

	<p>Adults and Safeguarding Committee</p> <p>12th June 2017</p>
Title	<p>Commissioning Plan: Day Opportunities and Employment Support for Working Age Adult Social Care Service Users</p>
Report of	<p>Commissioning Director Adults and Health</p>
Wards	<p>All</p>
Status	<p>Public</p>
Urgent	<p>No</p>
Key	<p>Yes</p>
Enclosures	<p>Appendix A – My Time My Choice Commissioning Plan Appendix B – EqIA Day Opportunities Approved Provider List</p>
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<h2 style="margin: 0;">Summary</h2> <p>The 2017/18 addendum to the 2015-2020 Adults and Safeguarding Commissioning Plan sets out that a key priority for the Council is to transform day care provision to ensure that people remain active and engaged through access to employment and volunteering.</p> <p>This report asks for the Committee to note the Commissioning Plan for day opportunities and employment support for working age adult social care service users, which sets out the detail of how Barnet will work differently with the market, service users and key stakeholders to develop a sustainable approach to supporting social care service users of working age to access community based activities; to progress to greater independence and to ensure that people remain active and engaged through access to employment and volunteering.</p> <p>This report also asks the Committee to note the progress that has been made so far to transform Barnet’s day care provision.</p>

Recommendations

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| 1. That the Committee notes the My Time My Choice Commissioning Plan for Day Opportunities and Employment Support for Working Age Adult Social Care Service Users. |
| 2. That the Committee notes the progress that has been made against the My Time My Choice action plan. |

1. WHY THIS REPORT IS NEEDED

- 1.1 The 2017/18 addendum to the 2015-2020 Adults and Safeguarding Commissioning Plan set out a key priority for the Council to transform day care provision to ensure that people remain active and engaged through access to employment and volunteering.
- 1.2 The Commissioning Plan (My Time My Choice) for day opportunities and employment support for working age adult social care service users outlines how Barnet will create a sustainable approach to supporting service users to have greater choice and control of their day; to access sustainable community based activities to progress towards greater independence. The commissioning plan aims to increase the number of service users entering and retaining employment.
- 1.3 My Time My Choice (Appendix A) is needed to inform Barnet's provider market about the type of provision that Barnet wants to develop in borough.
- 1.4 My Time My Choice sets out how Barnet Council will commission services to make sure adult social care service users can participate in their local community, obtain employment and retain their job by:
- Taking steps to ensure that mainstream provision of transport, community, leisure and employment services are inclusive
 - Retaining and strengthening specialist building based support for those with complex health and social care needs
 - Commissioning new models of day provision and intensive employment support services that build on individual strengths, develop resilience, build social networks, develop life skills, support progression to employment and enable people to live well in their community
 - Establishing a consistent quality framework for all provision with a clear focus on improving outcomes for adult social care clients
- 1.5 The employment and day opportunities plan sets out the range of day opportunity and employment support services that Barnet will commission in the future to better respond to the varied needs and aspirations of working age adult social care clients:

- Employment retention services that support people who are currently in employment and need additional short-term support to enable them to retain their employment.
- Intensive Employment support services involving rapid job search and pre-vocational training. Services will support individuals and their employer to successfully settle in to employment'.
- Community Peer Networks for small groups of people who have low needs but require a short period of support to access and autonomously move into mainstream social, leisure, educational activities, employment and other opportunities in the wider community.
- Supported Day Opportunities for people with low/medium/high needs. Services will be delivered flexibly and will aim to develop individual's skills; to gain greater independence; access mainstream services and progress to employment and/or volunteering.
- Complex Day Care Services for adults with profound and multiple learning and physical and sensory disabilities that require access to on site therapeutic activities and approaches. The aim of this service is to promote and support people's wellbeing, goals and aspirations in every day community life with the view of sustaining choice and control.

1.6 In June 2016 the Adults and Safeguarding Committee agreed to enter into a contract with Your Choice (Barnet) Ltd (YCB) for five years, from the 1st February 2017 and to continue all current Your Choice Barnet services whilst increasing support to service users to develop their independent living skills and to progress to employment. YCB provides supported living services, day services and a respite support service. The enhancements to YCB day services through the new contract are in alignment with the service models set out above, as YCB now offers an employment pathway, more community activities and continues to offer services for those with more complex needs. The services set out in the commissioning plan for employment and day opportunities will offer increased choice to service users.

2. REASONS FOR RECOMMENDATIONS

- 2.1 Evidence from Public Health England and the Department of Work and Pensions shows that participation in employment and engagement within the local community improve health outcomes and reduce stigma for individuals with mental health, physical disabilities and learning disabilities.
- 2.2 Therefore, day opportunities should be commissioned to help people socialise, stay well, stay active and retain or build helpful links with their local community. Until recently families with relatives with a learning disability, complex physical disabilities or a long-term mental health condition have relied on building based day centres to supply much needed help. However, these

services have not always provided the range of activities individuals, families and carers have aspired to.

- 2.3 For people with learning disabilities living with ageing carers or young adults wishing to move-on from the family home, day opportunity provision will support them to develop their independence skills, social networks and resilience, enabling them have a smoother transition, enabling them to have more choice and avoiding them unnecessarily escalating to higher dependency services.
- 2.4 Barnet Council's vision, as outlined in the Corporate Plan 2015-2020, is that Health and Social Care services will be personalised and integrated, with more people supported to live longer in their own homes. By 2020, social care services for adults will be remodelled to focus more on managing demand and promoting independence, with a greater emphasis on early intervention. For social care practitioners to deliver strengths based support to clients they need easy access to a range of high quality services that can meet a diverse range of needs. The services set out in this plan will assist front line practitioners to deliver the Council's vision.
- 2.5 There are a number of statements of national government policy that My Time My Choice responds to. These are set out below.
- 2.6 Valuing People (2001) contains four fundamental principles: choice and control in all aspects of the lives of people with learning disabilities, rights, promoting independence and inclusion and citizenship. Valuing People Now (2009) focused attention on those areas of the lives of people with learning disabilities where insufficient progress had been made since 2001, namely housing, employment opportunities and health.
- 2.7 The Care Act 2014 sets out a vision for a reformed care and support system. The Act gives the council responsibility for making sure that people have more control over their care through effective care and support planning and personalisation. The Act's eligibility regulations specify that local authorities should consider how service users access employment, training and education as outcomes of their support plan.
- 2.8 The Five Year Forward View for Mental Health (2016) provides a comprehensive account of the challenges facing the provision of mental healthcare in the NHS and sets out a ten-year strategy for change based on the key themes that emerged during the Taskforce's engagement work: prevention, access, integration, quality and a positive experience of care.
- 2.9 The national Transforming Care programme is driving improvements in care for people with learning disabilities and/or autism who have a mental illness or whose behaviour challenges services. As part of this programme, individuals will be moved out of hospital settings into community based support and there is an increased emphasis on reducing the number of people admitted to learning disability/autism hospitals. These changes mean that there is a

growing need for effective and appropriate day opportunities that can work with community accommodation providers to ensure that people can remain within their local community. Transforming Care has set out a best practice local service model, Building the Right Support (2015) which includes access to activities and services such as education, employment, social and sports/leisure and support to maintain good relationships.

- 2.10 In April 2014, the Government published an update to its 2010 National Autism Strategy: 'Think Autism – Fulfilling and Rewarding Lives, the strategy for adults with autism in England: an update'. The proposals contained in this report will help to make sure that the services provided to young adults and adults with Autism reflect the Autism Act and its guidance.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 Not applicable

4. POST DECISION IMPLEMENTATION

- 4.1 Implementation of the associated action plan will be overseen by the Adults and Health transformation programme, using the Council's project management methodology.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 The 2017-2018 Addendum to the 2015-2020 Adults and Safeguarding Commissioning Plan includes the following commissioning priorities:

- Developing best practice social care, focused on what people can do and how they can help themselves (i.e. strength based practice)
- Diversifying Barnet's accommodation offer to help more people live independently
- Transforming day care provision to ensure that people remain active and engaged through access to employment and volunteering
- Integrating health and social care services to prevent crisis and help individuals stay well and in their own homes
- Improving the borough's leisure facilities to support and encourage active and healthy lifestyles

- 5.1.2 My Time My Choice supports delivery of these priorities it also supports the aims of the Joint Health and Wellbeing Strategy 2015-20, 'keeping well' and 'promoting independence'.

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 5.2.1 The Policy and Resources Committee on 9 July 2015 tasked the Adults and Safeguarding Committee with developing proposals for savings of £18.5m between 2016 and 2020. Proposals were agreed at the Adults and

Safeguarding Committee on the 19th November 2016. In addition to the proposed savings of £18.5m, the Medium Term Financial Strategy includes £8.9m of pressure funding for adult social care. The priority focus will be reducing demand for Adult Social Care Services through the development of a range of services as an alternative to high cost provision and commissioning the most effective prevention and early intervention services.

5.2.2 Diversification of Barnet's day opportunities and employment support offer will be required to deliver these savings as these services will support the Council to better manage demand by increasing people's independence and reducing the need for high cost services.

5.3 **Social Value**

5.3.1 As required by the Public Services (Social Value) Act 2013, social value considerations will be taken into account in expanding extra care provision in the borough. It is anticipated that significant social value will be delivered in a number of ways, including:

- The new Day Opportunity services will enable more inclusive communities by supporting service users to access mainstream provision and to take up opportunities to volunteer in their local communities
- The Employment Support services will work with local employers to identify opportunities for them to employ a more diverse workforce

5.4 **Legal and Constitutional References**

5.4.1 The Terms of Reference for the Adults and Safeguarding Committee are set out in the Council's Constitution (Responsibility for Functions, Appendix A). The Adults and Safeguarding Committee has the following responsibilities:

- To be responsible for those powers duties and functions of the Council in relation to Adults and the Communities
- Promoting the best possible Adult Social Care services.
- To ensure that the Council's safeguarding responsibilities are taken into account.
- To consider for approval any non-statutory plan or strategy within the remit of the Committee that is not reserved to Full Council or Policy and Resources.
- Authorise procurement activity within the remit of the Committee and any acceptance of variations or extensions if within budget in accordance with the responsibilities and thresholds set out in Agreement Procedure Rules.

5.4.2 The provision of day opportunities and employment support services is in line with the duties of the Council under the Care Act 2014 in providing choice to residents, preventing or reducing needs and promoting a resident's well-being.

5.5 **Risk Management**

5.5.1 The Council has an established approach to risk management. Key corporate risks are assessed regularly and reported to Performance and Contract Management Committee on a quarterly basis.

5.6 Equalities and Diversity

5.6.1 Section 149 of the Equality Act 2010 sets out the public sector equality duty which obliges the Council to have due regard to the need to: eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity between those covered by the Equalities Act and those not covered e.g. between disabled and non-disabled people; and foster good relations between these groups. The protected characteristics are age, disability; gender reassignment; pregnancy and maternity; religion or belief; sex; sexual orientation.

5.6.2 By section 149(2) of the Equality Act 2010, the duty also applies to 'a person, who is not a public authority but who exercises public functions and therefore must, in the exercise of those functions, have due regard to the general equality duty'. This means that the council, The Barnet Group LTD, Your Choice (Barnet) Limited and Barnet Homes LTD will need to have regard to their general equality duty.

5.6.3 An equalities impact assessment (EqIA) has been carried out regarding proposals for the procurement of day opportunities and employment support services (attached as appendix B). This has shown an overall that there will be an overall significant positive impact on equalities strands and there are no equalities risks associated with the proposals.

5.7 Consultation and Engagement

5.7.1 The original Corporate Plan and Commissioning Plans were informed by extensive consultation through the Budget and Business Planning report to Council (3 March 2015).

5.7.2 The My Time My Choice plan was shaped by engagement with social workers, service users, carers and providers through work on the 0-25 service, transformation of Your Choice Barnet Services, Early Intervention service development and from workshops. This engagement highlighted the following:

- Building based services provide a way for groups of friends to come together to do activities in a safe environment. The provision of safe spaces for friends to do activities is important
- Many mainstream services are not easy to access for learning disability or autism clients
- Day care provides respite for some carers and this respite prevents parents calling on additional health and social care resources.
- Any changes should also recognise and address carers concerns about losing services and support when individuals are moved to more community based services.
- People should be supported in to 'real jobs' not just on-going work experience.
- Employment opportunities need to reflect the varied needs, skills and strengths of individuals.

- Employers may need support to understand how to support someone with additional needs. Support should be tailored to the specific needs of the individual they are employing.
- 5.7.3 To address these issues The My Time My Choice plan sets out a plan to extend the range of activities to extend choice for service users and ensure that consistent quality standards are in place for the full range of provision. This supports the vision for person-centred care, which will promote independence and autonomy, provide choice and control and consider service users' aspirations and views.
- 5.7.4 Going forward the views of service users and their families/carers will continue to inform the shape of new services. Feedback from service users and their families will be included as the Key Performance Indicators (KPI) for employment services commissioned by the council.
- 5.8 Insight**
- 5.8.1 Population need data drawn from local and national sources was used to identify service gaps and priorities. Detailed population need summaries are provided for each of the Adult Social Care client groups within the My Time My Choice plan.

6. BACKGROUND PAPERS

- 6.1 Adults and Safeguarding Commissioning Plan 2017/18, Adults and Safeguarding Committee, 6 March 2017
<https://barnet.moderngov.co.uk/documents/s38285/Adults%20and%20Safeguarding%20Commissioning%20Plan%202017-18%20addendum.pdf>
- 6.2 Adults Safeguarding Committee ([16 June 2016, decision item 7](#)) approved the decision to enter into a contract with Your Choice (Barnet) Ltd (YCB) for five years and two months, from the 1st February 2017 to 31st March 2022. Approved the proposals to continue all current YCB services whilst increasing support to service users to move towards more independent living and to participate in the workplace
- 6.3 Annual Performance Report and the Local Account 2015/16, 13th July 2016
<https://barnet.moderngov.co.uk/documents/s33224/Annual%20Performance%20Report%20and%20Local%20Account.pdf>
- 6.4 On 15th November 2015 the Adults and Safeguarding Committee (<https://barnet.moderngov.co.uk/documents/s27213/Delivering%20Adult%20Commissioning%20Priorities%20through%20Your%20Choice%20Barnet.pdf>) agreed that the Council should enter into a formal dialogue with The Barnet Group and YCB to challenge them to bring forward fit for purpose and value for money service proposals which achieve the reshaping of services as set out in the Adults and Safeguarding Committee Commissioning Plan.
- 6.5 Adults and Safeguarding Business Plan 2016-17 , Adults and Safeguarding Committee, 15 November 2015

<https://barnet.moderngov.co.uk/documents/s27181/Adults%20and%20Safeguarding%20Business%20Plan%202016-2017.pdf>