

# Richmond Partnership Minutes

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Adult Social Care

*18 May 2016*

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## Minutes of the Richmond Partnership Executive Group Meeting

18 May 2016

### Attendance

Cllr Pamela Fleming (PF)	Strategic Cabinet Member for Environment, Business & the Community
Gillian Norton (GN)	Chief Executive, LBRuT Council
Anna Bryden (AB)	Public Health Consultant, Public Health, LBRuT Council
Gabe Flint (GF)	Principal, RACC
Paul Chadwick (PC)	Assistant Director, Environment LBRuT
Robert Henderson (RH)	Deputy Chief Executive, AfC
Glen Tunstall (GT)	Interim Borough Commander, London Met Police
Don Shenkar (DS)	Chief Executive, RCVS
Mandy Skinner (MS)	Assistant Director, Commissioning Corporate Policy & Strategy, LBRuT
David Done (DD)	Chief Executive, RHP
Andy Cane (AC)	Borough Commander, London Fire Brigade
Vicki Harvey-Piper (VHP)	Head of OD, RCCG
Eleni Ioannou (EI)	Partnership Officer, LBRuT

### Apologies:

Cllr Lord True	Leader of the Council
Cllr Susan Chappell	Cabinet Member for Community, Planning and the Voluntary Sector
Cathy Kerr	Director, ACS, LBRuT Council
Graham Lewis	GP, RCCG Board Member
Robin Ghurbhurun	Principal, Richmond College
Kathryn Magson	Chief Officer, RCCG

In attendance for specific item:

Sean Gillen (SG)	Economic Development Manager, LBRuT
Carol Clapperton (CC)	Partnership & Policy Manager,, LBRuT
Gill Ford (GFd)	Head of Performance & Quality Assurance LBRuT

### 1. Welcome & apologies

Cllr Fleming welcomed the group and gave apologies.

### 2. Minutes of last meeting & matters arising

RH – No progress has been made in terms of data issues raised in the Strengthening Families initiative. AfC are continuing to try to find local solutions alongside the police, but recognise this is a national issue.

3. Future direction of the Council: the Wandsworth & Richmond Agreement - Gillian Norton

SSA final proposals have now been agreed by both Council's and a formal Inter Authority Agreement has been agreed. . Details regarding job descriptions, person specifications, grading and ringfencing have been released and both Councils are now progressing HR and staffing issues, with most appointments to be complete by

October. Staff briefing sessions are taking place in May. Although it has been a difficult time for staff they have continued to deliver services to a high standard and morale remains high.

Moving ahead, financial and procurement regulations will be produced as part of both Councils' constitutions. Work with Members and staff will also progress to ensure new ways of working are understood and applied from October.

Update on police Borough commander arrangements in the Borough:

GT informed the group that he is currently standing in for the Borough Commander while the investigation is ongoing. Supt Rob Applegarth, currently based in Lambeth will be taking over until a new Commander has been recruited, expected to be known in late May. .

Until discussions begin with the new Mayor and Police Commissioner there will be no further steps taken in respect of the merger in Borough Command units across London. The police still have to make some savings, although not as large previously expected before the Comprehensive Spending Review. It was noted that Richmond, Wandsworth and Kingston shared staff and services and this would be factor to consider in further structural change

#### **4. Care Act Implementation & current pressures in Adult Social Care - GF**

GFd presentation is available here

Key points covered:

- - an increase in safeguarding issues, the highest so far, which may be linked to the quality of care in care homes and by domiciliary care providers.
- This in turn puts pressure on front line staff, especially social workers, who are also dealing with the challenge of a higher than average number of older people in the borough living alone for longer, with more long term conditions. The main local pressure is the recruitment of social workers, a common issue across London. Often linked to the lack of affordable housing. The absence of London Weighting affects Richmond in particular. In response the council has developed an academy for new social workers.
- There are also recruitment issues with general and care home care staff in the borough, an issue also seen nationally. We have improved work conditions such as introducing pay for travel time and an end to zero hours contracts to attract more staff.
- Another pressure, as seen nationally, is the number of care homes and places available. Some providers are experiencing financial issues, and others are looking to exit the market and specialise in other types of housing for older people. This will impact locally. Potentially a loss of four homes and 100 beds.

RH – AfC has low turnover rates of children's social workers – 4% compared to 35% across London. This is due not to higher pay but to protected caseloads and good managerial support provided. High quality managers have stayed and this has been key to keeping turnover low.

DD – RHP have 18 low care retirement schemes and once tenants require higher levels of care this will become an issue. Partners such as the police and fire service have supported with safeguarding issues however the social care market is vulnerable in the long term.

GT – Redbridge Council set up an initiative with the voluntary sector which has been very effective, reducing the number of referrals made to GP's and care homes. GFd to discuss with DS.

GF – RACC runs access to social care and social work courses but most applicants live outside the borough. Could partners investigate opportunities for a Richmond apprentice scheme? GF to discuss with GFd.

**Action: Partners to discuss Redbridge & RACC initiative and feedback**

## **5. The Bridge – new co-working initiative – SG/GF**

SG/GF gave a presentation available here

Since a change in planning laws the borough has seen a loss of 25% of office space through conversion of office space to residential units. The Bridge initiative has been developed with match funding from the Council and the GLA to develop a co-working area for small businesses, or for events, entertainment and networking space. There is a projected growth of jobs locally (21k by 2031) and most are office based, since we have a high rate of self-employed and entrepreneurs this initiative can help provide current and future businesses with much needed and competitively priced accommodation.

The space at RACC is adaptable and well situated next to the Richmond Business School. There is funding for Phase 1 focusing on a tech incubator hub and if this is successful a potential to develop Phase 2 to add more space depending on demand. The target is to support 280 enterprises and develop 5 apprenticeships, with a view to increase where appropriate. The hub is scheduled to open in summer 2017. DD – a start-up programme is planned by RHP. DD to discuss potential to partner with GF.

Other services include front of house, crèche, access to college and canteen. More may be added in Phase 2.

## **6. Skills & Employment Area Review - GF**

The area based review of colleges started in April,, looking at consolidation, provision and financial issues. The London review is based on the sub-regional model, so South London Partnership boroughs. Next phase of the review is engaging with employers. Partners to advise GF/CC of any emerging skills issues and gaps which can be fed into the review. There is an issue of recognising skills gaps in staff themselves e.g. those assisting older people with IT skills may need to improve their skill set to support others.

**Action: Partners to advise GF/CC of skills & employment issues for the review.**

## **7. DWP Work & Health Programme - CC**

After a review last year, the DWP will devolve its work programme. This focuses on people who have been unemployed for two years or more and may have a number of complex issues they require support with. A new sub-regional contract for this programme will be going out to tender in September. A pilot in Wandsworth has been ongoing for 6 months which may be extended here. It looks at a cohort of people and their education, health and employment needs and this may be adapted by the South London Partnership, led by Croydon Council. It will focus on around 770 people – 0.4% of the population and emerging groups in Richmond include the over 50's who are highly skilled but not engaging with work programmes.

RH – JobCentre Plus staff have in the past had difficulties engaging with hard to reach groups as they do not have the skill set to work with them. This new work programme will hopefully include staff with the right skill set.

#### **8. London Mayor and the Assembly – update - CC**

CC presented the new Mayor Sadiq Khan's priorities for London.

The business priorities fit in with those in Richmond in terms of office space, his community priorities also highlight the importance of retaining character, an issue which residents identified through our Village Planning process, and the skills priorities also fit in with what is currently ongoing through the sub-regional skills reviews.

DD – housing remains an issue in this borough, particularly the provision of affordable housing, and further discussions with partners at future meetings are welcome. Action - to schedule for future meeting

PC – there are implications around the transport priorities which may impact on TFL and infrastructure investment.

#### **9. Richmond Partnership Conference Proposal – CC**

CC asked partners what areas they wanted raised and discussed with the wider partnership at the RP Annual Conference on 15 June 2016. A number were put forward and the finished agenda will be sent to partners in due course.

#### **10. AOB**

No AOB.

Date of next meeting: Wednesday 19 October 2016, Room 7, York House