

Children and Young People's Services Select Committee

8 September 2016 – At a meeting of the Committee held at 1.00pm at County Hall, Chichester.

Present: Mr Cloake (Chairman)

Mrs Evans	Mrs Le Rossignol	Mrs Ryan
Mr High	Mrs Mullins	Mr Smith
Mrs Jones	Mr R Oakley	
Mrs Jupp	Mr Parsons	

In attendance by invitation: Mr Hillier (Cabinet Member for Children – Start of Life) and Mr Burrett (Cabinet Member for Education and Skills)

Apologies for absence were received from: - Mrs Bennett, Mr Blunden and Mr Wickremaratchi. Dr Holt and Mr Oppler were absent.

Declaration of Interests

64. In accordance with the Code of Conduct the following personal interests were declared: -

- Mr High – Item 5 (Integrated Prevention and Earliest Help Service) as a family member has an Education, Health and Care Plan
- Mr Cloake – Item 5 as a West Sussex Foster Carer and the spouse of someone who is a Social Worker for the County Council

Minutes of the last meeting of the Committee

65. Mrs Jones indicated that she had not been absent for the meeting on 8 June 2016 as she had submitted her apologies; the Chairman agreed that the minutes would be amended to reflect this.

66. Resolved - That the minutes of the meeting held on 8 June be amended to reflect that Mrs Jones gave apologies and that they be signed by the Chairman.

Response from the Chairman of the West Sussex Health and Wellbeing Board

67. The Committee considered a response from the Chairman of the West Sussex Health and Wellbeing Board (copy appended to the signed minutes).

68. Members commented that, in future, it would be helpful to have more detail in responses provided to the Committee.

69. Resolved that: -The Committee notes the response from the Chairman of the West Sussex Health and Wellbeing Board.

Integrated Prevention and Earliest Help Service

70. Annie MacIver, Director of Family Operations, introduced the report (copy appended to the signed minutes) explaining that the proposal sought to create a

more integrated, locality based offer that provided help to those who needed it at the earliest possible opportunity.

71. Hayley Connor, Strategic Commissioning Manager, and Jackie Lincoln, Interim Principal Manager provided a Powerpoint presentation (copy appended to the signed minutes). The following points were highlighted: -

- The proposed changes reflected the Future West Sussex values and built on progress made to date.
- There was a strong emphasis on prevention, identifying need earlier and referring individuals or families to the appropriate source of support.
- A number of services and partners would be brought together to work in a more coherent and joined up way with improved sharing of data and information.
- Initial engagement on the proposals had taken place with staff and they have been provided with the opportunity to put forward their suggestions on what the Hubs should offer.
- Further stakeholder engagement would be taking place over the autumn with a more detailed proposal for the service expected towards the end of the year.

72. Dan Sartin, Branch Secretary of Unison, addressed the Committee to represent the views of the staff and highlighted the following points: -

- The proposed integrated service may be the right proposal but there was concern regarding how the vision would be achieved alongside budget cuts of such a scale.
- The indications were that the proposal would involve outsourcing but, although Unison had now been made aware of this, there was concern that there had been no consultation with staff about potential outsourcing yet.
- Independent research commissioned by Unison indicated the consistent poor performance of services previously outsourced by the County Council and that the outsourcing process itself was costly.
- More clarity was needed about the approach for re-procuring the Healthy Child Programme and it was unclear why in-sourcing had been ruled out or a Section 75 agreement could not be created as no business case had been produced to support the procurement decision.

73. Avril Wilson, Executive Director Care, Wellbeing and Education, welcomed the measured approach from Unison and stressed that the proposal had been designed to give flexibility. The business case for the proposal would be developed and the final outcome may result in some aspects of the service being outsourced and other parts being insourced. She explained that the Healthy Child Programme (HCP) was a large value contract and that it was important to seek a provider who shared the values of the County Council, was committed to the vision for earliest help and would want to work collaboratively. Due to the size of the contract, and the number of staff involved, insourcing the HCP would create significant liabilities in terms of finance and stability for the County Council; also legal advice indicated that a Section 75 agreement would not be possible in this instance. In this respect it was considered that an open procurement to seek the right partner was the most appropriate route to take.

74. Stephen Hillier, Cabinet Member for Children - Start of Life, stressed that the aim of the proposal was to create a more efficient, joined up service that led to improvements for children in early years. In turn this could lead to a generational

change as these children grew up and their improved experience in early life would mean being less reliant on the County Council for adults' services.

75. The following points were raised in discussion; Members: -

- Queried what training would be delivered for staff to provide the necessary skills for the different remit of work they would be undertaking and how staff were being kept informed about the proposed changes to the service. *Jackie Lincoln explained that staff had a broad range of experience and this would be assessed via a skills audit to assess the level of training that the different staff required. Hayley Connor added that there was a dedicated internal communication resource to ensure staff were being kept informed; in addition the fact that staff were actively being encouraged to make suggestions for the future service model was a positive method of engaging staff in the changes.*
- Welcomed the news that the NHS had agreed to the sharing of records which should improve the ability of staff to access all appropriate information about the clients they were working with.
- Were pleased about the proposal for an integrated service and felt the aims were positive but raised concern about the complicated nature of the proposed changes, that these appeared financially driven and the short timeframe for implementation. Members requested that regular updates be provided to the Committee to keep them informed of how the proposals were progressing. *Avril Wilson indicated that she felt the pace was appropriate for a programme of this size particularly as many of the elements of the proposal were already part of the existing service. She explained that there was a requirement to make £6 million of savings but the proposals for change were not solely financially driven as there had been recognition within the service that improvements could be made. She confirmed that further financial detail would be included when more detailed proposals were brought to the Committee later in the year, on completion of the staff and stakeholder engagement.*
- Queried where the hubs would be located for delivering the services. *Jackie Lincoln explained that work would be carried out to assess the most appropriate points for delivering the services across the County, recognising that in developing the hubs they would need to be flexed to fit the particular needs in the different geographical areas.*
- Suggested that it was important for the Committee to hear the views of all staff when the final proposals were considered at the Committee later in the year.

76. Resolved that the Committee: -

- (1) Support the plans for further design work and staff and stakeholder engagement with a view to reporting back in the late autumn 2016 with detailed proposals, including any proposed organisational structures. The outcome of any service integration options worked up with the

new provider of the Healthy Child Programme would be considered later.

- (2) Is keen to hear the views of staff when the final proposals are brought back to the Committee.
- (3) Recognises and has some concerns about the scale and speed of change required to deliver an Integrated Prevention and Earliest Help Service. The Committee will monitor progress on implementation via the Business Planning Group and reports to the full Select Committee as appropriate.
- (4) Recognises the risks involved with the proposal and asks the Cabinet Member to ensure these are fully addressed in terms of mitigation measures included in the report to the CYPSSC when the final proposals are considered at the Select Committee meeting later in the year.

Forward Plan of Key Decisions

77. The Committee considered a tabled paper which was a new version of the Forward Plan, October 2016 – January 2017 (copy appended to the signed minutes). This version of the Forward Plan was not included in the Committee papers as it had been published following the statutory despatch of the agenda.

78. Resolved – That the Committee notes the Forward Plan.

Possible Items for Future Scrutiny

79. Mrs Le Rossignol queried what opportunity would be provided for the Committee to consider the exam results achieved by West Sussex pupils. *Mandy Shipley, Senior Advisor, advised that the results would be contained in the Education and Skills Annual Report, and following the recommendation at the February meeting, the BPG would be assessing the most appropriate method for scrutiny of the annual report later in the year.*

Date of next meeting

80. The Committee noted that the next scheduled meeting will be held on 13 October 2016 at 10.30am at County Hall, Chichester.

The meeting ended at 3.00pm.

Chairman