

## **DISCLAIMER**

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**Agenda Item No:04**

# **Bristol City Council**

## **Minutes of People Scrutiny Commission**

Monday 13<sup>th</sup> July 2015

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### **Scrutiny Members Present:-**

Councillor Alexander(Chair), Councillor Watson, Councillor Joffe, Councillor Glazzard, Councillor Morgan, Councillor Means, Councillor Greaves, Councillor Phipps, Jenny Smith

### **Members:**

Councillor Lovell, Assistant Mayor Massey, Councillor Milestone, Councillor Negus, Councillor Pearce.

### **Also in Attendance:**

Alderman Price, Tony Jones Clinical Commission Group, Anthony Austin, Tony Dyer, Phoebe Wishaw, Judith Brown, Expert Witness.

### **Officers in Attendance:-**

Peter Anderson – Service Manager Crime Reduction; Angela Clarke - Interim Service Director, Care, Support Children & Families; Lucia Dorrington – Service Manager, Joint Commissioning; Leon Goddard – Service Manager, Joint Commissioning; Mike Hennessey – Service Director Care, Support & Provision; Netta Meadows – Service Director Strategic Commissioning; Paul Jacobs – Service Director Education & Skills; Jane Taylor – Service Manager, Employment Skills & Learning;

Public Forum –

### **1. Apologies for Absence**

Apologies were received from Councillor Kirk with substitution from Cllr Means. John Readman Strategic Director People, Nick Hooper Service Director and Roger White, Education Co-optee.

### **2. Members of the Commission**

Membership of the Commission was noted.

**3. Commission Chair**

The appointment of the Chair Councillor Alexander by Annual Council noted.

**4. Election of Commission Vice-Chair**

- a. Cllr Joffe was nominated by Cllr Glazzard and seconded by Cllr Morgan and as there were no others it was agreed.

**5. Public Forum**

None

**6. Declaration of Interest**

Cllr Morgan declared membership on the Health & Wellbeing Board

**7. Minutes**

**Resolved:**

**That the Minutes of the meeting of the commission held on the 13<sup>th</sup> April 2015 be agreed as a correct record and signed by the Chair.**

**8. Action Sheet**

The Action was noted

**9. Whipping**

None

**10. Chair's Business –**

- 'Be safe Stay safe' – Chair would arrange for information from this project be circulated to the Commission Members as it related to work with children.

**11. Introductory presentation from the People Leadership Team**

The Commission received a presentation from Netta Meadows, Service Director – Strategic Commissioning, detailing the service delivery for the directorate. The following Officers provided a summary of the services provided in each division as follows;

- Paul Jacobs, Service Director Education & Skills
- Angela Clarke Service Director (Interim) Care & Support- Children & Families
- Peter Anderson for Nick Hooper Housing Solutions & Crime & Reduction
- Mike Hennessey Service Director, Care and Support and Provision – Adults, Statutory Director of Adult Social Services.

The following comments were noted from the discussion that followed.

- a. Further information was sought by members on the definition of 'Homeless' and whether those who spent years sofa surfing were calculated in the statistics. **Action – PA** to put question to Service Manager
- b. Members were informed that the details of the sums involved in the contracts awarded to providers, as a result of a commissioning process, would always be available on website (<http://www.bristol.gov.uk/page/council-and-democracy/spending-over-%C2%A3500>). Members were advised that the service was obligated to publish details of all contracts awarded over £500.
- c. Members were assured that work was being done across service divisions on the impact of the review of Library services. This was centred on utilising facilities to enhance adult learning.
- d. Work was ongoing by the education services to ensure that primary school places were located in areas of need and built in 5% capacity for future growth. The aim was to ensure that parents receive one of their three preferences in a school local to them.

**Resolved:**

- i. **That the presentation be noted.**

**12. People Scrutiny Commission Annual Business Report 2015/16**

The Democratic Services Officer, Claudette Campbell drew the Members attention to the terms of reference of the Commission and requested Karen Blong to confirm meeting rota.

- a. Future meetings would be a combination of meetings and working groups.
  - Formal meeting dates:
    - i. Monday 7<sup>th</sup> September @ 10am
    - ii. Monday 2<sup>nd</sup> November @ 10am
    - iii. Monday 7<sup>th</sup> December @ 10am
    - iv. Monday 7<sup>th</sup> March @ 10am 2016
  - Working Groups will be arranged on or around:
    - i. Monday 5<sup>th</sup> October
    - ii. Monday 11<sup>th</sup> January 2016
    - iii. Monday 1<sup>st</sup> February 2016

iv. Monday 4<sup>th</sup> April 2016

**Resolved:**

- i. **The report be noted.**

**13. Scrutiny Work Programme 2015/2016**

The Commission were asked to note the work programme that would be updated and reissued by Karen Blong.

**14. Employment and Skills Strategy**

The Members of the People Commission were joined by the members of the Neighbourhood Scrutiny Commission to receive a report from Paul Jacobs, Service Director Employment and Skills and Jane Taylor Service Manager Employment & Skills and Learning, on the outcomes of the Employment & Skills Inquiry Day.

Members were updated on the evolving Bristol Employment and Skills Strategy, including progress to date and a proposed process to secure joint ownership of a co-produced strategy through the Bristol Learning City Partnership.

The draft Positioning Statement had been produced to outline the City Council obligation and ambition in relation to tackling low skills and worklessness in Bristol's most excluded and marginalised communities. The outcomes from the inquiry day contributed to the forming the priority objectives and actions in the statement.

The City Director had provided support in the form of resources across the many divisions of the council services to support the work needed to establish the 3 priority;

1. Embedding Employment and Skills Targets into Council Contracts
2. Creating Work Zones in Priority Neighbourhoods
3. Designing a Positive Action Pathway into Bristol City Council Jobs

From the discussion that followed the following was noted.

- a. Members were assured that work would continue with the DWP to address such issues as young mothers losing benefit payments when taking up further education and/or training. Bristol with Leeds and Manchester would be participating in a national 'Leading and Localism' project with a focus on the development of local skills strategies.
- b. The DWP were unable to provide statistical information that accurately gave the full picture of the entry level required for all known vacancies. Whereas BCC HR team would be able from experience and knowledge predict vacancies and skills required for current and future roles.
- c. Members viewed this as an 'exceptional piece of work' commending those involved in formulating this project but sought assurances that work would be done with business partners to encourage them to adopt the same principles.

- d. The 3 priorities adopted by the council when actioned would have an immediate impact. In the meantime work would continue with Business West and the LEP as outlined moving towards effective collaborative working.
- e. Great strides were being made across learning establishments in supporting numerical learning. An independent assessment made by a representative from Ofsted confirmed that numeracy was well embedded in all aspect of education including non-traditional numeracy subjects.
- f. The difficulties faced by those with learning disabilities had been highlighted by the drama group Misfits during their performance and conversation on the Inquiry Day. As a result Keith Bates, the sub-group chair for young people with learning disabilities, would lead a project to look at what is being done with whom and what the model should be going forward in developing Internships for young people with Learning Difficulties.
- g. The task and finish group to develop a joint employment skills strategy would include representatives from Trade Unions.
- h. One of the priorities is to embed employment and skills targets into council contracts. This would be based on the formula used by Sheffield. Contractors would be expected to consider apprentices and work placement, mentoring, job coaching and/or encouraging staff development in relation to their employees.
- i. Future Updates would be provided in the Members bulletin. **Action: KB**

## **Resolved**

- i. **That the updated report would be noted.**

## **15. Re-commissioning of Care Home Services**

The Commission received a report from Leon Goddard and Netta Meadows, Service Director Strategic Commissioning on Adult Social Care Commissioning Care Home Services. The presentation updated members on the result of the consultation and work done to arrive at a new commissioning model.

The project was concerned with care given to adults, those over 18 years old, within the Bristol area. The commissioning proposal would have a clear standard that all homes must adhere to. It would create incentives and penalties to embed good quality. The vision is to work into the proposal sufficient available beds to ensure a flow through the system and choice for the service user. Both Bristol City Council and Clinical Commissioning group received the best market price and quality placement.

The Bristol Standard that all providers must embrace;

*Bristol City Council and Bristol Clinical Commissioning Group want to increase the care home market capacity, with a variety of good quality, cost effective care homes.*

*Our vision for the future is to improve the quality of life for service users and their family/carers and to have services that are designed to meet the needs of the people who use them.*

*We will promote wellbeing across the care home sector. Service users and their family/cares will have access to quality care services which are person centred, treat people with dignity and respect, keep people safe, offer real choice and control, promote independence and social inclusion and are supported by skilled and dedicated staff.*

The proposal to be taken to the Health and Wellbeing Board for approval and upon approval;

- Phase 1 – current / new providers will go through a formal tender process where they will need to demonstrate they meet Bristol Standard.
- Phase 2 – Providers that get through the tender stage will go on our open framework and will be able to bid for packages.
- Phase 3 – Mini competitions for spot placements and mini tender processes for block placements.

The following was noted from the discussion that followed.

- a. Members were concerned that the process would be too onerous for small providers. They were reassured that all providers had to demonstrate how they would meet the Bristol Standard before being considered eligible to bid. Work was underway with smaller providers to guide them through the changes and process.
- b. Providers would need to demonstrate that they meet the requirement to train staff and manage their wellbeing therefore it would be in their interest to report on all opportunities given to staff. Also all movement/turnover in staff numbers that often impacts on the feeling of stability that service user experience.
- c. The Bristol Standard requirement will be shared with all carers so that Providers can actively demonstrate how they would meet service users needs. Reviews would be programmed into the framework.
- d. The two newly commissioned care homes for service users with Dementia would provide 180 beds across the city within the next 2/3 years. The principles developed by Sterling University on developing care and support would be implemented. The project manager would come back on the question on the provision of gardening opportunities. **Action – LG to request information.**

- e. The commission would issue a statement to the Health & Wellbeing Board covering the main areas of concern.
  - That the new process allowed providers of all sizes to bid
  - That training, retention of staff and monitoring should be a point of focus in the process
  - Service users should be central
  - That the quality of provision is critical to the process

**Resolved:**

- i. **That the Commission noted the presentation.**

## **16. Community Support Services Commissioning**

The Commission received a report from Lucia Dorrington, Service Manager, Joint Commissioning, Adult Care and Netta Meadows, Service Director Joint Commissioning on the process for commissioning adult social care community support services to take place over the next 18 months.

The community support services were last reviewed in 2008. The current provider base extends to over 80 providers delivering 1000 services to service users at a cost of £13million per annum. The process is to happen over an 18 month period at the end of which the current context of the service would be mapped out and the engagement feedback from service user and provider would have fed into devising a strategy from which a new model will emerge. Scrutiny will be provided with an opportunity to consider the outcomes and the strategy.

The following was noted from the discussion:

- a. Explanation given of the statutory responsibilities. 4 tier threshold from low to moderate to substantial to critical needs. Services are delivered to those who fall into critical and substantial needs therefore viewed as a statutory responsibility and not discretionary.
- b. Voluntary organisation would be engaged in the consultation process. Voscur and Care West will be brought together in the coming months in provider forums to seek their input into the process.
- c. Service Users would be the heart of the procurement process with feedback being sought by various means. Communication cycle will involve engagement forums approaching users for opinions on the service and more important what would they like to be seen to be done differently.
- d. The commission would receive an update during or after the consultation period with interim updates given via the Members bulletin. **Action:KB**

**Resolved:**



- i. **That the report be noted.**

## **17. Performance Monitoring – People (information item)**

The monitoring report was provided to update and inform the commission on the indicators being monitored and to aid discussion when the 1<sup>st</sup> quarter reports were presented at the agreed scrutiny meeting.

### **Any Other Business**

Discussion followed on the co-optees that would sit with scrutiny and other groups that would form a part of the scrutiny process.

The current Co-optees were not stated on the front of the report and were confirmed as follows;

- John Swainston - Education
- Roger White - Education
- Judith Brown Expert witness

**Action: CC** - Copies of the scrutiny papers would be circulated to the following;

- Healthwatch
- Careforum
- Bristol City Council Equalities Group
- Youth Council

**Action: KB** - Members suggested that a statement is composed on how they would work together

**The meeting ended at 12:36**

**CHAIR**