

**TRUST BOARD
 SUBMISSION TEMPLATE**

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| MEETING | Trust Board – Public | Ref No. 8 |
| DIRECTOR | Chair, Social Care Committee | Date 13 Jan 2022 |
| Social Care Committee Minutes | | |
| Purpose | For information | |
| Corporate Objective | <ul style="list-style-type: none"> • Safety, Quality and Experience • Service Delivery • People and Culture • Strategy and Partnerships • Resources | |
| Key areas for consideration | Minutes of following meetings | |
| Recommendations | <ul style="list-style-type: none"> • <i>Outline recommendations being brought forward for approval</i> | |

Social Care Committee - Children

Thursday 20 May 2021 09:00-11:00, MS Teams

Minutes

PRESENT

Ms Anne O'Reilly, Non-Executive Director (Chair)
Professor Martin Bradley, Non-Executive Director
Ms Nuala McKeagney Non-Executive Director

In Attendance

Mr Peter McNaney, Chair, BHSCT
Ms Carol Diffin, Director of Children's Community Services/Executive Director of Social Work
Edel McKenna Co-Director Early Intervention and Safeguarding
Ms Kerrylee Weatherall, Co-Director Corporate Parenting & Regional Emergency Social Work Service
Ms Nuala Toner, Divisional Nurse
Ms Ursula McCollam Interim Service Manager Corporate Risk and Governance (in attendance as part of Induction)
Ms Norma McMichael, Minute Taker

1.0 Apologies

Dr Cathy Jack, Chief Executive
Ms Miriam Karp, Non-Executive Director

2.0 Chairman's Business

Ms O'Reilly updated that a lot of work has taken place regarding the Social Care Governance Review. Please refer to Point 1.1 Page 7 Final DSF Report 2019-2020 for progress to date and areas of focus. This review will be finalised within the next reporting period, which will align with Trust Board and Social Care Committee Actions.

Action: Date to be agreed for completion of Final Report by Carol

Ms O'Reilly noted that in the February Trust Board minutes an agreement to increase delegation of the Statutory Functions responsibilities to Social Care Committee was discussed including how the Committee reports to the Trust Board. Terms of Reference are currently being reviewed.

Action: The Chair and Chief Executive of BHSCT will be invited to forthcoming Social Care Committee meetings where the DSF Annual Report and the Corporate Parenting Reports are discussed in detail

Ms O'Reilly identified key issues which the Social Care Committee will be involved in including: Adult Protection, Children with Disabilities, and Child Protection Issues. Risk, Assurance and Accountability will be addressed by the Committee.

Ms O'Reilly summarised that work completed to date on Social Work and Social Care has galvanised visibility and achieved a stronger alignment with Executive Team and Trust Board, therefore providing a strong level of Assurance bringing into balance Social Work and Social Care responsibilities with Acute Care responsibilities.

Introduction and Welcome

Ms O'Reilly welcomed everyone and introduced Mr Peter McNaney, Chair of Belfast Trust to Committee members and explained the purpose of the meeting is to discuss the Annual DSF Report, including the 6 monthly Corporate Parenting Report and RESWS Reports.

Ms O'Reilly welcomed and introduced Ms McCollam. Ms McCollam is in attendance as she has commenced her role as Service Manager within the Corporate Risk and Governance team. Within this role she is currently reviewing the Trust's Assurance framework and how all Committees work together to provide assurance and how to join this with QMS.

Ms O'Reilly advised that she had met with Ms Diffin to discuss the role of the Executive Director of Social Work and the role of the Divisional Social Workers regarding accountability.

Ms Diffin advised that in an effort to streamline the DSF process this year, previous meetings had been reviewed and comments from Mr McNaney considered. Ms Diffin stated that QMS will be developed in respect of the Statutory Functions for discussion at Executive team and that the full DSF report will be the focus for the Social Care Committee. Ms Diffin will then provide a summary of key areas where DSF have not been fully complied with along with an Assurance statement for submission to Trust Board following the meeting today.

Action: Committee to review current meeting format and agree recommendations for future reporting

Ms Diffin advised that the key areas to be discussed are:

- Progress made around 2019-2020 DSF Actions – Ms Weatherall/Ms McKenna
- 2020-2021 areas where full compliance has not been achieved and identify Risks
- Highlight any other areas of Risk

Ms Diffin explained the role of the Divisional Social Workers and Co-Directors within Children's Community Service differs from Adult as both Co-Directors are Social Workers, therefore they have accountability for the Statutory Functions.

2.1 Conflicts of interests

There were no conflicts of interests reported.

3.0 Minutes of Previous Meeting and matters arising

The minutes of the previous meeting of the Social Care Committee held on 17 November 2020 were agreed.

4.0 Matters Arising

None to record

5.0 Early Intervention and Safeguarding – Edel McKenna

Ms McKenna reported on the progress on unmet areas identified within DSF 2019-2020:

- Two Iveagh Delayed Discharges both were subject to Judicial Reviews
Case one – child discharged home, transitioned to Adult Services
Case two – Child remains in Iveagh with a Business Case submitted for bespoke Care Package to meet child's needs. This JR is ongoing.
- One CwD LAC is placed in an Out of Jurisdiction placement due to lack of suitable placements within NI
- Currently the service is also seeking an Out of Jurisdiction placement for a child who is subject to a Care Order as unable to meet needs within current provision. Child is currently placed in Willow Lodge. There has been a significant negative impact on families of this placement due to the lack of Respite provision within this Home.
- The Trust continues to advise DoH of the need for suitable placements for children with complex needs within Belfast Trust or wider
- A Strategic Framework is required to meet assessed need for CwD
- Belfast Trust is engaged with the HSCB Regional Children with Disabilities Reform Group which aims to develop a Regional Framework for Disability Services. One of the strategic themes will focus on the approach to residential provision and how to support CwD effectively in out of home placements.
- Trust continues to maintain a database of children on the Edge of Care / or in unsuitable placements which will be shared with HSCB when complete. This information will be tabled at the next Regional CwD Reform Group for future development and improvement.
- The Trust continues to advise DoH of the need to place CWD services within the Children's Department rather than Learning Disability to ensure a more child centred integrated approach to service delivery.

- 39 Young people over the age of 16 requiring Deprivation of Liberty Safeguards have been referred to the Trust MCA team. All paperwork will be completed by end of May 2021 ready for Panel consideration. All eligible staff have completed all training requirements.
- Early Years inspections – 187 Inspections have been carried out during the reporting year with 355 outstanding inspections as of 31 March 2021, this was due to site closures and lockdown periods and in line with DOH guidance. The Trust has a robust plan in place to address this and will assess the capacity to complete all other outstanding inspections in line with DoH guidance. Where they cannot be completed the settings will be risk assessed taking account of the information obtained from remote inspections.
- Significant pressure continues due to 35 vacancies in Children’s Services across fieldwork teams and 65 vacancies across Adult’s and Children’s. This has been further exacerbated by sickness and maternity leave.
- Rebuild of Services will highlight these pressures as paused services resume. New staff in post have been given a protected Case Load but they require high levels of mentoring and support. In order to address this risk the Trust awaits the DoH Workforce Strategy which remains in draft. Weekly Internal Workforce meetings take place with Co-Directors and Heads of Service HR and L&D Team to ensure efficiency of processing posts. A Regional Recruitment Campaign for Social Workers has taken place and the interview process is underway.
- Despite recruitment issues there is a downward trajectory reported for Unallocated Cases, due to a decline in new referrals into Gateway due to Covid and School Closures and downturn in Support Services. This referral rate has begun to increase over the last few months. Nine Senior Practitioners have been recruited to address Unallocated Cases. Ten Band 4 Social Work Assistants will be recruited. Weekly reviews and Monthly Monitoring reports are submitted to provide Assurance Children receive a Statutory Assessment and cases do not drift on a waiting list.
- Increase in initial Child Protection Case Conferences, Children added to Child Protection Register, the number of unplanned Admissions to Care and consequently an increase to Public Law Applications across Safeguarding Services received due to increased family pressures during Covid.
- The importance of Audits to provide Assurance - Gateway HoS and PSW complete regular Audits regarding completed initial assessments to ensure compliance with UNOCINI standards and to Child Protection Policies and Procedures providing Assurance for threshold.

In the coming year the Audit focus will be initial cases which were closed at the point of referral or signposted to other services such as Tier Two Family Hub Services.

In January 2021 a Thematic Audit Pathways into Care was completed for the admission of Children into care from January – December 2019. Belfast Trust has the highest level of LAC children across all Trusts. A work plan has been developed to ensure admissions in Gateway, Family Support and Children with Disability Services to evidence robust decision making at the point of entry into care. The majority of cases audited did reflect attempts made to avoid a care admission and that wishes of child and parent have informed the plan. From this an Action Plan has been developed and will be taken forward by the Workforce in the current reporting year.

Ms O'Reilly thanked Ms McKenna for her thorough report noting all key areas have been addressed. Ms O'Reilly invited questions from the Committee.

In response to 'Out of Jurisdiction placement' Professor Bradley asked for further information regarding Regional and Belfast Trust placement requirements. Ms McKenna stated that these placements must be bespoke to the individual child as each child is unique and has individual behaviours, requirements, complexities and may have experienced trauma. Edel confirmed that the following is required this is currently being addressed by Regional Operation Strategy and Disability Reform Group:

- increase in Residential Placements
- increase in Smaller units for complex cases

It was agreed there is a specific need for Therapeutic Services and this has been due to a lack of funding and investment coupled with the disadvantage of CWD sitting within Adult Services in DoH.

Professor Bradley highlighted the importance of Skill Mix.

Action: Ms McKenna reported a robust plan in terms of facilities and service provision is currently in place and the scoping and identified need will be presented to the Disability Reform Group, timeline 3-6 months for proposal of requirements to DoH.

Ms Diffin summarised that the involvement of the Children's Commissioner and current Judicial Reviews Trust Wide before the Court has been the catalyst for action from HSCB and DoH to address this issue which has been escalated for a number of years without improvements or funding having been achieved. The replacement of Somerton Road is on the priority list for completion in 2025.

In relation to CWD funding/provision Mr McNaney raised the following:

- DoH having disassociated themselves from this systemic issue which is ultimately their role.

Action: AEDSW to raise this within their individual Trust for escalation to the DOH

- Made note to the 35 Field work vacancies which has now increased to 60 and how this Workforce issue impacts Service Delivery.

Action: Ms Diffin to identify Safety Issues and a long term resolution to Workforce issues. This is to be escalated to HSCB, Trust Board and added to a wider Agenda to identify short and medium term solutions.

Ms Diffin advised that comment has been sent to the Regional Review of Workforce Group which she sits on. Ms Diffin identified two key issues which will be given focus when the new Deputy Executive Director of Social Work commences post in August 2021:

- Insufficient numbers of Staff being trained
- Band 5/6 (Children's) and 7 (Adult's) Posts are highlighting workload and lack of work life balance as key issues for staff leaving.

In response to a question from Mr McNaney regarding Nursing workforce escalation leading to new training posts Ms O'Reilly gave assurance that other methods of recruiting social workers such as OU are being considered and confirmed that herself and Ms Diffin met with NISCC and focus would be on Children in Social Care workforce.

Carol reported meetings have taken place with NISCC to develop a Career Structure for the Social care Workforce covering Band 4 /Band 5 social care posts progression with the area of Social Work. Other areas that have been looked at regionally are:

- Social Work Trainee route for life experienced staff
- Two Open University Course placements

Action: Ms O'Reilly will escalate Workforce with Paul Martin, Chair of NISCC for meeting with Minister

Professor Bradley left the meeting

6.0 Corporate Parenting and RESWS – Kerrylee Weatherall

Ms O'Reilly welcomed Ms Weatherall and invited her to discuss Corporate Parenting and RESWS.

Ms Weatherall explained the Action Plan does not include RESWS and she will discuss the RESWS report separately. Ms Weatherall outlined that currently there is engagement with HSCB and DoH and scoping exercises are currently taking place to address demand and lack of capacity across the Corporate parenting Service.

Ms Weatherall noted that Belfast Trust has the highest LAC figures Regionally and through the pandemic this figure has increased, figures show a slight decrease in number of children admitted to care over the last number of months.

Leaving and Aftercare Service 18-21 year olds with high complex needs

- 2019-2020 103 care leavers required a Band 4 Personal Advisor, this was reduced to 55 then during Covid this increased to 83 requiring a Personal Advisor. This rise in carer leavers not having an allocated PA is due to a number of factors- rising LAC numbers, unaccompanied Minors, staff vacancies, limited staffing due to Covid and Redeployment. Ms Weatherall advised the following action has taken place:
 - Assurance that all young people will have a Social Worker
 - Duty social workers covered all visits where case was unallocated
 - Band 4 recruitment process

- An additional LAC Team is currently being recruited at financial risk and posts are being recruited via Regional Recruitment process
- A Track and monitor system has been introduced to ensure all carer leavers are identified.
- Lack of Placement Provision for young people due to the rise of LAC, Ms Weatherall noted the following action which has taken place:
 - Stay Project has been introduced
 - Development of Service in connection with Simon Community for unaccompanied Minors
 - Development of Service with Simon and SEHSCT 16-21 year olds with high risks and difficult to place
 - Review of 18+ staffing Structure
 - There have been 13 Looked After Child Deaths over last three years. Three of which were natural causes and Ten were suicide or drug use related. To address this HSCB is currently completing a review of this regionally, the outcome of this review is pending.
 - Both NICCY and DoH have been notified of current use of drugs and lack of placements for LAC.
 - DAHMS meetings are currently in place with a Drug and Alcohol worker along with TSS
 - The outcome of a Secure Campus for rehabilitation purposes is still pending
- Signs of Safety has been introduced across Corporate Parenting.

Looked After Children (LAC)

2019-2020 The Staff vacancies and high Case Loads have remained a pressure for 2020-2021 negatively impacting the meeting of Statutory Functions.

- Currently there are 35 LAC with no named Social Worker but do have visits from Social Workers within the Team.
- 60 LAC placements not undertaken within timescales and a number of Reviews not completed within the timescale required.
- Currently there are 30 staff vacancies across fieldwork teams

Ms Weatherall reported the following actions has been put in place:

- An escalation process is in place along with daily proformas
- Inescapable pressures Business Case presented to HSCB unsuccessfully therefore due to level of risk Belfast Trust will take this forward
- Current recruitment process with a view to implementation of an additional LAC Team

Fostering

2020-2021 showed a reduction from 179 moves the previous reporting period to 117 placement moves. Challenges throughout Covid put pressure on Foster placements due to the restrictions. This results in children spending a longer time period in Care and an increase in complexities. A reduction in Fostering enquires has been recorded. Ms Weatherall reported the following actions to address:

- In conjunction with the Early Intervention Team packages of support have been introduced to mentor and support Foster families and maintain fragile placements.
- Band 4s have been brought in to support Kinship Placements
- Regional work within the Fostering Team including virtual training, virtual recruitment campaigns and development of successful Social Media Platforms with 100K active users

Residential

Challenging time for Residential due to Covid but safe staffing levels were maintained at all times. An emergency redeployment rota was developed and placed on stand by and emergency call out bank staff were used. Ms Weatherall noted the following:

- A Resource Paper has been sent to the DoH to request more staff and this awaits approval from DoH
- Ad hoc money from DoH has been received for additional non-recurrent posts

Homes have been over their agreed capacity levels and have had to work outside the 'Statement of Purpose' but communication with RQIA was good regarding the pressures.

Recruitment

Campaigns completed to date have secured the following:

- April 2020 – 40 new posts
- December 2020 – 13 new posts
- March 2021 – 7 new posts

Due to lack of uptake this has created pressures within Safeguarding and Corporate Parenting. Only 30% of Band 5/6 Frontline Staff have over four years' experience and are dealing with the most complex cases and this is a reason why fewer individuals are coming into the Social Work profession, particularly children's.

Temporary modifications proforma was completed on a monthly basis to identify if Statutory Functions had been met to DoH which has been stood down from May 2021. Corporate Parenting will retain a version of this proforma to provide a clear escalation process.

Other Risks

- Through-put issues relating to moving Children from short to long term Homes.
- An increase in Self harm and complex behaviours within Residential due to no diversionary activities being available or escapism from trauma.
- A rise in Residential Care Facilities for 8-12 year old children who are not ready to be fostered
- Review of ECR Application process regionally due to potential rise
- Missing from Care 21% increase in 2021 due to impact of Covid restrictions

Risks within RESWS

- Resource implications are reported in RESWS team per shift. This has been due to an increase in Mental Health assessments – one assessment taking six hours to complete leaving staff shortages on shift.
- ICT challenges which had led to SAI's – this has been dealt with through close working with the IT Department
- Call handling Audit has taken place and a Quality Improvement project is underway.
- Staff working from home had less emotional support when dealing with traumatic cases – work with Occupational Health & TSS has taken place to ensure good communication with staff. A safe return to the office for staff is planned
- A shortage of Emergency Foster Carer Placements has had implications for the RESWS Team – this led to the utilisation of Isolation Homes in Belfast. The Head of Service of Foster Care Services is currently completing a piece of work to identify a solution to this.

Risks within Fostering

- Out of Jurisdiction placement visits are being re-instated post travel restrictions

Unregulated placements 16-21 year olds

Information is now being captured on a database to ensure clear monitoring and escalation.

Ms Weatherall advised the following assurance measures have been implemented:

- Regular communication with staff to ensure that all risks are highlighted for action planning and escalation purposes.
- Heads of Service participate in escalation meetings twice a week.
- Ms Weatherall joins a daily call regarding placement stability across Residential and Fostering.
- Weekly meetings take place with Heads of Service – frequency of these meetings reviewed daily and increased if required.

- Any other issue of unmet need Ms Weatherall and Ms McKenna capture on a proforma for escalation.

Ms O'Reilly thanked Ms Weatherall for her thorough and comprehensive update and was impressed with form and structure of the RESWS report. Ms O'Reilly noted regional responsibility and accountability that the AEDSW have and was happy this was reflected accurately.

Ms O'Reilly invited questions or comments from the Committee. Ms Diffin gave recognition to the challenges and pressures faced over the last year within Corporate Parenting, particularly the Residential Homes. Ms Diffin highlighted the effort and work carried out to address these areas by Ms Weatherall and her team.

Ms Diffin commented on pressures for Younger Children and stated that Osborne Park had been utilised to accommodate younger children which led to six beds being removed from the general Residential population. Ms Diffin noted the counter strategic direction of this process and gave assurance that work continues to find a balance with the re-profiling of Residential Homes.

Ms O'Reilly paid tribute to Ms Weatherall's leadership throughout this critical time and the management of staff and young people's safety.

Action: Work should continue to secure Smaller Units for CWD and LAC and Aftercare, along with 18+ a strategic approach should be used to address 'what good Residential Care' looks like for these groups.

Ms O'Reilly referred to young people with drug related problems and the work with DAHMS and asked for assurance that the planned work will address this area of need. Ms Weatherall commented that due to recent trends with drug it is envisaged has potential to become a Regional problem. Ms Weatherall confirmed initial meetings will take place with DAHMS, TSS and Mental Health Professionals with follow up consultation with Voluntary Agencies to agree a way forward. The outcomes and way forward will be discussed at the next Residential Strategy meeting. Ms O'Reilly agreed this approach was positive and forward thinking.

Action: Ms Weatherall to keep Social Care Committee updated with action plan

Ms O'Reilly referred to the Professionalism of Foster Carers for sustainability of young people in Foster placements and requested an update.

Ms Weatherall confirmed she is the Chair of the NI Strategy for Foster Care Group, this Group has numerous working groups throughout the Region, progress has been limited due to Covid. Work now continues to address the potential Foster Carer crisis based the English 'Leeds Model' which successfully recruited skills based fee paid Foster Carers.

Ms Weatherall has completed the Terms of Reference based on this Model which requires safe funding from DoH, she will present this to the Assistant Directors of Corporate Parenting and at the next Children's Services Improvement Board meeting.

Ms O'Reilly highlighted the importance of Foster Care for young people and LAC as it is the major support to them.

Action: A sustainable platform must be put in place and Funding secured for Foster Care. as well as a sustainable Caremodel for Residential - these should run in conjunction to each other.

Ms McKeagney joined the meeting. Ms O'Reilly welcomed Ms McKeagney and provide a brief summary.

Mr McNaney thanked Ms Weatherall for her comprehensive report and asked for clarification regarding ownership of the 13 Looked After Child Deaths. Ms Weatherall reported that these deaths are relevant to Belfast only and that a scoping exercise has not been carried out regarding the other Trusts.

Ms Diffin confirmed these deaths were reported as Serious Adverse Incidents (SAI) and more recently as an Early Alert (EA). Ms Diffin elaborated that a recent review had taken place regarding young people transitioning from supportive care placements to less supportive placements. Due to these reported figures a review of the current model will take place.

Action: A review of the current Care Pathways to be carried out
Action: Ms Diffin to present Business Case to HSCB for extension of Therapeutic Services to this age group

Ms Diffin recognised the critical role of Ms Toner and the Nursing Team in respect of keeping the residential homes (staff and young people) safe during the covid period.

Ms O'Reilly thanked Ms Diffin for the integrated approach between Social Work and Social Care.

Professor Bradley re-joined the meeting

7.0 Corporate Parenting Data 10 Return – Carol Diffin

Ms O'Reilly welcomed Ms Diffin who shared the Corporate Parenting Data 10 Presentation and gave a detailed overview of statistics and relevant actions and advised that plans are in place to deal with areas of non-compliance which have been noted.

Ms O'Reilly thanked Ms Diffin for the presentation and was happy this linked with the presentations from Ms Weatherall and Ms McKenna. Ms O'Reilly was assured that the performance in these areas will be measured, reported and tracked via QMS accountability.

Ms O'Reilly asked where performance and progress can be monitored for Social Care areas such as Fostering, Young People and drug use. Ms Diffin confirmed that Children's Services also have a QMS reporting mechanism and suggested the implementation of Social Care Committee workshops to discuss these areas further.

Professor Bradley asked for clarification regarding the number of unaccompanied children in Aaron House. Ms Weatherall confirmed that there is a 50% reduction from last year. This is now recognised as a shared Regional responsibility therefore each Trust must take unaccompanied Minors not just Belfast Trust. The work which Ms Weatherall has completed with Assistant Directors and Ms Diffin with the Executive Directors has been successful in achieving this.

Professor Bradley stated the Mental Health Strategy from DoH consultation proposes additional funding per child and suggested Belfast Trust could use this to secure additional funding.

8.0 Corporate Parenting Data 10 Return Workforce – Carol Diffin (*presentation*)

Ms Diffin summarised the key Workforce issues.

Professor Bradley commented that the extra support for Young Social Workers is a very good idea. Professor Bradley drew attention to the decrease in Agency spend for Social

Workers, Ms Diffin explained that a smarter timing of recruitment process last year coupled with a cessation of recruitment from off contract Agency staff have both contributed.

Ms McKeagney agrees that outreach and support to Young Social Workers makes Belfast more attractive and should assist with Social Work staff retention. Ms McKeagney noted the shortage of staff, specifically the balance between Social Work staff in comparison to other staff across the Department and asked for an explanation. Ms Diffin explained that within Children's a higher percentage of staff are Social Workers. This balance is a more challenging area than for Adult Services and percentage comparisons are currently being addressed to ensure delivery of Statutory Functions.

In closing Mr McNaney thanked Ms Weatherall and Ms McKenna for their thoughtful approach to the meeting and is happy with the reporting structure and back up from the data produced by Ms Diffin. Ms O'Reilly thanked Ms Brogan and Ms Purse for the interesting Workforce Learning and Development document, she also thanked them for the support given to 100s of staff and their flexibility during Covid.

Ms O'Reilly thanked all Committee members.

9.0 Any Other Business

None to record

10.0 Date of Next meeting

To be arranged

Social Care Committee - Adults

20th May 2021 11.15am
Teams Teleconference

Minutes

Present:

Ms Anne O'Reilly, Non-Executive Director (Chair)
Professor Martin Bradley, Non-Executive Director
Ms Nuala McKeagney Non-Executive Director

In Attendance:

Ms Carol Diffin, Director of Children's Community Services/Executive Director
of Social Work
Ms Gillian Traub, Interim Director ASPC
Ms Tracy Reid, Divisional Social Worker ACOPS
Ms Mary O'Brien, Divisional Social Worker, MH
Ms Rhoda McBride, Divisional Social Worker LD
Ms Natalie Magee, Co-Director ACOPS
Ms Christine Wilkinson, Divisional Social Worker Elderly Programme of Care
Ms Ursula McCollum Governance Manager
Mr Peter McNaney, Chairman (joined the meeting late)

1. Apologies:

Dr Cathy Jack, Chief Executive
Ms Miriam Karp, Non-Executive Director
Mr Aidan Dawson, Director Specialist Hospitals and Women's Health and Mental
Health
Ms Tracy Kennedy, Co-Director Learning Disability
Ms Julia Lewis, Co-Director Mental Health and CAMHS

2. Chairman's Business

Ms O'Reilly welcomed everyone to the meeting explaining it is a formal committee to
review the Discharge of Statutory Functions Report. Ms O'Reilly explained there are
four Adult Service Areas and this work is complex.

a. Conflicts of interests

There were no conflicts of interests reported

3. Minutes of Previous Meeting

The minutes of the previous meeting of the Social Care Committee (SCC) held on 29th September 2020

The minutes of the previous meeting were agreed as an accurate record.

4. Matters Arising

There were no Matters Arising from the Previous Reports

5. Discharge of Statutory Functions Report

1 April 2020 – 31 March 2021

Individual Service Area Reports

Learning Disability

Ms McBride outlined the update from Learning Disability Services. Key issues highlighted;

- The Domiciliary Care waiting list has been reduced from 20 to 12 with an aim to continue reducing this
- As of 31st March 2021 all DOLS in MAH have been completed with 36 awaiting panel and 40 with capacity. Re-scoping and now 422 still to complete along with 23 referred through for Review Tribunal. There is a MCA action plan in place which includes MCA training, steering group, scoping of service users, data base and triaging. Noted central MCA team input with DOLS/medical assessments regarding legacy cases.
- Iveagh - Delayed discharges there are two patients whose discharge has been delayed, also noting the JR proceedings and the business cases. HSBC and DOH are aware. Future management of service remains under review and the business cases are being progressed
- Issues around lack of suitable accommodation for those being discharged from MAH, Ms McBride advised there are currently 43 patients in residence, six patients have been discharged between April 2020 to March 2021. Three patients are currently on trial leave and only one patient in active treatment in MAH. Accommodation plan being developed up until 2023 which includes further engagement with potential providers. Business cases to be reviewed and an onsite proposal to be considered.
- Recruitment: ASG Lead has been appointed. PSW funding has been agreed and the business plan will be submitted. Ms McBride advised Team Leader posts will now be retained as SW. Noted lack of business support and difficulty getting suitable backfill. An 8A PSW is to be recruited, temporary expressions of interest to be issued.

Summary of actions of areas where the division has not met DSF functions during 2020-2021 and risks identified and remedial action taken to address the situation are Blue Light meetings to consider alternatives in community for admissions if mild or moderate learning difficulties. Resettlement plans to reduce inpatients. Proposal to open new admission beds on MAH site.

Ms McBride advised the future plan include an agreed combined DSF data set. Establish SW DSF meetings with SM, ASG and ASMs to discuss data set, analyse and identify actions. Require business support including admin and PSW.

Ms McBride advised in relation to Muckamore Abbey the improved governance arrangements include ASG and PP embedded in all meetings across the site from local level through to executive team; weekly MDT ASG meetings. Learning is shared through different forums and ASG huddles / ASG forum is being held.

Practice improvements include aide memories / checklists / flow charts and procedural manual ASG notice boards to be implemented./ additional support / supervision / training / procedural manual to be produced. .

Preventative work will include shared learning, commissioned work from ARC and keeping yourself safe.

Audits will be conducted on a monthly and quarterly period. Training to be implemented for all professionals across the site.

ACOPS

Ms Tracy Reid, provided an update from. Key points highlighted:

Noted decrease in number of joint protocol cases which appears to be a regional trend and the HSCB agree that the most appropriate vehicle to take this forward regionally is through the new Adult Protection Board.

Ms Reid noted there is on-going challenges in relation to PSNI investigation times.

Domiciliary Care Provision update provided, graph and details on power point presentation.

New areas where the division has not adequately discharged DSF during 2020-2021;

Non- essential Annual Reviews were stood down by DOH from April 20 – Jan 21 due to COVID pandemic pressures and restrictions. All cases have been risk stratified with essential visits and reviews for high risk cases maintained. Telephone contact is being maintained with service users and families.

CREST Vacancies/ Caseloads / Care Reviews. Currently a total of vacant cases in at **936 (56.6%** of overall caseload). CREST Practitioner has been deployed to the MCA Team, which will leave **54%** vacant caseload (**508 cases**). The current plan to reduce the risk is for current staff resource to be directed to Homes on Escalation and urgent reviews required. Communication to be sent to families and care home providers to provide a single of point of contact into service to escalate any concerns. Also, a daily review of duty log and allocation of priority cases. This information regarding activity is analysed on monthly basis.

Hospital social work historical cases, there are currently 5000 unclosed cases in hospital social work. Redeployment and staff shortages due to Covid-19 have affected this service. Action Plan in place to reduce risk and progress monitored implementation of new closure processes and assurance systems, additional admin time and professional resource.

Ms Reid provided an update for the divisional social worker assurances with QMS, Governance and accountability structure. Noting the risks within this are currently 1400 staff in ACOPS, Social Care Assurance and second Divisional Social Worker.

Ms Reid provided an update in regards to Meadowlands adult safeguarding, the 9 24/7 facilities adult safeguarding.

Ms Reid provided an update on the recent transfer of Valencia into mental health services along with an update to the review of safeguarding with ACOPS service managers training and pathways & processes.

Mental Health & CAMHS

Ms Mary O'Brien provided an update for Mental Health and CAMHS.

Issues / actions agreed at DSF meeting in October 2020 are currently up to date.

Ms O'Brien advised while the Division has adequately fulfilled its Delegated Statutory Functions the following concerns should be highlighted.

The high level of non-designated S/W posts across the Division (approximately 50% of all S/W posts)

Continuing difficulties faced by the ASW service in fulfilling requirements under the Mental Health Order. Remedial actions taken place to address include:
review of current workforce across the Division to clarify and discern the required number of designated S/W posts to fulfil DSF on an ongoing basis. This work will be part of the task and finish group chaired by the Department of Social Services.

Exploration of developing an ASW hub to provide peer support, learning and to centralise the service in keeping with the recent draft Regional ASW Quality Standards.
RESWS joint working arrangement developed with BHSCT has now been extended to all Trusts.

ASW Paris implementation as of the 1st June 2020 enabling the development of data collation, management and analysis enhancing information infrastructure and reporting capacity. This will aid current and future workforce planning regarding the ASW service based on capacity and demand.

Ms O'Brien advised in regards to the MCA Legacy cases work continues to ensure all legacy cases will be authorised in full compliance with DOLs. Current challenges are vacancies across community social work, staff not having the two years' experience required for this role and competing priorities and demands. With the current number of remaining outstanding legacy cases there are concerns regarding Section 269 come 31st May 2021.

The MCA Team are working collaboratively with colleagues in Learning Disability and Older People Services and co-ordinating an action plan to address outstanding legacy work and dedicating all available resource to this work as a priority. The MCA Team are recruiting 10 additional staff to undertake legacy work with interviews scheduled for 17th May 2021. Further, the Trust have offered overtime opportunities across the workforce and uptake has been good.

Ms O'Brien provided an update on current safeguarding processes.

No other issues raised

Next Meeting Date: Thursday 9th December 15:45 – 18:00

