



BWRDD GOFAL CYMDEITHASOL, IECHYD A LLES Y CABINET

*Yn syth ar ôl cyfarfod y Pwyllgor Craffu
DYDD IAU, 2 MAI 2019*

YSTAFELLOEDD PWYLLGOR A/B – CANOLFAN DDINESIG CASTELL-NEDD

1. Periodi cadeirydd
2. Datganiadau o gysylltiadau
3. Cofnodion y Cyfarfod Blaenorol (*Tudalennau 3 - 6*)
4. Blaenraglen Waith (*Tudalennau 7 - 8*)
5. Cynllun Castell-nedd Port Talbot ar gyfer Gwasanaethau Plant a Phobl Ifanc 2019-2022 (*Tudalennau 9 - 76*)

*Adroddiad gan Bennaeth y Gwasanaethau Plant a Phobl Ifanc
2019 - 2022*

6. Cynllun Castell-nedd Port Talbot ar gyfer Gofal Cymdeithasol i Oedolion rhwng 2019-2022 (*Tudalennau 77 - 152*)

Adroddiad gan Bennaeth y Gwasanaethau I Oedolion

7. Comisiynu Gwasanaethau Gofal a Chefnogaeth fel rhan o Gynllun Byw a Chymorth (*Tudalennau 153 - 156*)

Adroddiad gan Bennaeth y Gwasanaethau I Oedolion

8. Eiddo gwag yn The Laurels, 87 Heol Lewis, Castell-nedd,

SA11 1DJ. (*Tudalennau 157 - 160*)

Adroddiad gan Bennaeth y Gwasanaethau I Oedolion

9. Eitemau brys
Unrhyw eitemau brys (boed yn gyhoeddus neu wedi'u heithrio) yn ôl disgrisiwn y Cadeirydd yn unol ag Offeryn Statudol 2001 Rhif 2290 (fel y'l diwygiwyd).
10. Mynediad i gyfarfodydd
Penderfynu gwahardd y cyhoedd o'r eitemau canlynol yn unol â Rheoliad 4 (3) a (5) Offeryn Statudol 2001 Rhif 2290 a'r paragraffau eithriedig perthnasol o Ran 4 Atodlen 12A Deddf Llywodraeth Leol 1972.

Rhan 2

11. Trefniadau Cytundebol ar gyfer Gwasanaethau Castell-nedd Port Talbot sy'n Gysylltiedig a Gofalwyr - Diben yr Adroddiad (eithriedig dan baragraff 14) (*Tudalennau 161 - 164*)

Adroddiad Preifat gan Bennaeth y Gwasanaethau I Oedolion

12. Hillside (Yn eithriedig dan Baragraff 13) (*Tudalennau 165 - 186*)

Adroddiad Preifat gan Gyfarwyddwr y Gwasanaethau Cymdeithasol, Iechyd a Thai

S.Phillips
Prif Weithredwr

**Canolfan Ddinesig,
Port Talbot**

Dydd Gwener 26 Ebril 2019

Aelodau'r Cabinet:

Cynghowyr: A.R.Lockyer a/ac P.D.Richards

Nodiadau:

- (1) *Os nad yw unrhyw aelod o Fwrdd y Cabinet yn gallu bad yn bresennol, gall unrhyw aelod arall o'r Cabinet gyflenwi fel aelod etholiadol ar y pwyllgor. Gofynnir i'r aelodau wneud y trefniadau hyn yn uniongyrchol ac yna I hysbysu is adran y pwyllgor..*
- (2) *Ystyrir barn y Pwyllgor Craffu blaenorol wrth wneud penderfyniadau (proses craffu cyn penderfynu)*

Mae'r dudalen hon yn fwriadol wag

EXECUTIVE DECISION RECORD

4 APRIL 2019

SOCIAL CARE, HEALTH AND WELLBEING CABINET BOARD

Cabinet Members:

Councillors: A.R.Lockyer (Chairperson) and P.D.Richards

Officers in Attendance:

A.Jarrett, A.Thomas, J.Woodman-Ralph, J.Hodges and N. Jones.

Invitees:

Councillors: L.Purcell (Scrutiny Chairperson)
S.Freeguard (Scrutiny Vice Chairperson)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Cllr.A.R.Lockyer be appointed Chairperson for the meeting.

2. **MINUTES OF PREVIOUS MEETING**

That the Minutes of the meeting held on the 7 March 2019, be approved.

3. **FORWARD WORK PROGRAMME 18/19**

Noted by Committee

4. **WESTERN BAY YOUTH OFFENDING SERVICE REPORT FROM HMI PROVISION**

Decision:

That the report be noted.

5. **DEFERRED PAYMENTS POLICY**

Decision:

That the Deferred Payments Policy be approved as detailed in Appendix A to the circulated report.

Reason for Decision:

To comply with the requirements of the Social Services and Wellbeing Act 2014 to offer a deferred payment agreement.

Implementation of Decision:

The decision will be implemented after the three day call in period.

6. **SOCIAL SERVICES, HEALTH AND HOUSING - STAFF SURVEY 2019**

Decision:

That the report be noted.

7. **ACCESS TO MEETINGS**

Decision:

That pursuant to Regulation 4 (3) and (5) of Statutory Instrument 2001 No. 2290, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in the undermentioned Paragraphs of Part 4 of Schedule 12A to the Local Government Act 1972.

8. **CONTRACTUAL ARRANGEMENTS FOR THE PROVISION OF SHORT BREAKS FOR DISABLED CHILDREN (EXEMPT UNDER - PARAGRAPH 14)**

Decision:

That the Head of Children and Young People Services be granted delegated authority to enter into a new contract with Action for Children until 31 March 2021 as detailed in the private circulated report.

Reasons for Decision:

Extending the contract with Action For Children will provide the Council with a legally binding agreement setting out the approved terms of working. This will offer protection to the Council in the event of a dispute and ensure that the provider delivers in line with the Council's expectations.

Permission to enter into a new contractual term with Action For Children will ensure this vital front-line service is not disrupted whilst officers undertake an analysis of service demand and the service model in order to undertake a procurement exercise.

Implementation of Decision:

The decision will be implemented after the 3 day call in period.

9. **THE MANAGER'S REPORT ON HILLSIDE SECURE CHILDREN'S HOME (EXEMPT UNDER PARAGRAPH 13)**

Decision:

That the report be noted.

CHAIRPERSON

Mae'r dudalen hon yn fwriadol wag

Social Care, Health and Wellbeing Cabinet Board

PROVISIONAL - 2019/20 FORWARD WORK PLAN (DRAFT)
SOCIAL CARE, HEALTH AND WELLBEING CABINET BOARD

DATE	Agenda Items	Type (Decision, Monitoring or Information)	Rotation (Topical, ,Annual, Biannual, Quarterly, Monthly)	Contact Officer/ Head of Service
10 June				
	Commissioning of Adult Advocacy Services	Decision	Topical	Chele Howard/Angela Thomas
	Consultation on Proposed Respite Policy	Decision	Topical	Chele Howard/Angela Thomas
	Mental Health Regional Strategy	Information	Topical	Andrew Jarrett
	Vacant Property at Gelligron - Surplus	Decision	Topical	Leighton Jones/ Angela Thomas

Tudalen 9

Eitem yr Agenda 4

Social Care, Health and Wellbeing Cabinet Board

Tudalen10

DATE	Agenda Items	Type (Decision, Monitoring or Information)	Rotation (Topical, Annual, Biannual, Quarterly, Monthly)	Contact Officer/ Head of Service
25 July	Hillside Managers Report	Monitoring	Quarterly	Karen Wedmore /Keri Warrant
	Regulation and Inspection of Social Care (Wales) Act 2016 RISCA 2016	Monitoring	Quarterly	Chris Frey-Davies
	(Western Bay) Youth Offending Service Annual Report Includes the Youth Justice Plan	Annual		Caroline Dyer/ Andrew Jarrett
	West Glamorgan Safeguarding Boards Business Plan	Annual		Rebecca Shepherd/ Andrew Jarrett
	Quarterly Performance Indicators	Monitoring	Quarterly	Ian Finnemore/ Angela Thomas
	Hillside Education Provision Contract	Monitoring	Annual	Karen Wedmore/ Keri Warren
	End of Year Update – Social Housing Grant	Monitoring	Annual	Chele Howard/ Angela Thomas
	Pathway to Adulthood Team	Decision	Topical	Delyth Berni/ Keri Warren

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
SOCIAL CARE, HEALTH & WELL-BEING CABINET BOARD

2nd MAY 2019

Report of the Head of Children & Young People Services – Ms K. Warren

Matter for Decision

Wards Affected: All Wards

NEATH PORT TALBOT'S PLAN FOR CHILDREN & YOUNG PEOPLE SERVICES 2019 - 2022

1. Purpose of Report

1.1 To inform Members of the outcome of the public consultation on Neath Port Talbot's Draft Plan for Children & Young People Services 2019-2022 ('the Plan') [Appendices 1 – 3] and seek approval to implement the Plan.

2. Background

2.1 On 2nd August 2018 the Social Care, Health & Well-being Cabinet Board approved a 90 day public consultation of the Plan.

2.2 The Plan set out the Council's proposals for the medium term future of Children & Young People Services in Neath Port Talbot, and covers the functions of:

- Early Intervention and Prevention
- Safeguarding
- To ensure that Looked After Children have high quality, stable care
- Implementing outcome focused interventions across Children's Services
- Supporting Young Carers

2.3 A range of engagement and consultation activities took place between 5th August and 3rd November 2018 to help inform the Plan, and consisted of:

- Overarching public consultation
- Stakeholder consultation, including linking with existing partner groups
- Formal written responses

The purpose of this was to:

- Ensure the consultation was available to as many residents and stakeholders as possible

- Ensure the consultation documents were available in appropriate formats
- Provide a mechanism for people to contribute their views of the Plan
- Find out whether people agreed or disagreed with the proposals and the reasons why
- Provide a mechanism for people to make comments and suggestions
- Enable people to suggest alternative proposals

3. Findings

3.1 A wide ranging consultation yielded 6 questionnaire responses, 2 email responses, plus a range of comments gleaned from stakeholder events held. A full consultation report is included as Appendix 5 to this document, including a “you said, we did” section. Many comments received were statements which did not require a response or were not related to the draft Plan under consideration. In the latter case signposting to other documents has been made and all comments received are included for reference purposes.

3.2 A key theme was the acknowledgement that resources are increasingly limited and what bearing that would have on sustainability of service provision when implementing the Plan. This included ongoing funding of Third Sector organisations to help deliver early intervention and prevention services.

3.3 Partner organisations also expressed the desire to be closely involved in the development of more detailed service planning activity.

3.4 Following scrutiny by Cabinet Board, Members requested the rewording of parts of the Safeguarding section within the Plan. In light of the consultation responses the essence of the Plan remains intact, i.e. the themes outlined in 2.2 above.

4. Monitoring, Review and Delivery

The themes from this Plan will inform the basis of our Directorate Business Plan, which will be monitored through the Corporate Performance Management System, the Council’s Annual Report and the Director’s Annual Report.

5. Recommendation

It is recommended that Members approve the Neath Port Talbot Plan for Children & Young People Services 2019 – 2022 attached as Appendix 1 to Appendix 3 to this report.

6. Reason for Proposed Decision

The Plan sets out the Council's proposals for the medium term future of Children & Young People Services in Neath Port Talbot, including placing greater emphasis on early intervention and prevention services.

7. Implementation of Decision

The decision is proposed for implementation after the three day call in period.

8. Equality impact assessment

The Equality Act 2010 requires public bodies to assess likely impact of proposed policies and practices on its ability to comply with the general duty (to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity, and foster good relations between different groups) for all people with protected characteristics.

The Plan has undergone a full Equality Impact Assessment (EIA) [Appendix 4]. The outcome of the EIA is that Officers recommend the Plan is approved by Members because it will have a positive effect on service provision.

9. Workforce impacts

The Plan seeks to ensure that all employees within Children & Young People Services have clear priorities and objectives as part of the Council's performance management framework. There are no currently intentional Council workforce implications inherent in the Plan.

10. Legal impacts

There are no legal impacts arising from this report.

11. Financial impacts

The Plan has been developed on the basis of the Directorate's budgetary savings. It is not however possible to accurately cost any such savings at present.

12. Consultation

On 2nd August 2018, Members approved a 90 day public consultation in respect of the Plan. During this period, 5th August to 3rd November 2018, a

number of consultation and engagement activities took place. The outcome of this activity is detailed in Appendix 5, and has helped confirm the content of the final Officer draft of the Plan which is the subject of this report.

The volume of response was not statistically significant enough to suggest any negative feedback was representative of any widespread objections and, given how widely the exercise was publicised, could be interpreted as suggestive of general support for the proposed Plan.

13. Risk Management

There are no risks associated with this item.

14. Appendices

Appendix 1 – Neath Port Talbot Plan for Children & Young People Services 2019 – 2022

Appendix 2 – Easy Read version

Appendix 3 – Plan on a Page

Appendix 4 – Equality Impact Assessment

Appendix 5 – Consultation Report

15. Background Papers

None.

16. Officer Contact

For further information on this report item, please contact:

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Chelé Zandra Howard, PO for Commissioning

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Neath Port Talbot Council's Plan for Children & Young People Services 2019 - 2022



Building Safe and Resilient Communities

Image credit: careimages.com

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Foreword

We are pleased to share with you our plans for Children and Young People's Services for the next three years.

This document describes Neath Port Talbot Council's plans to meet the needs of our local population. Its purpose is to outline how we will support children, young people and their families in Neath Port Talbot. Over the years, strong relationships have been built with partner agencies, providers, children, young people and their families. Our aim is to ensure that we understand the needs of our population and continually place children and young people at the heart of everything we do.

Working together with partners, providers and our communities we strive to develop and design services and responses that achieve improved outcomes for children, young people and their families.

It is our intention to develop a more diverse and mature range of providers offering greater choice in the market, so that those from whom we commission and procure services are able to deliver and improve quality and performance, are forward thinking, innovative and proactively respond to the needs of the children, young people and families who use those services.

We want to involve all those who use or provide services so that together we can plan the best way to change and invest in our resources so that we can shape the social care market to offer targeted good quality, value for money, effective and sustainable services.

Finally, we would like to take this opportunity to offer our thanks to all those who have been involved in the development of the commissioning strategy and look forward to working with you throughout its implementation.



Councillor Alan R. Lockyer
Cabinet Member for Children's Social Services



Keri Warren
Head of Children and Young People Services

What is our Vision for Children, Young People and Families in NPT?

The Council's vision is to create *a Neath Port Talbot where everyone has an equal opportunity to be healthier, happier, safer and prosperous*¹.

This will be achieved by working in partnership with other agencies such as health, housing, education, the third sector, community organisations and the private sector. Through partnership working, people will receive modern, high quality and sustainable services that will meet their assessed care and support needs and demands both now and in the future.

To that end the work of the Social Services, Health & Housing Directorate will embrace the following well-being objectives as defined in our Corporate Plan 2018-2022:

- **To improve the Well-being of children and young people**

"All of our children and young people have the best start in life, so they can be the best they can be"

- **To Improve the Well-being of all adults who live in the county borough**

"Everyone participates fully in community life – socially and economically"

In doing so we are committed to working in a way which achieves our overarching objectives.

¹ NPTCBC Single Integrated Plan 2013-2023

What do we want to achieve?

Our goal is to ensure that children and young people in Neath Port Talbot are safe, and living in families where they can achieve their potential and have their health, well-being and life chances improved within thriving communities. We want to get it right for our citizens – from childhood to adulthood.

We will therefore focus on:

- ✓ Ensuring children, young people and families are central to decisions about them, and their voice and experiences are heard and responded to
- ✓ Building safe and resilient communities and enabling people, including children young people and their families, to be part of their communities
- ✓ Valuing children and getting it right from early childhood to adulthood so they get the best support
- ✓ Planning and delivering the best services based on the voice of children, young people and their families and evidence of what works
- ✓ Supporting children, young people and families and their communities to be safe, independent and responsible for their own well-being
- ✓ Creating seamless support and services to promote positive transition for young people as they enter adulthood
- ✓ Improving the quality of social care services provided and safeguarding people within the borough

At the highest level we want to:

- ✓ Ensure consistency and quality of practice across teams and services
- ✓ Promote independence, choice and control for children, young people and families
- ✓ Safeguard citizens from harm
- ✓ Create new models of care and support within the community so that people are able to stay within their own communities
- ✓ Develop a robust market which can respond to changing demands in the future
- ✓ Engage in development of prevention and well-being services so that more people are able to stay independent
- ✓ Value the important role of young carers and recognise their own well-being needs so that they are supported

We propose to shift the focus of the care system so that there is greater emphasis on building safe and resilient communities that promote people's strengths, and ensure we intervene early to prevent needs from increasing.

What shapes our thinking?

There is important law and national guidance influencing the commissioning of health and social care services for children and adults, including:

The Social Services and Wellbeing (Wales) Act 2014

The Act consolidates existing laws and places individuals' wellbeing at the centre of care; promoting choice and control

Sustainable Social Services for Wales: A Framework for Action 2011

The Welsh Government's agenda for regional commissioning and collaboration in service provision

Wellbeing of Future Generations (Wales) Act 2015

Improving the social, economic, environmental and cultural well-being of Wales

Housing (Wales) Act 2014

Sets out Welsh Government's aims to improve the supply, quality and standards of housing in Wales

Neath Port Talbot CBC Corporate Plan 2018-2022

Sets out our well-being objectives and priorities

Western Bay Population Needs Assessment

Looks at current and estimated future demand for services

Regulation and Inspection of Social Care (Wales) Act 2016

Places service quality and improvement at the heart of the regulatory regime and strengthens protection for those who need it

Together for Mental Health (2012)

Welsh Government's 10 year strategy to improve mental health and well-being

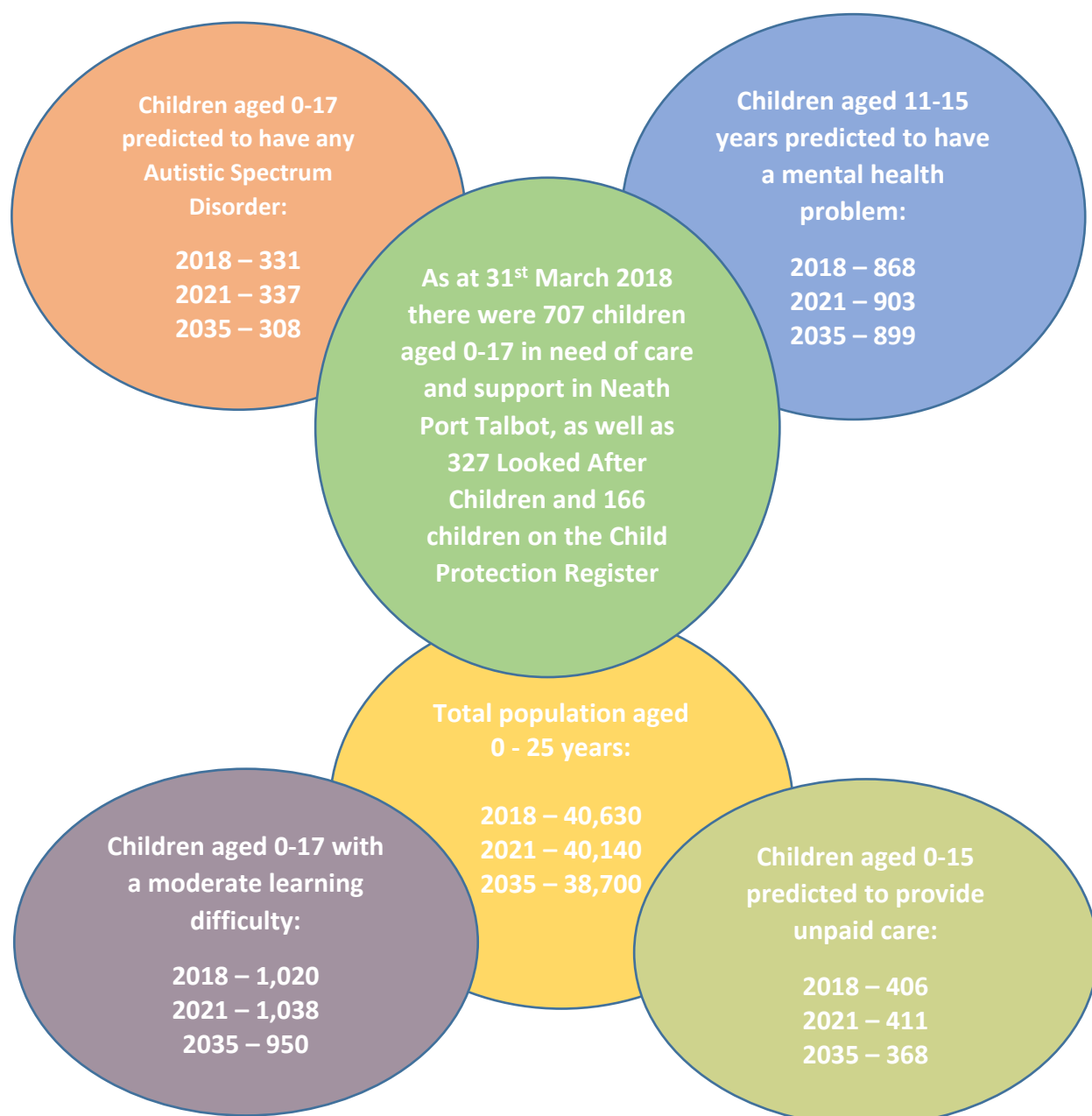
These are some of the things we have to consider when we plan how we will respond to the needs of our local population. In addition, this plan will complement and work alongside regional strategies such as the CYP

Partnership Plan, PSB Well-being Plan, and local and regional health and education plans.

What do we know about NPT's population?

The following section summarises some of the key information we have on children and young people in Neath Port Talbot in 2018, as well as some projections over the three-year time period of this plan and beyond to 2035. Data obtained from Welsh Government's Daffodil database: www.daffodilcymru.org.uk and in-house systems.

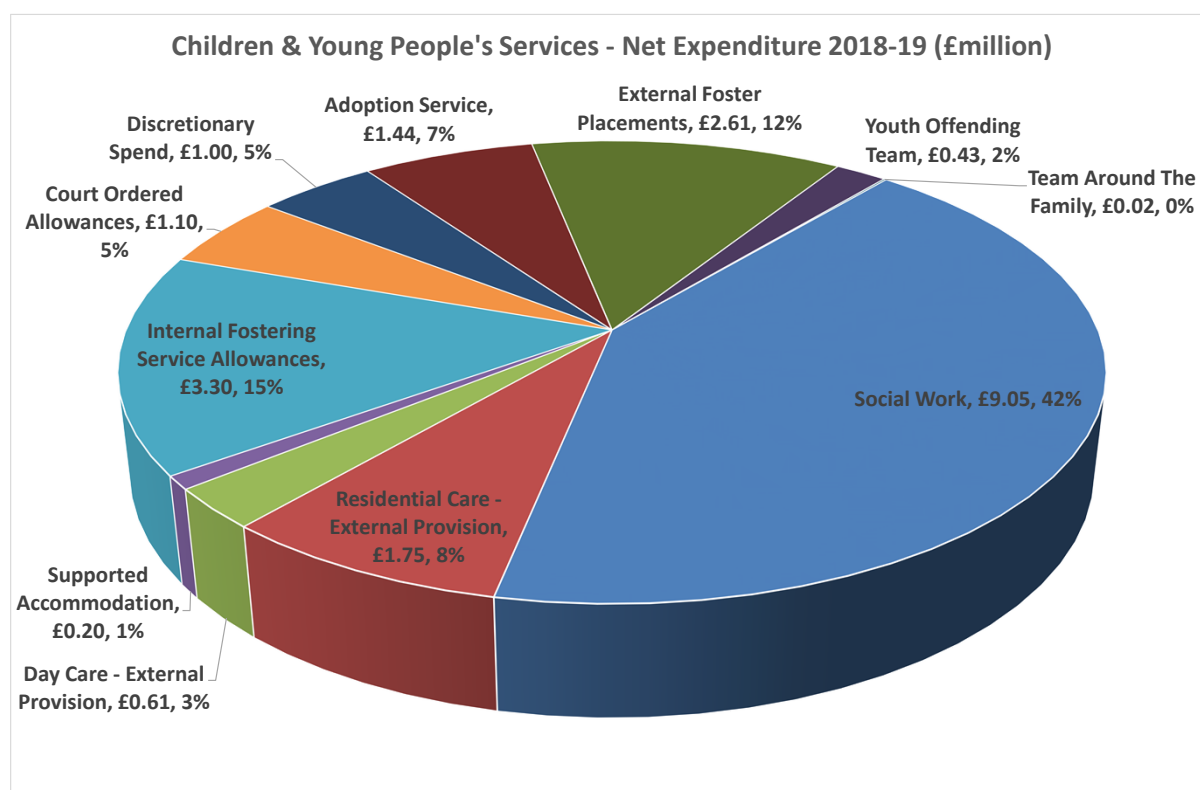
Children and Young People in Neath Port Talbot



What do we spend and how do we spend it?

Reducing budgets mean that the Council has to continue to work as efficiently as possible when commissioning services.

The Council spends approximately £21.5 million per year on providing, commissioning, and managing services for children and young people with social care needs, including Fostering Services, Adoption Service and Early Intervention & Prevention work.



By focussing on Early Intervention and Prevention Services, we are investing to support children to remain at home with their families where possible and safe to do so. It is anticipated that these initiatives will help Children & Young People's Services to achieve a savings target of £700,000 to meet its commitments to the Council's Forward Financial Plan in 2019/20.

What is our focus?

The following represent the key areas we are going to promote. Emphasis is on reducing or removing the need for long term care whilst ensuring that sustainable quality services are available for those who need them:

- 1 • A focus on early intervention and prevention - resolving problems early; right support at the right time
- 2 • Quality support that meets needs and agreed outcomes, and that children, young people and families are satisfied with
- 3 • Promote outcome focussed interventions - making sure that what we do has a positive impact and is evidence based
- 4 • Starting from a position of what someone can do, and will be able to do for themselves, with appropriate levels of support
- 5 • Adaptable, flexible and inclusive services that can meet changing needs - ensure people are able to achieve the goals that matter to them
- 6 • Understanding what is important to people and offer activities that meet outcomes, including supporting people into education, employment and training
- 7 • Make sure we have a range of good quality service providers
- 8 • Make sure everyone working with children, young people and families help them to be full and active members of their communities
- 9 • That we receive good value for money

How will we do it?

We are an ambitious Council and there is much we want to achieve to make sure people get the best possible support and have positive life experiences.

This section explains what we want to work on over the next three years to deliver this plan.

Children's needs are best met by their own families if this can be safely supported. Helping families stay together is a key focus of Children's Services. Early intervention and prevention services can reduce the number of children and young people reaching the threshold for care and needing to become Looked After Children (LAC), or support them to return safely to their families in a timely manner.

We must manage risk effectively with families that are approaching the threshold for care, and work to ensure we only provide care to those children who need to be looked after outside of their family, and are supported to remain in the family home when it is safe to do so. We will provide a range of effective interventions which support families to make changes whilst always ensuring that children and young people are kept safe.

There are a number of ways we will achieve this:

Early Intervention & Prevention

Strengthen approaches to early intervention, prevention and wellbeing

Effective Early Intervention will resolve problems before they become overwhelming and require high cost, reactive services.

The terms 'intervention' and 'prevention' are often used interchangeably across disciplines and in practice will often overlap, so the following explains what it means to us in Neath Port Talbot:

Prevention

Prevention is essentially a broad set of universal and additional support services that aims to prevent problems by building resilience, increasing protective factors and reducing risk factors facing children, young people and their families.

Early Intervention

Early intervention involves identifying children and families that may be at risk of running into difficulties and providing timely and effective support. Its

purpose is to improve the life chances of children and families and benefit society at large, whilst being cost effective².

By enabling people to access support services, and through better targeted early interventions we will prevent or reduce the need for more complex social care services in the future.

This vision is underpinned by a number of principles:

- Listening to children, young people and families, and ensuring that their voices are evident throughout our involvement
- Working together as a strong partnership to deliver effective local support
- Identifying the children, young people and families who need extra help and support at the earliest opportunity
- Commitment to a 'Family First' approach to the assessment of needs which will have a positive impact on all individuals within the whole family
- Delivering a whole-family approach, ensuring that we use interventions and approaches that we know make a difference and achieve good outcomes.
- Keeping families at the centre of what we do through effective assessment processes and by empowering professionals to address the needs of children, young people and their families at the first opportunity
- Share information in a timely way , avoiding the need for continuous or repetitive assessment and 'starting again', understanding the whole family's needs
- Continuously improve – learning as we go by monitoring, reviewing and evaluating the way that we work, gaining a better understanding of what helps families most, and focusing our resources on making a positive difference

By offering more coordinated, cost-effective, timely and tailored support for children, young people and families, we will ensure a more joined up, evidence-based approach to early intervention which should reduce demand for specialist and acute services, resulting in improved outcomes and life chances for families through their needs being met earlier and more efficiently across the whole system.

² Early Intervention Foundation

This will be implemented through the commissioning and delivery of Integrated Family Support Services.

Safeguarding

Children should live or grow up in homes where they feel safe and secure. Safeguarding children and young people is a key priority and underpins all activity in Children's Services

Children who are at risk should be supported at the earliest opportunity, with a view to trying to make things get better and stay better. Interventions will aim to keep children in their own homes, within their family or within their local community.

To help keep children and young people safe we will:

- Ensure all our staff are aware and trained in the importance of appropriate information sharing to safeguard children
- Reduce exploitation, specifically focusing on Child Sexual Exploitation, Missing Children, Modern Slavery and County Lines as part of the Western Bay Safeguarding Children Board
- Continue to use robust safeguarding decision making for vulnerable children and families through the measurement of set criteria
- Make sure children and young people living in the context of domestic abuse, parental substance misuse, mental ill health and disability (Adverse Childhood Experiences) are identified early and receive appropriate help and support
- Routinely conduct contract monitoring of service providers to ensure consistency and quality of care and support delivered

To ensure that Looked After Children have high quality, stable care

We will ensure that children and young people receive the right level and type of care and support to have positive childhood experiences

We will plan effectively for Looked After Children (LAC) to ensure they have stability and permanence, do not remain in care longer than is necessary and leave care positively. In particular, supporting a successful transition to adulthood, and increasing placement choices in fostering and adoption.

We ensure all children and young people in care have a care plan, to make sure that they come into and exit care at the right times. We need to ensure that children do not 'drift' through care, but have clearly planned processes which allows them to be reunited with family and friends where possible, have stable, supported and well matched placements with alternative carers and exit the care system in a timely and positive way at whatever age that happened

To achieve this we will:

- Ensure there are effective decision-making arrangements in place prior to children becoming looked after
- Maintain robust scrutiny and review of short-term admissions into care
- Ensure the sufficiency and stability of placements when children need to be looked after by:
 - increasing the number of NPT foster carers to match the needs of the children who need to be looked after; and
 - providing support and training to foster carers to assist them in supporting children to achieve their outcomes and to increase the likelihood of placement stability
- Ensure lack of drift for children who are looked after by:
 - promoting timely assessment and rehabilitation to families where safe to do so; and
 - ensuring that where possible children and young people are able to be cared for safely without the need to be looked after
- Work closely with our partners to ensure the right support services from Education, Health and other universal and early intervention services are available to LAC in order to prevent unnecessary placement breakdown, and meet identified needs

- Employ effective joint working arrangements across organisations including Adult Services and Housing, ensuring key transition points across the life course and a focus on adults as parents
- Ensure responsive and effective identification of safeguarding issues via development of the Multi-Agency Placement Support Services (MAPSS) – a multi-disciplinary team that aims to help children with complex needs as a result of their experiences to remain in stable placements, by providing specialist placement support
- Develop a pilot Transition Team to work jointly between Children & Young People Services and Adult Social Care to ensure children with complex needs have a smooth transition to adulthood;
 - To ensure consistency in planning for young people as they progress to adulthood
 - To develop commissioned services to meet the needs of young people with complex needs as they move from being a child to an adult
 - To support young people to achieve independence with the least intrusive package of support to meet their needs and to encourage a step down in service provision where appropriate
- Strengthen and develop accommodation for care leavers by:
 - reviewing the commissioned arrangements to provide supported accommodation for care leavers;
 - develop services to meet complex needs including mother and baby placements
 - develop opportunities for young care leavers to access education, employment and training opportunities

Implement outcome focused interventions across Children's Services

The services provided should contribute positively to children's lives, maximising the child's potential and improve stability

By focusing on improving social work practice in relation to assessment and outcome based care planning we will further develop services that promote long term child and family stability.

We will provide the right mix of placements and support locally where possible to meet identified needs of children who are or may become Looked After, as cost effectively as possible, and develop services which enable successful transitions to adulthood.

We will achieve this by:

- Enhanced participation and engagement arrangements for children, young people and their families
- Better facilitating children and young people to play a more active part in the creation and review of their Care and Support Plans (co-production)
- High quality assessment of local needs, informed by Western Bay Population Needs Assessment with local plans that drive evidence-based and outcome focused commissioning plans
- Recruiting more in-house foster carers with the right combination of skills to meet the needs of children and young people in our care
- Working in partnership with Independent Foster Agencies to make sure we pay a fair price for placements
- Making sure services meet the needs of children and young people requiring specialist provision including parent and child placements, complex residential placements and placements for children with disabilities

Supporting Young Carers

To strengthen our planning arrangements and support mechanisms for young carers

We recognise that for some families, children will take on caring responsibilities.

Young carers are children who help look after a member of the family who is ill, disabled or has mental health problems, or is misusing drugs or alcohol. Their day to day responsibilities often include things like cooking, cleaning and shopping.

The commitment of young carers to their cared-for person means that their own individual needs are sometimes neglected. They may find it difficult to

socialise with their peers or to find people who understand the practical difficulties of their daily life. It is important to recognise the needs of young carers and their right to be young people as well as carers.

We want to identify and reduce the numbers of children and young people who are undertaking caring roles and the numbers of families who rely on the care of a young person for their care needs because this impacts negatively on a young person's emotional and physical well-being.

We want to ensure that every young carer in NPT has the resources and support necessary to achieve their full potential and lead a life away from their caring role.

To achieve this we will:

- ✓ Review the NPT Young Carers Strategy
- ✓ Work with partners, including Education and Health, to improve early identification of young carers, including promoting uptake of carers assessments to ensure eligible need is identified
- ✓ Better identify and raise the profile of young carers among community organisations to improve the services they get
- ✓ With partners, offer support to young carers, including peer support and networking opportunities to help them achieve their potential
- ✓ Give young carers more of a say to ensure services meet their needs
- ✓ Further develop our Family Information Service so it has the resources needed to provide information and signposting facilities for young carers
- ✓ Work with various organisations and communities to identify local resources that young carers can access
- ✓ Ensure there are adequate support services in place for the cared-for person so that the young carer can have a break from their caring responsibilities

How will we know how well we are doing?

The themes from this Plan will inform the basis of the Social Services, Health and Housing Directorate's Business Plan which will be monitored through the Corporate Performance Management System, the Council's Annual Report and the Director's Annual Report.

In line with the service model delivery principles, the success of this commissioning strategy will be demonstrated by:

- Fewer numbers of Looked After Children
- Fewer children at risk of, or being, exploited (in any of its various forms)
- Improved stability of foster and other placements (reduced numbers of children moving between foster placements; more young care leavers being able to access suitable accommodation)
- A greater understanding and meeting of children, young people and families' choices and expectations
- Consistent delivery of specified high standards for service provision
- Achievement of value for money and the savings within the Council's Forward Financial Plan
- Development of a culture that helps those with assessed support needs to make full use of their potential, protect them from harm and ensure dignity and respect
- Full engagement of children, young people, families and carers in the shaping and delivery of services
- Effective joint working with partners in planning and delivering services
- Regular reviews to ensure that levels of support change in line with changing needs
- Positive responses and feedback from people using services and their carers

Conclusion

The needs of children, young people and families can often be complex and multiple, but the aim and emphasis must be on working with them to find out, and provide, those services which can help achieve positive outcomes.

This document is intended to be an open statement for individuals and providers of services to understand our intentions and our ambitions. It will provide a focus for future reviews to enable us to track progress and allow us to review our assumptions. The development of the plan will allow those who receive services to see where they may wish to influence and contribute to future service developments, and it will offer providers a steer for developing new services.

This plan is a working document that will be reviewed on a regular basis to ensure that it remains fit for purpose and focused on the changing needs of the children, young people and families of Neath Port Talbot.

References

Housing (Wales) Act 2014

<http://gov.wales/topics/housing-and-regeneration/legislation/housing-act/?lang=en>

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http://www.legislation.gov.uk/ukpga/2005/9/pdfs/ukpga_20050009_en.pdf

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<https://democracy.npt.gov.uk/documents/s36084/Mental%20Health%20Service%20Delivery%20Plan%202018-19%20v1.2.pdf>

Neath Port Talbot CBC Corporate Plan 2017-2022

<https://www.npt.gov.uk/15847>

Neath Port Talbot CBC Strategic Business Plan for Adult and Children's Services

<https://democracy.npt.gov.uk/documents/s34372/People%20Directorate%20Strategic%20Business%20Plan%202018-2019%203.pdf>

Neath Port Talbot Young Carers Strategy 2017-2020

<https://democracy.npt.gov.uk/documents/s31031/NPT%20Draft%20Young%20Carers%20Strategy%20final%20version%20Appendix%201.pdf>

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<http://gov.wales/topics/health/socialcare/regulation/?lang=en>

Sustainable Social Services for Wales: A Framework for Action 2011

<http://gov.wales/topics/health/publications/socialcare/guidance1/services/?lang=en>

The Social Services and Wellbeing (Wales) Act 2014

<http://gov.wales/topics/health/socialcare/act/?lang=en>

Together for Mental Health (2012)

<http://gov.wales/topics/health/nhswales/plans/mental-health/?lang=en>

Wellbeing of Future Generations (Wales) Act 2015

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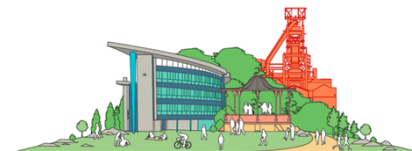
Western Bay Population Needs Assessment 2016 - 2017

<http://www.westernbaypopulationassessment.org/en/home/>

Mae'r dudalen hon yn fwriadol wag



**Easy Read Version
of
Neath Port Talbot Council's
Plan for Children & Young
People Services
2019 - 2022**



What is the Plan?



The plan describes how Neath Port Talbot Council will meet the social care needs of local children, young people and their families.

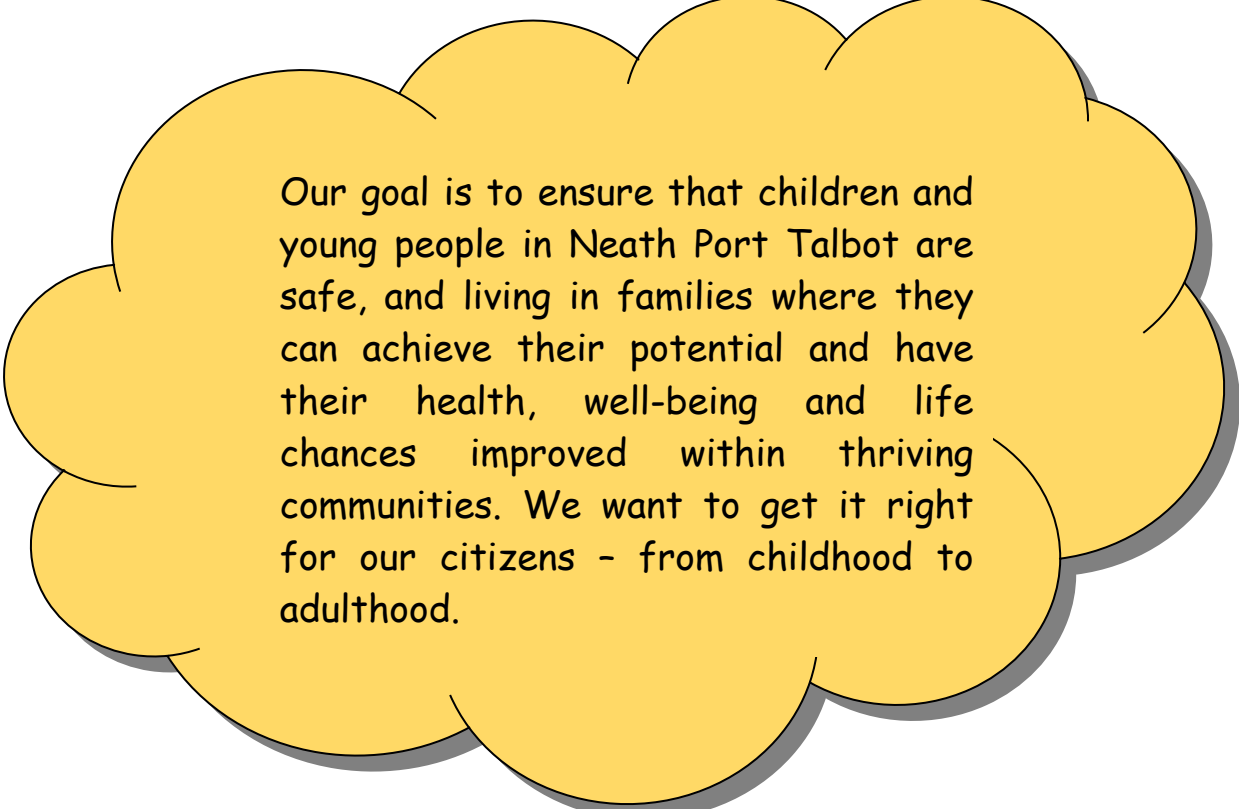


The plan tells us how Children and Young People Services will make sure children and young people are brought up in a safe, positive environment and that they have the right support.



This plan was written by staff from Neath Port Talbot Council and was consulted on widely.

What does Neath Port Talbot Council want out of the Plan?



Our goal is to ensure that children and young people in Neath Port Talbot are safe, and living in families where they can achieve their potential and have their health, well-being and life chances improved within thriving communities. We want to get it right for our citizens - from childhood to adulthood.

Our Priorities

The plan has a number of areas:

Early Intervention & Prevention

By helping people to access simple support services, and better targeted early interventions, we will resolve problems before they become overwhelming.

Safeguarding

Children should live or grow up in homes where they feel safe and secure. Children who are at risk should be supported with a view to trying to make things get better and stay better.

Ensure that Looked After Children have high quality care

We will make sure children have stability and do not remain in care longer than they need to.

Outcome focused

Services provided should contribute positively to children's lives, maximising the child's potential and improve stability.

Supporting Young Carers

We want to reduce the number of families who rely on the care of a young person for their care needs because it impacts negatively on a young person's emotional and physical well-being.

“Building Safe and Resilient Communities”
NPT’s Plan for Children & Young People Services 2019 - 2022



What do we want to achieve?
 Our goal is to ensure that children and young people in NPT are safe, living in families where they can achieve their potential and have their health, well-being and life chances improved within thriving communities— from childhood to adulthood

Corporate Plan Objectives

Our Plan is in line with NPT’s Well-being Objectives:

Well-being Objective 1 -To improve the well-being of children and young people: *"All of our children and young people have the best start in life, so they can be the best they can be"*

The well-being of all children and young people who live in the county borough is prioritised, at all stages of childhood through to the point where young people become adults.

Well-being Objective 2 - To improve the well-being of all adults who live in the county borough *"Everyone participates fully in community life – socially and economically"*

This focuses on the well-being of people throughout their adulthood, and also takes a life course approach.

How will we do it ?

- **Early Intervention & Prevention:** Early intervention involves identifying children and families that may be at risk of running into difficulties and providing timely and effective support. Its purpose is to improve the life chances of children and families and benefit society at large
- **Safeguarding:** Children who are at risk should be supported at the earliest opportunity, with a view to trying to make things get better and stay better. Interventions will aim to keep children in their own homes, within their family or within their local community
- **To ensure that Looked After Children have high quality, stable care:** We will plan effectively to ensure Looked After Children have stability, do not remain in care longer than is necessary and leave care positively
- **Implement outcome focused interventions across Children’s Services:** By focusing on improving social work practice in relation to assessment and personal outcome based care planning we will further develop services that promote long term child and family stability
- **Supporting Young Carers:** We want to identify and reduce the numbers of children and young people who are undertaking caring roles and the numbers of families who rely on the care of a young person for their care needs because this can impact negatively on a young person’s well-being

What are we going to focus on?

- Early intervention and prevention—resolving problems early
- Quality support that meets needs and agreed outcomes, and that children, young people and carers are satisfied with
- Outcomes focused interventions—making sure what we do has a positive impact
- Starting from a position of what someone can do, and will be able to do for themselves, with appropriate levels of support
- Adaptable, flexible and inclusive services that can meet changing needs and agreed outcomes
- Understanding what is important to people and offer activities that meet outcomes, including supporting people into education, employment and training
- Make sure everyone working with adults help them to be full and active members of their communities
- That we receive good value for money

Mae'r dudalen hon yn fwiadol wag

Equality Impact Assessment (EIA) Report Form

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the ‘Equality Impact Assessment Guidance’ while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.

Where do you work?
Service Area: Commissioning Support & Direct Services Commissioning Housing/Homelessness Strategy & Supporting People
Directorate: Social Services Health & Housing

(a) This EIA is being completed for a...

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input checked="" type="checkbox"/>	Proposal <input type="checkbox"/>
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(b) Please name and describe below...

Neath Port Talbot’s Plan for Children & Young People Services 2019-2022

(c) It was initially screened for relevance to Equality and Diversity in

July 2018

(d) It was found to be relevant to...

Age <input checked="" type="checkbox"/>	Race <input type="checkbox"/>
Disability <input checked="" type="checkbox"/>	Religion or belief..... <input type="checkbox"/>
Gender reassignment..... <input type="checkbox"/>	Sex <input type="checkbox"/>
Marriage & civil partnership <input type="checkbox"/>	Sexual orientation..... <input type="checkbox"/>
Pregnancy and maternity..... <input type="checkbox"/>	Welsh language..... <input type="checkbox"/>

(e) Lead Officer

Name: Andrew Potts
Job title: Commissioning Officer

(f) Approved by Head of Service

Kerri Warren
Head of C&YP Services

Section 1 - Aims (See guidance):

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project:

<p>What are the aims?</p> <p>The Plan sets out the Council's proposals for the medium term future of Children & Young People Services in Neath Port Talbot, including placing greater emphasis on early intervention and prevention services.</p>
<p>Who has responsibility?</p> <p>Head of Children & Young People Services</p>
<p>Who are the stakeholders?</p> <ul style="list-style-type: none">• Those who use Children & Young People Services;• Unpaid carers• Providers of Children & Young People Services;• Staff of NPTCBC; and• Residents of Neath Port Talbot.

Section 2 - Information

(a) Service Users

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age.....	<input checked="" type="checkbox"/>	Race.....	<input checked="" type="checkbox"/>
Disability.....	<input checked="" type="checkbox"/>	Religion or belief.....	<input checked="" type="checkbox"/>
Gender reassignment.....	<input type="checkbox"/>	Sex.....	<input checked="" type="checkbox"/>
Marriage & civil partnership.....	<input checked="" type="checkbox"/>	Sexual orientation.....	<input type="checkbox"/>
Pregnancy and maternity.....	<input type="checkbox"/>	Welsh language.....	<input checked="" type="checkbox"/>

What information do you know and how is this information collected?

Social Services routinely collects data as part of the assessment/review process of individuals and carers, which is reported annually to Welsh Government.

In addition to the number of people accessing the services, limited equalities data such as age, disability, ethnicity and sex is also collected, which in turn informs policy development and service provision.

The following provides a summary of information known about current clients of Children and Young People Services:

	Cases open to CYPS by Team			
Team	Female	Male	Unborn	Total
CHILD DISABILITY	98	179		277
CWRT SART C.C.T.	66	75	15	156
DYFFRYN C.C.T.	55	65	7	127
L.A.C. TEAM	93	122		215
LLANGATWG C.C.T.	72	76	5	153
ROUTE 16 C.C.T.	18	16		34
S.P.O.C. TEAM	56	64	4	124
SANDFIELDS C.C.T.	56	53		109
Total	514	650	31	1195

Cases open to CYPS by child's age				
Age	Female	Male	Unborn	Total
0	26	38	5	69
1	16	32	1	49
2	28	29		57
3	25	26		51
4	33	35		68
5	21	25		46
6	23	28		51
7	34	30		64
8	30	47		77
9	28	46		74
10	22	45		67
11	32	46		78
12	22	43		65
13	41	37		78
14	36	38		74
15	47	50		97
16	27	25		52
17	23	29		52
Not stated		1	25	26
Total	514	650	31	1195

Any Actions Required?

To put robust systems in place to improve data collection against all protected characteristics, using digital processes.

Following the introduction of improved data collection, ensure analysis is undertaken of more comprehensive equalities dataset and included in the future planned annual monitoring reports to Members.

(b) General

What information do you know and how is this information collected?

Census 2011 information remains the most comprehensive data for Neath Port Talbot and a summary thereof is set out in the table overleaf.

Any Actions Required?

To put robust systems in place to improve data collection against all protected characteristics, using digital processes.

Following the introduction of improved data collection, ensure analysis is undertaken of more comprehensive equalities dataset and included in the future planned annual monitoring reports to Members.

Neath Port Talbot 2011 Census Summary Factsheet



1 Resident population

Total	139,812
Male	68,450
Female	71,362
Area (hectares)	44,126
Density*	3.2

2 Resident population age structure

	No.	%
0 - 4 year olds	7,599	5.4
5 - 15 year olds	17,038	12.2
16 - 24 year olds	14,930	10.7
25 - 44 year olds	35,312	25.3
45 - 59 year olds	29,399	21.0
60 - 64 year olds	9,483	6.8
65 - 74 year olds	13,862	9.9
75 - 89 year olds	11,032	7.9
90+ year olds	1,157	0.8

3 Ethnic group population

	No.	%
White	137,087	98.1
Mixed	910	0.7
Asian or Asian British	1,369	1.0
Black or Black British	299	0.2
Other	147	0.1

4 Religion

	No.	%
Christian	80,646	57.7
Buddhist	312	0.2
Hindu	144	0.1
Jewish	39	0.0
Muslim	573	0.4
Sikh	113	0.1
Other	533	0.4
No religion	47,265	33.8
Not stated	10,187	7.3

5 Residents with limiting long-term illness (LLTI) & general health of all

	No.	%
People with LLTI (Lot & little)	39,112	28.0

	No.	%
Very good/good	102,543	73.4
Fair	22,640	16.2
Very bad/bad	14,629	10.5

6 Residents in communal establishments

	No.	%
Total	1,130	0.8

7 Households

60,393

8 Central heating (households)

No central heating	674
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9 Dwellings

Total number of dwellings	63,978
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10 Household and family types %

One person	30.2
One person (aged 65+)	13.9
One person (other)	16.3
Couple - no children	16.8
Couple & non-dependent children	12.9
Lone parent & non-dep. children	4.6
All households with dep. children	28.3
Couple & dependent children	18.3
Lone parent & dependent children	7.7

11 Housing tenure

	No.	%
Owner occupied	41,479	68.7
Shared ownership	111	0.2
Social rented	11,545	19.1
Private rented	6,186	10.2
Other/Rent free	1,072	1.8

12 Household spaces

Household spaces	64,017
At least one usual resident	60,393
No usual residents	3,624

13 Dwelling type %

Whole house or bungalow	89.2
Flat, maisonette or apartment	10.6

14 Car ownership %

Households with no car/van	25.5
Households with one car/van	43.3
Households with 2+ cars/vans	31.1

15 Economic activity (% of all aged 16-74)

	Male	Female
Economically active**	67.2	57.4
Economically inactive	32.8	42.6

**i.e. economic-activity rate

16 Economically active (% of all aged 16-74)

	Male	Female
Working full-time	45.5	26.5
Working part-time	5.6	22.1
Self-employed	8.4	3.1
Unemployed	5.9	3.1
Full-time student	1.8	2.6

17 Economically inactive (% of all aged 16-74)

	Male	Female
Perm. sick/disabled	9.5	9.6
Retired	15.5	19.1
Looking after home/family	1.3	7.3
Students	4.5	4.1

18 Employed residents

Total	57,220
Male	30,365
Female	26,855

19 Weekly hours worked (main job) %

	Male	Female
15 hours & under	1,445	3,243
16 - 30 hours	2,736	9,923
31 - 48 hours	22,351	13,683
49+ hours	4,501	1,098

20 Self-employed

Total	5,908
Male	4,286
Female	1,622

21 Qualified residents (% of all aged 16+)

Highest qualification attained level 4	18.8
Highest qualification attained level 3	11.0
Highest qualification attained level 1/2	30.4
No qualifications	30.9

22 National identity

Welsh only	71.8
Welsh & British	8.2
British only	11.2
No Welsh identity	19.0
No British identity	79.6

23 Industries (% of all aged 16-74 in work)

Energy, water, agriculture, fishing, mining & quarrying, etc	2.7
Manufacturing	14.5
Construction	8.6
Hotels & catering	4.7
Transport, storage & communication	4.1
Wholesale & retail, repair of motor vehicles	14.7
Financial intermediation	3.1
Real estate, renting & business activities	1.2
Public admin & defence	9.8
Education	8.6
Health & social work	14.7
Other	4.3

24 Occupations (% of all aged 16-74 in work)

Managerial	7.0
Professional, technical	13.7
Admin & secretarial	13.3
Skilled trades	12.9
Services & sales	10.4
Process plant & machine operatives	10.0
Elementary occupations	9.9

25 Welsh Language skills %

	NPT	Wales
No skills in Welsh	75.2	73.3
Can understand spoken Welsh only	6.4	5.3
Can speak Welsh	15.3	19.0
Can speak, but cannot read or write Welsh	2.7	2.7
Can speak and read but cannot write Welsh	1.6	1.5
Can speak, read and write Welsh	10.8	14.6
Can speak and other combinations of skills in Welsh	3.3	2.5

Notes

All % rounded to 1 decimal place; not all will add to 100. Section 10 will usually add to more than 100%; percentages in other sections will be at most 100%, they may exclude some groups e.g. 'category unknown'. * Density is the number of people per hectare.

Section 3 - Impact

(a) Impact on Protected Characteristics

Please consider the possible impact on people with different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh language	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thinking about your answers above, please explain (in detail) why this is the case. Include details of any consultation (and/or other information) which has been undertaken to support your view.

It is acknowledged that the action proposed in the Plan will impact on significant numbers of households with any and/or all of the given protected characteristics.

All actions proposed in the Plan are aimed at universally improving Children & Young People service delivery, including increasing early intervention & prevention activity.

It is therefore believed that, on balance, the overall impact of the Plan proposed on all those who are assessed as having an eligible social care and support need, will be positive.

(b) Impact on the Welsh Language

What is the likely impact of the policy on:

- **Opportunities for people to use Welsh**
- **The equal treatment of the Welsh and English languages**

Please give details

The Council currently has only a small number of staff with Welsh language skills working in the Directorate. However, opportunities for staff to use their language skills are promoted and training made available to those who wish to further develop their skills.

The proposals in the Plan do not include any planned reduction in human resource at the frontline. It is not therefore anticipated that they will have any effect on the service delivered to those who receive care and support from Children & Young People Services and who wish the service they receive to be delivered through the medium of the Welsh language.

Could the policy be developed to improve positive impacts or lessen negative impacts?

Please give details

The Plan is written on the assumption that there will be no further financial or human resources available to Children & Young People Services throughout the life of the Plan and that therefore, sustaining the current level of equality of treatment, in respect of the Welsh language, is the only realistically achievable aim. There are opportunities for staff to learn Welsh through training courses.

Actions (to increase positive/mitigate adverse impact).

Opportunities for staff to use their language skills will continue to be promoted and training will continue to be made available to those who wish to further develop their skills.

Section 4 - Other Impacts:

Please consider how the initiative might address the following issues. You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

(a) Equalities

Public Sector Equality Duty (PSED)

- to eliminate discrimination, harassment and victimisation;
- to advance equality of opportunity between different groups; and
- to foster good relations between different groups

Please explain any possible impact on meeting the Public Sector Equality Duty

The Social Services Health & Housing directorate's Commissioning Support & Direct Services division continues to be mindful of its position as employer, provider and commissioner of Children & Young People Services. To this end, it strives to ensure equality is a fundamental driver, in terms of the way it meets many of the Council's statutory duties, in a climate of externally-imposed, ongoing budget reduction.

What work have you already done to improve the above?

The potential impact of the proposed plan on those with eligible care and support needs, given their various protected characteristics, has been fully considered.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

N/A

(b)Reduce Social Exclusion and Poverty

Please explain any possible impact

A number of areas within the county borough are identified as having higher than average levels of deprivation. This Plan looks to support vulnerable families and children and help to develop vibrant communities.

What work have you already done to improve the above?

The Council's Wellbeing Objectives aim to improve the wellbeing of children, young people and adults, as well as the general wellbeing of the area, by developing the local economy and environment.

Consequently, the Council continues to work in partnership to mitigate the impact of the welfare benefit changes.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

N/A

(c) Community Cohesion

Is the initiative likely to have an impact on Community Cohesion?
--

The overall aim is to “Build Safe and Resilient Communities”, which by definition is intended to have a positive impact on community cohesion in general.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

N/A

Section 5 - Consultation

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support the views in section 3 and 4?
--

During the period, 5 August to 3 November 2018, a number of consultation and engagement activities, in respect of the plan, took place.

This activity included:

- | |
|--|
| <ul style="list-style-type: none">• An overarching public consultation exercise;• a specific consultation event for multi-agency stakeholders;• attendance at partners’ pre-existing fora;• inviting social media response; and• inviting formal written response. |
|--|

Further detailed information on the consultation arrangements is included in the Consultation Report attached as an appendix to the report seeking Member approval of the plan.

The outcome of this activity will help inform the final draft of the plan.
--

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)

N/A

Section 6 - Post Consultation

What was the outcome of the consultation?

A total of 6 completed questionnaires were received during the consultation period, all of which were completed on-line and in English.

The overall volume of response was not statistically significant enough to allow for extrapolation but, given how widely the exercise was publicised, could be interpreted as suggestive of general support for the action proposed in the plan.

A full report on the outcome of the exercise is included in the Consultation Report appended to the report seeking Member approval of the plan.

There was no evidence to suggest that any feedback received was necessarily as a result of the protected characteristics of the respondent.

A key theme was the acknowledgement that resources are increasingly limited and what bearing that would have on sustainability of service provision when implementing the Plan. This included ongoing funding of Third Sector organisations to help deliver early intervention and prevention services.

In light of the consultation responses the essence of the draft Plan, i.e. the themes initially outlined, remains intact.

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)

N/A

Section 7 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor the impact of this function, service, policy, procedure, strategy, plan or project:

Monitoring arrangements:

Ongoing consideration of equality impact will continue to be given, as the implementation action plan for the strategy is developed in the coming months, and implemented over the next 3 years.

Any unintended/unforeseen negative impact on those in receipt of care and support services, identified as part of these processes, will be the subject of further impact assessment.

We will thereby ensure that any emerging unintended/unforeseen negative impact on those who are in receipt of services, which was not previously considered, is acknowledged and acted upon appropriately.

Any such further completed impact assessment will be brought to the attention of Members, as part of the ongoing annual reporting process recommended in the plan, to ensure these inform decisions which have had due regard to the Council's legal obligations.

Actions:

The outcome of any such assessment will be routinely included in the next annual progress report to Members, or reported on sooner if the assessment outcome is significant enough to justify doing so.

Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

Outcome 1: Continue the initiative...	X
Outcome 2: Adjust the initiative...	<input type="checkbox"/>
Outcome 3: Justify the initiative...	<input type="checkbox"/>
Outcome 4: Stop and remove the initiative...	<input type="checkbox"/>

Action Plan:

Objective (What are we going to do and why?)	Who will be responsible for ensuring it is done?	When will it be done by?	Outcome (How will we know we have achieved our objective?)
Put robust digital systems in place to improve data collection against all protected characteristics.	Head of Children & Young People Services	Annually from 2020	Improved equalities data collection systems are in place.
Undertake an analysis of a comprehensive equalities dataset and include this in annual monitoring reports to Members.	Commissioning Officer - Policy & Strategy	Ongoing	More robust equalities data is included in annual Children & Young People Services Plan monitoring reports.
Continue to promote opportunities for staff to use their Welsh language skills and make available training for those who wish to further develop their skills.	Head of Children & Young People Services	Annually from 2020	There is at least no reduction in the number of staff able to deliver the Council's Children & Young People Services through the medium of the Welsh language. Enable staff to attend Welsh language training.
As the Plan is developed and implemented, complete further EIAs in respect of any emerging unintended/unforeseen impact and include them in annual monitoring reports to Members.	Commissioning Officer - Policy & Strategy		The overall impact of the Plan on all those receiving care and support from Children & Young People Services remains positive.

Equality Impact Assessment (EIA) Screening Form

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.

Section 1
What service area and directorate are you from?
Service Area: Commissioning Support & Direct Services / Common Commissioning Unit
Directorate: Social Services Health & Housing

Q1(a) What are you screening for relevance?

Plan

(b) Please name and describe below

Neath Port Talbot Plan for Children & Young People Services 2019 - 2022

Q2(a) What does Q1a relate to?

Direct front line service delivery	Indirect front line service delivery	Indirect back room service delivery
X (H)	<input type="checkbox"/> (M)	<input type="checkbox"/> (L)

(b) Do your customers/clients access this service...?

Because they need to	Because they want to	Because it is automatically provided to everyone in NPT i.e. Staff	On an internal basis
X (H)	<input type="checkbox"/> (M)	<input type="checkbox"/> (M)	<input type="checkbox"/> (L)

Q3 What is the potential impact on the following protected characteristics?

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Age	→ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	→ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Marriage & civil partnership	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Pregnancy and maternity	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Race	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Religion or belief	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Sex	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Sexual orientation	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Welsh language	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>

Q4(a) How visible is this service/function/policy/procedure/ project/strategy to the general public?

High visibility
to general public
 (H)

Medium visibility
to general public
 (M)

Low visibility
to general public
 (L)

(b) What is the potential risk to the council's reputation? (Consider the following impacts - legal, financial, political, media, public perception etc...)

High risk
to reputation
 (H)

Medium risk
to reputation
 (M)

Low risk
to reputation
 (L)

**Q5 How did you score?
Please tick the relevant box**

**MOSTLY H and/or M → HIGH PRIORITY → EIA to be completed
Please go to Section 2**

**MOSTLY L → LOW PRIORITY / NOT RELEVANT → Do not complete EIA
Please go to Q6 followed by Section 2**

Q6 If after completing the EIA screening process you determine that this service/function/policy/project is not relevant for an EIA you must provide adequate explanation below (Please use additional pages if necessary).

N/A

Section 2

Screener- This to be completed by the person responsible for completing this screening
Name: Andrew Potts
Location: SSH&H Common Commissioning Unit
Telephone Number: (01639) 686522

Approval by Head of Service
Name: Keri Warren
Position: Head of Children and Young People Services

Please ensure this completed form is filed appropriately within your directorate because it may be required as evidence should a legal challenge be made regarding compliance with the Equality Act 2010.

CONSULTATION REPORT: Neath Port Talbot's Plan for Children & Young People Services 2019 - 2022

Background

- 1.1 On 2nd August 2018, Social Care, Health and Wellbeing Cabinet Board authorised officers to consult members of the public and other stakeholders for 90 days on Neath Port Talbot's Draft Plan for Children & Young People Services 2019 - 2022.

The report highlighted the Council's proposals for the medium term future of Children & Young People Services in Neath Port Talbot, including placing greater emphasis on early intervention and prevention services.

Set against a background of increasing demand for our services and economic pressures requiring budgetary savings, the provision of good social care support for children, young people and families remains a priority of the Council.

Embracing the objectives defined in the well-being objectives as defined in our Corporate Improvement Plan:

To improve the well-being of young people *"All of our children and young people have the the best start in life, so they can be the best they can be."*

Neath Port Talbot Council's Draft Plan for Children & Young People Services 2019 – 2022 covers the functions of:

- Early Intervention and Prevention
- Safeguarding
- To ensure that Looked after Children have high quality, stable care
- Implement outcomes focused interventions across Children's Services
- Supporting young carers

2.0 Introduction

- 2.1 A range of engagement and consultation activities have taken place in order to help inform Neath Port Talbot's Plan for Children & Young People Services 2019 – 2022, including:

- Overarching public consultation
- Stakeholder consultation
- Formal written responses

3.0 Consultation objectives

- To provide a mechanism for people to contribute their views
- To find out if people agree or disagree with the proposals and the reasons for this
- To provide a mechanism for people to make comments and suggestions
- To provide a mechanism for people to suggest alternative proposals
- To ensure that the consultation was available to as many residents and organisations as possible
- To ensure that the consultation was available in a format so people could understand

4.0 Overarching public consultation – Methodology

4.1 To help ensure that the consultation was as widely available as possible, people could submit their views by four mechanisms:

- **Online** - a self-completion questionnaire was published on the Council's website. Respondents were not asked to identify themselves, but were asked to indicate why they were interested in the Draft Plans and their postcode. The questionnaire was live from 5th August 2018 to 3rd November 2018.
- **Paper Questionnaires in public buildings** - consultation packs were made available in the three Civic Buildings and within CVS. The consultation packs included a poster and copies of the Draft Plan in various formats in Welsh and English, which outlined the proposals along with a supply of self-completion questionnaires, a post box for completed questionnaires.

The questionnaire was a replica of the online version and responses were entered into 'SNAP' (our online consultation software package) for analysis.

- **Email** - The email address ccu@npt.gov.uk was promoted for people who wanted to respond via this mechanism.
- **Corporate social media accounts** – the Council’s corporate Facebook and Twitter accounts were also monitored for feedback on the Neath Port Talbot’s Plan for Children & Young People Services 2019 - 2022

4.2 The consultation was promoted via:

- The Council website homepage – via the ‘top tasks’ and ‘top visited’ areas and a dedicated web page - Have your say <https://www.npt.gov.uk/1615>
- Adverts/posters on TV screens in the Quays, Neath Civic Centre, Port Talbot Civic Centre, Neath and Port Talbot Bus Stations
- The Council’s corporate social media accounts:
 - The consultation was promoted 4 times on Facebook
 - The consultation was promoted 3 times on Twitter
- The Council’s corporate staff newsletter ‘In the Loop’. The purpose of this was to encourage staff to give their views and as an additional way to raise awareness of the consultation amongst residents as a significant number of staff live in the county borough
- Press coverage generated by cabinet reports and press releases
 - The consultation generated two press articles
- Details of the consultation were also promoted via Community Voluntary Service and Carers Service Newsletters, Social Media and Webpages

5.0 Overarching Public Consultation – Responses

A total of 6 completed questionnaires were received during the consultation period. All were completed in English and submitted online.

The following provides a summary of the feedback from the questionnaire responses. All percentages shown in this section are relative to the total number of completed questionnaires. A more detailed report has been provided.

5.1 About the respondents

Of the 6 responses:

- 3 (60%) stated that they are a resident of Neath Port Talbot
- 3 (60%) stated that they work in Neath Port Talbot
- 2 (40%) stated that they work for a third sector or voluntary organisation in Neath Port Talbot

(N.B. for this question respondents were asked to select all of the categories that applied to them, some selected more than one answer, therefore the percentages in brackets total more than 100%).

5.2 **Age**

The highest number of respondents were in the following age ranges 2 (40%) 30 – 39, 2 (40%) 50-59 and 1 (20%) 40 - 49.

5.3 **Gender**

2 (40%) respondents were Male, 2 (40%) female and 1 (20%) preferred not to say.

5.4 **Ethnic origin**

4 (80%) respondents described their ethnicity as White British with 1 (40%) preferring not say.

5.5 **Sexual orientation**

4 (80%) respondents described themselves as heterosexual with 1 (20%) preferring not to say.

5.6 **Disability**

4 (80%) respondents stated that they did not have a disability with 1 (20%) preferring not to say.

5.7 **Welsh Language**

2 (40%) respondents reported Learner, 1 (20%) fluent speaker and writer, 1 (20%) fairly fluent and 1 (20%) with little or no knowledge of Welsh.

6.0 **How respondents feel about the proposals**

Having read the information 1 respondent (20%) indicated that they felt informed and 4 (80%) respondents felt they were partly informed.

- 6.1 The top themes that respondents agreed with are outlined below:
The overarching principles are key and seem to be child led, setting good values for service delivery.

- 6.2 The top themes that respondents neither agree nor disagree with are outlined below:
It was felt that the plan is a vision, which lacks detail in how it will be implemented.

7.0 Social Media and Email Responses

- 7.1 There were six comments raised via Social Media, of which four were not relevant to Neath Port Talbot's Draft Plan for Children & Young People Services 2019 -2022.
- 7.2 2 email responses were received from the Carers Service and Your Voice.

Response 1 - Carers Service Summary

- With regards to both plans, the main concern for me is lack of appropriate resources to support the community assets that are needed to support the plans.
- Unpaid carers are the care in community with 96% of care being provided by unpaid carers, without them vulnerable people would have to rely services a lot more.
- Third Sector organisations mainly those that would help to meet the outcomes in the plan are seeing a massive increase in demand now, and the plan feels to be leaving out the need to re-evaluate what resources are required to deliver it properly.
- I do agree with the principle of it and 100% understand the need for it, however the resources (appropriate and sustainable) must be invested to achieve it.

Response 2 - Your Voice Advocacy

Carers/Support Workers

- Raise the profile of support workers/carers, often treated like the lowest of the low.
- Consider annual pay rise at least in line with inflation (Direct Payments has been £8.10 per hour for over 5 years) All bills

have gone up so as each year passes they are driven deeper into poverty.

- Consider encouraging use of agency providers when care is less than 2 hours as travel costs from job to job are crippling, yet agency staff get travel from call to call.
- Regular training/social events as the life of a D/P support worker can be lonely with no colleagues.
- Better training for their employers, often can't get time off or expected to do extras without pay or travel costs not considered properly.
- Help with pensions, many work full time hours plus travelling but have multiple employers all of whom are exempt from paying pensions, and NI contributions also not taken as wages so low on all different jobs.
- Better job security.
- Better guidance on what they should or shouldn't be doing.
- Support system.

Parent Carers

- More information and support.
- Easier access to respite care especially when they get ill or are needed by other family members.
- If social services could look at the bigger picture.
- Carer assessments. What are these and what are they for?
- Carer assessments - Had one but nothing ever said or done why?
- To remember that it is our son/daughter so it can be difficult to let go or accept that they are adults, better support to help with this please.
- More training on what we should be doing as an employer. Its mind boggling. Maybe have refresher courses or a review which recaps/ trains. Happy for this to be done in groups as not personal to individuals.
- Help with forms.
- More clarity on situations.
- Easier access to social workers and call backs, often ignored or dismissed. Not always easy to keep chasing.
- More training on what to expect support workers or carers to do and who pays.
- Raise awareness of their role and responsibilities.

Others

- Better transition from child to adult services with more focus on the changing role of parents, especially surrounding finances and independence training.
- Making sure that cared for person's rights and wishes are kept.
- Better training for employers.
- Better training for employee.
- Standardise roles especially with finances, some S/W get all food and drinks paid for while others don't, same with travelling, events and social activities.
- Use of mobile phones, guidelines.
- What is support? Should a S/W dance at a disco because the person they are supporting wants them to so they can dance/enjoy themselves? Or is it enough to take them to venue and sit and watch.
- Smoking policy needs clarification.
- Carers need regular training on safeguarding, it often slips as they feel they are doing what they think is best, this needs to be refreshed annually or after any absence.
- More training courses in smaller venues for things like finances, cooking, simple gardening, housework, laundry, ironing, using the internet and internet safety, travel training, eating healthy, informed choices, citizenship, appropriate behaviour and language, stress and anxiety classes. These need to be free or minimal charge as benefits are reducing in real terms.
- Need to utilize the services and venues available.
- Keep up to date details of all groups and activities.
- Training of public places staff (shops/venues) on the best procedures for all inclusion.

8.0 Consultation with other stakeholders

To ensure that the consultation was accessible to as many stakeholders as possible, it was raised as an agenda item at a number of Third Sector forum meetings along with four public drop in sessions across the authority: A more detailed report has been provided.

8.1 Consultation with Third Sector and Business Sector:

- 5th September 2018 – 45 Representatives
In all the Participants welcomed the Vision of a more joined up approach to address the priorities within the plan - Main Themes identified listed below.
 - **What do you like about the plan?**
"The Vision and links to legislation context"

- “The principle of early intervention”*
 - “Supporting people in the communities”*
- **What do you dislike about the plan / what are the negatives?**
 - “How the principles will be achieved in practice”*
 - “How it links with other plans C&YP Partnership plan”*
 - “How it links with the Health and Education plans”*
 - “How are all statutory and third sector organisations going to work together- money, sharing information and training staff”*
- **What are the challenges in implanting it?**
 - “Joining up of organisation and departments to promote early intervention”*
 - “Communication and mutual trust / respect to deliver”*
 - “Decreased funding with changed to legislation that requires funding”*
 - “Collaborative Working”*
- **Is there any anything missing that we haven’t considered?**
 - “Independent reviewing officers to review progress”*
 - “Advocacy support”*
 - “Generic support for those who do not have a problem/need – no threshold open access support”*
 - “If we can’t meet demand now (community services) how will we meet them when the demand increases with less resource”*
- **How do you see yourself / your organisation as being able to support the aims of the plan?**
 - “Stay involved in the process, follow up event to prioritise actions going forward”*
 - “Third sector partnership meetings would help build bridges and aid communication”*

8.2 CVS Forums:

- 2nd July – Strategic Forum – 22 Representatives Officers
- 11th September – CYP Forum – 16 Representatives
- 10th September – Mental Health and Emotional Wellbeing Forum – 11 Representatives
- 13th September – Health, Social Care & Wellbeing Forum – 12 Representatives

Main Themes of forums

- *“How third sector organisation can get involved”*

- *“Funding concerns in the implementation of the plan”*
- *“How the principles will be achieved in practice”*
- *“Joining up of organisation and departments to promote early intervention with restricted funds”*
- *“How it links with other plans C&YP Partnership plan”*
- *“Links with NPT PSB Wellbeing Plan”*
- *“Links with Social Services and Well-being Act – Western Bay Area Plan”*

8.3 Public Events:

- 25th September 2018 Carers Meeting Cuppa with Cllr Peter Richards – 5 Carers / Parents.
- 15th October 2018 Port Talbot Civic Centre Foyer between 4-5 pm – 0 Representatives.
- 16th October 2018 CVS Alfred Street Neath between 10-11 am – 2 Carers / Parents.
- 16th October 2018 Croeserw Enterprise Centre between 4-5 pm – 0 Representatives.
- 17th October 2018 Engagement Coffee Morning Supporting Additional Needs Group – 25 Parents / Carers.
- 18th October 2018 The Cross Community Centre Pontardawe between 4.30-5.30 pm – 1 Carer / 1 Advocate.

Main themes:

- *“Carer’s assessment not suitable for children’s carers”*
- *“Planning for future, legal advice around housing and what support is available”*
- *“Limited scope for children at the higher level of the spectrum coming out of college”*
- *“Transition into Adult Service is hit and miss”*
- *“Parents / carers feel isolated and sometimes their views are not listened to”*
- *“Support for Carers who Children do not have a statement”*
- *“Carers sitting on strategy advisory groups”*

9.0 Formal Responses

- 9.1 1 formal response from CVS representing the Children and Young People’s Voluntary Sector Forum was received from groups and organisations. A summary of each formal response is as follows:

- The links to the Children and Young People's Partnership Plan need to be clearly identified and reflected in the Draft Plan for Children and Young People services. The Neath Port Talbot PSB's Wellbeing Plan, and in particular the priority focusing on children and young people and Adverse Childhood Experiences (ACEs) should also be referenced.
- The Plans should complement one another and the linkages be clear. The Forum welcomes the commitment to working in partnership. It would wish to highlight the need for clear leadership for the planning of children and young people's services.
- The recognition of the importance of early intervention and prevention was welcomed by the Forum. Whilst recognising the significant pressures that the Local Authority is facing and understanding its need to make cost savings, it is crucial that the Local Authority appreciates that partners may not always have the capacity to meet additional demands without additional resources.
- The ongoing funding of the sector will be key in ensuring that early intervention and prevention services are available to support children, young people and families in our communities.
- There is a legacy of one year funding agreements which creates instability in services and prevents organisations planning for their long term future. Third sector organisations require longer term funding to ensure that they can recruit and retain staff and volunteers and develop services that support children, young people and families. Furthermore, there are inconsistencies in the commissioning process. Commissioning processes need to be consistently implemented for all partners, ensuring a fair and equitable process.
- It would be beneficial if there is an open dialogue with commissioned/funded services to enable these to be re-shaped as needs change, rather than simply decommissioned. The added value of the third sector also

needs to be recognised, as well as its ability to lever in funding from other sources.

- The implementation of the Draft Plan will be important, and the Forum would welcome a role in shaping any action plan which sits behind the Draft Plan. It is unclear how the Plan will be monitored. What will success look like?
- It is critical that the voices of children, young people and families are central to the delivery of the Draft Plan and that mechanisms are in place to support their ongoing involvement. This includes their involvement in the commissioning process.

10.0 Petitions

10.1 The Council received no petitions relating to the Draft Plan.

11.0 Council Response to the Consultation

11.1 The Council response to comments received is shown below in a “you said - we did” format

Number	You said – Comment	We did – Response
1	Will you have the staffing levels to do it correctly	The Council will ensure the needs of its most vulnerable citizens are met.
2	Alder High value case review (2014) and what about existing complex needs review	No response required as did not directly relate to the Draft Plan.
3	The vision and links to legislation	Page 6 of the Draft Plan identifies how the vision links to Welsh Government guidance and legislation on the provision of social care services.
4	How the principles will be achieved in practice	By working in partnership, coordinated support will enable communities to develop an ability and capacity to take collective action to increase their own resilience and that of others.
5	How it links with other plans C&YP Partnership plan	Links to other plans are included on page 6 of the Draft Plan.
6	How it links with the Health plan	
7	How it links with Education plan	
8	Joining up of organisations and departments to promote early intervention	A “Building Safe & Resilient Communities” workshop took place on 12/11/18.
9	Communication and mutual trust / respect to deliver	The Council aims to work closely with all its partners and stakeholders to ensure the delivery of quality social care and support.
10	Decreased funding with changes to legislation that requires funding	The draft proposals are based on an approach aimed to prevent the need for involvement of costly specialist services by all sectors working together to deliver a sustainable offer of support within Neath Port Talbot.
11	Collaborative working	
12	Independent reviewing officer to review process	No response required as it did not relate to the Draft Plan.
13	Advocacy support	Advocacy support is presently being reviewed to ensure that there is sufficient advocacy provision to meet ongoing demands.

14	Generic support for those who do not have a problem / need – no threshold open access support	Local Area Coordination is a scheme to help people avoid reaching a crisis in their life or to help people to recover if a crisis has already happened. They work with individuals and families to help realise a better life. The support is free; there are no assessments or referral processes. The Community Independence Service also provides housing-related support to help vulnerable people live as independently as possible. The Service provides one to one support to help people manage and maintain their homes, tenancies and personal circumstances.
15	If we can't meet demand now (community services) how will we meet them when the demand increases with less resources	The Plan has been developed with a view to promoting the sustainability of services.
16	Staying involved in the process, follow up event to prioritise actions going forward	Colleagues and voluntary sector partners who commission and deliver services to children & families were consulted on the content of the plan and will be further involved in taking the vision forward.
17	Third sector partnership meetings would help build bridges and aid communication	Regular liaison meetings have been arranged with CVS and officers will attend as and when requested.
18	How third sector organisation can get involved	Regular meetings will take place with all sectors to ensure that all interested parties can help shape and deliver the programme were appropriate across Neath Port Talbot.
19	Funding concerns in the implementation of the plan	The Council recognises that successful partnership working and communication will be key to achieving the best outcome for all parties within Neath Port Talbot, and will continue to strengthen partnership working.
20	Joining up of organisation and departments to promote early intervention with restricted funds	
21	Link with NPT PSB Wellbeing plan	These plans are now referenced on page 6 of the Plan.
22	Links with Social Services and Wellbeing Act – Western Bay Area Plan	
23	Carers assessment not suitable for children carers	A Young Carers Strategy is being developed.
24	Planning for the future, legal advice around housing and what support is available	No response required as not directly related to the Plan.

25	Limited scope for children at the higher level of the spectrum coming out of college	A separate Autism Plan has been developed.
26	Transition into Adult Services is hit and miss	Successful transition of individuals is important to the Council and we have developed a dedicated team to ensure that transition is a seamless experience.
27	Parents / Carers feel isolated and sometimes their views are not listened to	The Cabinet Member and Carers Champion Cllr. Peter Richards holds quarterly Carers meetings, along with the Carers Service which holds monthly sessions across the borough. We will explore how to further develop engagement with carers.
28	Support for Carers whose Children do not have a statement	This will be looked into as part of our work to support carers.
29	The links to the Children and Young People's Partnership Plan need to be clearly identified and reflected in the Draft Plan for Children and Young People services. The Neath Port Talbot PSB's Wellbeing Plan, and in particular the priority focusing on children and young people and Adverse Childhood Experiences (ACEs) should also be referenced.	ACE has now been referenced under 'Safeguarding.' The PSB Wellbeing Plan and CYP Partnership Plan have now been referenced on page 6.
30	The Plans should complement one another and the linkages be clear. The Forum welcomes the commitment to working in partnership. It would wish to highlight the need for clear leadership for the planning of children and young people's services	Plans have now been referenced and officers have met with CVS to discuss how to work in partnership with regards to commissioning and service planning.
31	The recognition of the importance of early intervention and prevention was welcomed by the Forum. Whilst recognising the significant pressures that the Local Authority is facing and understanding its need to make cost savings, it is crucial that the Local	The Council works closely with all its partners, including those in the Third Sector. Sustainability of resources and providers is key to any actions coming out of this Plan. Commissioning, Procurement and Legal Services have met with CVS to explore these issues and look at ways of

	Authority appreciates that partners may not always have the capacity to meet additional demands without additional resources.	strengthening partnership working with the third sector.
32	The ongoing funding of the sector will be key in ensuring that early intervention and prevention services are available to support children, young people and families in our communities.	
33	There is a legacy of one year funding agreements which creates instability in services and prevents organisations planning for their long term future. Third sector organisations require longer term funding to ensure that they can recruit and retain staff and volunteers and develop services that support children, young people and families. Furthermore, there are inconsistencies in the commissioning process.	
34	Commissioning processes need to be consistently implemented for all partners, ensuring a fair and equitable process.	
35	It would be beneficial if there is an open dialogue with commissioned/funded services to enable these to be re-shaped as needs change, rather than simply decommissioned. The added value of the third sector also needs to be recognised, as well as its ability to lever in funding from other sources.	
36	The implementation of the Draft Plan will be important, and the Forum would welcome a role in shaping any action plan which sits behind the Draft Plan. It is unclear how the Plan will be monitored. What will success look like?	Commissioning will meet with CVS to look at how to further enhance partnership working. Officers have offered to attend CVS established meetings and will attend as and when requested.
37	It is critical that the voices of children, young people and families are central to the delivery of the Draft	A Social Services Engagement & Participation Team has

	Plan and that mechanisms are in place to support their ongoing involvement. This includes their involvement in the commissioning process.	been established to enhance co-production.
38	Unpaid carers are the care in community with 96% of care being provided by unpaid carers, without them vulnerable people would have to rely services a lot more.	The Council recognises the important role of carers and will be developing a carers strategy.
39	Third Sector organisations mainly those that would help to meet the outcomes in the plan are seeing a massive increase in demand now, and the plan feels to be leaving out the need to re-evaluate what resources are required to deliver it properly.	The Council works closely with all its partners, including those in the Third Sector. Sustainability of resources and providers is key to any actions coming out of this Plan. A review of third sector services contracted by the Directorate is due to take place.
40	I do agree with the principle of it and 100% understand the need for it, however the resources (appropriate and sustainable) must be invested to achieve it.	
41	More information and support.	We will look at this as part of early intervention and prevention.
42	Easier access to respite care especially when they get ill or are needed by other family members	The Respite Policy is in the process of being reviewed.
43	If social services could look at the bigger picture.	Social Services will actively work in partnership with other directorates and organisations to deliver the Plan. A Social Services Engagement & Participation Team has also been established to improve co-production in service and policy development.
44	Carer assessments. What are these and what are they for?	Carers have an equal right to be assessed for support as those they care for and all carers have the right to ask Social Services for a carers' assessment – it doesn't matter whether the person they care for gets any social care support. The carer's assessment will look at their situation, what support they feel able and willing to give and what
45	Carer assessments. Had one but nothing ever said or done why?	

		<p>support they need in their caring role.</p> <p>A carer's assessment is the carer's time to discuss their own needs and concerns about the care they are providing. It's not a test to see how well they are caring but is meant to provide the carer with the opportunity to talk about:</p> <ul style="list-style-type: none"> • their caring responsibilities; • how being a carer may have changed their life; • what support they think would help make the caring role easier; and • any aspirations they have which are currently limited by their caring role. <p>The carer's assessment and information is free but there may be a charge for some services.</p>
46	To remember that it is our son/daughter so it can be difficult to let go or accept that they are adults, better support to help with this please.	A Transition Team has been established and a carers strategy will be developed.
47	More training on what we should be doing as an employer. It's mind boggling. Maybe have refresher courses or a review which recaps/ trains. Happy for this to be done in groups as not personal to individuals.(Direct Payments)	Comments and observations have been reported to senior management.
48	Help with forms	
49	Easier access to social workers and callbacks, often ignored or dismissed. Not always easy to keep chasing.	
50	More training on what to expect support workers or carers to do and who pays.(Direct Payments)	
51	Raise awareness of their role and responsibilities.	

52	Better transition from child to adult services with more focus on the changing role of parents, especially surrounding finances and independence training.	Successful transition of individuals is important to the Council and we have developed a dedicated team to ensure that transition is a seamless experience.
53	Making sure that cared for persons rights and wishes are kept.	The Council has increased the availability of statutory advocacy services.
54	Better training for employers. (Direct Payments)	Comments and observations have been reported to senior management.
55	Better training for employee (Direct Payments)	
56	Standardise roles especially with finances, some Support Workers get all food and drinks paid for while others don't, same with travelling, events and social activities.(Direct Payments)	
57	Use of mobile phones, guidelines. (Direct Payments)	
58	What is support? Should a Support Worker dance at a disco because the person they are supporting wants them to so they can dance/enjoy themselves? Or is it enough to take them to venue and sit and watch.	
59	More training courses in smaller venues for things like finances, cooking, simple gardening, housework, laundry, ironing, using the internet and internet safety, travel training, eating healthy, informed choices, citizenship, appropriate behaviour and language, stress and anxiety classes. These need to be free or minimal charge as benefits are reducing in real terms.	

60	Keep up to date details of all groups and activities	Groups, activities and services are advertised via schemes including Dewis.
61	Training of public places staff (shops/venues) on the best procedures for all inclusion.	This will be considered as part of “Building Safe and Resilient Communities” and falls outside the remit of this Plan.
62	Breast feeding support needs more money put into it	No response required as it falls outside the remit of this Plan.
63	It would be helpful if you were asking how people can support this plan and what people feel they really benefit from and need	A Children’s Services engagement strategy will be developed so that all stakeholders can contribute to service development, while a team has been established to strengthen engagement and participation. We undertook a wide range of consultation to get views from people. The Plan sets out what the Council will focus on delivering.
64	Obviously quite vague as a framework that identifies aims- and I am interested ie e.g. how to achieve the aims including how we reach the most disengaged young people to access education, careers and community involvement	
65	I would have liked more detail on how we were going to implement the plan and to see it was what families and children and young people believed they needed and would benefit from	

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
SOCIAL CARE, HEALTH & WELL-BEING CABINET BOARD

2nd MAY 2019

Report of the Head of Adult Services – Ms A. Thomas

Matter for Decision

Wards Affected: All Wards

NEATH PORT TALBOT'S PLAN FOR ADULT SOCIAL CARE 2019 - 2022

1. Purpose of Report

To inform Members of the outcome of the public consultation on Neath Port Talbot's Draft Plan for Adult Social Care 2019-2022 ('the Plan') [Appendix 1 – Appendix 3] and seek approval to implement the Plan.

2. Background

2.1 On 2nd August 2018 the Social Care, Health & Well-being Cabinet Board approved a 90 day public consultation of the Plan.

2.2 The Plan set out the Council's proposals for the medium term future of Adult Social Care in Neath Port Talbot, including placing greater emphasis on a strengths based approach to service provision, and covers the functions of:

- Early Intervention and Prevention
- Helping People Help Themselves
- Older People's Services
- Complex Needs: Learning Disabilities and Mental Health Services
- Supporting Carers

2.3 A range of engagement and consultation activities took place between 5th August and 3rd November 2018 to help inform the Plan, and consisted of:

- Overarching public consultation
- Stakeholder consultation, including linking with existing partner groups
- Formal written responses

2.4 The purpose of this was to:

- Ensure the consultation was available to as many residents and stakeholders as possible

- Ensure the consultation documents were available in appropriate formats
- Provide a mechanism for people to contribute their views of the Plan
- Find out whether people agreed or disagreed with the proposals and the reasons why
- Provide a mechanism for people to make comments and suggestions
- Enable people to suggest alternative proposals

3. Findings

3.1 A wide ranging consultation yielded 30 questionnaire responses, 2 email responses, plus a range of comments gleaned from stakeholder events held. A full consultation report is included as Appendix 5 to this document, including a “you said, we did” section. Many comments received were statements which did not require a response or were not related to the Plan under consideration. In the latter case signposting to other documents has been made and all comments received are included for reference purposes.

3.2 A key theme was the acknowledgement that resources are increasingly limited and what bearing that would have on sustainability of service provision when implementing the Plan. This included ongoing funding of Third Sector organisations to help deliver early intervention and prevention services.

3.3 Following scrutiny by Cabinet Board, Members requested the inclusion of Safeguarding as a priority within the Plan. In light of the consultation responses the essence of the draft Plan remains intact, i.e. the themes outlined in 2.2 above, plus the additional theme of ‘Safeguarding.’

4. Monitoring, Review and Delivery

The themes from this Plan will inform the basis of our Directorate Business Plan, which will be monitored through the Corporate Performance Management System, the Council’s Annual Report and the Director’s Annual Report.

5. Recommendation

It is recommended that Members approve the Neath Port Talbot Plan for Adult Social Care 2019 – 2022 attached as Appendix 1 to Appendix 3 to this report.

6. Reason for Proposed Decision

The Plan sets out the strategic commissioning direction of Adult Social Care to ensure that there will be a sustainable range of quality social care services

that meet the needs of the citizens of Neath Port Talbot, through promoting better health and well-being of those citizens so that they can remain safe and independent in their own communities for as long as possible.

7. Implementation of Decision

The decision is proposed for implementation after the three day call in period.

8. Equality impact assessment

The Equality Act 2010 requires public bodies to assess the likely impact of proposed policies and practices on its ability to comply with the general duty (to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity, and foster good relations between different groups) for all people with protected characteristics.

The Plan has undergone a full Equality Impact Assessment (EIA) [Appendix 4]. The outcome of the EIA is that Officers recommend the Plan is approved by Members because it will have a positive effect on service provision.

9. Workforce impacts

The Plan seeks to ensure that all employees within Adult Services have clear priorities and objectives as part of the Council's performance management framework. There are no currently intentional Council workforce implications inherent in the Plan.

10. Legal impacts

There are no legal impacts arising from this report.

11. Financial impacts

The Plan has been developed on the basis of the Directorate's budgetary savings. It is not however possible to accurately cost any such savings at present.

12. Consultation

On 2nd August 2018, Members approved a 90 day public consultation in respect of the Plan. During this period, 5th August to 3rd November 2018, a number of consultation and engagement activities took place. The outcome of this activity is detailed in Appendix 5, and has helped confirm the content of the final Officer draft of the Plan which is the subject of this report.

The volume of response was not statistically significant enough to suggest any negative feedback was representative of any widespread objection and, given how widely the exercise was publicised, could be interpreted as suggestive of general support for the proposed Plan.

13. Risk Management

There are no risks associated with this item.

14. Appendices

Appendix 1 – Neath Port Talbot Plan for Adult Social Care 2019 - 2022

Appendix 2 – Easy Read version

Appendix 3 – Plan on a Page

Appendix 4 – Equality Impact Assessment

Appendix 5 – Consultation Report

15. Background Papers

None.

16. Officer Contact

For further information on this report item, please contact:

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Neath Port Talbot Council's Plan for Adult Social Care 2019 - 2022



Building Safe and Resilient Communities

Image credit: careimages.com

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Foreword

We are pleased to share with you our plans for adult social care for the next three years.

This document describes Neath Port Talbot Council's plans to meet the needs of our local population. Its purpose is to outline how we will support older people, those who are vulnerable and people with complex needs.

The plan follows the Council's vision that Neath Port Talbot will deliver a modern sustainable model of social care and housing support that enables people with an assessed social care need to live as independently as possible within their own homes and communities.

We are committed to meeting those needs by delivering services in a way that is targeted, cost effective, of high quality and sustainable. To complement our work with specialist social care providers we need to shift the focus to maximise opportunities for self-reliance, independence and healthy lives.

The plan will help ensure that we have a more diverse and mature range of providers offering greater choice in the social care market, so that service providers are able to deliver and improve quality and performance, are forward thinking, innovative and proactively respond to the needs of the people who use those services.

We want to involve people who use services, their carers, and service providers so that together we can plan the best way to change and invest in our resources so that we can shape the social care market to offer good quality, value for money, effective services.

Finally, we would like to take this opportunity to offer our thanks to all those who have been involved in the development of this plan and look forward to working with you throughout the implementation.



Councillor Peter D. Richards
Cabinet Member for Adult Social Services
and Health



Angela Thomas
Head of Adult Social Care

What is our Vision for Adult Social Care in NPT?

The Council's vision is to create *a Neath Port Talbot where everyone has an equal opportunity to be healthier, happier, safer and prosperous*¹.

This will be achieved by working in partnership with other agencies such as health, housing, education, the third sector, community organisations and the private sector. Through partnership working, people will receive modern, high quality and sustainable services that will meet their assessed care and support needs and demands both now and in the future.

To that end the work of the Social Services, Health & Housing Directorate will embrace the following well-being objectives as defined in our Corporate Plan 2018-2022:

- **To improve the Well-being of children and young people**

"All of our children and young people have the best start in life, so they can be the best they can be"

- **To Improve the Well-being of all adults who live in the county borough**

"Everyone participates fully in community life – socially and economically"

In doing so we are committed to working in a way which achieves our overarching objectives.

¹ NPTCBC Single Integrated Plan 2013-2023

What do we want to achieve?

Our goal is to keep people as independent as possible for as long as possible. This can include short term help which reduces the need for long term care, or services which help people to regain their independence.

We will therefore focus on:

- ✓ Building safe and resilient communities and enabling all people to play an active role and be valued members of their community
- ✓ Implement approaches which help manage the demand for traditional care services and the need for long term care in the community by offering services that support people to retain or regain independence
- ✓ Strengthen the routes into the social care system to give people the right advice at the right time so that we can identify needs at an earlier stage and reduce the need for long-term complex care
- ✓ Focus on approaches which seek greater independence at every opportunity for those people already receiving social care, so they are able to achieve the things that matter to them
- ✓ Create seamless support and services to promote positive transition for young people into adult services
- ✓ Improving the quality of social care services provided and safeguarding people within the borough so that our most vulnerable citizens are kept safe

At the highest level we want to:

- ✓ Promote people's independence, choice and control so they can achieve what matters by being at the centre of their care planning
- ✓ Work to make communities safe and resilient so all people can access their local community, amenities and services
- ✓ Develop modern responsive services with a reablement / rehabilitation / recovery philosophy so that people are supported to retain / regain independence
- ✓ Create new models of care and support to allow people to remain in their own communities and out of long-term care
- ✓ Develop a robust social care market which can respond to changing population needs

- ✓ Engage in development of prevention and well-being services to minimise the demand for complex care
- ✓ Value the important role of carers and recognise their own well-being needs

We propose to shift the focus of the care system so that there is greater emphasis on building safe and resilient communities that promote people's strengths, and ensure we intervene early to prevent needs from escalating.

What shapes our thinking?

There is important law and national guidance influencing the planning and delivery of health and social care services for children and adults, including:

The Social Services and Wellbeing (Wales) Act 2014

The Act consolidates existing laws and places individuals' wellbeing at the centre of care; promoting choice and control

Sustainable Social Services for Wales: A Framework for Action 2011

The Welsh Government's agenda for regional commissioning and collaboration in service provision

Wellbeing of Future Generations (Wales) Act 2015

Improving the social, economic, environmental and cultural well-being of Wales

Housing (Wales) Act 2014

Sets out Welsh Government's aims to improve the supply, quality and standards of housing in Wales

Neath Port Talbot CBC Corporate Plan 2018-2022

Sets out our well-being objectives and priorities

Western Bay Population Needs Assessment

Looks at current and estimated future demand for services

Regulation and Inspection of Social Care (Wales) Act 2016

Places service quality and improvement at the heart of the regulatory regime and strengthens protection for those who need it

Together for Mental Health (2012)

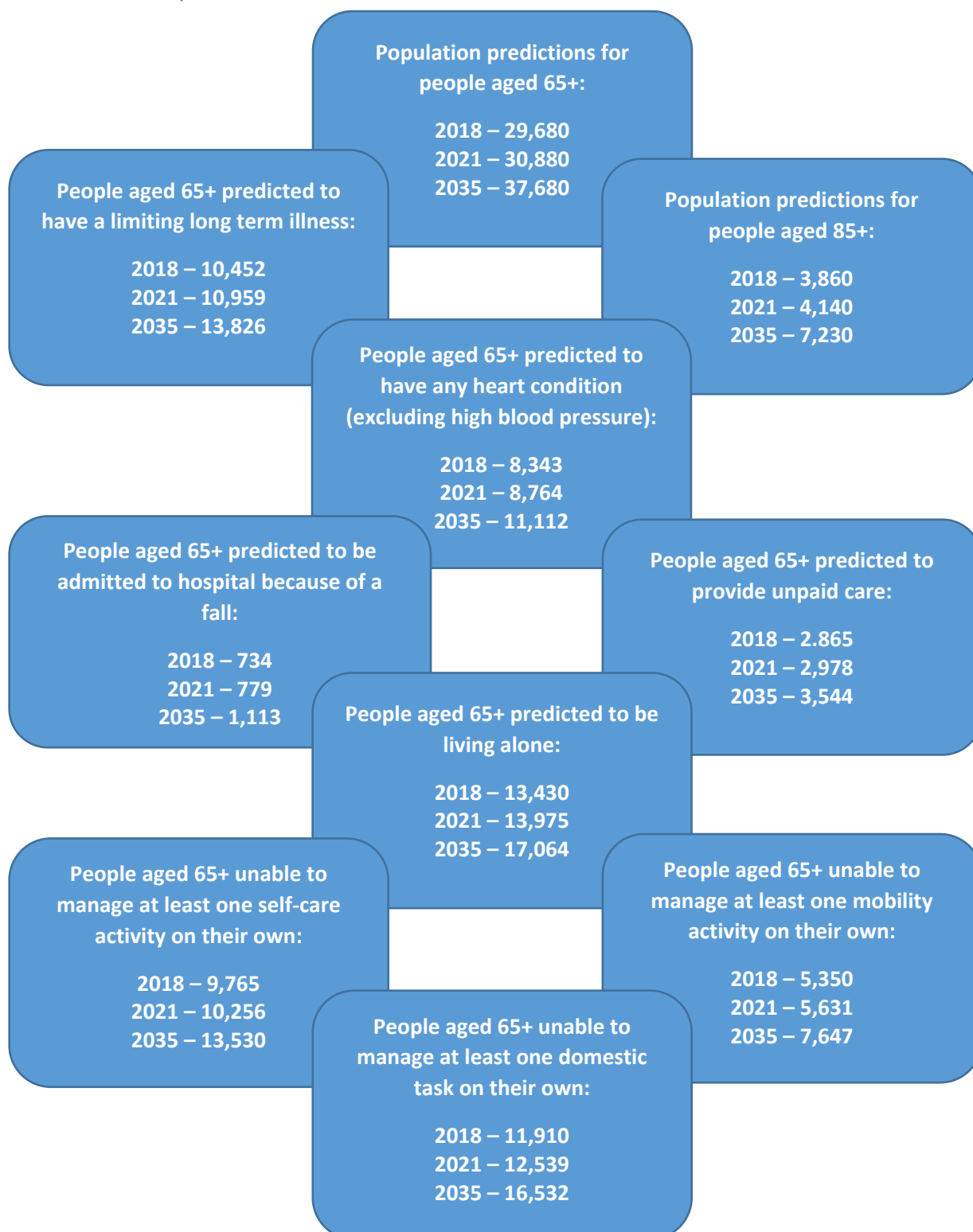
Welsh Government's 10 year strategy to improve mental health and well-being

These are some of the things we have to consider when we plan how we will respond to the needs of our local population. In addition, this plan will complement and work alongside strategies such as the PSB Well-being Plan, and local and regional health and education plans.

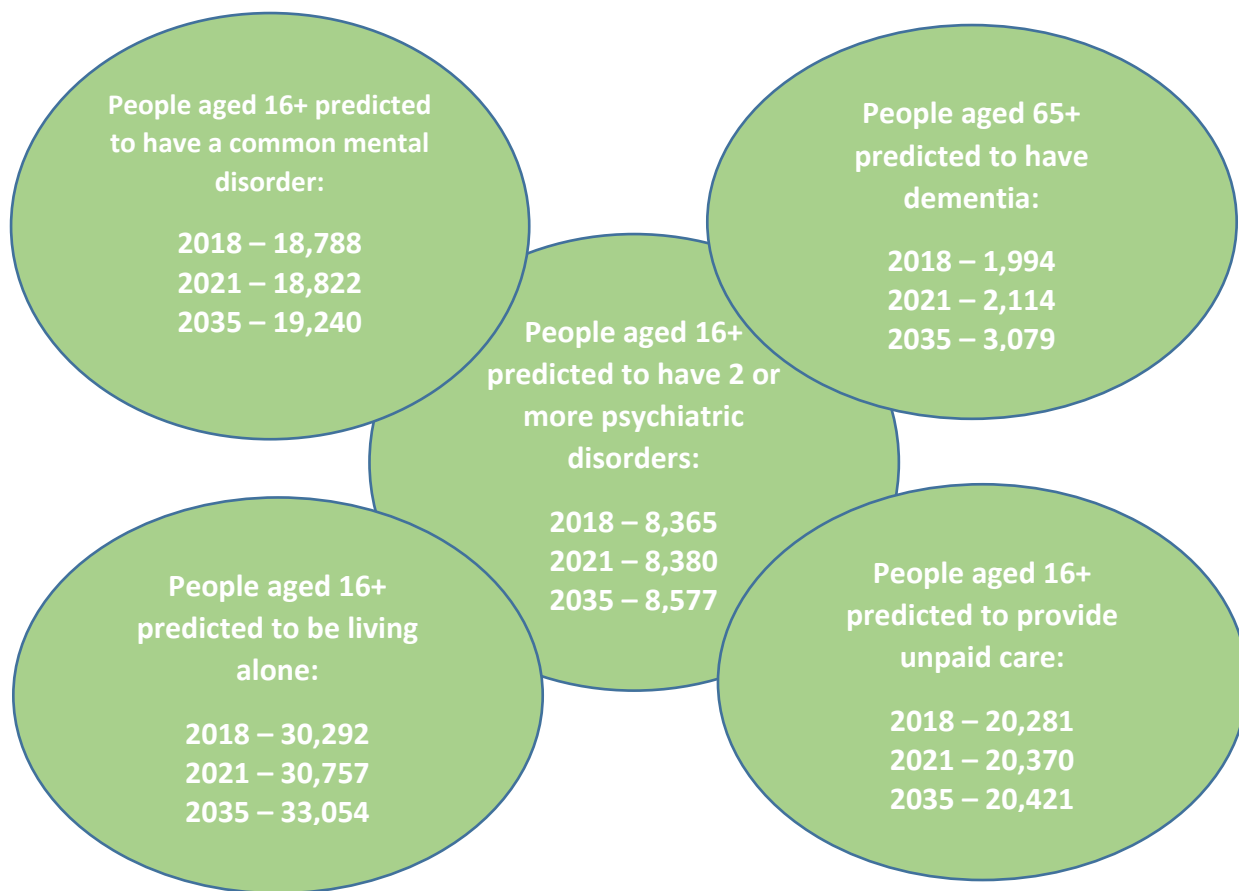
What do we know about NPT's population?

The following section summarises some of the key information we have on the population of Neath Port Talbot in 2018 as well as projections over the three-year time period of this strategy and beyond to 2035. Data obtained from Welsh Government's Daffodil database: www.daffodilcymru.org.uk

Older People in Neath Port Talbot



Mental Health in Neath Port Talbot



Learning Disabilities in Neath Port Talbot

People aged 18+ predicted to have a learning disability:

2018 – 2,643
2021 – 2,643
2035 – 2,696

People aged 18+ predicted to have a moderate or severe learning disability:

2018 – 544
2021 – 542
2035 – 540

People aged 18+ with a learning difficulty estimated to have challenging behaviour:

2018 – 51
2021 – 51
2035 – 52

People aged 18+ predicted to have Down's Syndrome:

2018 – 46
2021 – 45
2035 – 43

People aged 16+ predicted to have Autistic Spectrum Disorders:

2018 – 1,106
2021 – 1,109
2035 – 1,139

Carers in Neath Port Talbot

People aged 16+ providing unpaid care:

2018 – 20,281
2021 – 20,370
2035 – 20,421

People aged 16+ providing 50+ hours of unpaid care per week:

2018 – 6,915
2021 – 7,008
2035 – 7,299

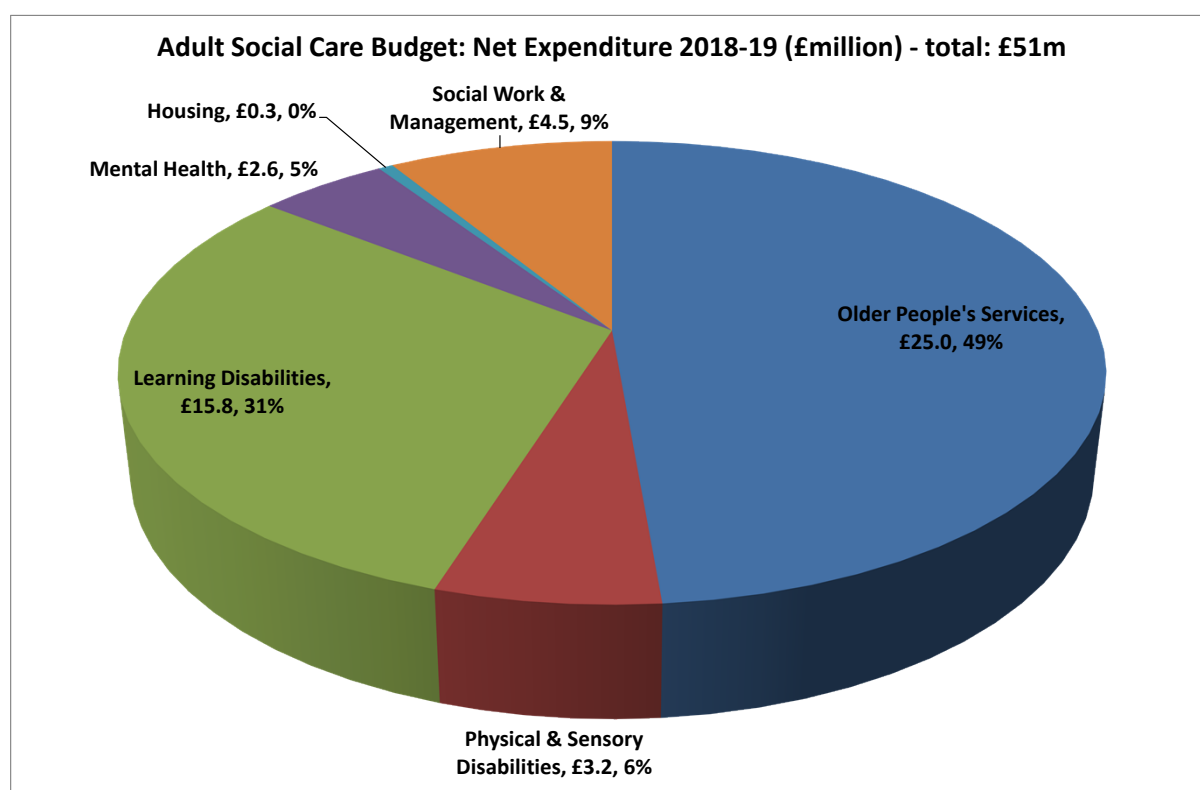
People aged 85+ providing unpaid care:

2018 – 352
2021 – 378
2035 – 660

What do we spend and how do we spend it?

Reducing budgets and an increasing older population mean that the Council has to continue to work as efficiently as possible when commissioning services.

The net budget for Adult Social Services is approximately £51 million per year, which is used to provide, commission and manage services for adults with social care needs, including residential and nursing care, supported living, homecare and respite. In addition to this, there is further funding of £4.8 million provided through the 'Supporting People' programme to address housing related support needs. The scale of investment is significant.



In 2019-20 Adult Social Care must try to achieve a savings target of £1.35 million to meet its commitments to the Council's Forward Financial Plan.

The directorate has seen year on year budgetary reductions while Supporting People funding has remained the same. This represents a real terms reduction of this grant when taking into account increased staffing costs and other inflationary pressures.

What is our focus?

The following represent the key areas we are going to promote. Emphasis is on reducing or removing the need for long term care whilst ensuring that sustainable quality services are available for those who need them:

- 1 • A focus on prevention and early intervention
- 2 • Starting from a position of what someone can do, and will be able to do for themselves, with appropriate levels of support
- 3 • Promote outcome focussed interventions - making sure that what we do has a positive impact and is evidence based
- 4 • Provide good quality care and support that meets needs and agreed outcomes
- 5 • Adaptable, flexible and inclusive services that can meet changing needs and agreed outcomes
- 6 • Purposeful activities that meet outcomes, including supporting people into education, employment and training
- 7 • Make sure everyone working with adults helps them to be full and active members of their communities
- 8 • That we receive good value for money
- 9 • Make sure we have a range of good quality service providers

What we plan to do

We are an ambitious Council and there is much we want to achieve to make sure people get the best possible support and have positive life experiences.

The following section outlines the areas of priority we are planning to work on over the next three years and beyond in order to commission high quality services that prevent, postpone or minimise the need for formal care, whilst providing value for money and safeguarding our citizens.

Early Intervention & Prevention

Strengthen approaches to early intervention, prevention and wellbeing

A key objective is to keep people independent for as long as possible by reducing or removing the need for long term care. Information, advice and assistance, as well as access to good quality advocacy services can ensure that citizens are well informed to make the right decisions for themselves. We also know that technology can help play a part in helping people maintain their independence.

By enabling people to access simple support services, and through better targeted early interventions we will prevent or delay a loss of independence and as a result reduce the need for more expensive health and social care services in the future.

Where we are now

With an increasing older population we need to have the right services in place to support people in their old age. There is a greater need to identify effective ways of supporting people to stay well and reduce the pressure on health and social care services. It is widely recognised that investing in prevention and early intervention results in better outcomes for individuals, organisations and communities and is a more efficient use of existing resources.

Where we are going

We will commission community based services that promote self-help, so our residents can access a range of information, advice and other services that help maintain their well-being and independence. We will work with people at an earlier stage to support them to live healthier lives in old age.

To achieve this we will:

- ✓ Provide an information, advice and assistance (IAA) service and promote the Community Services Directory so people know what support is available and how to get it
- ✓ Offer an enabling approach through our Community Resource Team to promote greater levels of long term independence such as through Reablement – a mixture of therapies, services and equipment for rebuilding people’s skills and confidence following a hospital admission or similar episode, or supporting people to prevent hospital and care homes admissions
- ✓ Utilise Local Area Coordinators to promote community based support – a local, accessible single point of contact for people of all ages who may be vulnerable due to age, disability, mental illness or social isolation, so that they can build a good life as members of their communities
- ✓ Improve provision of advocacy services to support people to speak up and make their views heard and to help them understand the information they need to make decisions
- ✓ Improving the effectiveness of short term interventions such as reablement; working with people to recover and delay or remove the need for long term care
- ✓ Identify those older people who would benefit from the use of assistive technology to enable them to remain in their own homes and communities for longer

Helping people help themselves

Building Safe and Resilient Communities

We want to put responses in place that divert demand through early intervention and prevention by identifying community based services which will better meet people’s needs.

People will be eligible for a care and support package if their needs ‘can and can only’ be met by social services intervention. The person will be assessed to see if their needs can be ‘sufficiently met’ by support coordinated by themselves, their family or carer, or by community-based services. If this is not the case, they may be eligible for a care package managed by the Council.

An assessment of the person's need will focus on what a person can do, or could do with the right support, rather than focusing on what a person cannot do right now. This requires regular reviews to assess achievement against a set of goals or outcomes that have been developed and agreed with the person requiring support. This will need operational practice (such as social care, health and housing related support) and those responsible for commissioning services to work more closely.

By 'helping people to help themselves' we should see happier, healthier and more vibrant communities.

Where we are now

Assessments often focus on what people cannot do, sometimes resulting in them having reduced opportunities to retain or regain skills.

Where we are going

We will work more closely with and better include all those involved in the person's personal network of support including family, carers, the third sector and the local community. We will also be looking to develop a new range of accommodation and community support options, which will involve the establishment of a new commissioning framework for social care and housing related support services.

Achieving this will require us to focus on ensuring that those who work with people requiring services have the right skills to deliver responses that are enabling and support progression of independence.

To achieve this we will:

- ✓ Work with all service users and providers with the aim of seeing people develop and make progress; we will continually review care and support plans to help people improve their independence
- ✓ Develop an approach to share responsibilities with individuals, families and communities to build on people's strengths
- ✓ Strengthen our approaches to Local Area Co-ordination to help people access local community resources
- ✓ Offer people who require a service the choice of a Direct Payment so they have greater control over how their needs are met

Older People's Services

Ensure there is a robust market to meet the demands for Older People with enabling approaches to Long Term Care

Demand for long term care is changing. Trends seen at a local, regional and national level indicate that demand for more 'traditional' residential care is falling. At the same time demand is increasing for more complex care, including nursing and specialised dementia care. In addition, more people are being supported to stay at home so we need to strengthen the domiciliary care market to meet greater demand.

People prefer to live in their own homes and communities as long as possible, and we must ensure appropriate support is available to help achieve this.

Where we are now

We are seeing reduced demand for residential care but increases in those people with more complex needs such as dementia. Our projections clearly show the number of people aged 85 and over in Neath Port Talbot will grow significantly over the next few years. A corresponding increase in demand for social care services means our current model of support would become unaffordable and unsustainable.

Where we are going

We expect to see a continued reduction in the overall number of people in long term residential care placements, including through provision of 'support at home' services for older people with lower level eligible needs; this might include domiciliary care or the use of Assistive Technology. We also acknowledge the increasing demand for specialised nursing care and want to ensure we have the right services to meet people's future needs and expectations.

To achieve this we will:

- ✓ Develop more services that help people to regain their independence (known as reablement)
- ✓ Reduce the number of people going into residential care and nursing homes by supporting people to remain at home
- ✓ Make more use of new technology to help people stay in their own homes, e.g. by making it easier for them to contact someone in an emergency

- ✓ Strengthen the local domiciliary care provider base to ensure there is an effective and responsive flow into community services. We have introduced a Dynamic Purchasing System (DPS) which more quickly matches domiciliary care packages to those people in need of support at home
- ✓ Review externally delivered domiciliary care packages to support people to achieve greater levels of independence; this can include the use of reablement services or the provision of assistive technology packages
- ✓ Work with Occupational Therapists to develop opportunities to use equipment to create greater levels of independence and reduce the need for double staffed domiciliary care calls
- ✓ Work with the care home sector to explore the development of long term solutions to better meet the demands for complex care, for example nursing and dementia care
- ✓ Work with Western Bay colleagues to develop pooled budget arrangements for the care home sector
- ✓ Continue to implement the recommendations from the Older Person's Commissioner's report

Safeguarding

Adults should feel safe and secure in their homes and communities, and in care home settings. Safeguarding vulnerable adults is a key priority and underpins all activity in Adult Services

Adults who are at risk should be supported at the earliest opportunity, with a view to trying to make things get better and stay better. Interventions will aim to keep adults safe, whether they are in their own home or in a care home.

To help keep adults safe we will:

- Ensure all our staff are aware and trained in the importance of appropriate information sharing to safeguard adults
- Continue to use robust safeguarding decision making for vulnerable adults through the measurement of set criteria
- Improve care provision through regional development and implementation of safeguarding standards
- Routinely conduct contract monitoring of service providers to ensure consistency and quality of care and support delivered

Complex Needs: Learning Disabilities & Mental Health Services

For people accessing learning disability services or mental health services, we will, in partnership with individuals, carers, families and service providers remodel services and implement a 'progression' model of care.

We want our services to have a positive impact on people's lives. We will work with all partners to promote individuals' strengths and independence, and ensure they receive the care they need based on the outcomes they want to achieve.

By moving away from more risk averse practices and models of support and instead recognise and safely build on people's individual qualities, strengths and abilities, we will be able to ensure that people are able to live more independent lives including, where appropriate, supporting people to live in their own homes and communities. This is often called a '**Progression**' approach.

Where we are now

The current service model is not as progressive as it could be, being heavily reliant on care provided in a residential home or an historical model of supported living for those people with learning disabilities. Similarly, for people with mental ill health there is too much reliance on residential care services. This has resulted in an under-developed market for more enabling services which promote greater levels of independence, recovery and rehabilitation.

We are reviewing people with complex needs using the '**Progression**' approach which seeks to help a person achieve their aspirations for living life as independently as possible and requires working with the person and their support network to develop a personalised assessment. It identifies very specific development requirements in respect of activities of daily living; goal directed support planning; positive risk taking and outcome based reviews. This is then used to help understand how to best support the person and develop their skills so that they can transition into a more independent support model or receive lower levels of staff support.

An example of this approach is the identification that a person currently living in a residential care home out of the area wants and can, with the right support and planning, return to Neath Port Talbot and live in their own home. To achieve this, first the person might take up residency in a local residential care provision for a period of time, during which the provider will work with

the individual to help them acquire independent living skills. During this time they may form a friendship group with other residents and, at a later date, move to a supported shared home with their own tenancy and further enabling support.

Where we are going

Social workers will have a greater role in conducting reviews and preparing support plans, with an increased focus on forward planning and the need to include specific goals and person centred outcomes.

As such, service providers will be commissioned and routinely monitored according to their ability and progress in promoting independence of individual clients, whilst ensuring that costs are in line with the services being provided.

Over a number of years, it is anticipated that housing-based support will gradually change from being a service that consists of mainly residential care or supported living to one where the majority of individuals are living more independently.

To achieve this we will:

- ✓ Review how we provide support for people with very complex care needs; implementing an outcome focussed approach to promote greater levels of independence so we focus on helping people achieve goals and what is important to them

For People with a Learning Disability

- ✓ Work with providers to create a range of more personalised support and flexible accommodation options tailored to the individual
- ✓ Reduce the number of people living in residential care and traditional models of supported living
- ✓ Promote the use of Assistive Technology to promote independence
- ✓ Work with providers to promote the progression model of support

For People with Mental Ill Health

- ✓ Carry out a review of Mental Health provision to develop a rehabilitation and community based model for the future.
- ✓ Improve the availability of services that promote rehabilitation and recovery for those experiencing mental ill health
- ✓ Develop more services that aim to prevent mental health problems

Supporting Carers

To strengthen our planning arrangements and support mechanisms for carers

Neath Port Talbot has the largest community of people reporting as being unpaid carers in Wales and England. The contribution they make is immeasurable. We must do all we can to promote their rights and support their efforts.

There are an estimated 20,280 people in Neath Port Talbot providing unpaid care. By providing support to carers they are enabled to continue to provide a vital and invaluable role in supporting the people for whom they care.

Where we are now

Neath Port Talbot invests in a variety of services for carers including information and advice, training, advocacy, drop-in support sessions and respite services. However, more can be done to help carers in their role.

Where we are going

We want carers to be able to access a range of services and assistance which support them to continue their caring role where they wish to do so. Services should be available which meet carers' needs flexibly to reduce the impact of caring on the carer's own health and wellbeing.

To achieve this we will:

- ✓ Work with partners to improve early identification of carers, including promoting uptake of carers assessments to ensure eligible need is identified
- ✓ Increase the range of early advice, information and support to people new to the caring role (e.g. carers knowing what help is available to them and the person they care for)
- ✓ Ensure the social care market can offer carers a full range of services including advocacy, breaks, training and respite provision, for example through befriending services
- ✓ With partners, offer training to support the caring role, including peer support and networking opportunities
- ✓ Consult carers to ensure services meet their needs
- ✓ Review local short breaks (respite) policy and provision to ensure it is appropriate and sustainable

How will we know how well we are doing?

The themes from this Plan will inform the basis of the Social Services, Health and Housing Directorate's Business Plan which will be monitored through the Corporate Performance Management System, the Council's Annual Report and the Director's Annual Report.

In line with the service model delivery principles, the success of this plan will be demonstrated by:

- A greater understanding and meeting of service users' choices and expectations
- More people with an assessed need (including carers) either living independently with various support options or supported at home and in their own communities
- More adults achieving positive outcomes as determined by themselves in all areas of life
- Reduced number of people entering residential care
- Consistent delivery of specified high standards for service provision
- Achievement of value for money and the savings within the Council's Forward Financial Plan
- Development of a culture that helps those with assessed support needs to make full use of their potential, protect them from harm and ensure dignity and respect
- Full engagement of service users and their carers in the delivery and shaping of services
- Integrating with the local health service across the care pathway, with appropriate levels of more intensive rehabilitative support as well as ongoing care and intensive community based support as necessary
- Regular reviews to ensure that levels of support change in line with changing needs
- Positive responses and feedback from people using services and their carers

Conclusion

The needs of individuals can often be complex and multiple, but the aim and emphasis must be on independent living, choice and accessibility. Such a focus will mean a further shift away from conventional forms of service provision towards facilitating more individualised support that *enables* those to overcome barriers to independence and inclusion within their local community. Such a focus on increased participation through independent living produces personal, social and economic benefits both for those individuals, their families and carers and for local communities.

This document is intended to be an open statement for individuals and providers of services to understand our intentions and our ambitions. It will provide a focus for future reviews to enable us to track progress and allow us to review our assumptions. The development of the strategy will allow service users to see where they may wish to influence and contribute to future service developments, and it will offer providers a steer for developing new services.

This plan is a working document that will be reviewed on a regular basis to ensure that it remains fit for purpose and focused on the changing needs of the people of Neath Port Talbot.

References

Housing (Wales) Act 2014

<http://gov.wales/topics/housing-and-regeneration/legislation/housing-act/?lang=en>

Learning Disability Services Strategic Delivery Plan 2018 – 2019

<https://democracy.npt.gov.uk/documents/s35665/Learning%20Disability%20Service%20Delivery%20Plan%202018-19%20v1.5%2027%20Feb%202018.pdf>

Mental Capacity Act 2005

http://www.legislation.gov.uk/ukpga/2005/9/pdfs/ukpga_20050009_en.pdf

Mental Health Services Strategic Delivery Plan 2018 – 2019

<https://democracy.npt.gov.uk/documents/s36084/Mental%20Health%20Service%20Delivery%20Plan%202018-19%20v1.2.pdf>

National Dementia Action Plan for Wales 2018 - 2022

<https://gov.wales/topics/health/nhswales/mental-health-services/policy/dementia/?lang=en>

Neath Port Talbot CBC Corporate Plan 2017-2022

<https://www.npt.gov.uk/15847>

Neath Port Talbot CBC Strategic Business Plan for Adult and Children's Services

<https://democracy.npt.gov.uk/documents/s34372/People%20Directorate%20Strategic%20Business%20Plan%202018-2019%203.pdf>

Regulation and Inspection of Social Care (Wales) Act 2016

<http://gov.wales/topics/health/socialcare/regulation/?lang=en>

The Strategy for Older People in Wales 2013-2023

<https://gov.wales/docs/dhss/publications/130521olderpeoplestrategyen.pdf>

Sustainable Social Services for Wales: A Framework for Action 2011

<http://gov.wales/topics/health/publications/socialcare/guidance1/services/?lang=en>

The Social Services and Wellbeing (Wales) Act 2014

<http://gov.wales/topics/health/socialcare/act/?lang=en>

Together for Mental Health (2012)

<http://gov.wales/topics/health/nhswales/plans/mental-health/?lang=en>

Wellbeing of Future Generations (Wales) Act 2015

<http://gov.wales/topics/people-and-communities/people/future-generations-act/?lang=en>

Western Bay Population Needs Assessment 2016 - 2017

<http://www.westernbaypopulationassessment.org/en/home/>

Mae'r dudalen hon yn fwriadol wag



**Easy Read Version
of
Neath Port Talbot Council's
Plan for Adult Social Care
2019 - 2022**



What is the Plan?



The plan describes how Neath Port Talbot Council will meet the social care needs of local people.

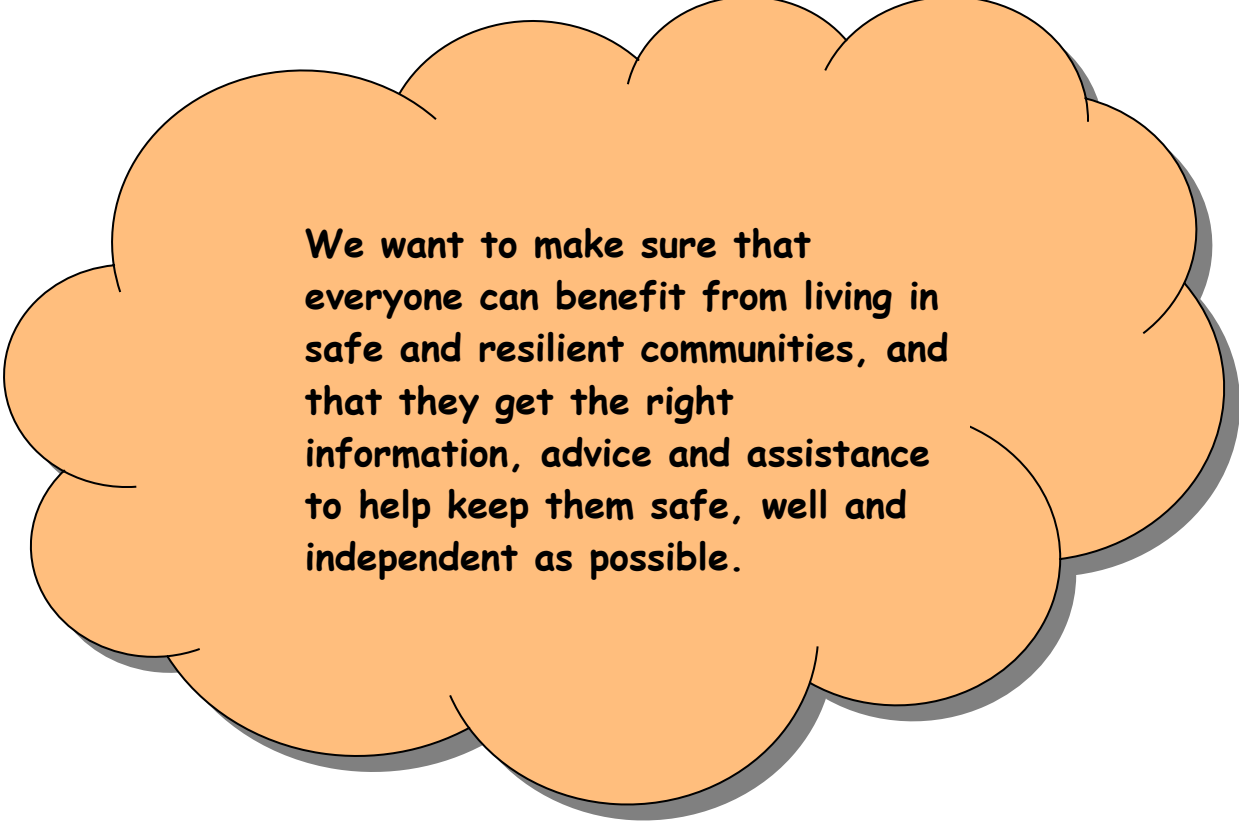


The plan tells us how Adult Social Services will make sure people with a disability or age related frailty in Neath Port Talbot have the same opportunities and choices as everyone else.



This plan was written by staff from Neath Port Talbot Council and was consulted on widely.

What does Neath Port Talbot Council want out of the Plan?



We want to make sure that everyone can benefit from living in safe and resilient communities, and that they get the right information, advice and assistance to help keep them safe, well and independent as possible.

Our goal is to keep people as independent as possible for as long as possible. This can include short term help which reduces the need for long term care, or services which help people to regain their independence.

Our Priorities

The plan has a number of areas:

Early Intervention & Prevention

By helping people to access simple support services, and better targeted early interventions, we will prevent or delay a loss of independence.

Helping people help themselves

By "Building Safe and Resilient Communities" we want to identify community based services that better meet people's needs.

Safeguarding

People should feel safe in their homes and communities.

Older People's Services

People prefer to live in their own homes and communities. Wherever possible, we will try to ensure the right support is available to achieve this.

Learning Disabilities & Mental Health Services

We want our services to have a positive impact on people's lives. We will work with partners to promote people's strengths and independence, and make sure they get the care they need based on what they want to achieve.

Supporting Carers

We want carers to be able to access a range of services and assistance to support them in their caring role, and help the cared for person where possible.

"Building Safe and Resilient Communities"

NPT's Plan for Adult Social Care 2019 — 2022



What do we want to achieve?

We propose to shift the focus of the care system so that there is greater emphasis on building safe and resilient communities that promote people's strengths, and ensure we intervene early to prevent needs from escalating.

Corporate Plan Objectives

Our Plan is in line with NPT's Well-being Objectives:

Well-being Objective 1 -To improve the well-being of children and young people: *"All of our children and young people have the best start in life, so they can be the best they can be"*

The well-being of all children and young people who live in the county borough is prioritised, at all stages of childhood through to the point where young people become adults.

Well-being Objective 2 - To improve the well-being of all adults who live in the county borough *"Everyone participates fully in community life – socially and economically"*

This focuses on the well-being of people throughout their adulthood, and also takes a life course approach.

How will we do it ?

- **Early Intervention & Prevention:** By enabling people to access simple support services, and through better targeted early interventions we will prevent or delay a loss of independence; reducing the need for longer term health and social care services in the future.
- **Helping people help themselves:** An assessment of the person's needs will focus on what they can do, or could do with the right support, rather than focusing on what a person cannot do right now.
- **Older People's Services:** Ensure there is a robust social care market to meet the demands for Older People with enabling approaches to Long Term Care. People prefer to live in their own homes and communities as long as possible, and we must ensure appropriate support is available to help achieve this. There is also increasing demand for specialised nursing care.
- **Safeguarding:** Adults who are at risk should be supported at the earliest opportunity, with a view to trying to make things get better and stay better. Interventions will aim to keep adults safe, whether they are in their own home or in a care home.
- **Complex Needs:** For people accessing learning disability services or mental health services, we will, in partnership with individuals, carers, families and service providers remodel services and implement a 'progression' model of care to aid recovery, rehabilitation and offer greater independence where possible.
- **Supporting Carers:** We will strengthen our planning and support mechanisms for carers so they are enabled to continue to provide their vital and invaluable role.

What are we going to focus on?

- A focus on prevention and early intervention
- Starting from a position of what someone can do, and will be able to do for themselves, with appropriate levels of support
- Promote outcomes focussed interventions
- Quality support that meets needs and agreed outcomes, and that service users and carers are satisfied with
- Adaptable, flexible and inclusive services that can meet changing needs and agreed outcomes
- Purposeful activities that meet outcomes, including supporting people into education, employment and training
- Make sure everyone working with adults help them to be full and active members of their communities
- That we receive good value for money
- Make sure we have a range of good quality service providers

Mae'r dudalen hon yn fwiadol wag

Equality Impact Assessment (EIA) Report Form

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.

Where do you work?
Service Area: Commissioning Support & Direct Services Commissioning Housing/Homelessness Strategy & Supporting People
Directorate: Social Services Health & Housing

(a) This EIA is being completed for a...

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input checked="" type="checkbox"/>	Proposal <input type="checkbox"/>
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(b) Please name and describe below...

Neath Port Talbot's Plan for Adult Social Care 2019 - 2022

(c) It was initially screened for relevance to Equality and Diversity in

July 2018

(d) It was found to be relevant to...

Age <input checked="" type="checkbox"/>	Race <input type="checkbox"/>
Disability <input checked="" type="checkbox"/>	Religion or belief..... <input type="checkbox"/>
Gender reassignment..... <input type="checkbox"/>	Sex <input type="checkbox"/>
Marriage & civil partnership <input type="checkbox"/>	Sexual orientation..... <input type="checkbox"/>
Pregnancy and maternity..... <input type="checkbox"/>	Welsh language..... <input type="checkbox"/>

(e) Lead Officer

Name: Andrew Potts

Job title: Commissioning Officer

(f) Approved by Head of Service

Angela Thomas

Head of Adult Services

Section 1 - Aims (See guidance):

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project:

<p>What are the aims?</p> <p>To deliver a modern, sustainable model of social care and housing support that enables people with an assessed social care need to live as independently as possible within their own homes and communities.</p>
<p>Who has responsibility?</p> <p>Head of Adult Services</p>
<p>Who are the stakeholders?</p> <ul style="list-style-type: none">• Those who use adults social care services;• Unpaid carers• Providers of adult social care services;• Staff of NPTCBC; and• Residents of Neath Port Talbot.

Section 2 - Information

(a) Service Users

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age	<input checked="" type="checkbox"/>	Race	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or belief	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>

What information do you know and how is this information collected?

Social Services routinely collects data as part of the assessment/review process of individuals and carers, which is in return reported annually to Welsh Government (WG).

In addition to the number of people accessing the services, limited equalities data such as age, disability, ethnicity and sex is also collected, which in turn informs policy development and service provision.

The following provides a summary of information known about current adult social care clients:

Currently receiving domiciliary care			
Age Group	Female	Male	Total
20s	2	2	4
30s	4	4	8
40s	8	10	18
50s	25	12	37
60s	37	34	71
70s	101	58	159
80s	210	90	300
90s	129	36	165
100+	4	1	5
Total	520	247	767

Older People's Care Home Residents (funded partly or wholly by NPT)			
Age group	Female	Male	Total
60s	11	5	16
70s	64	43	107
80s	151	66	217
90s	92	27	119
100+	4		4
Total	322	141	463

Any Actions Required?

To put robust systems in place to improve data collection against all protected characteristics, using digital processes.

Following the introduction of improved data collection, ensure analysis is undertaken of more comprehensive equalities dataset and included in the future planned annual monitoring reports to Members.

(b) General

What information do you know and how is this information collected?

Census 2011 information remains the most comprehensive data for Neath Port Talbot and a summary thereof is set out in the table overleaf.

Any Actions Required?

To put robust systems in place to improve data collection against all protected characteristics, using digital processes.

Following the introduction of improved data collection, ensure analysis is undertaken of more comprehensive equalities dataset and included in the future planned annual monitoring reports to Members.

Neath Port Talbot 2011 Census Summary Factsheet



1 Resident population

Total	139,812
Male	68,450
Female	71,362
Area (hectares)	44,126
Density*	3.2

2 Resident population age structure

	No.	%
0 - 4 year olds	7,599	5.4
5 - 15 year olds	17,038	12.2
16 - 24 year olds	14,930	10.7
25 - 44 year olds	35,312	25.3
45 - 59 year olds	29,399	21.0
60 - 64 year olds	9,483	6.8
65 - 74 year olds	13,862	9.9
75 - 89 year olds	11,032	7.9
90+ year olds	1,157	0.8

3 Ethnic group population

	No.	%
White	137,087	98.1
Mixed	910	0.7
Asian or Asian British	1,369	1.0
Black or Black British	299	0.2
Other	147	0.1

4 Religion

	No.	%
Christian	80,646	57.7
Buddhist	312	0.2
Hindu	144	0.1
Jewish	39	0.0
Muslim	573	0.4
Sikh	113	0.1
Other	533	0.4
No religion	47,265	33.8
Not stated	10,187	7.3

5 Residents with limiting long-term illness (LLTI) & general health of all

	No.	%
People with LLTI (Lot & little)	39,112	28.0

	No.	%
Very good/good	102,543	73.4
Fair	22,640	16.2
Very bad/bad	14,629	10.5

6 Residents in communal establishments

	No.	%
Total	1,130	0.8

7 Households

60,393

8 Central heating (households)

No central heating	674
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9 Dwellings

Total number of dwellings	63,978
---------------------------	--------

10 Household and family types %

One person	30.2
One person (aged 65+)	13.9
One person (other)	16.3
Couple - no children	16.8
Couple & non-dependent children	12.9
Lone parent & non-dep. children	4.6
All households with dep. children	28.3
Couple & dependent children	18.3
Lone parent & dependent children	7.7

11 Housing tenure

	No.	%
Owner occupied	41,479	68.7
Shared ownership	111	0.2
Social rented	11,545	19.1
Private rented	6,186	10.2
Other/Rent free	1,072	1.8

12 Household spaces

Household spaces	64,017
At least one usual resident	60,393
No usual residents	3,624

13 Dwelling type %

Whole house or bungalow	89.2
Flat, maisonette or apartment	10.6

14 Car ownership %

Households with no car/van	25.5
Households with one car/van	43.3
Households with 2+ cars/vans	31.1

15 Economic activity (% of all aged 16-74)

	Male	Female
Economically active**	67.2	57.4
Economically inactive	32.8	42.6

**i.e. economic-activity rate

16 Economically active (% of all aged 16-74)

	Male	Female
Working full-time	45.5	26.5
Working part-time	5.6	22.1
Self-employed	8.4	3.1
Unemployed	5.9	3.1
Full-time student	1.8	2.6

17 Economically inactive (% of all aged 16-74)

	Male	Female
Perm. sick/disabled	9.5	9.6
Retired	15.5	19.1
Looking after home/family	1.3	7.3
Students	4.5	4.1

18 Employed residents

Total	57,220
Male	30,365
Female	26,855

19 Weekly hours worked (main job) %

	Male	Female
15 hours & under	1,445	3,243
16 - 30 hours	2,736	9,923
31 - 48 hours	22,351	13,683
49+ hours	4,501	1,098

20 Self-employed

Total	5,908
Male	4,286
Female	1,622

21 Qualified residents (% of all aged 16+)

Highest qualification attained level 4	18.8
Highest qualification attained level 3	11.0
Highest qualification attained level 1/2	30.4
No qualifications	30.9

22 National identity

Welsh only	71.8
Welsh & British	8.2
British only	11.2
No Welsh identity	19.0
No British identity	79.6

23 Industries (% of all aged 16-74 in work)

Energy, water, agriculture, fishing, mining & quarrying, etc	2.7
Manufacturing	14.5
Construction	8.6
Hotels & catering	4.7
Transport, storage & communication	4.1
Wholesale & retail, repair of motor vehicles	14.7
Financial intermediation	3.1
Real estate, renting & business activities	1.2
Public admin & defence	9.8
Education	8.6
Health & social work	14.7
Other	4.3

24 Occupations (% of all aged 16-74 in work)

Managerial	7.0
Professional, technical	13.7
Admin & secretarial	13.3
Skilled trades	12.9
Services & sales	10.4
Process plant & machine operatives	10.0
Elementary occupations	9.9

25 Welsh Language skills %

	NPT	Wales
No skills in Welsh	75.2	73.3
Can understand spoken Welsh only	6.4	5.3
Can speak Welsh	15.3	19.0
Can speak, but cannot read or write Welsh	2.7	2.7
Can speak and read but cannot write Welsh	1.6	1.5
Can speak, read and write Welsh	10.8	14.6
Can speak and other combinations of skills in Welsh	3.3	2.5

Notes

All % rounded to 1 decimal place; not all will add to 100. Section 10 will usually add to more than 100%; percentages in other sections will be at most 100%, they may exclude some groups e.g. 'category unknown'. * Density is the number of people per hectare.

Section 3 - Impact

(a) Impact on Protected Characteristics

Please consider the possible impact on people with different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh language	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thinking about your answers above, please explain (in detail) why this is the case. Include details of any consultation (and/or other information) which has been undertaken to support your view.

It is acknowledged that the action proposed in the Plan will impact on significant numbers of households with any and/or all of the given protected characteristics.

All actions proposed in the Plan are aimed at universally improving Adult Social Care service delivery, including increasing early intervention & prevention activity in adult social care.

It is therefore believed that, on balance, the overall impact of the Plan proposed on all those who are assessed as having an eligible social care and support need, will be positive.

(b) Impact on the Welsh Language

What is the likely impact of the policy on:

- **Opportunities for people to use Welsh**
- **The equal treatment of the Welsh and English languages**

Please give details

The Council currently has only a small number of staff with Welsh language skills working in the Directorate. However, opportunities for staff to use their language skills are promoted and training made available to those who wish to further develop their skills.

The proposals in the Plan do not include any planned reduction in human resource at the frontline. It is not therefore anticipated that they will have any effect on the service delivered to those who apply to the Council for Adults Social Care and Support and who wish the service they receive to be delivered through the medium of the Welsh language.

Could the policy be developed to improve positive impacts or lessen negative impacts?

Please give details

The Plan is written on the assumption that there will be no further financial or human resource available to Adult Services throughout the life of the Plan and that therefore, sustaining the current level of equality of treatment, in respect of the Welsh language, is the only realistically achievable aim. There are opportunities for staff to learn Welsh through training courses.

Actions (to increase positive/mitigate adverse impact).

Opportunities for staff to use their language skills will continue to be promoted and training will continue to be made available to those who wish to further develop their skills.

Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.
You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

(a) Equalities

Public Sector Equality Duty (PSED)

- to eliminate discrimination, harassment and victimisation;
- to advance equality of opportunity between different groups; and
- to foster good relations between different groups

Please explain any possible impact on meeting the Public Sector Equality Duty

The Social Services Health & Housing directorate's Commissioning Support & Direct Services division continues to be mindful of its position as employer, provider and commissioner of adult social care services. To this end, it strives to ensure equality is a fundamental driver, in terms of the way it meets many of the Council's statutory duties, in a climate of externally-imposed, ongoing budget reduction.

What work have you already done to improve the above?

The potential impact of the proposed plan on those with eligible care and support needs, given their various protected characteristics, has been fully considered.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

N/A

(b)Reduce Social Exclusion and Poverty

Please explain any possible impact

A number of areas within the county borough are identified as having higher than average levels of deprivation. This Plan looks to support vulnerable adults and help to develop vibrant communities.

What work have you already done to improve the above?

The Council's Wellbeing Objectives aim to improve the wellbeing of children, young people and adults, as well as the general wellbeing of the area, by developing the local economy and environment.

Consequently, the Council continues to work in partnership to mitigate the impact of the welfare benefit changes.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

N/A

(c) Community Cohesion

Is the initiative likely to have an impact on Community Cohesion?
The overall aim is to “Build Safe and Resilient Communities”, which by definition is intended to have a positive impact on community cohesion in general.
Actions (to mitigate adverse impact or to address identified gaps in knowledge).
N/A

Section 5 - Consultation

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support the views in section 3 and 4?
<p>During the period, 5 August to 3 November 2018, a number of consultation and engagement activities, in respect of the plan, took place.</p> <p>This activity included:</p> <ul style="list-style-type: none">• An overarching public consultation exercise;• a specific consultation event for multi-agency stakeholders;• attendance at partners’ pre-existing fora;• inviting social media response; and• inviting formal written response. <p>Further detailed information on the consultation arrangements is included in the Consultation Report attached as an appendix to the report seeking Member approval of the plan.</p> <p>The outcome of this activity will help inform the final draft of the plan.</p>
Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)
N/A

Section 6 - Post Consultation

What was the outcome of the consultation?

A total of 30 completed questionnaires were received during the consultation period (14 online and 16 paper questionnaires), all of which were completed in English.

The overall volume of response was not statistically significant enough to allow for extrapolation but, given how widely the exercise was publicised, could be interpreted as suggestive of general support for the action proposed in the plan.

A full report on the outcome of the exercise is included in the Consultation Report appended to the report seeking Member approval of the plan.

There was no evidence to suggest that any feedback received was necessarily as a result of the protected characteristics of the respondent.

A key theme was the acknowledgement that resources are increasingly limited and what bearing that would have on sustainability of service provision when implementing the Plan. This included ongoing funding of Third Sector organisations to help deliver early intervention and prevention services.

Following scrutiny by Cabinet Board, Members requested the inclusion of Safeguarding as a priority within the Plan. In light of the consultation responses the essence of the draft Plan remains intact, i.e. the themes initially outlined, plus the additional theme of 'Safeguarding.'

This was the only substantive change that it was felt needed to be made to the consultative draft version of the plan previously approved by Members.

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)

N/A

Section 7 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor the impact of this function, service, policy, procedure, strategy, plan or project:

Monitoring arrangements:

Ongoing consideration of equality impact will continue to be given, as the plan is implemented over the next 3 years.

Any unintended/unforeseen negative impact on those who are in receipt of care and support services, identified as part of these processes, will be the subject of further impact assessment.

We will thereby ensure that any emerging unintended/unforeseen negative impact on those who are in receipt of services, which was not previously considered, is acknowledged and acted upon appropriately.

Any such further completed impact assessment will be brought to the attention of Members, as part of the ongoing annual reporting process recommended in the plan, to ensure these inform decisions which have had due regard to the Council's legal obligations.

Actions:

The outcome of any such assessment will be routinely included in the next annual progress report to Members, or reported on sooner if the assessment outcome is significant enough to justify doing so.

Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

- | | |
|--|-------------------------------------|
| Outcome 1: Continue the initiative... | <input checked="" type="checkbox"/> |
| Outcome 2: Adjust the initiative... | <input type="checkbox"/> |
| Outcome 3: Justify the initiative... | <input type="checkbox"/> |
| Outcome 4: Stop and remove the initiative... | <input type="checkbox"/> |

Action Plan:

Objective (What are we going to do and why?)	Who will be responsible for ensuring it is done?	When will it be done by?	Outcome (How will we know we have achieved our objective?)
Put robust digital systems in place to improve data collection against all protected characteristics.	Head of Adult Services	Annually from 2020	Improved equalities data collection systems are in place.
Undertake an analysis of a comprehensive equalities dataset and include this in annual monitoring reports to Members.	Commissioning Officer - Policy & Strategy	Ongoing	More robust equalities data is included in annual Adult Services Plan monitoring reports.
Continue to promote opportunities for staff to use their Welsh language skills and make available training for those who wish to further develop their skills.	Head of Adult Services	Annually from 2020	There is at least no reduction in the number of staff able to deliver the Council's Adult Services through the medium of the Welsh language. Enable staff to attend Welsh language training.
As the Plan is developed and implemented, complete further EIAs in respect of any emerging unintended/unforeseen impact and include them in annual monitoring reports to Members.	Commissioning Officer - Policy & Strategy		The overall impact of the Plan on all those receiving adult social care and support remains positive.

Equality Impact Assessment (EIA) Screening Form

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.

Section 1
What service area and directorate are you from?
Service Area: Commissioning Support & Direct Services / Common Commissioning Unit
Directorate: Social Services Health & Housing

Q1(a) What are you screening for relevance?

Plan

(b) Please name and describe below

Neath Port Talbot Plan for Adult Social Care 2019 - 2022

Q2(a) What does Q1a relate to?

Direct front line service delivery	Indirect front line service delivery	Indirect back room service delivery
X (H)	<input type="checkbox"/> (M)	<input type="checkbox"/> (L)

(b) Do your customers/clients access this service...?

Because they need to	Because they want to	Because it is automatically provided to everyone in NPT i.e. Staff	On an internal basis
X (H)	<input type="checkbox"/> (M)	<input type="checkbox"/> (M)	<input type="checkbox"/> (L)

Q3 What is the potential impact on the following protected characteristics?

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Age	→ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	→ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Marriage & civil partnership	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Pregnancy and maternity	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Race	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Religion or belief	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Sex	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Sexual orientation	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Welsh language	→ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>

Q4(a) How visible is this service/function/policy/procedure/ project/strategy to the general public?

High visibility
to general public
 (H)

Medium visibility
to general public
 (M)

Low visibility
to general public
 (L)

(b) What is the potential risk to the council's reputation? (Consider the following impacts - legal, financial, political, media, public perception etc...)

High risk
to reputation
 (H)

Medium risk
to reputation
 (M)

Low risk
to reputation
 (L)

**Q5 How did you score?
Please tick the relevant box**

**MOSTLY H and/or M → HIGH PRIORITY → EIA to be completed
Please go to Section 2**

**MOSTLY L → LOW PRIORITY / NOT RELEVANT → Do not complete EIA
Please go to Q6 followed by Section 2**

Q6 If after completing the EIA screening process you determine that this service/function/policy/project is not relevant for an EIA you must provide adequate explanation below (Please use additional pages if necessary).

N/A

Section 2

Screener- This to be completed by the person responsible for completing this screening
Name: Andrew Potts
Location: SSH&H Common Commissioning Unit
Telephone Number: (01639) 686522

Approval by Head of Service
Name: Angela Thomas
Position: Head of Adult Services

Please ensure this completed form is filed appropriately within your directorate because it may be required as evidence should a legal challenge be made regarding compliance with the Equality Act 2010.

Mae'r dudalen hon yn fwriadol wag

CONSULTATION REPORT:
Neath Port Talbot's Plan for Adult Social Care 2019 - 2022

Background

- 1.1 On 2nd August 2018, Social Care, Health and Wellbeing Cabinet Board authorised officers to consult members of the public and other stakeholders for 90 days on the Neath Port Talbot's Draft Plan for Adult Social Care 2019 - 2022.

The report highlighted the Council's proposals for the medium term future of Adult Social Care in Neath Port Talbot, including placing greater emphasis on a strengths based approach to service provision.

Set against a background of increasing demand for services and economic pressures that require budgetary savings, the provision of good adult social care support remains a priority of the Council, with a focus of the promotion of the health and well-being of citizens so that they can remain independent in their own communities for as long as possible.

Embracing the objectives defined in the well-being objectives as defined in our Corporate Improvement Plan:

"To improve the well-being of all adults who live in the county borough."

Neath Port Talbot Council's Draft Plan for Adult Social Care 2019 – 2022 covers the functions of:

- Early Intervention and Prevention
- Helping people help themselves
- Older People's Services
- Complex needs: Learning Disabilities & Mental Health Services
- Supporting Carers

2.0 Introduction

- 2.1 A range of engagement and consultation activities have taken place in order to help inform Neath Port Talbot's Plan for Adult Social Care 2019 - 2022, including:

- Overarching public consultation
- Stakeholder consultation
- Formal written responses

3.0 Consultation objectives

- To provide a mechanism for people to contribute their views
- To find out if people agree or disagree with the proposals and the reasons for this
- To provide a mechanism for people to make comments and suggestions
- To provide a mechanism for people to suggest alternative proposals
- To ensure that the consultation was available to as many residents and organisations as possible
- To ensure that the consultation was available in a format so people could understand

4.0 Overarching public consultation – Methodology

4.1 To help ensure that the consultation was as widely available as possible, people could submit their views by four mechanisms:

- **Online** - a self-completion questionnaire was published on the Council's website. Respondents were not asked to identify themselves, but were asked to indicate why they were interested in the Draft Plan and their postcode. The questionnaire was live from 5th August 2018 to 3rd November 2018.
- **Paper Questionnaires in public buildings** - consultation packs were made available in the three Civic Buildings and within CVS. The consultation packs included a poster and copies of the Draft Plan in various formats in Welsh and English, which outlined the proposals along with a supply of self-completion questionnaires, a post box for completed questionnaires

The questionnaire was a replica of the online version and responses were entered into 'SNAP' (our online consultation software package) for analysis.

- **Email** - The email address ccu@npt.gov.uk was promoted for people who wanted to respond via this mechanism.
- **Corporate social media accounts** – the Council’s corporate Facebook and Twitter accounts were also monitored for feedback on the Neath Port Talbot’s Plan for Adult Social Care 2019 - 2022

4.2 **The consultation was promoted via:**

- The Council website homepage – via the ‘top tasks’ and ‘top visited’ areas and a dedicated web page - Have your say <https://www.npt.gov.uk/1615>
- Adverts/posters on TV screens in the Quays, Neath Civic Centre, Port Talbot Civic Centre, Neath and Port Talbot Bus Stations
- The Council’s corporate social media accounts
 - The consultation was promoted 5 times on Facebook
 - The consultation was promoted 3 times on Twitter
- The Council’s corporate staff newsletter ‘In the Loop’. The purpose of this was to encourage staff to give their views and as an additional way to raise awareness of the consultation amongst residents as a significant number of staff live in the county borough
- Press coverage generated by cabinet reports and press releases
 - The consultation generated two press articles
- Details of the consultation were also promoted via Community Voluntary Service and Carers Service Newsletters, Social Media and Webpages

5.0 **Overarching Public Consultation – Responses**

A total of 30 completed questionnaires were received during the consultation period. All were completed in English with no Welsh responses. 14 of the responses were submitted online, with 16 paper questionnaires received.

The following provides a summary of the feedback from the questionnaire responses. All percentages shown in this section are relative to the total number of completed questionnaires. A more detailed report has been provided.

5.1 **About the respondents**

Of the 30 responses:

- 15 (50%) stated that they are a resident of Neath Port Talbot
- 12 (40%) stated that they use services provided Neath Port Talbot Council
- 7 (23%) stated that they are a carer
- 7 (23%) stated that they work for Neath Port Talbot Council
- 4 (13%) stated that they work in Neath Port Talbot
- 3 (10%) stated that they are a volunteer in Neath Port Talbot
- 2 (7%) stated that they run a business in Neath Port Talbot
- 3 (10%) stated that they work for a third sector or voluntary organisation in Neath Port Talbot

(NB. for this question respondents were asked to select all of the categories that applied to them, some selected more than one answer; therefore the percentages in brackets total more than 100%).

5.2 Age

Age range (years)	Number	% of respondents
17 - 24	2	9%
25 – 29	2	9%
30 - 39	5	22%
40 - 49	6	26%
60 – 74	5	22%
75 – 85	2	9%
Prefer not to say	1	4%
Total	23	100%

5.3 Gender

19 (70%) respondents were female, 8 (30%) male.

5.4 Ethnic origin

27 (100%) respondents described their ethnicity as White British.

5.5 Sexual orientation

26 (93%) respondents described themselves as heterosexual, 1 (4%) as bisexual and 1 (4%) preferred not to say.

5.6 Disability

11 (39%) respondents reported having a disability with 16 (57%) stating that they did not have a disability and 1 (4%) preferring not to say.

5.7 **Welsh Language**

17 (65%) respondents reported having little or no knowledge of the Welsh language, 4 (15%) as being learners and 3 (12%) as being fluent or fairly fluent in the Welsh language.

5.8 **Religion**

19 (70%) respondents reported as being Christian, 6 (22%) preferred not to say and 2 (7%) respondents reported as having no religion/beliefs.

6.0 **How respondents feel about the proposals**

Having read the information 16 (53%) respondents indicated that they felt informed, 4 (13%) indicated that they were not informed, and 9 (30%) felt they were partly informed.

(NB. for this question respondents were asked to select all of the categories that applied to them, some selected more than one answer; therefore the percentages in brackets total more than 100%).

6.1 The top themes relating to proposals that respondents agree with are outlined below:
The majority of responses agreed with the proposals feeling that the vision will allow individuals to access advice and support a lot quicker than it does now.

6.2 The top themes relating to proposals that respondents neither agreed nor disagreed with are outlined below:
Questioning how the plan can be delivered against budget constraints and that the Draft Plan lacked detail.

6.3 The top themes relating to proposals that respondents disagreed with are outlined below:

They are not directly relevant to this consultation but have been included for reference:

- We need to keep Trem y Glyn way beyond 2022, Glyneath has been robbed of so much and this is a much needed home

- It doesn't give info on when the forums and meetings will happen

7.0 Social Media and Email Responses

- 7.1 There were six comments raised via Social Media, which four were not relevant to the proposed Neath Port Talbot's Plan for Adult Social Care 2019 -2022.
- 7.2 Two email responses were received from Carers Services and Your Voice.

Response 1 - Carers Service Summary

- With regards to both plans, the main concern for me is lack of appropriate resources to support the community assets that are needed to support the plans.
- Unpaid carers are the care in community with 96% of care being provided by unpaid carers, without them vulnerable people would have to rely services a lot more.
- Third Sector organisations mainly those that would help to meet the outcomes in the plan are seeing a massive increase in demand now, and the plan feels to be leaving out the need to re-evaluate what resources are required to deliver it properly.
- I do agree with the principle of it and 100% understand the need for it, however the resources (appropriate and sustainable) must be invested to achieve it.

Response 2 - Your Voice Advocacy

Adults with Learning Disabilities

- Felt that not enough time has been given to them to really consider the proposals.
- Do not believe they have been consulted, their voices have not been heard.
- Early intervention would be beneficial, as would more regular follow up checks/reviews.
- Think that all contacts should be followed up. They sometimes make the phone call and wait weeks/months before feeling they should try again.

- Make sure that when assessing/interviewing that ample time has been provided for said interview as sometimes they are rushed and person is left confused.
- Make advocates/parents/suitable carer aware of contacts and appointments allowing them the opportunity to attend and help when necessary.
- Remember that letters cannot always be read and many don't get any regular support.
- Better understanding of what a support worker/carer should or shouldn't do, including who pays for what on social activities.
- Regular training available for all support staff especially around safeguarding and Mate Crime.
- All care to be person centred
- Parents to be made aware they are adults not children.

Carers/Support Workers

- Raise the profile of support workers/carers, often treated like the lowest of the low.
- Consider annual pay rise at least in line with inflation (Direct Payments has been £8.10 per hour for over 5 years) All bills have gone up so as each year passes they are driven deeper into poverty.
- Consider encouraging use of agency providers when care is less than 2 hours as travel costs from job to job are crippling, yet agency staff get travel from call to call.
- Regular training/social events as the life of a D/P support worker can be lonely with no colleagues
- Better training for their employers, often can't get time off or expected to do extras without pay or travel costs not considered properly.
- Help with pensions, many work full time hours plus travelling but have multiple employers all of whom are exempt from paying pensions, and NI contributions also not taken as wages so low on all different jobs.
- Better job security.
- Better guidance on what they should or shouldn't be doing.
- Support system.

Parent Carers

- More information and support.
- Easier access to respite care especially when they get ill or are needed by other family members

- If social services could look at the bigger picture.
- Carer assessments. What are these and what are they for?
- Carer assessments - Had one but nothing ever said or done why?
- To remember that it is our son/daughter so it can be difficult to let go or accept that they are adults, better support to help with this please.
- More training on what we should be doing as an employer. Its mind boggling. Maybe have refresher courses or a review which recaps/ trains. Happy for this to be done in groups as not personal to individuals.
- Help with forms.
- More clarity on situations.
- Easier access to social workers and call backs, often ignored or dismissed. Not always easy to keep chasing.
- More training on what to expect support workers or carers to do and who pays.
- Raise awareness of their role and responsibilities.

Others

- Better transition from child to adult services with more focus on the changing role of parents, especially surrounding finances and independence training.
- Making sure that cared for person's rights and wishes are kept.
- Better training for employers.
- Better training for employees.
- Standardise roles especially with finances, some S/W get all food and drinks paid for while others don't, same with travelling, events and social activities.
- Use of mobile phones, guidelines.
- What is support? Should a S/W dance at a disco because the person they are supporting wants them to so they can dance/enjoy themselves? Or is it enough to take them to venue and sit and watch.
- Smoking policy needs clarification.
- Carers need regular training on safeguarding, it often slips as they feel they are doing what they think is best, this needs to be refreshed annually or after any absence.
- More training courses in smaller venues for things like finances, cooking, simple gardening, housework, laundry, ironing, using the internet and internet safety, travel training, eating healthy, informed choices, citizenship, appropriate

behaviour and language, stress and anxiety classes. These need to be free or minimal charge as benefits are reducing in real terms.

- Need to utilize the services and venues available.
- Keep up to date details of all groups and activities.
- Training of public places staff (shops/venues) on the best procedures for all inclusion.

8.0 Consultation with other stakeholders

8.1 To ensure that the consultation was accessible to as many stakeholders as possible, it was raised as an agenda item at a number of Third Sector forum meetings along with four public drop in sessions across the authority.

8.2 Consultation with Third Sector and Business Sector:

- 5th September 2018 – 45 Representatives
In all the Participants welcomed the Vision of a more joined up approach to address the prioritise within the plan –
Main themes identified are listed below.
 - **What do you like about the plan?**
“The Vision and links to legislation context”
“The principle of early intervention”
“Supporting people in the communities”
 - **What do you dislike about the plan / what are the negatives?**
“How the principles will be achieved in practice”
“How it links with other plans C&YP Partnership plan”
“How it links with the Health and Education plans”
“How are all statutory and third sector organisations going to work together- money, sharing information and training staff”
 - **What are the challenges in implementing it?**
“Joining up of organisations and departments to promote early intervention”
“Communication and mutual trust / respect to deliver”
“Decreased funding with changes to legislation that requires funding”
“Collaborative Working”
 - **Is there any anything missing that we haven’t considered?**

“Independent reviewing officers to review progress”

“Advocacy support”

“Generic support for those who do not have a problem/need – no threshold open access support”

“If we can’t meet demand now (community services) how will we meet them when the demand increases with less resource”

- **How do you see yourself / your organisation as being able to support the aims of the plan?**

“Stay involved in the process, follow up event to prioritise actions going forward”

“Third sector partnership meetings would help build bridges and aid communication”

Work shop notes

8.3 **CVS Forums:**

- 2nd July – Strategic Forum – 22 Representatives
- 11th September – CYP Forum – 16 Representatives
- 10th September – Mental Health and Emotional Wellbeing Forum – 11 Representatives
- 13th September – Health, Social Care & Wellbeing Forum – 12 Representatives

Main Themes of forums

- *“How third sector organisation can get involved”*
- *“Funding concerns in the implementation of the plan”*
- *“How the principles will be achieved in practice”*
- *“Joining up of organisation and departments to promote early intervention with restricted funds”*
- *“How it links with other plans C&YP Partnership plan”*
- *“Links with NPT PSB Wellbeing Plan”*
- *“Links with Social Services and Well-being Act – Western Bay Area Plan”*

8.4 **Public Events:**

- 25th September 2018 Carers Meeting Cuppa with Cllr Peter Richards – 5 Carers / Parents.
- 15th October 2018 Port Talbot Civic Centre Foyer between 4-5 pm – 0 Representatives.
- 16th October 2018 CVS Alfred Street Neath between 10-11 am – 2 Carers / Parents Responses.

- 16th October 2018 Croeserw Enterprise Centre between 4-5 pm – 0 Representatives.
- 17th October 2018 Engagement Coffee Morning Supporting Additional Needs Group – 25 Parents / Carers - A more detailed report has been provided.
- 18th October 2018 The Cross Community Centre Pontardawe between 4.30-5.30 pm – 1 Carer / 1 Advocate.

Main themes:

- *“Carer’s assessment not suitable for children’s carers”*
- *“Planning for future, legal advice around housing and what support is available”*
- *“Limited scope for children at the higher level of the spectrum coming out of college”*
- *“Transition into Adult Service is hit and miss”*
- *“Parents / carers feel isolated and sometimes their views are not listened to”*
- *“Support for Carers who Children do not have a statement”*
- *“Carers sitting on strategy advisory groups”*

9.0 Formal / Written Responses

9.1 Two formal responses are from CVS representing the Social Care and Wellbeing Forum and Drive. A summary of each formal response is as follows:

- The Forum is supportive of the direction of travel, but recognises that the Draft Plan is at a high level, and that the detail and any action plans that sit behind it will be crucial. The Draft Plan needs to be adequately resourced if it is to make a difference.
- The links to the Neath Port Talbot PSB’s Wellbeing Plan, and in particular the priorities focusing on safe, confident and resilient communities and ageing well should be referenced in the Draft Plan. The Plans should complement one another and the linkages be clear and welcomes the commitment to working in partnership, with individuals, communities and organisations.

- Expressing that it is critical that the voices of service users and carers are central to the delivery of the Draft Plan and that mechanisms are in place to support their ongoing involvement
- The recognition of the importance of early intervention and prevention was welcomed by the Forum. Whilst recognising the significant pressures that the Local Authority is facing and understanding its need to make cost savings, it is crucial that the Local Authority appreciates that partners may not always have the capacity to meet additional demands without additional resources – there can't be an expectation that organisations can deliver more for the same level of funding. There is also a need to consider innovative intervention strategies that could produce savings in the medium to long term.
- The ongoing funding of the sector will be key in ensuring that early intervention and prevention services are available to support our communities. There is a legacy of one year funding agreements which creates instability in services and prevents organisations planning for their long term future. Third sector organisations require longer term funding to ensure that they can recruit and retain staff and volunteers and develop services that support people and communities. Commissioning processes need to be fair and consistently implemented. It would be beneficial if there is an open dialogue with commissioned/funded services to enable these to be re-shaped as needs change, rather than simply decommissioned. The added value of the third sector also needs to be recognised, as well as its ability to lever in funding from other sources.
- The Forum welcomes the intention to improve the provision of advocacy services. The Forum has had frequent discussions around advocacy and the need for all members of the community to be able to access advocacy provision if they would benefit from it. This focus on advocacy is, therefore, appreciated. This provision needs to be appropriately resourced if it is to enable people to have their voices heard.

- The implementation of the Draft Plan will be important, and the Forum would welcome a role in shaping any action plan which sits behind the Draft Plan.
- The opportunity to experience a variety for Day Time local options particularly for people with complex physical needs. People are travelling to Cardiff for Touch Trust and Pedal Power which can be expensive.

10.0 Petitions

10.1 The Council received no petitions relating to the Draft Plan.

11.0 Council Response to the Consultation

11.1 The Council response to comments received is summarised below in a “you said - we did” format.

Number	You said:	We did:
1	Will you have the staffing levels to do it correctly	The Council will ensure the needs of its most vulnerable citizens are met.
2	Alder High value case review (2014) and what about existing complex needs review	No response required as did not directly relate to the Draft Plan.
3	The vision and links to legislation	Page 6 of the Draft Plan identifies the vision links to Welsh Government guidance and legislation on the provision of social care services.
4	How the principles will be achieved in practice	By working in partnership, coordinated support will enable communities to develop an ability and capacity to take collective action to increase their own resilience and that of others.
5	How it links with other plans C&YP Partnership plan	The link to the CYP Partnership Plan has been referenced in the Children’s Services Plan.
6	How it links with the Health plan	Links to other plans are included on page 6 of the Draft Plan.
7	How it links with Education plan	
8	Joining up of organisations and departments to promote early intervention	A “Building Safe & Resilient Communities” workshop took place on 12/11/18.
9	Communication and mutual trust / respect to deliver	The Council aims to work closely with all its partners and stakeholders to ensure the delivery of quality social care and support.
10	Decreased funding with changed to legislation that requires funding	The draft proposals are based on approach aimed to change behaviours and prevent the need for involvement of costly specialist services often with a long-term support programme by all sectors working together to deliver a sustainable programme within Neath Port Talbot.
11	Collaborative working	

12	Independent reviewing officer to review process	No response required as it did not relate to the Draft Plan.
13	Advocacy support	Advocacy support is presently being reviewed to ensure that there is a sufficient advocacy offer.
14	Generic support for those who do not have a problem / need – no threshold open access support	Local Area Coordination is a scheme to help people avoid reaching a crisis in their life or to help people to recover if a crisis has already happened. They work with individuals and your family to help realise a better life. The support is free; there are no assessments or referral processes.
15	If we can't meet demand now (community services) how will we meet them when the demand increases with less resources	The Plan has been developed with a view to promoting early intervention and prevention services which reduce, prevent or delay the need for long term care.
16	Staying involved in the process, follow up event to prioritise actions going forward	Colleagues and voluntary sector partners who commission and deliver services to adults were consulted on the content of the plan and will be further involved in taking the vision forward.
17	Third sector partnership meetings would help build bridges and aid communication	Officers have offered to attend CVS established meetings and will attend as and when requested. Commissioning will meet with CVS to look at how to further enhance partnership working.
18	How third sector organisation can get involved	Regular meetings will take place with all sectors to ensure that all interested parties can help shape and deliver the programme were appropriate across Neath Port Talbot.
19	Funding concerns in the implementation of the plan	The Council recognises that successful partnership working and communication will be key to achieving the best outcome for all parties within Neath Port Talbot, and will continue to strengthen partnership working.
20	Joining up of organisation and departments to promote early intervention with restricted funds	
21	Link with NPT PSB Wellbeing plan	These plans are now references on page 6 of the Plan.

22	Links with Social Services and Wellbeing Act – Western Bay Area Plan	
23	Carers assessment not suitable for children carers	A Young Carers Strategy is being developed.
24	Planning for the future, legal advice around housing and what support is available	No response required as dose not relate to the plan.
25	Limited scope for children at the higher level of the spectrum coming out of college	A separate Autism Plan has been developed.
26	Transition into Adult Services is hit and miss	Successful transition of individuals is important to the Council and we have developed a dedicated team to ensure that transition is a seamless experience.
27	Parents / Carers feel isolated and sometimes there views are not listened to	The Cabinet Member and Carers Champion Cllr. Peter Richards holds quarterly Carers meetings, along with the Carers Service which holds monthly sessions across the borough. We will explore how to further develop engagement with carers.
28	Support for Carers whose Children do not have a statement	This will be looked at as part of our work to support carers.
29	With regards to both plans, the main concern for me is lack of appropriate resources to support the community assets that are needed to support the plans.	We will work towards sustainable services as part of “Building Safe and Resilient Communities.”
30	Unpaid carers are the care in community with 96% of care being provided by unpaid carers, without them vulnerable people would have to rely services a lot more.	We recognise the valuable role of carers and will be developing a carers strategy.
31	Third Sector organisations mainly those that would help to meet the outcomes in the plan are seeing a massive increase in demand now, and the plan feels to be leaving out the need to re-evaluate what resources are required to deliver it properly.	The Council works closely with all its partners, including those in the Third Sector. Sustainability of resources and providers is key to any actions coming out of this Plan. A review if third sector arrangements is planned for 2019/20.

32	I do agree with the principle of it and 100% understand the need for it, however the resources (appropriate and sustainable) must be invested to achieve it.	
33	The opportunity to experience a variety for Day Time local options particularly for people with complex physical needs. People are travelling to Cardiff for Touch Trust and Pedal Power which can be expensive.	The Council's vision of "Building Safe and Resilient Communities" aims to allow people to access services within their own communities wherever possible.
34	Some people attending the NAS day service found it too big with too many people there.	The Council are looking at day service provision to ensure it meets current and future needs and demands.
35	There are two local clubs for people with a learning disability and people would like to see this expand.	We will be looking at local community assets as part of "Building Safe and Resilient Communities."
36	This is an excellent Draft Plan especially for the older generation, of which I am one. However, is it achievable within the current economic situation levied on the local Welsh Councils?	The Council is constantly mindful of the resources available and sustainability of service provision is paramount.
Adults with Learning Disabilities (Your Voice)		
37	Felt that not enough time has been given to them to really consider the proposals.	<p>We will engage with people to understand how we can further improve consultations going forward. An engagement and participation team has now been established.</p> <p>The consultation was promoted and delivered over 90 days in line with best practice for public consultation:</p> <ul style="list-style-type: none"> • The Council website homepage – via the 'top tasks' and 'top visited' areas and a dedicated web page - Have your say https://www.npt.gov.uk/1615

		<ul style="list-style-type: none"> • Adverts/posters on TV screens in the Quays, Neath Civic Centre, Port Talbot Civic Centre, Neath and Port Talbot Bus Stations • The Council's corporate social media accounts • The consultation was promoted 5 times on Facebook • The consultation was promoted 3 times on Twitter • The Council's corporate staff newsletter 'In the Loop'. The purpose of this was to encourage staff to give their views and as an additional way to raise awareness of the consultation amongst residents as a significant number of staff live in the county borough • Press coverage generated by cabinet reports and press releases generated two media articles • Details of the consultation were also promoted via Community Voluntary Service and Carers Service Newsletters, Social Media and Webpages
38	Do not believe they have been consulted , their voices have not been heard	<p>We will engage more with people as we deliver the Plan and to understand how we can further improve consultation. An engagement and participation team has now been established.</p> <p>All feedback has been considered and this report sets out how we have responded to views and opinions of those who took part in the consultation.</p>
39	Early intervention would be beneficial as would more regular follow up checks/reviews	Comments and observations have been reported to senior management.

40	Think that all contacts should be followed up. They sometimes make the phone call and wait weeks/months before feeling they should try again	
41	Make sure that when assessing/interviewing that ample time has been provided for said interview as sometimes they are rushed and person is left confused.	The Council helps people access the services they need or signpost accordingly. Greater emphasis is also being placed on advocacy provision for those who need it. Comments and observations have been reported to senior management.
42	Make advocates/parents/suitable carer aware of contacts and appointments allowing them the opportunity to attend and help when necessary.	
43	Remember that letters cannot always be read and many do not get any regular support.	
44	Better understanding of what a support worker/carers should or shouldn't do, including who pays for what on social activities.	Comments and observations have been reported to senior management
45	Regular training available for all support staff especially around safeguarding and Mate Crime.	All relevant training is offered to the Council's frontline and support staff. We will review what training we require of commissioning providers.
46	All care to be person centred.	Person centred care and support is a mainstay of service planning and a key focus of the Plan.
47	Parents to be made aware they are adults not children.	We are in the process of reviewing advocacy services to ensure that it meets future demand.
Parent Carers (Your Voice)		
48	More information and support.	Provision of Information, Advice and Assistance (IAA) is key to this Plan.
49	Easier access to respite care especially when they get ill or are needed by other family members	The Council is in the process reviewing its Respite Allocation Policy.
50	If social services could look at the bigger picture.	Social Services will actively work in partnership with other directorates and organisations to deliver the Plan. A Social Services Engagement & Participation Team has also been established to improve co-production in service and policy development.

51	Carer assessments. What are these and what are they for?	<p>Carers have an equal right to be assessed for support as those they care for and all carers have the right to ask Social Services for a carer's assessment – it doesn't matter whether the person they care for gets any social care support.</p> <p>The carer's assessment will look at their situation, what support they feel able and willing to give and what support they need in their caring role.</p> <p>A carer's assessment is the carer's time to discuss their own needs and concerns about the care they are providing. It's not a test to see how well they are caring but is meant to provide the carer with the opportunity to talk about:</p> <ul style="list-style-type: none"> • their caring responsibilities; • how being a carer may have changed their life; • what support they think would help make the caring role easier; and • any aspirations they have which are currently limited by their caring role. <p>The carer's assessment and information is free but there may be a charge for some services.</p>
52	Carer assessments Had one but nothing ever said or done why?	
53	To remember that it is our son/daughter so it can be difficult to let go or accept that they are adults, better support to help with this please.	A Transition Team has been established and a carers strategy will be developed.
54	More training on what we should be doing as an employer. Its mind boggling. Maybe have refresher courses or a review which recaps/ trains. Happy for this to be done in groups as not personal to individuals.	Comments and observations have been reported to senior management
55	Help with forms.	Comments and observations have been reported to senior management.
56	More clarity on situations.	

57	Easier access to social workers and callbacks, often ignored or dismissed. Not always easy to keep chasing.	
58	More training on what to expect support workers or carers to do and who pays.	
59	Raise awareness of their role and responsibilities.	
Other (Your Voice)		
60	Better transition from child to adult services with more focus on the changing role of parents, especially surrounding finances and independence training.	Successful transition of individuals is important to the Council and we have developed a dedicated team to ensure that transition is a seamless experience.
61	Making sure that cared for persons rights and wishes are kept.	The Council is placing greater emphasis on the provision of advocacy services for all who need them.
62	Better training for employers.	Comments and observations have been reported to senior management
63	Better training for employee	
64	Standardise roles especially with finances, some S/W get all food and drinks paid for while others don't, same with travelling, events and social activities.	No response required as not directly related to this Plan.
65	Use of mobile phones, guidelines. (Direct Payments)	Comments and observations have been reported to senior management
66	What is support? Should a Support Worker dance at a disco because the person they are supporting wants them to so they can dance/enjoy themselves? Or is it enough to take them to venue and sit and watch.	No response required as not directly related to this Plan.
67	Smoking policy needs clarification.(Direct Payments)	Comments and observations have been reported to senior management.

68	Carers need regular training on safeguarding, it often slips as they feel they are doing what they think is best, this needs to be refreshed annually or after any absence.	Comments and observations have been reported to senior management.
69	More training courses in smaller venues for things like finances, cooking, simple gardening, housework, laundry, ironing, using the internet and internet safety, travel training, eating healthy, informed choices, citizenship, appropriate behaviour and language, stress and anxiety classes. These need to be free or minimal charge as benefits are reducing in real terms.	Comments and observations have been reported to senior management.
70	Need to utilize the services and venues available.	Promoting local community resources is key to "Building Safe and Resilient Communities."
71	Keep up to date details of all groups and activities	Groups, activities and services are advertised via schemes including Dewis.
72	Training of public places staff (shops/venues) on the best procedures for all inclusion.	This will be considered as part of "Building Safe and Resilient Communities" and falls outside the remit of this Plan.
73	More able people wanted more variety for Day Time options.	The Council's vision of "Building Safe and Resilient Communities" aims to allow people to access services within their own communities wherever possible.
74	Some people attending the NAS day service found it too big with too many people there.	
75	There are two local clubs for people with a learning disability and people would like to see this expand.	
76	Opportunities for a walking group or local choir were discussed.	
Comments or questions raised on SNAP Survey and formal responses		
77	There will be some individuals where progression is not possible. Services need to be provided around long term need and accepting this is the case can enabling the cost of their care for the future.	We recognise that progression is not always possible. In these situations focus will be on supporting people to maintain current levels of independence.

78	The Draft Plan illustrates a vision it does not show how or what will be done across the directorate	The Plan sets out Adult Services high level aims and objectives and will shape directorate plans and policies. The Plan aims to be implemented within available resources.
79	How will the vision be delivered within the budget Would like to see how this will be delivered against the budget cuts	
80	No detail in the vision	
81	How will you ensure that safeguarding issues will be addressed within third sector	This is part of routine contract monitoring with service providers.
82	We need to keep Trem y Glyn way beyond 2022, Glynneath has been robbed of so much and this is a much needed home.	No response required as not directly related to this Plan.
83	It doesn't give info on when the forums and meetings will happen	Forums were widely advertised during the consultation process. We will review how we undertook this consultation to identify how to further improve engagement.
84	Council need to ensure that there is adequate local provision to allow residents to remain at home, or in local care homes.	The Council's vision of "Building Safe and Resilient Communities" aims to allow people to access services within their own homes and communities wherever possible.
85	Far more focus needs to be placed on building partnerships with community groups who can support the delivery of day to day support through activities for disabled people.	
86	It looks as a front line worker, that jobs across management i.e. PO' post are increasing when budgets are shrinking	No response required as not directly related to this Plan.
87	It is too hard. I don't get care anymore they stopped it. I don't know why. I don't know how to do things.	The Council is increasing the availability of statutory advocacy services.

88	The ongoing funding of the sector will be key in ensuring that early intervention and prevention services are available to support our communities. There is a legacy of one year funding agreements which creates instability in services and prevents organisations planning for their long term future.	<p>The Council will continue to work closely with service providers to support sustainability of service provision.</p> <p>Commissioning, Procurement and Legal Services have met with CVS to explore these issues and look at ways of strengthening partnership working with the sector.</p>
89	Third sector organisations require longer term funding to ensure that they can recruit and retain staff and volunteers and develop services that support people and communities.	
90	Commissioning processes need to be fair and consistently implemented. It would be beneficial if there is an open dialogue with commissioned/funded services to enable these to be re-shaped as needs change, rather than simply decommissioned. The added value of the third sector also needs to be recognised, as well as its ability to lever in funding from other sources.	
91	The Forum welcomes the intention to improve the provision of advocacy services. The Forum has had frequent discussions around advocacy and the need for all members of the community to be able to access advocacy provision if they would benefit for it. This focus on advocacy is, therefore, appreciated. This provision needs to be appropriately resourced if it is to enable people to have their voices heard.	No response required as observation only.
92	It is critical that the voices of service users and carers are central to the delivery of the Draft Plan and that mechanisms are in place to support their ongoing involvement	Social Services is developing an engagement strategy and aiming to promote active engagement groups across the county borough in order to routinely involve and consult citizens on service planning and delivery.

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL SOCIAL CARE, HEALTH & WELL-BEING CABINET BOARD

2nd May 2019

Report of the Head of Adult Services– Ms A. THOMAS

Matter for Decision

Wards Affected: All

COMMISSIONING OF CARE AND SUPPORT SERVICES IN A SUPPORTED LIVING SCHEME

Purpose of the Report

1. To obtain Member approval to undertake a procurement exercise for the provision of care and support within a supported living scheme.

Executive Summary

2. This report sets out a proposal to undertake a procurement exercise in order to appoint an experienced provider to deliver care and support services to a number of people with mental health needs in a supported living scheme.

Background

3. On 31st October 2018, Welsh Government approved an Integrated Care Fund (ICF) bid submitted by First Choice Housing, to develop two supported living schemes. The first scheme was for people with a learning disability and officers are in the process of establishing this scheme.

4. To comply with the ICF grant conditions, First Choice Housing must draw down the funding for the second scheme in the 2019/20 financial year.

5. The purpose of these schemes is to support people with a complex disability to move into their own home and be supported to have their own tenancy. Supported living schemes enables the promotion of a person's independence and helps them to be part of their local community.

6. On the 10th January 2019, Members approved for the Head of Adult Services to receive delegated authority to commence a procurement process for the delivery of care and support within the first scheme and to enter into a contract with the bidder evaluated as offering the most economically advantageous tender (background paper 1).

7. Now that the second scheme is in the process of development, there is a need for officers to commence a procurement exercise to commission the required care from a suitably experienced provider. Providers wishing to be considered for this opportunity will be evaluated based on their quality and cost in order to identify which bidder will offer the most economically advantageous tender. The bidder offering the most economical advantageous tender will be awarded the contract to deliver care and support services in the supported living scheme.

8. A number of the people identified to move into this scheme are subject to Section 117 arrangements, as such their care and support will be jointly funded with Swansea Bay University Health Board (SB UHB). SB UHB are partners to this development and are working with the Council to establish the scheme.

Financial Impact

9. The net social services budget for external provision for mental health services in 2019/20 is £1,907,810.

10. It is not possible to indicate the financial impact of this proposal until the services have been tendered and the Council has evaluated the bids. The procurement process will ensure that the Council contracts with providers that are able to offer best value for money, taking into account both the quality and cost of the bidder's submissions.

11. Some of the people identified to move into these schemes are subject to Section 117 arrangements, as such their packages will be jointly funded with the SB UHB. Funding for the provision of care and support delivered within the supported living scheme will be absorbed into the available Adult Social Care budget.

Equality Impact Assessment

12. An EIA is not required for this report.

13. Equality considerations will be addressed through the procurement process to ensure providers are compliant with equality legislation and support the Council in meeting its public sector duties.

Workforce Impacts

14. The contents of this report do not have any impact on the Council's workforce.

Legal Impacts

15. Under the Public Contract Regulations 2015 the Council is obliged to act in an open fair and transparent manner, ensuring that contract opportunities for social care and health services in excess of £615,278 are advertised to reach a wide market in order to encourage as much competition as is possible.

16. The cost of the service is likely to exceed the Official Journal of the European Union (OJEU) threshold of £615,278 for undertaking a competitive tender. As such, the Council is required to undertake a procurement exercise for the service in accordance with the Light Touch Regime under Public Contract Regulations 2015.

17. In addition the Council must comply with its own Contract Procedure Rules.

Risk Management

18. There are no risk management issues associated with this report.

Consultation

19. There is no requirement under the Constitution for external consultation on this item.

Recommendations

20. That agreement is given for:

- a. The Head of Adult Services to undertake a procurement exercise to commission care and support services to people living in the supported living scheme.
- b. Following the procurement process, for the Head Adult Services to be granted delegated authority to enter into a contract with the bidder evaluated as offering the most economically advantageous tender (taking into account the quality and cost of the bids), for the provision of care and support to people residing in the supported living scheme.

Reasons for Proposed Decision

21. Undertaking a procurement exercise for the delivery of care and support services within the supported living scheme will ensure that the Council is legally compliant when purchasing these services. In addition,

this will ensure that the Council is best placed to continue meeting the needs and demands of those that require these services through the purchasing of high quality and financially sustainable services.

Implementation of Decision

22. The decision is proposed for implementation after the three day call in period.

Appendices

None

List of Background Papers

23. Commissioning Care and Support in a Supported Living Scheme

<http://modern.gov.neath-portalbot.gov.uk/documents/s44510/Commissioning%20of%20Care%20and%20Support%20Services%20in%20a%20Supported%20Living%20Scheme%2010%20Jan%202019.pdf>

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
SOCIAL CARE, HEALTH AND HOUSING CABINET BOARD
2nd May 2019

Report of the Head of Adult Services – A. Thomas

MATTER FOR DECISION

WARD(S) AFFECTED: Neath East

**VACANT PROPERTY AT THE LAURELS, 87 LEWIS ROAD, NEATH,
SA11 1DJ**

Purpose of Report

To obtain Member approval to declare The Laurels surplus to operational requirements of Social Services, Health and Housing Directorate to transfer the premises to the Head of Property and Regeneration to dispose / lease.

Executive Summary

Historically, The Laurels has been an administrative base for the Directorate's Complex Disability Team; this team has been re-located in line with the Directorate's Strategic Plan. There are no long-term plans for an alternative use for the site.

It is recommended that the property is declared surplus to operational requirements and to transfer the premises to the Head of Property and Regeneration to dispose / lease.

Financial Impact

Should Members be minded to recommend declaring the land and premises as surplus to requirements, future responsibility will pass to the Head of Property and Regeneration until such time as it is sold/leased.

Equality Impact Assessment

A Screening Assessment has been undertaken to assist the Authority in

discharging its Public Sector Equality Duty under the Equality Act 2010. After completing the assessment, it has been determined that this function does not require an Equality Impact Assessment.

Workforce Impact

There are no workforce impacts associated with this report.

Legal Impact

There are no legal impacts associated with this report.

Risk Management

There are no risk management issues associated with this report.

Consultation

There are no requirements for external consultation in this instance.

Sustainability

Should Members be minded to recommend declaring the land and premises as surplus to operational requirements, responsibility will pass to the Head of Property and Regeneration until such time as it is sold/leased.

Recommendations

That Members declare The Laurels at Lewis Road, Neath, SA11 1DJ as being surplus to the operational requirements of the Social Services, Health and Housing Directorate and transfer responsibility to the Head of Property & Regeneration.

Reasons for Proposed Decision

To declare The Laurels at Lewis Road, Neath, SA11 1DJ as being surplus to the operational requirements of the Social Services, Health and Housing Directorate and transfer responsibility to the Head of Property and Regeneration.

Implementation of Decision

The decision will be implemented after a 3 day call in period.

Appendices

Not applicable

List of Background Papers

None

Officer Contact

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