

SOMERSET HEALTH AND WELLBEING BOARD

Thursday 16 January 2020

11.00 am Taunton Library Meeting Room,
Taunton Library, Paul Street, Taunton,
TA1 3XZ



To: The members of the Somerset Health and Wellbeing Board

Cllr C Lawrence (Chair), Cllr F Nicholson (Vice-Chair), Ed Ford (Vice-Chair), Cllr A Broom, Cllr D Huxtable, Cllr L Vijeh, Cllr R Wyke, Cllr C Booth, Cllr J Keen, Cllr B Hamilton, D Freeman, M Cooke, J Goodchild, M Lock, T Grant, J Wooster, M Prior and A Murray

All Somerset County Council Members are invited to attend.

Issued By Scott Wooldridge, Strategic Manager - Governance and Democratic Services - 8 January 2020

For further information about the meeting, please contact Jennie Murphy on 01823 357628 or email jzmurphy@somerset.gov.uk or Julia Jones on 01823 359027 or email jjones@somerset.gov.uk

Guidance about procedures at the meeting follows the printed agenda and is available at [\(LINK\)](#)

This meeting will be open to the public and press, subject to the passing of any resolution under Regulation 4 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

This agenda and the attached reports and background papers are available on request prior to the meeting in large print, Braille, audio tape & disc and can be translated into different languages. They can also be accessed via the council's website on www.somerset.gov.uk/agendasandpapers

Are you considering how your conversation today and the actions you propose to take contribute towards making Somerset Carbon Neutral by 2030?



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AGENDA

Item Somerset Health and Wellbeing Board - 11.00 am Thursday 16 January 2020

*** Public Guidance notes contained in agenda annexe ***

1 **Apologies for absence**

To receive Board Members' apologies

2 **Declarations of Interest**

3 **Minutes from the meeting held on Thursday 14th November 2019** (Pages 5 - 12)

The Board is asked to confirm the minutes are accurate.

4 **Public Question Time**

The Chair will allow members of the public to ask a question or make a statement about any matter on the agenda for this meeting.

5 **Somerset Safeguarding Children Partnership New Arrangements and Annual Report** (Pages 13 - 20)

To consider the item.

6 **'Our Plan' - The Somerset plan for children, young people and families 2019 - 2022** (Pages 21 - 50)

To consider the item.

7 **Better Care Fund** (Pages 51 - 54)

To consider the item.

8 **Sustainability and Transformation Plan** (Pages 55 - 62)

To consider the item.

9 **Somerset Health and Wellbeing Board Work Programme** (Pages 63 - 64)

To discuss any items for the work programme. To assist the discussion, attached is the Board's current work programme.

10 **Any other urgent items of business**

Item Somerset Health and Wellbeing Board - 11.00 am Thursday 16 January 2020

The Chair may raise any items of urgent business.

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Agenda Annexe

Guidance notes for the meeting

1. **Inspection of Papers**

Any person wishing to inspect Minutes, reports, or the background papers for any item on the Agenda should contact Jennie Murphy on Tel: 01823 357628 or Email: jzmurphy@somerset.gov.uk. They can also be accessed via the council's website on www.somerset.gov.uk/agendasandpapers

2. **Minutes of the Meeting**

Details of the issues discussed and recommendations made at the meeting will be set out in the Minutes, which the Board will be asked to approve as a correct record at its next meeting. In the meantime, information about each meeting can be obtained from Jennie Murphy on Tel: (01823) 3550628 or email jzmurphy@somerset.gov.uk

3. **Public Question Time**

If you wish to speak, please tell Jennie Murphy, the Board's Clerk, by 5pm Monday 13th January - (01823) 355628 or email jzmurphy@somerset.gov.uk

At the Chair's invitation you may ask questions and/or make statements or comments about any matter on the Board's agenda – providing you have given the required notice. You may also present a petition on any matter within the Board's remit. The length of public question time will be no more than 30 minutes in total.

A slot for Public Question Time is set aside near the beginning of the meeting, after the minutes of the previous meeting have been signed. However, questions or statements about any matter on the Agenda for this meeting may be taken at the time when each matter is considered.

You must direct your questions and comments through the Chair. You may not take direct part in the debate. The Chair will decide when public participation is to finish.

If there are many people present at the meeting for one particular item, the Chair may adjourn the meeting to allow views to be expressed more freely. If an item on the Agenda is contentious, with a large number of people attending the meeting, a representative should be nominated to present the views of a group.

An issue will not be deferred just because you cannot be present for the meeting. Remember that the amount of time you speak will be restricted, normally to two minutes only.

4. **Exclusion of Press & Public**

If when considering an item on the Agenda, the Board may consider it appropriate to pass a resolution under Section 100A (4) Schedule 12A of the Local Government Act 1972 that the press and public be excluded from the meeting on the basis that if they were present during the business to be transacted there would be a likelihood of disclosure of exempt information, as defined under the terms of the Act.

5. **Recording of Meetings**

The Council supports the principles of openness and transparency, it allows filming, recording and taking photographs at its meetings that are open to the public providing it is done in a non-disruptive manner. Members of the public may use Facebook and Twitter or other forms of social media to report on proceedings and a designated area will be provided for anyone who wishing to film part or all of the proceedings. No filming or recording will take place when the press and public are excluded for that part of the meeting. As a matter of courtesy to the public, anyone wishing to film or record proceedings is asked to provide reasonable notice to the Council's Monitoring Officer (Scott Wooldridge on 01823 355628) so that the Chair of the meeting can inform those present.

We would ask that, as far as possible, members of the public aren't filmed unless they are playing an active role such as speaking within a meeting and there may be occasions when speaking members of the public request not to be filmed.

The Council will be undertaking audio recording of some of its meetings in County Hall as part of its investigation into a business case for the recording and potential webcasting of meetings in the future.

A copy of the Council's Recording of Meetings Protocol should be on display at the meeting for inspection, alternatively contact the Committee Administrator for the meeting in advance.

SOMERSET HEALTH AND WELLBEING BOARD

Minutes of a Meeting of the Somerset Health and Wellbeing Board held in the Taunton Library Meeting Room, Taunton Library, Paul Street, Taunton, TA1 3XZ, on Thursday 14 November 2019 at 11.00 am

Present: Cllr C Lawrence (Chair), Cllr F Nicholson (Vice-Chair), Dr E Ford (Vice-Chair), Cllr L Vijeh, Cllr J Keen, Cllr R Wyke, J Goodchild, T Grant, Supt M Prior, M Heard, J Wooster, Cllr B Hamilton, J Rimmer, P Hilton

Other Members present: None

Apologies for absence: Cllr Amanda Broom, Cllr Chris Booth, Cllr David Huxtable, Mel Lock, Alex Murray, and Mark Cooke

412. **Declarations of Interest** - Agenda Item 2

There were no new Declarations of Interest.

413 **Minutes from the meeting held on 26th of September 2019** - Agenda Item 3

The Minutes were agreed as a correct record and signed by the Chair.

414 **Public Question Time** - Agenda Item 4

There were no public questions.

415 **Somerset Safeguarding Adults Boards 2018/19 Annual Report-** Agenda Item 5

The Chair invited and welcomed Richard Crompton, Independent Chair of Somerset Safeguarding Adults Board to introduce the report. She thanked him for all his hard work and informed the board that this was his last meeting before stepping down in his role.

Mr Crompton thanked the Chair and informed members this was his sixth year serving as its independent chair, and it had been a great pleasure to see the Safeguarding Board develop over that time. He felt that the partnership had become increasingly effective and it had made a real difference to the lives of those that needed safeguarding and support. It also worked well with partner organisations who work to safeguard adults at risk. He paid tribute to the effective work and support of business managers Nikki Shaw and Stephen Miles.

The purpose of the report was to present the Board's Annual Report for the 2018/19 financial year to the Somerset Health and Wellbeing Board. The Somerset Safeguarding Adults Board (SSAB) operates as an independently-chaired, multi-agency body under The Care Act 2014. It became statutory from April 2015.

The Somerset Safeguarding Adults Board undertook its annual multi-agency organisational self-audit process during the autumn of 2018. In a change to

previous years a new section was added to support the monitoring of learning from Safeguarding Adult Reviews. It acknowledged that there were inherent weaknesses in any self-audit process and strengthened the auditing process for 2018/19 through the incorporation of a peer challenge element, chaired by the SSAB Independent Chair, that scrutinised the submissions. The results were reviewed by the SSAB's Quality Assurance subgroup, which included representation from Healthwatch, which was followed by the peer challenge day.

There had also been a significant amount of activity in relation to services commissioned within Somerset by external commissioners, following the identification of low levels of confidence in this area. This has included writing to all residential care and nursing care services in Somerset asking for the details of all placements made by external commissioners, and when a face-to-face review had last been completed. This was then followed up by writing to 36 Safeguarding Adults Boards asking them to seek assurance where one or more of their members were responsible for placements that had not been reviewed for two or more years.

Overall confidence in compliance is improving in those areas where development is required are understood and work is taking place; the exception remains where services are commissioned by commissioners external to Somerset however, action is required on a national level to address the broader concerns highlighted by the Mendip House Safeguarding Adults Review.

The Somerset Safeguarding Adults Board had begun working on its new strategic plan for 2019-22, which was published in June following feedback from both the Health and Wellbeing Board and the Scrutiny for Policies, Adults and Health Committee.

The SSAB has continued to promote information about current safeguarding 'hot topics' including areas such as county lines, scamming and modern slavery through both its newsletter and social media in order to raise awareness among both professionals and the public.

The SSAB held its third multi-agency annual conference for safeguarding leads in May 2019. Attendees represented a broad range of organisations from across the health and social care sector. The conference was well received, with feedback on the day indicating that participants felt that it would have a positive impact on their practice.

The Board's Policy and Procedures subgroup has reviewed and enhanced its online guidance and has recently publishing updated guidance on a number of areas including self-neglect. It has also considered guidance developed regionally on allegations against people in a position of trust which it has agreed to adopt.

The SSAB was continuing to pursue the implementation of recommendations from the Mendip House Safeguarding Adults Review. This has included supporting the implementation of a notification process for external commissioners to use when placing in to Somerset, and involvement with wider regional work to agree a single regional approach. The SSAB executive group

was also continuing to seek assurance when people are placed outside of Somerset by local commissioners.

The SSAB's Learning and Development Subgroup has developed an Adult Safeguarding Learning Framework that identifies the safeguarding knowledge that staff working at different levels within organisations should have and continues to routinely consider learning from Safeguarding Adult Reviews regionally and nationally.

The Board discussed the report. There were questions about the defining of abuse by and about the lack of training for carers and abuse caused by tactlessness and awareness of patients where they are unable to voice their thoughts. It was also noted there had been a significant drop in numbers reporting abuse and neglect over this year and previous year. 3198 concerns were reported 2018/19. This was a drop of 998 compared to the previous year 2017/18.

Members were told that in previous years reporting cases had increased and it was suspected that the drop in the last year was partly as a result of greater knowledge across agencies and better gatekeeping.

It was highlighted that there were huge numbers of people being cared for by people in the community which were not known to the safeguarding board.

Members were reminded that the SSAB concentrated on direct legislation from Government in order that it was effective.

The Chair thanked Mr Crompton for the report and summed up the importance of exploitation to adults', signs of vulnerability including issues such as county lines, scamming and modern slavery and that it raised this both in the newsletter and social media in order to raise awareness among both professionals and the public.

The Somerset Health and Wellbeing Board agreed the following recommendations: -

- **It had reviewed and considered the Somerset Safeguarding Adults Board's 2018/19 Annual Report (Appendix A).**
- **Noted the progress highlights during 2018/19 to date**
- **Agreed to continue to promote adult safeguarding across the County Council and in the services that are commissioned**

416 SEND Annual Report Update- Agenda Item 6

The Board received a presentation from the Assistant Director Inclusion Somerset on the Special Educational Needs and Disability (SEND) improvement plan. This represents a joint written statement of action agreed between Somerset County Council and Clinical Commissioning Group. It outlines actions for each improvement priority (IP) and also shows how each send improvement priority links to key themes of the Somerset children and young people's plan (CYPP) and SEND strategy.

The seven priority areas for improvement identified by Somerset County Council and the Clinical Commissioning Group are:

- Governance arrangements in place in Somerset are not effective in holding leaders to account sufficiently to improve outcomes for children and young people with send.
- There is currently limited joint planning and commissioning of services, between education, health and care, to meet the needs of those with send.
- There is inconsistent application of Somerset's strategy for identifying, assessing and meeting the needs of children and young people at the SEN support stage across the partnership.
- A need to strengthen the local offer from providers to address the inconsistency of experience reported by families.
- The time it takes to issue Education, Health and Care (EHC) plans and the variable quality of these plans, the fact that these plans do not consistently capture a child or young person's needs and aspirations and that EHC plans are not able to be used as a valuable tool to support the planning and implementation of education, health and care provision to lead to better lived experiences for the child and their families.
- Weaknesses in our approach to supporting the mental health and emotional wellbeing of children and young people with send who face challenges in relation to their social, emotional and mental health.
- Weaknesses in the identification, assessment, diagnosis and support of those children and young people with autism spectrum disorder (ASD).

Progress in delivery of improvement and impact of the plan will be tracked using the Key Performance Indicators (KPIs) for each improvement priority. It was noted that some of the improvements planned were dependent on the successful delivery of connecting projects across schools, the CCG and SCC and these are outlined in Annex 2.

Progress in improvement will be monitored and reported through the quarterly SEND Improvement Board (SEND IB), which will report to the Health & Wellbeing board through the new Safeguarding Partnership arrangements.

The Board discussed the presentation. There was a question about the defining where the baseline position is and the starting point to be able to recognise the progress of the plan over the 15months. The board members were informed the detailed business action plan would be made available to members. The Director of Children Services highlighted that the governance arrangements for the joint programmes of work were clear and effective across partners although the system was challenged across the country as the 2014 act was not delivering what is provisionally set out to do. A point was raised that different governments departments had different approaches in this area which also made it difficult for all the organisations involved.

It was agreed that working effectively with partner agencies was critical.

The Chair summarised this item and acknowledged the self-assessment had outlined the 7 priorities and they were clear She recognised that staff development was essential and there was a high level of exclusions. Members

were informed that the issue of high number of exclusions was going to the Scrutiny for Policies, Children and Families Committee tomorrow and the recommendation was for a task and finish group to be set up to look at this further and it was hoped this would be approved.

The Somerset Health and Wellbeing Board considered the report and agreed to support the delivery of the Local Area SEND Improvement Plan as set out in Appendix A.

417 **Positive Mental Health and Wellbeing Strategy-** Agenda Item 7

The Chair invited Health Promotion Manager for Mental Health Louise Finnis and Strategic Manager for Public Health Louise Woolway to introduce the report.

The Board Considered the Positive Mental Health and Wellbeing Strategy.

An update on the cross-sector Mental Health and Wellbeing Strategy as a follow up to the presentation to the Board in May 2019, and an introduction to the Prevention Concordat for Better Mental Health.

The Mental Health and Wellbeing Strategy includes an outline of a system wide Mental Health and Wellbeing delivery framework for adults, children and young people.

The key messages for the Board are:

- Approving the further development and endorsement of the strategy and its use to inform commissioning and service planning across the health and care system.
- The strategy takes a system wide approach recognising the importance of promotion and prevention as well as the delivery of effective treatment services.
- The vision, themes and aspirations are based on best evidence, national drivers and good practice.
- The framework for delivery will be widely shared and discussed with partners across many statutory, voluntary and third sector organisations
- The Prevention Concordat provides an approach to strengthen and develop a public mental health informed approach to prevention.
- The approach takes into account the wider determinants of health and will help to reduce health inequalities across Somerset.

The Mental Health and Wellbeing Strategy takes a life course approach and promotes an empowerment and independence agenda. The aim of the strategy recognises the work that needs to be done to address inequalities and to ensure work is carried out not only at an individual level but also creates community and structural changes. The Prevention Concordat for Better Mental Health squarely focuses on prevention and recognition of the wider social determinates of health. The strategy intends to create a thriving population throughout Somerset.

This report is requesting approval to proceed with the further development and consultation on the Mental Health and Wellbeing Strategy and the Prevention Concordat for Better Mental Health action plan. Both items will then return to the Board for approval.

The Board discussed the report and recognises Mental Health and Wellbeing Strategy. There were questions asked about how to understand the boundaries to be able to make steps forward. The overall Audit of the Facilities and what the take up is on it.

The point was raised how the Statistics are great and how the public is going to be encouraged and about the challenges of cross references between the SEND and mental health rather than being separate reports.

The board members were informed by Health Promotion Manager for mental health and suicide prevention that she had recently attended a Voluntary, Community and Social Enterprise (VCSE) alliance group and how they explained the mapping of services of where and what there are and having the clear understanding and looking at the gaps between the Statutory and Voluntary officer. The point was stated about the discussions around the 12 neighbourhoods to be framed and that 5 ways to wellbeing is a really good step forward and if this approach was taken it would be a greater effect.

The Chair recognises the plan on a page but has asked for it to be adapted over another page as some members are finding it difficult to read. We need to understand more about the community and what they have got available as there are some useful resources that we can use. We have got Exmoor National Park and Quantock hills to go for lovely walks.

The Somerset Health and Wellbeing Board agreed the following recommendations: -

- **The outline proposal of Mental Health and Wellbeing Strategy and its development and adoption across key partners**
- **To proceed with developing a Prevention Concordat for Better Mental Health Action Plan to develop a mental health promotion cross sector approach which will then lead to the Health and Wellbeing Board becoming signatories to the consensus statement**

418 Somerset Health and Wellbeing Board Forward Plan - Agenda Item 8

It was reported that the workforce update report will be from the sustainability transformation plan instead of Fit for my future.

To discuss any items for the work programme. To assist the discussion, attached is the Board's current work programme.

419 Any other urgent items of business - Agenda Item 9

There were no other items of business.

(The meeting ended at 12.52)

CHAIR

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Somerset Safeguarding Children Partnership New Arrangements and Annual Report (2018-2019)

Lead Officer: Julian Wooster / Director of Children's Services

Author: Caroline Dowson / SSCP Business Manager

Contact Details: 07970108212

<p>Summary:</p>	<p>This report summarises the progress in implementing the new safeguarding arrangements for children in Somerset, as required by the Children and Social Work Act (2017) and Working Together to Safeguard Children (2018). This includes the merger of the safeguarding children arrangements with the Children's Trust Board, and the future role of the Health and Wellbeing Board.</p> <p>It also sets out key areas of progress and of future focus from the final Somerset Safeguarding Children Board annual report (2018-2019) for information and scrutiny by the Health and Wellbeing Board.</p>
<p>Recommendations:</p>	<p>That the Somerset Health and Wellbeing Board:</p> <ol style="list-style-type: none"> 1. notes the new arrangements for safeguarding children in Somerset 2. endorses the final annual report of the Somerset Safeguarding Children Board 3. members share information on the new safeguarding arrangements with their organisations.
<p>Reasons for recommendations:</p>	<p>The changes to the safeguarding arrangements for children in Somerset are the result of the changes in legislation in 2017 and 2018. The three statutory safeguarding partners for children (Somerset County Council, Somerset Clinical Commissioning Group, and Avon and Somerset Constabulary) have agreed that the Health and Wellbeing Board is the most appropriate group to provide high-level scrutiny of the twelve-monthly report under the new arrangements. This is one of a range of quality assurance and scrutiny arrangements under the Quality Assurance Framework for the SSCP.</p> <p>The annual report has been a statutory requirement under the legislation governing the previous Safeguarding Children Board.</p>

	<p>The Health and Wellbeing Board has received an update annually on this report for information and to ensure alignment with the Board's priorities.</p>								
<p>Links to The Improving Lives Strategy</p>	<p>Please tick the Improving Lives priorities influenced by the delivery of this work</p> <table border="1" data-bbox="544 389 1465 770"> <tr> <td data-bbox="544 389 1289 517">A County infrastructure that drives productivity, supports economic prosperity and sustainable public services</td> <td data-bbox="1289 389 1465 517"></td> </tr> <tr> <td data-bbox="544 517 1289 600">Safe, vibrant and well-balanced communities able to enjoy and benefit from the natural environment</td> <td data-bbox="1289 517 1465 600">x</td> </tr> <tr> <td data-bbox="544 600 1289 683">Fairer life chances and opportunity for all</td> <td data-bbox="1289 600 1465 683">x</td> </tr> <tr> <td data-bbox="544 683 1289 770">Improved health and wellbeing and more people living healthy and independent lives for longer</td> <td data-bbox="1289 683 1465 770">x</td> </tr> </table> <p>The merger of the Children's Trust arrangements with the new Somerset Safeguarding Children Partnership is a strategic partnership development, which links to the County Vision of partnership working for the benefit of children and families, with a focus on those most in need of safeguarding to promote the best possible outcomes for children.</p> <p>The partnership now has ownership of the revised Children and Young People's Plan (2019-2022) via the Partnership Business Group, which met in its new form at the end of November 2019, and which is be comprised of chairs of the SSCP subgroups, as well as the Corporate Parenting Board and Early Help Strategic Commissioning Board. The Partnership Business Group will also strengthen links to other relevant strategic partnerships that have a role in promoting the well-being and safeguarding of children and young people, such as the Safer Somerset Partnership.</p> <p>The new arrangements for safeguarding children support better integration with health partners in line with the Somerset Four Year Efficiency Plan (Partnership and Integration) and strengthen the role of the Health Safeguarding Children Partnership subgroup. They also promote stronger communities by taking an overarching strategic approach to working with children and families (Think Family) to promote overall wellbeing.</p>	A County infrastructure that drives productivity, supports economic prosperity and sustainable public services		Safe, vibrant and well-balanced communities able to enjoy and benefit from the natural environment	x	Fairer life chances and opportunity for all	x	Improved health and wellbeing and more people living healthy and independent lives for longer	x
A County infrastructure that drives productivity, supports economic prosperity and sustainable public services									
Safe, vibrant and well-balanced communities able to enjoy and benefit from the natural environment	x								
Fairer life chances and opportunity for all	x								
Improved health and wellbeing and more people living healthy and independent lives for longer	x								
<p>Financial, Legal, HR, Social value and partnership Implications:</p>	<p>The current budget has been retained for the year 2019-2020. Together the three key safeguarding partners will identify efficiencies and are currently setting a budget for 2020-2021 (December 2019).</p>								

<p>Equalities Implications:</p>	<p>An Equalities Impact Assessment is not required as there are no service implications to the proposed merger of governance arrangements.</p> <p>However, in all communications and policies/procedures, due regard will be given to the following:</p> <ul style="list-style-type: none"> • The use of plain English • Any need for translation or interpretation services • Accessibility • Vulnerable Groups <p>The SSCP Community (lay) members will also provide appropriate support and challenge regarding equalities implications.</p>
<p>Risk Assessment:</p>	<p>Risks to effective safeguarding of children by the Somerset Safeguarding Children Partnership will be managed through a refreshed Quality Assurance Framework which will incorporate high-level scrutiny activity (e.g. by the appointment of an Independent Scrutineer, starting in early January 2020, and future twelve-monthly reports) through to 'line of sight' activity involving practitioners, parents/carers and children and young people. The three key safeguarding partners will also use their own agency scrutiny functions to assure themselves of the effectiveness of safeguarding arrangements.</p>

1. Background

1.1.

Under the new arrangements, the Health and Wellbeing Board will continue to take oversight of the annual report from the Somerset safeguarding Children Partnership. The tenure of the Independent Chair for the Somerset Safeguarding Children Board, required under the previous legislation, ended on 30 September 2019. In December 2019, the three key safeguarding partners appointed an Independent Scrutineer to provide external scrutiny of the effectiveness of Somerset Safeguarding Children Partnership's multi-agency arrangements in safeguarding and promoting the wellbeing of all children in Somerset. This post will be taken up in January 2020, and the role will include scrutiny of arrangements in place to identify and review Child Safeguarding Practice Reviews which replace Serious Case Reviews under the new legislation. In addition, a local quality assurance framework is being refreshed which sets the direction of overall scrutiny and quality assurance activity. In future, there may be opportunities to align more closely with other strategic boards (e.g Safer Somerset Partnership) and in the short-term the delivery groups are ensuring that appropriate links are made (e.g with adult services represented on the Child Exploitation group which has an extended remit up to the age of 25).

The final annual report for the Somerset Safeguarding Children Board (2018-2019) has been published, detailing progress and outcomes against the four key priority areas: early help, multiagency safeguarding, child exploitation, and neglect.

1.2. The Health and Wellbeing Board is asked to note the final report of the Somerset Safeguarding Children Board for 2018-2019. During the year, SSCB has focused on four priority areas:

- 1) Early Help
- 2) Multi-agency Safeguarding
- 3) Neglect
- 4) Child Exploitation/Children Missing

Ofsted inspected Children's Services in early 2019, reporting from a multi-agency perspective that:

'Appropriate and timely action is taken when children need immediate protection including outside normal office hours. Strategy discussions are convened at the right time for children in almost all cases. Professionals who know the family best are included and contribute their knowledge effectively. The risks to each child are routinely considered when there is more than one child in the family.'

Embedding **early help** consistently across the partnership has remained a priority for the Board, both strategically and operationally, to ensure that the right services are offered to children and families at the right time. The Partnership will take oversight of multi-agency ways of working, such as Early Help Assessment, Team Around the Child (TAC) activity, and effective planning. Whilst progress has been made, there is still work to do so that responses to child and family needs at a non-statutory level are proportionate and consistent across the workforce, and take account of the lived experience of children.

Multi-agency safeguarding arrangements are more robust. The quality and consistency of multi-agency work is improving, resulting in better outcomes for children.

Neglect has been a priority for the Board for some time and continues to be so because of the serious impact it can have on the long-term chances for children. Training has been developed and delivered for large numbers of practitioners on identifying and addressing neglect. Resources to assist identification have been developed, piloted and made available. Serious case reviews have highlighted the importance of identifying neglect early and intervening effectively, therefore this remains a priority in Somerset.

Child exploitation and children missing has merited a subgroup of the Board

to work on improving the system for children at risk of all forms of exploitation; children missing from home, care or education, those at risk of child sexual exploitation, trafficking, county lines, or modern slavery or female genital mutilation. Additionally, there has been a focus on contextual factors outside the home which increase vulnerability, particularly for teenagers.

Serious case reviews: Two serious case reviews were undertaken in the period 2018 to 2019: one was published in autumn 2018 (Family A), and one will be published in early 2020 (Family B) highlighting the need for further work to identify vulnerabilities in parents, protect unborn babies and very young children and to act on neglect earlier. Two thematic reviews were also undertaken: one regarding suicides of young people in Somerset, which showed no rising trend and no factors which would make Somerset an outlier; and another reviewing the management of sex offenders against children. The learning continues to be embedded across the partnership in terms of the identification and intervention where there is long-term neglect, and the protection of unborn and very young children, and the importance of information-sharing.

Members of the Health and Wellbeing Board are also asked to share information about the new arrangements with all staff in their organisations, referring any questions back to the SSCP Business Unit as appropriate.

2. Improving Lives Priorities and Outcomes

- 2.1.** The new arrangements address safeguarding activity for children will promote safety and wellbeing regardless of geographical differences to promote a safe community for children. (Priority 2).

With the strengthened links to the Somerset Plan for Children, Young People and their Families in Somerset (CYPP), Priority 3 will be addressed through a focus on early help and ensuring that children, young people and their families receive the right help at the right time. This includes a 'Think Family' approach supporting parents, which is a priority identified by children and young people, as well as supporting the emotional health and wellbeing of children and young people.

The new safeguarding partnership arrangements will develop and look to integrate further with other strategic groups, alongside oversight of the Somerset Plan for Children, Young People and their Families to promote healthy and independent lives (Priority 4) e.g through positive activities (Priority 4 CYPP).

3. Consultations undertaken

- 3.1.** Following multi-agency consultation, the new safeguarding children arrangements were agreed through the governance arrangements for the Somerset Clinical Commissioning Group, Somerset County Council Cabinet and by Avon and Somerset Constabulary. There was also consultation with partners with responsibilities under Section 11 of the Children Act (2004) as well as wider partners who come into contact with children, and with children and families themselves.

Through consultation on the Somerset Plan for Children, Young People and Families, children and young people indicated that they wished to hold partners to account for safeguarding in Somerset via an annual face-to-face meeting, which will be facilitated by Somerset County Council Participation Workers.

4. Request of the Board and Board members

- 4.1.** The Board and Board Members are asked to note the new arrangements for safeguarding children in Somerset, and to endorse the final annual report of the Somerset Safeguarding Children Board.

5. Background papers

- 5.1.** The new safeguarding children arrangements were published on 26 June 2019 and they were deemed to be compliant with legislation by the Department for Education. They took effect in line on 29 September 2019 in line with nationally prescribed timescales.

The link to the new arrangements published in June 2019, and the September 2019 update can be found below, in conjunction with a structure chart:

- <https://sscb.safeguardingsomerset.org.uk/wp-content/uploads/Details-of-new-safeguarding-arrangements.pdf>
- Somerset Safeguarding Children structure chart
<https://sscb.safeguardingsomerset.org.uk/wp-content/uploads/Safeguarding-arrangements-structure-chart.pdf>

A link to the 2018-2019 annual report can be found below:

- Annual report 2018-2019
<https://sscb.safeguardingsomerset.org.uk/wp-content/uploads/SSCB-Annual-Report-2018-2019.pdf>

6. Report Sign-Off

6.1 •

	Seen by:	Name	Date
Report Sign off	Relevant Senior Manager / Lead Officer (Director Level)	Trudi Grant	23/12/19
	Cabinet Member / Portfolio Holder (if applicable)	Christine Lawrence	19/12/19
	Monitoring Officer (Somerset County Council)	Scott Wooldridge	Click or tap to enter a date.

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‘Our Plan’ – the Somerset plan for children, young people and families 2019 – 2022

Lead Officer: Julian Wooster, Director Children’s Services, Somerset County Council (SCC)

Author: Fiona Phur, Partnership Business Manager, SCC

Contact Details: 07811 307699

<p>Summary:</p>	<p>In April 2019 the Somerset Children’s Trust (SCT) approved and launched ‘Our Plan- Somerset’s plan for children, young people and their families 2019 -2022’ (the ‘Plan’).</p> <p>The plan was co-produced by partnership staff working with the children, young people and families they support; through a series of engagement events and worker’s session plans.</p> <p>The plan includes the priorities for Somerset, identified by children and young people, to support them to be happy, healthy and well prepared for adulthood. It also presents the challenges to achieving this ambition and states the areas of concern from the previous 2016- 2019 plan that require a continued focus.</p> <p>The plan provides clear direction for the new Somerset Safeguarding Children’s Partnership (SSCP) (the ‘Partnership’) and enables better working together on shared priorities in order to make the necessary changes to improve outcomes for children, young people and families in Somerset.</p> <p>Appendix A – Video: the making of Our Plan . Appendix B - ‘Our Plan – the Somerset plan for children, young people and families 2019 – 2022’</p>
<p>Recommendations:</p>	<p>That the Somerset Health and Wellbeing Board endorses :</p> <ol style="list-style-type: none"> 1. ‘Our Plan’ which seeks to improve outcomes for children, young people and their families 2. ‘Our Plan’ which underpins the work of the newly formed Somerset Safeguarding Children Partnership (SSCP) 3. The plan which aligns with and informs Programme 3 of the Improving Lives strategy- ‘Fairer life chances and opportunity for all’

	<p>4. That members advocate for and share ‘Our Plan’ with their networks.</p>								
<p>Reasons for recommendations:</p>	<p>The plan supports ‘Improving Lives’ – the Somerset Health and Wellbeing strategy. Key priorities for Somerset are strengthening families and communities, the importance of partnership working, providing the tools for families to help themselves and intervening early when we need to.</p> <p>The focal point of the plan is to realise the vision of all partners for our children and young people to be happy, healthy and preparing for adulthood. It builds on improvements already underway and identifies our next steps. In this plan we have used the learning of the previous plan - 2016 to 2019 - which we believe has already made, and can continue to make, a real difference in the lives of children and young people.</p>								
<p>Links to The Improving Lives Strategy</p>	<p>Please tick the Improving Lives priorities influenced by the delivery of this work</p> <table border="1" data-bbox="544 931 1466 1406"> <tr> <td data-bbox="544 931 1289 1059"> <p>A County infrastructure that drives productivity, supports economic prosperity and sustainable public services</p> </td> <td data-bbox="1289 931 1466 1059"></td> </tr> <tr> <td data-bbox="544 1059 1289 1187"> <p>Safe, vibrant and well-balanced communities able to enjoy and benefit from the natural environment</p> </td> <td data-bbox="1289 1059 1466 1187"></td> </tr> <tr> <td data-bbox="544 1187 1289 1279"> <p>Fairer life chances and opportunity for all</p> </td> <td data-bbox="1289 1187 1466 1279" style="text-align: center;"> <p>✓</p> </td> </tr> <tr> <td data-bbox="544 1279 1289 1406"> <p>Improved health and wellbeing and more people living healthy and independent lives for longer</p> </td> <td data-bbox="1289 1279 1466 1406"></td> </tr> </table> <p>This plan is intended to be a “live” document that provides an overarching framework to stimulate action, encourage debate and support continuous challenge of our collective leadership. It will drive conversations across the partnership and also with children, young people, families and front-line professionals to help ensure that whatever we do genuinely makes a difference to their lives.</p>	<p>A County infrastructure that drives productivity, supports economic prosperity and sustainable public services</p>		<p>Safe, vibrant and well-balanced communities able to enjoy and benefit from the natural environment</p>		<p>Fairer life chances and opportunity for all</p>	<p>✓</p>	<p>Improved health and wellbeing and more people living healthy and independent lives for longer</p>	
<p>A County infrastructure that drives productivity, supports economic prosperity and sustainable public services</p>									
<p>Safe, vibrant and well-balanced communities able to enjoy and benefit from the natural environment</p>									
<p>Fairer life chances and opportunity for all</p>	<p>✓</p>								
<p>Improved health and wellbeing and more people living healthy and independent lives for longer</p>									
<p>Financial, Legal, HR, Social value and partnership Implications:</p>	<p>‘Our Plan’ has been prepared in a context of rising need in the population and reducing funding for public services. The four priorities outlined in the plan are intended to be met within the agreed budgets and staffing resources of SCC and its partners, taking into account anticipated spending arrangements over the next three years.</p> <p>The Council’s commitment to provide good or better services to</p>								

	<p>improve outcomes for all children is reflected by the rebasing of the Children’s Services Budget in 2019/2020 based on need and the effectiveness of services.</p> <p>The children’s partnership arrangements are underpinned by the “duty to cooperate” (Section 10, Children Act 2004). The arrangements are to be made with a view to improving the wellbeing of children in the authority’s area so far as relating to:</p> <ul style="list-style-type: none"> a) Physical and mental health emotional wellbeing b) Protection from harm and neglect c) Education, training and recreation d) The contribution made by them to society; and e) Social and economic wellbeing <p>The safeguarding aspects of the partnership are further strengthened by the Children and Social Work Act 2017 and arrangement currently being consulted on to hold its individual members to account for delivering their agreed contributions to the shared plan. The partners have agreed to review progress against the plan on a quarterly basis.</p> <p>There are no specific workforce issues arising from this report</p>
<p>Equalities Implications:</p>	<p>SSCP seeks to deliver measurable improvements for all children and young people. This incorporates the need to tackle inequalities and narrow gaps, paying suitable regard to the 2010 Equality Act’s General Duty.</p>
<p>Risk Assessment:</p>	<p>The principal risk lies in the failure to secure improvement across the partnership. This would impact on the delivery the Council’s ambitions in relation to improved outcomes for children and young people in Somerset and could result in poor inspection results from regulatory bodies.</p>

1. Background

- 1.1. This is a three-year Plan for all children, young people and their families living in Somerset. ‘Our Plan’ has been developed with children and young people and the Somerset partnership.
- 1.2. The plan has been strongly shaped by young people themselves. We asked them about their hopes for the future and how they can be supported to thrive in Somerset. They told us that they want to grow up in loving families and caring communities with well supported and supportive parents, families, friends, schools and the wider community.

1.3. Our engagement events told us that we should focus on seven challenge areas, as follows:

- Keeping our children and young people safe
- Neglect
- Child Exploitation
- Improving education outcomes for all children
- Lack of higher education
- Rural poverty
- Workforce Issues.

1.4. The progress of the plan development was directed by the SCT Executive group, and quarterly oversight by the Children & Families Scrutiny Committee.

1.5. The SCT merged with the Somerset Safeguarding Children Board (SSCB) in October 2019 to become the SSCP. The progress of the plan is reported by exception to the Executive Group of the partnership and is governed by the SSCP's Business Partnership Group.

1.6. The four priorities of 'Our Plan' have been merged with the four safeguarding priorities of the SSCP. A new scorecard has been designed to capture the RAG rating of all 8 priorities' actions and their direction of progress, on one page. This will complement and inform the quarterly reporting to the SSCP from the sub-groups who own the actions.

2. Improving Lives Priorities and Outcomes

2.1. 'Our Plan' aligns with and informs Priority 3 of the Improving Lives strategy- 'Fairer life chances and opportunity for all'

2.2. The children and young people consulted asked that the following priorities shaped the new plan:

- Supported Families
- Healthy Lives
- Great Education
- Positive Activities.

2.3. These priorities are interwoven: education, family life, positive activities and health. Our young people also reminded us to think of their safety and security, the accessibility of services and how to support the more vulnerable because of individual, environmental, social or economic factors.

3. Consultations undertaken

3.1. This plan has been written by children and young people, for children and young people in Somerset.

3.2. Over the summer of 2018 more than 200 children and young people took part in face-to-face consultations and follow up sessions to determine the priorities they wanted to see in their plan.

3.3. We heard about what’s important for good health and wellbeing, how our young people value their education, the support they feel is important for their parents and carers – and finally, they told us what they want to do with their spare time, and how we can help them to achieve this.

4. Request of the Board and Board members

4.1. The Somerset Plan for Children, Young People and Families 2019 - 2022 presents a huge opportunity, as well as a great responsibility. It is a responsibility which the Somerset partnership is privileged to hold and an opportunity it is determined to seize.

4.2. As a partnership we seek to enable change. To achieve our ambitions within the very significant financial pressures and constraints faced by all partners we require endorsement to continue to transform the delivery arrangements for local services and explore opportunities to find efficiencies in the way we deliver services in the best interests of children and their families.

5. Background papers

5.1. Appendix A - Video: the making of ‘Our Plan’ .

5.2. Appendix B - ‘Our Plan’ – the Somerset plan for children, young people and families 2019 – 2022

6. Report Sign-Off

6.1

	Seen by:	Name	Date
Report Sign off	Relevant Senior Manager / Lead Officer (Director Level)	Trudi Grant	23/12/19
	Cabinet Member / Portfolio Holder (if applicable)	Christine Lawrence	19/12/19
	Monitoring Officer (Somerset County Council)	Scott Wooldridge	Click or tap to enter a date.

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Our Plan The Somerset Plan for Children, Young People and Families 2019 - 2022

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Foreword

“Fairer Life Chances and Opportunity for All”

This is a three year Plan for all children, young people and their families living in Somerset. Our Plan has been developed with children and young people and the Somerset partnership.

The Plan supports **‘Improving Lives’** – the Somerset Health and Wellbeing strategy. Key priorities for Somerset are strengthening families and communities, the importance of partnership working, providing the tools for families to help themselves and intervening early when we need to.

The focal point of the new Plan is to realise the vision of all partners for our children and young people to be happy, healthy and preparing for adulthood. It builds on improvements already underway and identifies our next steps. In this new Plan we have used the learning of the previous Plan - 2016 to 2019 - which we believe has already made, and can continue to make, a real difference in the lives of children and young people.

This Plan is intended to be a “live” document that provides an overarching framework to stimulate action, encourage debate and support continuous challenge of our collective leadership. It will drive conversations across the

partnership and also with children, young people, families and front-line professionals to help ensure that whatever we do genuinely makes a difference to their lives.

Supporting children and young people is the responsibility of everyone who works with and cares about children and young people. No one agency can do that alone. We work in partnership, so that children and young people and their families are heard and involved at home, at school, in their communities and particularly when they need additional information, advice, support or interventions to help them.

The success of this Plan will depend upon the skills and determination of each partner; so let us renew our collective energy and enthusiasm for what we do, and our shared ambition to make sure that Somerset really is one of the greatest places in which to grow up.



*Mike
Prior*

Superintendent,
Avon & Somerset
Police



*Sandra
Corry*

**Director of Quality &
Patient Safety,**
Somerset Clinical
Commissioning Group



*Julian
Wooster*

**Director of
Children's Services,**
Somerset County
Council

Introduction

Our vision is for children, young people and their families to be:

Happy, Healthy And Preparing For Adulthood

Our vision has been strongly shaped by young people themselves. We asked them about their hopes for the future and how they can be supported to thrive in Somerset. They told us that they want to grow up in loving families and caring communities with well supported and supportive parents, families, friends, schools and the wider community

We want every child and young person in Somerset to have:

Supported Families *'strengthening families and building resilient communities'*

Healthy Lives *'families making the right choices to support happy healthy lifestyles'*

Great Education *'high aspirations, opportunities and achievement for all'*

Positive Activities *'getting the most out of life through play, leisure, cultural and sporting opportunities'*

These priorities are interwoven: education, family life, positive activities and health. Our young people also reminded us to think of their safety and security, the accessibility of services and how to support the more vulnerable because of individual, environmental, social or economic factors. By recognising the crucial interaction between these outcomes, we will work together to improve the lives of all children and young people. We will do this through actions in these four priority areas owned by the boards and groups of the Somerset partnership - this Plan will be the benchmark against which the effectiveness of progress will be measured and against which the risk to achieving the aims will be managed.

“Good preparation for adulthood is an important priority for children and young people as it will make us informed about our choices, confident in our abilities and happy and optimistic about our futures.”

Halcon Youth Group, September 2018

The Background

The beautiful county of Somerset consists of a mixture of rolling hills and rugged coastlines, quaint villages and bustling market towns; the splendour of misty moorland and the mystery of the wetlands, shrouded in Arthurian legend.

In the summer Somerset fills with holidaymakers, who come to experience festivals, music, our culinary delights and walking experiences that over 1,300 square miles has to offer. In the winter, our county celebrates wassail and solstice, carnival and crisp winter walks around historic country estates.

Somerset provides some excellent education and healthcare through schools and hospitals rated as outstanding or good by their inspectors.

Our children and young people are safer than their more urban peers – with lower levels of knife crime, gang-related activity and drug use in Somerset.

There is a rich tradition of community support in Somerset with nearly 3,000 charities registered in the county and over three quarters of them working solely in Somerset. Despite the challenge of sustainability, many work in partnership with other organisations; and more plan to do so to improve services – generating efficiencies and increasing funding opportunities.



555,000

Somerset Population



116,000

Children & Young People under 18 years



21%

of the Somerset's overall population are Children & Young People



12,500

Children & Young people with Special Educational Needs & Disabilities (SEND) 0-25 years



800

Children & Young People are looked after by the local authority or are being supported into independent living

“Somerset is a safe place to grow up, with a strong sense of community, and lots of places to go and things to do. However, knowing where to find out about activities, and transport can be an issue, especially in rural areas.”

Somerset Young People's Voice Group
February 2019

The Challenge

Keeping our children and young people safe - partners in Somerset have the statutory responsibility for co-ordinating and challenging all activity relating to safeguarding children and young people living in Somerset

Neglect - neglect is the most common reason for taking child protection action. We are building a greater recognition of the impact that neglect can have on children. When parents or carers cannot meet a child's needs its because they do not have the skills or support needed; and sometimes it's due to other problems such as mental health issues, drug and alcohol problems or poverty

Contextual safeguarding - increasingly, our children and young people are becoming more vulnerable to abuse, or exploitation from outside their families. These threats include exploitation by organised crime groups such as County Lines, trafficking, online abuse, sexual exploitation and the influences of extremism

Improving education outcomes for all children - we still have not closed the gap in attainment between disadvantaged learners and their peers at Key Stage 4; our data shows a performance gap of 22% achievement in English and Maths

Lack of higher education choices - Somerset, and the south west, would benefit from greater choices in higher education; which would support economic development - making Somerset a place where people come to study and work with a vibrant economy and thriving communities

Rural poverty - which includes lack of digital connectivity, lack of public transport and less access to services and facilities

Workforce Issues - like many other local authorities, Somerset is faced with increasing needs and reduced resources including a skills shortage especially in education and children's social care

“Somerset is a great place for old people to settle down and retire, however finding good opportunities in the county for young people can be difficult.”

Somerset Young People's Voice Group
February 2019

Growing Up In Somerset

77% say they worry 'quite a lot' or 'a lot'

Worried About:

36%
Tests and Exams



5%
do not get enough sleep

32%
Family Problems



22%
Health



23%
Bullying



8-11 years old
Primary School



19% go to after school or youth club

20% have received a chat message that scared/upset them

27% Yr 6 pupils have seen adult only images online

91% have been told how to stay safe while online

34% play sport or do other physical activities

27% been bullied in past 12 months

40% afraid to go to school because of bullying

Self-esteem:

30% high level of self-esteem

32% low level of self-esteem

6% are young carers



3% had nothing to eat or drink before school



89% visited the dentist in the last 12 months



80% help with cooking at home

78% say they worry 'quite a lot' or 'a lot'

Worried About:

47%
Tests and Exams



30%
Family Problems



26%
Mental Health



37%
The Future



12-16 years old
Secondary School

Want to continue in full time education 53%



Enjoy most or all school lessons 40%



18% had alcohol in the previous 7 days



20% have been offered drugs



5% regularly smoke

32% Not enough time to do other activities

31% parents/carers smoke

9% Transport is a problem



16% had nothing to eat or drink before school



14% had nothing to eat or drink for lunch

Feel Safe:

74% at school

58% outside

The Journey

We have a strong and well established partnership, whose participants share a common goal to work together to improve the wellbeing and life chances of every child in Somerset.

We want this Plan to make a difference, not just to the services we deliver but to children's lives. We realise the outcomes in this Plan cannot be achieved by any single organisation. To really make change happen, we need all parts of the system to work together - from families to children's services, schools and other statutory services, to communities and voluntary organisations.

Our OFSTED inspection in November 2017 found that children's services are improving and Somerset is on a journey from 'Requiring Improvement to get to Good'. In October 2018 the Care Quality Commission (CQC) inspected the Somerset Partnership NHS Foundation and judged that specialist community mental health services for children and young people 'Require Improvement', child and adolescent mental health (CAMHS) wards rated as 'Good' and community health services for children, young people and families rated as 'Good'.

This new Plan reflects the actions needed by all the partners to help us to achieve excellent outcomes and to fulfil our ambitions for all children and young people in Somerset to be happy, healthy and well prepared for adulthood.

We will continue to develop multi-agency training programmes bringing together staff from a range of services, providing opportunities for sharing of practice and experiences.

"I have definitely seen massive improvements in the way partners are working together - I don't feel alone in trying to help children and families. Through better information sharing, the One Teams and closer working relationships we have seen better outcomes for families, either supporting people to achieve, or supporting the community as a whole."

Avon & Somerset Police Constable
June workshop, 2018

Progress Since the Last Plan

Somerset Children and Young People's Plan 2016 - 2019 was a focused improvement plan. It identified seven improvement areas to drive change further and faster. And we are immensely proud of some of the huge improvements that have been made over the course of the Plan, including our improved OFSTED judgement.



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82%
of Secondary and Primary Schools are rated as Good or Outstanding



8256
students and **388** parents have received schools, health and resilience education (SHARE)

40
new or refurbished schools in Somerset



1000
more smoke free babies born since 2011

What we are proud to have achieved in the last plan

248
teachers trained in emotion coaching

73%
of multi-agency staff surveyed felt that partnership working has improved a lot

94%
of Somerset children achieve first choice Secondary school places



80%
of 5 year old children free from dental decay



94
fewer children per year subject to a child protection plan



93%
Permanent Social Work managers achieved

56%
permanent social work workforce in 2017/18, failed to meet the 75% target



multi-agency Early Help hubs have been delayed

SEND
percentage of EHC assessments completed within 20 weeks continues to be an area of concern

Where we haven't quite made the difference we want to yet

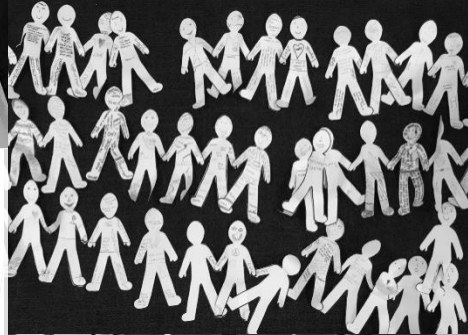
44%
increase in hospital admissions for self-harm (10-24 years)



Attainment Gap
between children and young people with additional needs and their peers has widened at key stage 2 and 4

Placement Stability
is at 59% for Children Looked After in the same placement for more than 2 years, not achieving its target of 70%

School Attendance
has seen an increase in persistent absence, permanent exclusions and elective home education



Children and Young People's Priorities for 2019-22

Help us to look after our health, achieve at school and prepare us for adulthood.

Support our parents (as well as us) and help us to take part in positive things to do.


We need better access to fair and young people friendly health services and affordable activities that improve our health and wellbeing.

English and maths are essential, but equip us with useful training and social skills too.

Schools and colleges should be safe places for everyone, they should help us with work experience as well as exams.

This new Plan has been written by children and young people, for children and young people in Somerset. Over the summer of 2018 more than 200 children and young people took part in face-to-face consultations and follow up sessions to determine the priorities they wanted to see in their Plan. We heard about what's important for good health and wellbeing, how our young people value their education, the support they feel is important for their parents and carers – and finally, they told us what they want to do with their spare time, and how we can help them to achieve this.





Priorities:

- Supported Families
- Healthy Lives
- Great Education
- Positive Activities

Supported Families

Strengthening families and building resilient communities

Outcomes

Young people and families are in control and know where to access help and advice to manage their own health and wellbeing

Children and young people are protected from harm and are well cared for at home wherever possible

Workers will have the skills and knowledge to identify issues early in families and to address those issues quickly and effectively in a Strengthening Families way

Families receive good quality multi-agency help to support parents or carers so risks to children are reduced, reducing the need for high cost, statutory interventions

Measures that will tell us we are making a difference

Number of open early help cases

Number of children in need

Number of children subject to a child protection plan

Number of children looked after

Re-entry to the youth justice system

Repeated presentation of self-harm

Number of parents supported for substance misuse, adult mental health, domestic violence or parental conflict

Percentage not in education, employment or training

% of elective home educated young people

“A happy family life is a balance of freedom and security and knowing that there is always somewhere or someone to turn to if you need support.” Somerset Young People’s Voice Group, February 2019

The children and young people’s consultations told us overwhelmingly that we must give high quality support to their parents, carers and their communities.

Child health and wellbeing is dependent on supportive and safe homes; studies repeatedly show the importance of having at least one supportive caring adult to establishing childhood resilience, and this is critical so that children are able to bounce back when difficulty threatens that happiness.

We know families achieve better outcomes if their needs are supported early. Access to universal services e.g. nurseries, schools, libraries and community health care, and positive interaction in families that spend time together e.g. play, leisure, sport, cultural activities, creates opportunities for happy memories to be made and resilient capacities to be built. This enhances the foundation for happiness and lifelong health and wellbeing.

Most children and families only need universal services, however it is the practitioners working in universal settings who first recognise when a child or family is starting to struggle and may have additional needs. These practitioners are the teachers, youth workers, health visitors and volunteers who need to build a trusting relationship with that family, helping them to organise and co-ordinate the support they may need. All staff working with children and families should be able to recognise and address the needs of the entire family in a holistic way, keep the child and their family at the heart of their work and listen to what they need in our Strengthening Families approach.

“We need to have an ‘aircraft oxygen mask’ approach. Help us get the ‘oxygen’ we need - as parents we need to look after ourselves first, so that we can look after our children better.”

Parent/carer, consultation day 2018

We want our parents and carers to feel confident in their parenting skills.

The Schools Survey 2018 discovered that, compared with a reference sample, young people in Somerset seem to be doing better on safety, diet and exercise, but not so well in regards their emotional wellbeing. Secondary pupils show some increased use of alcohol and exposure to illegal drugs, which is against recent national trends. The Somerset Parent Carer Toolkit addresses the issues that most affect families via web-based information and local support to help tackle some of these issues.

“Adults can help you by showing respect to you and caring for you, adults can help with treating you equally, which leaves us feeling like we are cared for.” Young people of Shepton Mallet Youth Club, 2018

In the Autumn of 2018 we consulted with young people about how to support parents and carers. The young people were able to acknowledge that they know their parents/carers want them to succeed but realised that parenting is a tough job and not all parents are well equipped to be successful. Access to good local support and information e.g. the SEND Local Offer; strong communities looking out for each other, inclusive schools, support for parents who are in conflict with each other and knowing how to look after the emotional health and wellbeing of themselves and their children were all key areas that young people identified.

Healthy Lives

physical and emotional

Families making the right choices to support happy healthy lifestyles

Outcomes

Children, young people and families are enabled to lead healthy lives

More children and young people will have good emotional health and wellbeing, are emotionally resilient and equipped to manage their lives

Children and young people are able to safely manage their long term physical and mental health conditions and disabilities and are supported to manage the transition to adult services, if appropriate

Measures that will tell us we are making a difference

Proportion of births at low birth weight

SEND annual GP check at 14 years

Smoking at time of delivery

Breastfeeding prevalence at 6-8 weeks

Obesity measures at reception and Year 6

Hospital admissions caused by unintentional or deliberate injuries 0-14 years

Number of children diagnosed with mental health conditions receiving NHS support

Hospital admissions for self-harm 10-24 years

Number of hospital episodes for extractions of teeth 0-10 years

“Learning how to look after yourself earlier, and knowing it is OK to not be OK.” Somerset Young People's Voice Group, February 2019

We want to encourage and help children, young people and their families and carers in Somerset to live healthier, longer lives by helping them to stay well and prevent illness in the first place.

We want to help parents to make good choices to help their children have a healthy start to life. A healthy childhood leaves a legacy of good health and wellbeing for their entire lifetime and helps them to make the right choices. We know that the vast majority of mental health problems experienced in adult life emerge before young people reach adulthood, and that early identification and intervention of social, emotional and mental health issues can improve mental health and resilience and reduce the considerable distress of those experiencing them, and that of the people caring for them.

“What good is education if someone isn't healthy.” Young person, May 2018

We aim to create healthy environments and health services that are accessible and engaging to children and young people and their families and carers to help them make the choices and changes needed for a healthy and happy life. This includes advice, tips and tools to help them make the best choices about their health and wellbeing - healthy eating and healthy weight, getting exercise to help have healthy bodies and healthy minds, increase good sleep habits, awareness of good sexual health and prevention of smoking and use of drugs and alcohol.

44% increase in last 5 years in hospital admissions for self-harm (10-24 yrs)



Self-harm (15-19)

Somerset

1211 per 100,000

National average

617 per 100,000

Self-esteem

(high self-esteem score 12-15)

Somerset National average

24% **34%**

Somerset National average

46% **52%**



“I’m so grateful that there are websites like Kooth and people I can talk to when I feel overwhelmed.” Young person, May 2018

The school survey 2018 concluded that young people in Somerset have improved safety, diet and exercise, but declining emotional wellbeing. Contrary to expectations, males report fewer health-risky behaviours. The findings for females signal poorer emotional wellbeing, especially amongst older pupils.

An indicator of emotional resilience is the level of self-harm within the population; Somerset data demonstrates a distinct pattern of presentation for girls, which is mirrored for England and the south west. ‘Looking through the Lens of Self-Harm’ the annual report of the Director of Public Health in Somerset 2018 looks to address the stigma associated with self-harm and improve access to the support available.

We will strengthen the ‘protective factors’ of mental health and wellbeing by enabling children and young people to develop skills around building friendships, self-esteem and resilience and supported by a confident and informed workforce who can support early identification of mental health problems.

Children and young people told us that health is one of their top priorities for this plan. They were able to name health services in Somerset that they thought worked well, and could talk about improved issues. They acknowledged that education and awareness is improving, and could name self-help mechanisms. They stated that stigma around mental health is decreasing and education on mental health is improving, and also spoke of positive relationships with school nurses, GPs, dentists and the emergency services.

Somerset Youth Parliament told us that ‘better access and shorter waiting list for mental health service such as CAMHS, improved and regular, consistent Personal, Social, Health and Economic education in schools, more school nurses’ time, more opportunities for young people to have a voice and be consulted with’ will improve health services in Somerset.

Great Education

building skills for life

High aspirations, opportunities and achievement for all

Outcomes

Every child will achieve well above expectations and will not be held back by their social and personal backgrounds, special educational needs or disabilities

All children get the best start in the early years; all pupils can go to a good school and have high aspirations for their future

Every young person will benefit from a broad range of pathways to further learning and employment, for their own achievement and economic independence and for the success of the Somerset economy

Measures that will tell us we are making a difference

Percentage of children reaching a good level of development at the end of Reception year

Percentage of pupils achieving expected or higher standard at KS1 and KS2 in reading, writing and maths

Persistent absence rates

Percentage of pupils achieving Grade 5 or above in English and Maths at KS4

Percentage of post-16 participation and achievement rates for those in Further Education (FE)

Percentage number of post-16 young people with undecided FE choice

“Teach us skills to prepare us for life from day one.”

Somerset Young People's Voice Group, February 2019

When consulting with young people about what they need from their education, they identified a broad range of issues that could be supported in addition to qualification attainment. The topics range from debate and discussion, democracy skills, understanding each other's needs, having a voice, knowing their rights and support to young people who are lesbian, gay, bi-sexual, transgender, or questioning (LGBTQ+) to more practical elements such as social media support, careers support, health awareness, mental health support, understanding finance and good sex and relationships training.

We have 3 Key Considerations:

PLACE

Overall, almost all Somerset children attend a good or outstanding early years, school or college setting. There are 254 state-funded schools (including 86 Academies), 4 Further Education colleges, 1 Free school and 31 Independent schools in Somerset (January 2018).

The size and rurality of Somerset presents challenges for provision, in particular maintaining a broad ranging curriculum offer and a range of opportunities that are both vocational and academic.

Somerset's Team Around the School model is for schools to meet with local family support services on a regular basis to have a shared conversation about children and young people they are worried about. This provides a strong foundation which supports children, young people and their families by refocusing resources on prevention rather than crisis intervention.

Early schooling matters most for children and attending a good pre-school and primary has more impact on children's academic progress than their gender or family background - the quality of teaching children receive is more important. A high quality pre-school followed by an academically effective primary school gives children's development a significant boost, especially when built upon a foundation of a stimulating early years home-learning environment.

63% of pupils achieved a standard pass in English and Maths GCSE (2017/18)

77% of Somerset students achieved at least 2 A-Levels (2017/18)

% of young people who believe Schools care whether they are happy or not:



Female

63%



Male

58%

“Preparing for adulthood is an important priority for children in care to make us confident, resilient and prepared to leave care.” Somerset In Care Council, 2018

DEPRIVATION

Disadvantaged pupils continue to perform less well than their peers at all key stages - both locally and nationally, and the gaps between those eligible for school meals and others are wider in our county than the national average.

The West Somerset Opportunity Area was launched by the Government to raise education standards locally, providing every child and young person with the chance to reach their full potential. The programme is focused on improving early years education, improving outcomes at primary and secondary school and helping young people go on to further or higher education, or find a good job. West Somerset is one of 12 areas in England chosen as an Opportunity Area, and forms part of the Government’s efforts to unlock the true potential of England’s young people.

Every young person in Somerset should be equipped to succeed in the world of work. This includes raising educational aspirations – only 38% of young people in Somerset went to university in 2015 compared to 49% nationally.

INCLUSION

Somerset’s new Inclusion Programme is developing improvements in SEND support; attendance and exclusions; capital investment into the right and sustainable places; having better information, advice and guidance and a campaign on narrowing the word gap for pupils.

In our consultations with children and young people they asked us to consider their safety and security in their environments. In the Schools Survey 2018 40% of primary school pupils said they sometimes feel afraid of going to school because of bullying. 51% of secondary school pupils think their school takes bullying seriously.

Positive Activities

Getting the most out of life through play, leisure, cultural and sporting opportunities

Outcomes

Families and communities are thriving and resilient and support each other

All children have a safe place to live in which they can grow, thrive and reach their potential

Vulnerable young people and their families are directly involved in helping themselves and others

Measures that will tell us we are making a difference

Uptake of short breaks

National Citizens Service uptake

Number of young people undertaking/schools offering the Duke of Edinburgh award

First time entrants to the youth justice system aged 10-17 years

Digitalisation of Somerset

Take up of 2 year old early education funding

Teenage conceptions

Number of households with dependent children in temporary accommodation

Annual surveys and engagement events

“Challenge and support us to take risks and grow as individuals.”

Somerset Young People's Voice Group, February 2019

We want Somerset's children and young people to feel happy in a childhood that is full of fun, laughter and love - in vibrant and aspirational communities that they can be proud of and in which their dreams are realised.

In the Summer of 2018 we asked children and young people about the priorities that would make their lives better. They told us that they want to have more things to do, to feel safe and to enjoy themselves. They asked us to consider how children and young people can access safe and engaging positive activities.

The young people were able to identify the benefits of taking part in positive activities and felt this was an important priority for the new Plan. They were able to list the educational, health and social benefits of trying new things in different environments. They were also able to identify why it can be difficult to take part in new activities – the main reasons being money, time and transport, lack of confidence and parental consent.

In February 2019 Radio 1 Newsbeat's 'Know Your Place' project found that all 5 districts in Somerset scored lower than the national average for youth population, entertainment and leisure, bus services and sports facilities. They all scored better than the national average for mental health care and average rent. 4G coverage was better in South Somerset and Sedgemoor. Natural environment only scored higher in West Somerset. South Somerset was the only district that scored higher for employment.

“Play is an essential part of every child’s life. It is vital for the enjoyment of childhood as well as for social, emotional, intellectual and physical development. When children are asked about what they think is important in their lives, playing and friends are usually at the top of the list.”

Play England

“Inspire us to develop our sense of adventure.”

Somerset Young People’s Voice Group, February 2019

The National Citizen Service (NCS) is a voluntary personal and social development programme for 15–17 year olds in England and Northern Ireland. During 2018, over 800 young people from Somerset took part in NCS; 11.5% of these were in receipt of free school meals and 5.5% had SEND. Their providers currently work with more than 40 mainstream schools and colleges in Somerset, several special schools and numerous local youth organisations - delivering a mixture of universal and bespoke NCS programmes, to ensure as many young people as possible can benefit. During 2018 NCS Coordinators were introduced into 7 Somerset secondary schools to ensure NCS is embedded into the school curriculum, with plans to introduce an additional 15 during 2019. Special school student participation in NCS is also a priority focus for 2019.

When asked what’s working well to keep children and young people safe in their communities, Somerset’s Voluntary, Community and Social Enterprise Forum told us that open access youth provision is working well with plenty of activities around risk-awareness, internet safety, bullying and sexual health. However, they warned of the risks to these interventions due to local authority cuts in grants to communities, less money available from funders and more competition for a decreasing funding pot.

Rural England’s State of Rural Services Report 2019 looked at 8 key contracting rural services including local transport, broadband and mobile connectivity, libraries, young people’s services and personal advice services. The report identifies growing expectations of communities and volunteers to sustain services, often to stop them from disappearing. Although there is evidence that this model can result in service improvement, some communities have fewer volunteers and limits to volunteer capacity.

Partnership Working

'duty to cooperate'

This Plan provides clear direction for the Somerset Safeguarding Children's Partnership and enables us to work better together on shared priorities in order to make the necessary changes to improve outcomes for children, young people and families in Somerset.

We will celebrate inclusion, diversity and a sense of community with our existing partners and new partners. Collectively these achieve Section 10 of the Children Act 2004 which places them under the 'duty to cooperate' with a view to improving the wellbeing of children in the authority's area.

Partners in Somerset will monitor and evaluate performance against this Plan, and constituent plans. Where progress is slow we will challenge each other. The partnership's Executive will monitor progress on a quarterly basis, acting as programme board and joint commissioning forum.

Progress toward the Plan will be reported to the Board on a six-monthly basis and with a comprehensive annual review. These reports will be presented to Somerset County Council's Scrutiny Committee for Policies, Children and Families and the Health and Wellbeing Board.

Working Together to Safeguard Children places a requirement on three partners - the local authority, the police and the health service - to make arrangements for working together on child protection in the local area.



Conclusion

The Somerset Plan for Children, Young People and Families 2019 - 2022 presents a huge opportunity, as well as a great responsibility. It is a responsibility which the Somerset partnership is privileged to hold and an opportunity it is determined to seize.

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This Plan is flexible enough to be adapted to meet changing circumstances, while still realising the vision. We will continually monitor this Plan, and review it on an annual basis to ensure it remains effective. Our partnership scrutiny processes will hold us to account for our progress.

We have identified a number of key outcomes where we want to see real positive change, set ambitious actions and targets against these outcomes and we are determined to meet the challenge we have set ourselves. The partnership will regularly support and review progress against these outcomes and challenge where it is clear that we need to take action in order to ensure progress is maintained and improved.

However, there is also a vast range of information which we will continue to review to ensure that this plan is having the impact we would want it to. We will take a flexible approach, making careful use of a range of objective performance information so that we can respond to emerging issues.

As a partnership we seek to enable change. To achieve our ambitions within the very significant financial pressures and constraints faced by all partners we will continue to transform the delivery arrangements for local services. We will explore opportunities to find efficiencies in the way we deliver services; and, where it is in the best interests of children and their families, we will accelerate arrangements for services to be jointly commissioned across the partnership.

Our large and diverse workforce display great dedication and professionalism in the work they do every day for the children and young people of Somerset. We will support our workforce to do the job that they love through valuing, respecting and investing in them so they are confident, competent and have the skills, abilities, knowledge and motivation to provide the very best outcomes.



With thanks

This plan has been written with children, young people and families in Somerset through a series of engagement events and consultations.

Organisations/groups from which young people attended face to face sessions:

UK Youth Parliament (UKYP),
Somerset County Council
The Unstoppables (SEND) Forum,
Somerset County Council
Children and Adolescent Mental Health Services (CAMHS)
Participation group, Somerset Clinical Commissioning Group
Halcon Youth Club,
YouthUnLimited CIC
Xcelerate CIO
Somerset In Care Council, SCC
Somerset Leaving Care Council, SCC
North Petherton Youth Club, Young Somerset
HealthWatch Somerset

Practitioners/Decision Makers:

Somerset Partnership NHS Foundation Trust (SOMPAR)
Avon & Somerset Police
Somerset Parent Carer Forum
Child and Adolescent Mental Health Services (CAMHS)
Somerset County Council (SCC) – officers and elected members
HealthWatch Somerset
Somerset Association of Primary Headteachers and Officers (SAPHTO)
Yeovil District Hospital
Women & Children’s Health Clinical Commissioning Group Yeovil
Yeovil District Hospital NHS Foundation Trust
Special Educational Needs. Somerset Expertise (sen.se)
Governor, Chilton Trinity School / Sky College

Organisations/groups who participated with online consultations:

2BU
Halcon Youth Club
Limitless Wells Youth Club
Mendip YMCA
North Petherton Youth Club
Shepton Mallet Youth Club
UK Youth Parliament (UKYP)
The Unstoppables
Somerset In Care Council (SiCC)
Somerset Leaving Care Council (SLCC)

“It has been great to be able to come to the event, be heard, and talk to decision makers about our experiences, and how we can make some positive change in Somerset.”

Somerset Young People’s Voice Group
August 2018



Better Care Fund update

Lead Officer: Mel Lock, Director, Adult Social Care

Author: Tim Baverstock, Assistant Director, Adult Social Care

Contact Details: 07977 401916

<p>Summary:</p>	<p>The Better Care Fund for 2019/20 was approved by the Health and Wellbeing Board in September and submitted to the national team. Whilst we await the formal letter of acceptance of our plans, we are aware that the plan has been approved and validated locally and nationally.</p> <p>This paper sets out progress against the metrics and returns required as well as giving an update on the implementation of proposed new schemes.</p>					
<p>Recommendations:</p>	<p>That the Somerset Health and Wellbeing Board receives for information</p> <ol style="list-style-type: none"> 1. An update on the progress of Somerset's Better Care Fund <p>And recommends</p> <ol style="list-style-type: none"> 2. That the Health and Wellbeing Board considers its role in the oversight and shaping of the Better Care Fund 					
<p>Reasons for recommendations:</p>	<p>To regularly update the Health and Wellbeing Board on the Better Care Fund in a relevant way and further the ability of the Board to shape and drive future BCF plans.</p>					
<p>Links to The Improving Lives Strategy</p>	<p>Please tick the Improving Lives priorities influenced by the delivery of this work</p> <table border="1" data-bbox="544 1861 1465 2107"> <tr> <td data-bbox="544 1861 1289 1989"> <p>A County infrastructure that drives productivity, supports economic prosperity and sustainable public services</p> </td> <td data-bbox="1289 1861 1465 1989"> <p>✓</p> </td> </tr> <tr> <td data-bbox="544 1989 1289 2107"> <p>Safe, vibrant and well-balanced communities able to enjoy and benefit from the natural environment</p> </td> <td data-bbox="1289 1989 1465 2107"> <p>✓</p> </td> </tr> </table>		<p>A County infrastructure that drives productivity, supports economic prosperity and sustainable public services</p>	<p>✓</p>	<p>Safe, vibrant and well-balanced communities able to enjoy and benefit from the natural environment</p>	<p>✓</p>
<p>A County infrastructure that drives productivity, supports economic prosperity and sustainable public services</p>	<p>✓</p>					
<p>Safe, vibrant and well-balanced communities able to enjoy and benefit from the natural environment</p>	<p>✓</p>					

	Fairer life chances and opportunity for all	✓
	Improved health and wellbeing and more people living healthy and independent lives for longer	✓
Financial, Legal, HR, Social value and partnership Implications:	No new implications	
Equalities Implications:	N/A	
Risk Assessment:	N/A	

1. Background

1.1. Update on the BCF planning process:

- All plans were recommended for approved by the SW assurance panel on the 10th October and duly submitted to the national team for further assurance.
- All plans and the process we followed were approved on the national calibration call on 4th November
- The next step is for the recommendations to be taken to the national Integration Partnership Board later this month and then on for final sign off at a national level.
- Approval letter was expected to be issued by mid-December

1.2. National BCF returns are now limited to quarter 2 and quarter 4 only but regular updates on Somerset's plan will come to HWB and the newly formed Joint Commissioning Board.

1.3. A snapshot of progress shows the continued growth and success of established schemes such as Home First. For the purpose of this update, there is a short update on some of the new initiatives which were highlighted in the September submission.

1.4. The 2019/20 Better Care Fund proposed an £80k investment in Trusted Assessor resource, following the blueprint of a successful scheme in Lincolnshire. The scheme will offer with the initial support of two Trusted Assessors to carry out assessments on behalf on the care and nursing home providers. The scheme is completely voluntary and there is no obligation for care providers to participate. There will be no charge to the care providers interested in taking part in this initial one-year pilot. Our trusted assessors are now in place and will begin the scheme on the 2nd December. Prior to that date they will continue to work with homes and care providers to sign them up to the scheme and ensure that they can have as wide a reach as possible.

- 1.5.** Social workers have been placed in Accident and Emergency departments this winter to add to the multi-disciplinary approach and give further options to prevent admission. Yeovil Hospital already have the staff in place and Musgrove Park will follow shortly. In addition, we have piloted placing a social worker with the South West Ambulance Service and believe that the advice and support of social work can make a real difference to people who reach out and dial 999. It is likely that we will utilise social workers with mental health experience given the conversations with SWAST.

2. Improving Lives Priorities and Outcomes

- 2.1.** The BCF aligns and supports our plans, particularly in relation to the provision of Primary Care Networks, person-centred care and a greater focus on prevention. Our BCF plan fully supports the national recognition of the wider determinants of health and wellbeing like isolation and loneliness, diet, exercise and other lifestyle choices and circumstances. Our prevention programme which is in part supported by the BCF together with our new community orientated approaches are specifically intended to help people improve and address these determinants, in a way that enhances communities and longer term creates sustainable public services.

3. Consultations undertaken

- 3.1.** N/A

4. Request of the Board and Board members

- 4.1.** Board members are asked to note the progress of the Better Care Fund in Somerset.

5. Background papers

- 5.1.** Better Care Fund submission from September the Q2 return (iBCF only requested) and the latest metrics/targets (Available on request)

6. Report Sign-Off

	Seen by:	Name	Date
Report Sign off	Relevant Senior Manager / Lead Officer (Director Level)	Trudi Grant	23/12/19
	Cabinet Member / Portfolio Holder (if applicable)	Christine Lawrence	19/12/19
	Monitoring Officer (Somerset County Council)	Scott Wooldridge	Click or tap to enter a date.

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16 January 2020

Report for information

Workforce Update: STP Report to Health and Wellbeing Board

Author: Helen Stapleton, Somerset STP Workforce Programme Lead

1. Introduction

The Somerset Health and Wellbeing Board have requested an update on Workforce from the system STP. The following report provides information in relation to:

- Somerset's health and care workforce: overview and current challenges with particular reference to the General Practice workforce.
- What we are currently doing and have committed to do to ensure a sustainable and vibrant workforce with the skills to deliver the Somerset NHS Long Term Plan.
- How we expect to develop our capability at system level to be able to do this.

2. Somerset health and care system: current workforce overview

Figure 1

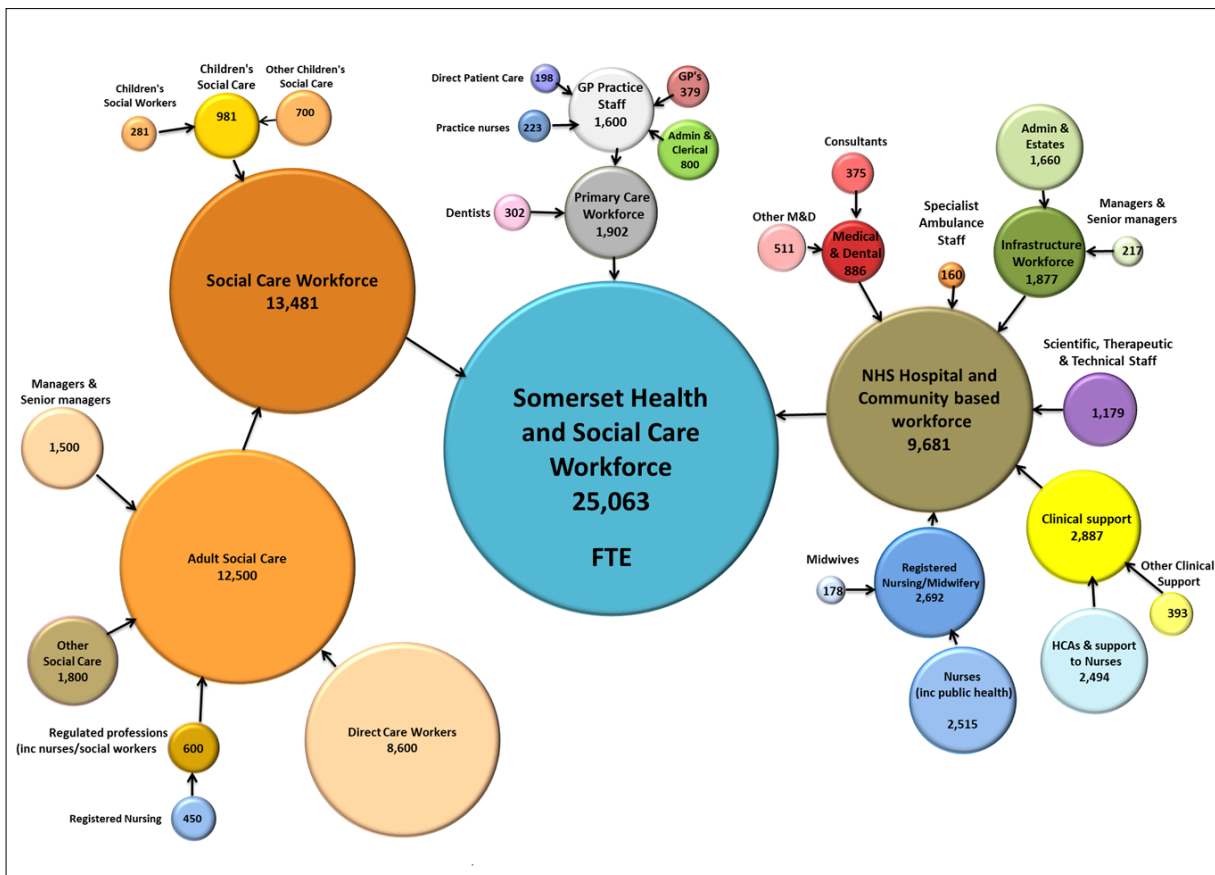


Figure 1 is an illustration of the capacity and relative proportion of the main components of the current health and social care workforce in Somerset. The numbers refer to full

time equivalent staff in post (obtained from the most recent published data sets). This picture is not complete as data was not available for some areas (ie hospices, independent sector healthcare facilities, opticians, dental practitioners and community pharmacies). It is our best understanding of our current workforce profile, which has changed relatively little in the last 2 years.

3. Somerset's workforce context

We recognise and value our workforce as the key to success in supporting our population with high quality, safe and effective care. However we have a number of significant challenges which are impacting on our ability to sustain the workforce we need:

- Our geography and rurality – restricting travel, access to education, services and employment, and flexible deployment across the county
- Our population – young adults tend to leave Somerset and older people move here to retire, affecting our age profile, ability to recruit, and other factors such as digital maturity of our workforce
- Higher education – Somerset does not have a university or a large city and there is a lower than average number of UK graduates entering employment in the county even for those who have had part of their training experience here.

Whilst we have a relatively strong local labour market for entry-level/non-graduate roles, over the next 5 years we expect a significant proportion of our workforce to retire. Currently around 25% of all our current hospital, community, and primary and social care staff are over 55 years old. Patterns of working are changing with an increase in part time/portfolio roles, and where there has been expansion in new service areas (eg in Mental Health services) this has attracted existing staff to migrate from traditional areas, leaving gaps.

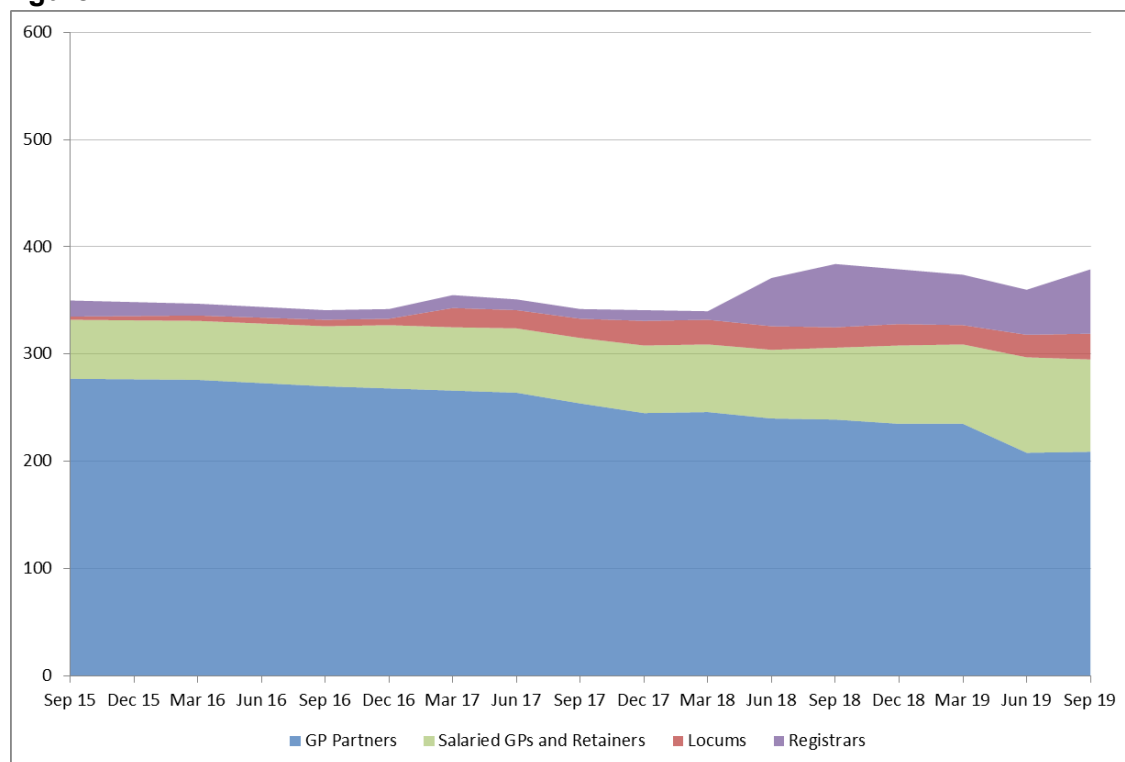
Taken together this means that we are relying on bringing people in from outside Somerset to make up for normal turnover, and this has become more difficult particularly for large workforce groups. For example over the last 12 months we have brought in nearly 200 nurses from outside the UK just to maintain staffing levels in our 2 acute hospitals. We have recently experienced difficulties recruiting staff across many of our professional groups, particularly GPs, medical specialties in secondary care, social workers, registered adult, mental health and LD nurses and a number of allied health professional groups.

Our transformation plans demonstrate ongoing growth in workforce numbers to meet increasing demand, tempered by increased workforce efficiency plans, but more importantly the future model of care in Somerset requires a transformed workforce with a more diverse and varied skill mix with new types of roles, different ways of working, and an emphasis on prevention, wellbeing and self-management. This points to the importance of a set of workforce plans to deliver sustainable workforce capacity – not just addressing shortages but developing a new skill mix and ways of working. We can only achieve the level of change required by developing system leadership, working collaboratively across all partners and developing new relationships across the PVI sector. It is essential that we undertake a wide range of initiatives to retain and develop the people we already employ, as well as to continue with efforts to attract new staff.

4. GPs and the changing workforce in Primary Care

There are some specific workforce challenges in relation to the delivery of primary care services and the GP workforce. Figure 2 shows the changes in the capacity and mix of the GP workforce in Somerset. The numbers indicate the full-time equivalent capacity between September 2015 and September 2019 (based on national data collection from practices):

Figure 2



It is important to note that data quality has recently improved across all areas which will distort the trends – for example data on GP trainees is not reliable before March 2018. Even with this caveat, the graph shows a reduction in qualified GP capacity with a continuing decline in the number of traditional GP partners over the last 4 years. The overall GP head count has sustained during 2019 and has improved by the end of the year, however the number of sessions worked (participation rate) is decreasing as more GPs opt to work part-time or in portfolio careers and this trend is likely to continue. Further work needs to be done to identify the number of sessions delivered by health professionals other than GPs coming into primary care in order to get a complete picture of capacity.

Our current GP workforce is getting older and we will face significant retirement losses in the next 5-10 years. The latest data indicates that 41% of Somerset's current GPs are aged 50+ and 25% of current GPs are aged 55+. However, Somerset is not attracting enough newly qualified GPs to make up this shortfall. Not all training places are filled and of those trainees who do train in Somerset, many choose to move to less rural areas on qualifying. It is worth noting that most of the risks described here in relation to the GP workforce are mirrored (and therefore exacerbated) by the practice nurse workforce.

A number of initiatives are currently in place to improve GP recruitment and retention including:

- Somerset GP career plus scheme
- GP concierge scheme
- GP retainer scheme
- GP in Somerset recruitment campaign
- GP international recruitment
- Portfolio/flexible working offers especially to newly qualified GPs

These initiatives will help to stabilise GP capacity, however the increasing demand on primary care services will require additional workforce and it is essential that we continue to develop different roles and extended skill mix to support service delivery. We need to make sure each patient sees the right healthcare professional at the right time to meet their need: for example, a patient with a musculoskeletal problem may be better served by seeing a specialist physiotherapist. Primary Care Networks (PCNs) provide the future structure and support for primary care development, working more closely with community-based health and care teams to support people to stay well for longer in their own homes. General practices are already employing an increasing range of skilled professional roles to increase their workforce capacity to meet future demand. The emerging models are varied according to the needs of the local population and the operating model of the practice, new roles include:

- Advanced nurse practitioners
- Paramedics
- Pharmacists
- Physiotherapists
- Health coaches/link workers to support physical and mental health wellbeing

Through the work of the primary care Training Hub we are investing in training and development to provide career progression for existing staff and develop the extended skills needed to support the new skill mix in primary care. To date, workforce development initiatives in primary care have been largely reactive and opportunistic – moving forwards we will develop a more coherent strategy for delivering a primary care workforce with the right skills in the right numbers, supported by the new GP contract reforms as a major lever for supporting both GP resilience and new skill mix models.

5. The Somerset Long Term Plan for workforce

The Somerset workforce Long Term Plan identifies a wide ranging programme of work over the next 5 years to support the delivery of the Long Term Plan through the development of our current and future workforce. The plan has a number of key themes:

- Making Somerset health and care services a more attractive place to have a career
- Developing a leadership culture orientated towards collaborative working and inclusivity
- Addressing our most urgent workforce shortages
- Reshaping skills and roles to deliver service transformation

6. Making Somerset the best place to work

As indicated earlier workforce sustainability relies on high levels of employee engagement, retention and good opportunities for skills progression; we need to retain and develop our workforce for the future. We are undertaking a range of initiatives that will enable colleagues at all levels to thrive, develop and progress, with particular emphasis on inclusivity and positive action for colleagues with protected characteristics. For example across our health services we know that staff from black and minority ethnic backgrounds are currently over-represented at lower grades and under-represented in higher grades; as we move forward we will adopt various metrics to ensure this improves.

We plan to develop programmes of work to support:

- Colleague engagement and wellbeing – based on improved staff survey scores and reduced sickness absence
- Retention – identifying key “at risk” turnover areas and building on the success of previous work in our NHS organisations led by NHS England and Improvement, including more flexible options for retirement and return to work
- Career support, talent management and the implementation of system-wide progression pathways.

7. Developing our Leadership Culture

We recognise that Somerset’s ambition for service transformation can only be achieved if we also undergo a cultural transformation across our people of collaborative working across Somerset, to enable us to break down historical barriers. We have developed and will continue to support a range of programmes to bring colleagues together across traditional organisational, professional and sector boundaries, including:

- The Somerset academy cross sector learning and quality improvement programme
- Our Shared Endeavour system development programmes

We are also looking at policy alignment across employers, for example in relation to flexible working, to support the idea of one Somerset as a fair and compassionate employer.

8. Addressing urgent workforce shortages

As mentioned earlier Somerset has a number of hard-to-recruit professional/specialist groups. Because there is no University based in the county, predictions about the number of graduates available to work in Somerset are not reliable.

As well as the work undertaken in primary care (described earlier) there has already been significant activity to mitigate shortages of professional staff. Overseas and domestic recruitment campaigns by the acute providers have reduced agency spend and registered nurse vacancies by 33% between 1 April and 30 September 2019, and currently our NHS registered nursing vacancies are the lowest in the South West region due to extensive overseas recruitment. However we cannot rely indefinitely on recruiting from overseas and this does not meet the immediate needs of some settings including

primary, community and mental health services. We have embarked on strategies for introducing local Somerset-based undergraduate training with innovative partnerships between our local colleges and universities. A local undergraduate social work programme is already in place providing a local pipeline into the Somerset system, and plans for undergraduate nursing are advancing well, building on our system-wide approach to the recruitment and training of nursing associates.

In relation to our specialist medical workforce, work is underway in our acute hospitals to identify how we can make best use of this scarce resource by working more collaboratively across the county for certain key specialties such as oncology and urology.

We recognise the need to improve the way we build local pathways into careers in health and care and we will build on existing relationships with local schools and colleges to increase the scope and breadth of opportunities including work experience and apprenticeships.

Finally we are working in partnership with Spark Somerset to develop an integrated volunteering strategy, to improve opportunities for individuals to use volunteering as a pathway into roles, and to make volunteering easier and more attractive.

9. Reshaping Skills and Roles

The next five years in Somerset will witness significant change across health and social care and we recognise that this transformation is well overdue. Whilst we know that the population will increase in size and in frailty placing increasing demands on our services, The Long Term Plan sets out a roadmap for Somerset to achieve more personalised care which is closer to home, making greater use of digital technology and with a greater focus on population health and reducing health inequalities. This represents a significant challenge to the shape, size and skill mix of our workforce; we cannot do more of the same and we need creative and agile solutions to our many workforce gaps. Somerset has a strong legacy in developing new roles and this is a good foundation on which to build.

Ongoing developments in skill mix within primary care services have been mentioned earlier in this report. A number of other key areas are briefly outlined below, where there will be significant adoption of new skills and roles to deliver transformed services:

9.1 Mental Health transformation strategy

There is an ambitious set of workforce plans underpinning the delivery of improved mental health services. This includes expansion of IAPT services, development of Recovery Partners, expansion of Psychiatric Liaison services, development of a new Mental Health primary care worker, development of roles across the system to support the provision of mental health services to young people, ongoing development of assistant practitioners within community mental health teams and improving parity of esteem through a programme of upskilling in mental health for colleagues working in general acute settings.

9.2 Advanced Care Practitioner strategy

The national Advanced Care Practice strategy aims to expand the size and scope of the non-medical senior clinician workforce, to enable our most highly skilled and experienced clinical colleagues to provide clinical leadership, use their skills for the benefit of patients and make best use of our scarce medical workforce capacity. In Somerset we already have a number of excellent examples of advanced care practitioners across a range of specialties and have attracted national investment to build capacity in emergency care. As a system we are working collectively to standardize competency frameworks, job descriptions and governance for these roles, and to identify the areas where future investment will have most benefit for patients.

9.3 Developing the workforce model for Neighbourhoods

The development of the Neighbourhood model of care with its emphasis on personalised care, prevention and keeping people well in their homes presents a significant opportunity for a different way of working across all existing sectors. We will invest in the development of social prescribing roles as part of the broader Neighbourhood team, and align our workforce strategies around apprenticeships, assistant and advanced practice roles to support the developments.

10. Delivering the workforce long term plan: developing our system capability

The workforce challenges and priorities described in this report are wide-ranging and complex and will require us to develop a system-level model of working aligned to the Somerset ICS vision. In summary we need to:

- Ensure that health and care organisations across Somerset work together in order to plan, deliver and sustain the workforce that is required to realise the future models of care for our residents, within available resources
- Understand the challenges that face the commissioning and provision of services across health and social care and the numerous stakeholders that work within and across our systems. These systems encompass local, regional and national interests, including those from the NHS, local authority, voluntary, private, third and education sectors
- Ensure that the voice of the resident is heard and respected in our thinking; Our population includes people who use our services, who work or will work within our organisations and those who represent our communities
- Draw and build on our current professional capability in clinical, workforce planning and education delivery to support changes to structures, roles and organisational settings

We are currently reviewing how we operate as a system and how we resource our programmes of work, involving all sectors/partners. The Local Workforce Action Board, working closely with the Primary Care Training Hub and all our partner organisations is now establishing a clear framework of accountability to deliver this work. As part of this we will build on our existing expertise and resources to further develop capability in workforce planning, and take opportunities to move towards a place-based approach to workforce intelligence, managing learner pathways and career frameworks.

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Health and Wellbeing Board Work Programme – January 2020

Agenda item	Meeting Date	Details and Lead Officer
Health and Wellbeing Board Meeting (11am start)	16 January 2020	Dev session: JSNA draft
Safeguarding Children Annual Report		Caroline Dowson
CYPP 2019-22		Fiona Phur
Better Care Fund		Tim Baverstock
Sustainability and Transformation Plan		Alex Murray/Maria Heard
Health and Wellbeing Board Meeting (11am start)	19 March 2020	Dev:
HealthWatch update		Hannah Gray
Fit For My Future and STP update		Alex Murray/Maria Heard
JSNA update		Pip Tucker
Director of Public Health Report		Trudi Grant
Health and Wellbeing Board Meeting (11am start)	21 May 2020	Dev:
Health and Wellbeing Board Meeting (11am start)	16 July 2020	Dev:

Health and Wellbeing Board Work Programme – January 2020

Better Care Fund		Tim Baverstock
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