to modernising Lunch Clubs.

The report demonstrated how a previously overspending service had been reviewed, and now provided the potential to develop further as a no-cost, inclusive, sustainable and community based model which could be used proactively across the borough. The new model could be seen as a small but potentially significant contribution to the emerging approach to prevention and had the potential to be delivered by staff based in the community across the borough, to reduce social isolation and provide support to older people in the community.

Resolved:- (1) That the successful outcome of the review be noted.

(2) That approval be given to the further use of this option across the Directorate.

55. DATE AND TIME OF NEXT MEETING:- 3 NOVEMBER 2008

Resolved:- That the next meeting be held on Monday 3 November 2008 commencing at 10.00 am.

**CABINET MEMBER FOR ADULT, SOCIAL CARE AND HEALTH
Monday, 3rd November, 2008**

Present:- Councillor Kirk (in the Chair); ; Councillors Gosling, P. A. Russell and Jack.

56. MINUTES OF THE PREVIOUS MEETING HELD ON 20 OCTOBER 2008

Resolved:- That the minutes of the meeting held on 20 October 2008 be approved as a correct record subject to the inclusion of Councillor P Russell's apologies.

57. ELECTRONIC SOCIAL CARE RECORDS (ESCR)

Kim Curry, Director for Commissioning and Partnerships presented the submitted report which provided a final update on the implementation of Electronic Social Care Records in Adult Social Care Services.

The project was formally closed at the Project Board on 2 October 2008 as the system was now being used by Social Workers and Occupational Therapists in fifteen teams. The system went live in the first teams on 7 July 2008 following comprehensive training and on-site support programme during the summer which enabled the system to become embedded quickly and for the benefits to be realised from the start.

The ESCR system was already providing real benefits, both in terms of case file security and ease of access to information by staff, enabling more effective case working. The project was delivered on budget but some delays were encountered which required a number of revisions to the project plan and the go live date.

Regular reviews of the new system were in place with a programme of development work to ensure that it met current and future business requirements.

Resolved:- That the Cabinet Member received the report.

58. ROTHERHAM SAFEGUARDING ADULTS ANNUAL REPORT 2007/08

Mark Joynes, Service Manager, Access presented the submitted report which provided an overview of all adult protection issues reported in Rotherham during 2007/08 and gave the opportunity to compare our safeguarding performance both historically and nationally.

This year with our partners, safeguarding processes had been strengthened to ensure that adult protection was embedded within the full range of universal services regardless of which agency provided them.

Together a number of significant improvements had been delivered within the past 12 months which included:

- The publication of a South Yorkshire wide safeguarding procedure in September 2007 and its subsequent launch at a series of events in November, December 2007 and January 2008
- The implementation of an agreed multi agency information sharing protocol and a serious case review process
- The appointment of a dedicated Case Conference Support Officer in March 2008
- Allocation of NHS Rotherham funding to support the Safeguarding Committee
- The appointment of a dedicated safeguarding adult's officer within the Police service who engages in the multi agency investigative process.

Safeguarding processes were reviewed in 2007/08 using a self assessment against the CSCI (Commission for Social Care Inspectorate) Key Lines of Enquiry. As part of our commitment in our Service Plan 2008/2011, strategic objective 7 which was "To strengthen our approach to safeguarding adults in a way which contributes to reducing cases of abuse and increases the perception of our service delivering personal dignity and respect by 2011, new actions were developed to improve experience and outcomes for customers. These included:

- New service standards and a commitment had been put in place
- A poster campaign and a page on the Council's website, had encouraged reporting
- A golden number was in place to access 'Assessment Direct', with a 24/7 hour reporting line
- The launch of 'Every Contact Counts' initiative driven by the Safer Rotherham Partnership (CDRP) would lead to a further rise in reports particularly from services with traditionally low referral rates such as housing
- The development of a quality assurance framework to improve standards in residential care so that we learn lessons from our own experience in 2007/08
- Raised the profile of safeguarding adults in the strategic partnership arena as a standard agenda item and through performance management arrangements for the Safer Rotherham Partnership.

In 2007/2008 there was an increase in safeguarding strategy meetings held which increased from 171 to 192. There was also a significant increase the case conferences held from 28 to 51, resulting in 33 substantiated cases of abuse. The highest category of victims was older people, with 64% of substantiated abuse last year being against Older People, 19% was against someone with a Learning Disability or Mental Health. The highest category of abuse was that of physical abuse which made up 34% of all substantiated abuse.

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As part of the continued commitment to safeguarding adults priority actions for 2008/2009 have been shaped by an analysis of the above and other statistics. These had prompted an action to raise standards in residential care homes as 36% of alleged perpetrators were residential care workers.

Action plans continued to be developed to improve customer care, case management and performance and to develop the skills of the workforce.

The Rotherham Safeguarding Adults Annual Report 2007/08 would be available to professional within all partner agencies and would be available to the public via the internet, publication and distribution.

A question and answer session ensued and the following issues were raised:-

- There was a need for members to be trained on this. It was agreed that this was important and the Cabinet Member suggested that it be raised at the next Labour Group meeting. In addition it was suggested that more flyers be produced and distributed and further discussion take place at the next Member Development Panel.
- Concerns about the number of allegations made against residential care workers working for independent sector providers. A discussion took place around the requirements needed to ensure all staff understood what constituted good practice, maintaining dignity and respect and how to identify and report abuse.
- A discussion took place about how the Council could raise its commitment to safeguarding adults and how their profile could be raised.
- A point was made about the resources available for dealing with safeguarding issues and a request was made that this be included as part of the budget discussions.

Resolved:- That the report be received and endorsed.

59. ADULT SERVICES REVENUE BUDGET MONITORING REPORT 2008/09

Mark Scarrott, Service Accountant (Adult Services) presented the submitted report which provided a financial forecast for the Adult Services Department within the Neighbourhoods and Adult Services Directorate to the end of March 2009 based on actual income and expenditure to the end of September 2008.

The approved net revenue budget for Adult Services for 2008/09 was £68.5m which included the approved budget for demographic and existing budget pressures together with a number of efficiency savings identified through the 2008/09 budget setting process.

The budget monitoring report showed that there were budget pressures,

with a projected net overspend of £168,000, to the year end, after factoring in a number of management actions to mitigate these pressures.

The latest year end projections showed there were the following budget pressures:-

- Direct Payments (£175k), within Physical and Sensory Disabilities and Mental Health services. Performance was on track to exceed the target which if achieved would lever £360k in Local Area Agreement (LAA) reward grant funding for the Council in March 2009.
- Additional unforeseen placements into residential care for clients with Physical and Sensory Disabilities (£146k a net increase of 9 placements)
- Overspends within employees budgets (£210k) including increased use of in-house residential care bank staff and an overspend within domiciliary care management and administration teams over and above budget.
- Pressures had also been identified in respect of increased energy costs (£194k) within residential and day centres. The increase in energy costs was being monitored across all directorates within the Council.

The above pressures were being reduced by additional income from continuing health care placements and delays in start up of supported living schemes within Learning Disability services (£550k).

Budget clinics with Service Directors and managers were now taking place on a monthly basis to monitor financial performance against approved budget and to consider further options for managing expenditure within budget.

The Cabinet Member referred to the existing care homes which were to become surplus to requirements and suggested that further consideration was given to using these premises for housing learning and disability services. The Director of Health and Wellbeing confirmed that a review was being undertaken of all day care services and a report would be brought to a future meeting for consideration.

Resolved:- That the latest financial projection against budget for the year based on actual income and expenditure to the end of September 2008 for Adult Services be noted.

60. EXCLUSION OF PUBLIC AND PRESS

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 2 of Schedule 12A to the Local Government Act 1972, as amended.

61. COMMUNITY MEALS PROVISION - REVIEW

Shona McFarlane, Director of Health and Wellbeing presented the submitted report in respect of the review of Community Meals Provision.

The review considered a number of options for providing the service, and concluded that only three were suitable for consideration. These were laid out in the body of the review report. The option would also provide customers with a wider choice, better quality of food at a more reasonable cost, and a more flexible service.

Resolved:- (1) That the report be received.

(2) That further consideration be given to the recommendations contained within the report in line with budget discussions.

62. DATE AND TIME OF NEXT MEETING:- 17 NOVEMBER 2008

Resolved:- That the next meeting be held on Monday 17 November 2008 commencing at 10.00 am.

**CABINET MEMBER FOR ADULT, SOCIAL CARE AND HEALTH
Monday, 17th November, 2008**

Present:- Councillor Kirk (in the Chair); Councillors Akhtar, Gosling, Kaye and Sims.
Apologies were received from Councillor Jack.

63. MINUTES OF THE PREVIOUS MEETING HELD ON 3 NOVEMBER 2008

Resolved:- That the minutes of the meeting held on 3 November 2008 be approved as a correct record.

64. LEARNING DISABILITY PARTNERSHIP BOARD - "BEYOND THE BOARD ROOM - INCLUSION NORTH EVENT"

Resolved:- That approval be given for Councillor P Russell to attend the Learning Disability Partnership Board – “Beyond the Board Room – Inclusion North Event” on 18 November 2008.

65. CAPITAL MONITORING REPORT

Mark Scarrott, Service Accountant (Adult Services) presented the submitted report to inform members of the anticipated outturn against the approved Adult Services capital programme for the 2008/09 financial year.

Actual expenditure to mid September 2008 was £6.9m against an approved programme of £9.8m. The approved schemes were funded from a variety of different funding sources including, unsupported borrowing, allocations from the capital receipts, Supported Capital Expenditure and specific capital grant funding.

The report provided a brief summary of the latest position on the projects within each client group.

Older People

The construction of the two new residential care homes was now completed. The timetable for full decommissioning of existing homes into the two new homes was expected to be completed by the end of December. EDS were project managing the scheme and were forecasting an overall overspend on the project. A report on the forecasted overspend on the project was discussed at the Regeneration and Asset Board on 22 October and a revision to the Capital Programme of £1.97m was agreed. This was approved at the Cabinet meeting on 29 October 2008.

The Assistive Technology Grant (which included funding from NHS Rotherham) was being managed jointly and was being used to purchase

Telehealth and Telecare equipment to enable people to live in their own homes. The recent appointment of a project manager had resulted in a review being carried out together with NHS Rotherham and an agreement in principle that the funding would be used to procure lifeline connect alarms, low temperature sensors and fall detectors in peoples homes.

A small element of the Department of Health specific grant (£20k) issued in 2007/8 to improve the environment within residential care provision was carried forward into 2008/09. The balance of grant was to be allocated mainly across the independent residential care sector in accordance with the grant conditions and would be fully spent in 2008/09.

Learning Disabilities

The small balances of funding carried forward from 2007/08 were to be used for the equipment for Parkhill Lodge and within supported living schemes.

The refurbishment at Addison Day Centre, was now complete. There had been delays at the start of the refurbishment of the REACH Day centre due to insufficient funding. Funding had now been identified and the project was due to be completed by March 2009.

Mental Health

A small balance remained on the Cedar House capital budget and would be used for the purchase of additional equipment. A large proportion of the Supported Capital Expenditure (SCE) allocation had been carried forward from previous years due to difficulties in finding suitable accommodation for the development of supported living schemes. Suitable properties were being identified and spending plans were being developed. The possibility of funding equipment purchased for direct payments was also being considered to reduce the current pressures on the revenue budgets. Further options were also being considered to provide more intensive supported living schemes with a range of providers.

Management Information

The final year of the specific capital grant for Improving Management Information was 2007/08 and a balance of £120k was carried forward into 2008/09. The funding had been earmarked to further develop Electronic Social Care Records within Health and Social Care working with the Council's strategic partner RBT and Children and Young People's Services. At the end of August the Department of Health announced a new capital grant for Adult Social Care IT infrastructure over the next three years (£276k). Spending plans were currently being developed to integrate social care information across both health and social care.

Resolved:- That the Adult Services forecast capital outturn for 2008/09 be

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received and noted.

66. EXCLUSION OF PRESS AND PUBLIC

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 3 of Part 2 of Schedule 12A to the Local Government Act 1972, as amended.

67. ROTHERCARE - DEVELOPMENT PROPOSALS

Kirsty Everson, Director of Independent Living presented the submitted report which provided proposals to develop Rothercare to address outstanding issues with the service and to expand its remit. Specific recommendations were being made that related to the access and charging arrangements for the service for RMBC tenants in aged persons and sheltered housing. The Cabinet Member for Adult Social Care and Health, in consultation with the Cabinet Member for Neighbourhoods noted the findings of a recent business process re-engineering exercise for Rothercare.

Resolved:- (1) That with effect from 1 December 2008, all applicants bidding for RMBC's aged persons or sheltered accommodation would need to be assessed as needing the design features of the accommodation and support services available before an offer would be made. The properties where these criteria would apply would be stated as part of the Local Lettings Policy in the Housing Allocation Policy.

(2) That from 6 April 2009, a new Rothercare Direct service would be launched providing a single customer access point for a range of services across NAS. In line with the launch, any existing RMBC tenant (pre 1.12.08) who wished to "opt out" of the Rothercare service would be able to apply to do so from this point onwards

(3) That a further report with proposals for reconfiguring the responsive elements of the Rothercare service from 1 April 2009 onwards, in line with other service developments across NAS, should be prepared and presented to both the Cabinet Member for Adult Social Care and Health, in consultation with the Cabinet Member for Neighbourhoods.

68. DATE AND TIME OF NEXT MEETING:- 1 DECEMBER 2008

Resolved:- That the next meeting be held on Monday 1 December 2008 commencing at 10.00 am.