

Dear Members

**Community Wellbeing Scrutiny Committee**

A meeting of the Community Wellbeing Scrutiny Committee will be held in the **Craddock Room, Civic Centre, Riverside Stafford** on **Wednesday 15 January 2025 at 6.30pm** to deal with the business as set out on the agenda.

Members are asked to note that this meeting will be recorded.

Members are reminded that contact officers are shown at the top of each report and members are welcome to raise questions etc in advance of the meeting with the appropriate officer.



Head of Law and Governance

# COMMUNITY WELLBEING SCRUTINY COMMITTEE

15 JANUARY 2025

Chair - Councillor A P Edgeller

## AGENDA

- |   |   |                 |
|---|---|-----------------|
| 1 | Minutes of 21 November 2024 as previously published on the Council's website. |                 |
| 2 | Apologies   |                 |
| 3 | Public Question Time - Nil  |                 |
| 4 | Councillor Session - Nil  |                 |
| 5 | Members' Items -  | <b>Page Nos</b> |
|   | ITEM NO 5(a) <b>Health and Care Overview and Scrutiny Committee</b>           | 3 - 9           |
|   | COUNCILLOR A P EDGELLER   |                 |
| 6 | Called-In Items - Nil   |                 |
| 7 | Officers' Reports   |                 |
|   | ITEM NO 7(a) <b>Health Inequalities Projects (Presentation)</b>               | -               |
|   | HEAD OF WELLBEING   |                 |
|   | ITEM NO 7(b) <b>Homelessness Strategy (Presentation)</b>                      | -               |
|   | HEAD OF WELLBEING   |                 |
|   | ITEM NO 7(c) <b>Work Programme</b>  | 10 - 13         |
|   | HEAD OF LAW AND GOVERNANCE  |                 |

## Membership

Chair - Councillor A P Edgeller

J A Barron  
A G Cooper  
A P Edgeller  
A D Hobbs  
P A Leason

D M McNaughton  
L Nixon  
M Phillips  
J T Rose  
J Thorley

**Minutes of the Health and Care Overview and Scrutiny Committee Meeting held on 28 October 2024**

Present: Richard Cox (Chair)

<b>Attendance</b>	
Charlotte Atkins	Julia Jessel (Vice-Chair (Overview))
Philip Atkins, OBE	John Jones
Chris Bain	Jeremy Pert (Cabinet Member)
Ann Edgeller (Vice-Chair (Scrutiny))	Bernard Peters
Phil Hewitt	Janice Silvester-Hall
Jill Hood	

**Also in attendance:** Steve Norman and Jeremy Pert

**Apologies:** Val Chapman, Alison Legg, Leona Leung, Kath Perry, MBE, Fred Prestwood and Baz Tameez

**Part One**

**24. Declarations of Interest**

Councillor Ann Edgeller declared an interest as Staffordshire County Councils appointed Partner Governor at the Midlands Partnership Foundation Trust (MPFT).

Councillor Bernard Peters declared an interest as Staffordshire County Councils Local Authority appointed Governor at University Hospital Derby and Burton (UHDB).

**25. Minutes of the meeting held on 23 September 2024**

**Resolved** – That the minutes of the meeting held on 23 September 2024 be confirmed and signed by the Chairman.

**26. Freedom to Speak Up Update**

Tracey Shewan, Director of Corporate Governance presented the Freedom to speak up update to the Committee.

The Committee were informed of the Freedom to Speak Up arrangement in all NHS providers and the ICB and key themes raised with the Guardians. It was reported that each organisation had an Executive Director and Non-Executive Director lead to provide support and ensure

the importance of Speaking Up was championed at Board level.

The Committee were advised that October was Speak Up month and there had been promotion of Freedom to Speak Up throughout the NHS. Key themes raised at each organisation were shared with the Committee.

It was also reported that there were arrangements in the County for General Practitioners to speak up.

The Committee noted the following comments and responses to questions:

- The themes of issues raised were similar to what was raised in previous years although the numbers of people raising concerns were increasing.
- When an individual raised concerns they were asked how they wanted their concerns to be resolved and how they wanted to be supported.
- Seeing noticeable action when concerns were raised had helped to diminish the belief that raising concerns was futile. Noticeable action such as policy changes.
- Individuals who raise concerns will receive feedback, however confidentiality must also be considered.
- There was a constant review of staffing the Freedom to Speak Up and benchmarking with other ICBs.
- The People, Culture and Inclusion Sub-Committee received a report on Freedom to Speak Up.
- The culture within the NHS have become increasingly less of a blame culture and speaking out is seen as positive learning.

**Resolved** – That (a) the report be received, and Committee comments be noted.

(b) the Committee receive an update on Freedom to Speak up in October 2025 with more focus on statistics and themes.

## **27. Staffordshire and Stoke-on-Trent ICS People / Workforce**

Mish Irvine, Interim ICB Chief People Officer, Alex Brett, MPFT Chief People Officer and Kay Myatt, Deputy Chief People Officer UHNM presented the ICS People and Workforce to the Committee.

An update of statistics and the People, Culture and Inclusion achievements from 2023/24 were shared with the Committee.

The Committee were advised of the SSOT Journey to Work which was the approach to attracting, training and retaining workforce. This included

activities such as the Outreach and inclusive activities, T levels and Apprenticeships and Secondary School Engagement. The Committee were informed that the ICB were working with Staffordshire County Council to create a Social Care Hub, Stoke-on-Trent City Council with a New to Care approach and with education providers.

An update on Violence and Aggression and Sexual Safety for employees was shared with the Committee. The Committee also received an update from UHNM and MPFT.

The Committee noted the following comments and responses to questions:

- The Turnover across the ICS was 8.9% which was a reduction of 0.7% since September 2023.
- Agency spend had reduced by £1.5m since November 2023. The ICS uses a bank (overtime) in order to reduce agency costs. There were a number of medical high cost agency users which the ICS were attempting to mitigate these agency costs.
- Companion volunteer programme was in place at UHNM, these volunteers did not replace paid workers and were companions for lonely patients.
- The Committee endorsed the training programmes and vocational training routes.
- 17 was the minimum age for someone to work within a health care setting. Virtual work experience programmes had been developed for children under 17.
- The ICS had worked with schools in highly deprived areas or areas with high ethnic diverse community. The Committee requested to receive a list of these schools.
- NHS England guide organisations to not adopt a zero-tolerance approach to violence and instead adopt a risk-based framework. The ICB did not accept violence and would support staff, however there may be areas that there was more likelihood of violence for example with patients which did not have capacity.
- The Committee requested that future reports should contain numbers alongside percentages.
- The report did not consider demographic fundamentals with an ageing population compared with a limit on the number of people who could be employed. There may be a need to change the processes for staff and use of technology to reduce the administrative burden on staff.

**Resolved** – That (a) the report be received, and Committee comments be noted.

(b) the Committee receive an update on ICS People and Workforce to the

Committee in October 2025.

## **28. Staffordshire Adult Social Care Workforce Update**

Councillor Jeremy Pert, Cabinet Member for Health and Care, Andrew Jepps, Assistant Director for Care Commissioning and Amy Duffy Senior Commissioning Manager presented the Staffordshire Adult Social Care Workforce update to the Committee.

The Committee were reminded that there were 434 regulated services operating in the Staffordshire Borders; 243 of these services were rated "good" or "Outstanding" by the Care Quality Commission (CQC). In addition, there were many non-regulated services such as day opportunities providing community-based support.

It was reported that nationally and regionally, there had been an improvement in recruitment and retention trends. The Committee were advised of the Staffordshire data:

- There were 18,000 filled posts
- The vacancy rate was 10.4% which was significantly above the NHS vacancy rate (6.9%)
- The turnover rate was 31.8%
- 54% of recruitment was from people within the social care sector
- The average hourly pay for direct care workers was £10.16 per hour which was significantly below the average hourly rate for all other sectors in Staffordshire (£16.02).

The Committee were reminded that the Dignity in Care awards had been running now for 10 years. The Committee were also reminded that Staffordshire's Social Care Workforce Strategy was formally launched in April 2023. The County Council were participating in a national skills for care pilot in partnership with Stoe-on-Trent City Council and the ICS. The Social Care Academy for Staffordshire and Stoke-on-Trent was due to launch in November 2024.

The Committee noted the following comments and responses to questions:

- The CQC were currently behind on re-inspection rates so the ratings data within the report be misleading.
- The Council was working to improve data around the number of people who had been recruited by regulated providers and sponsorship licenses.
- Electric Bikes could positively impact home care provision in smaller urban areas.
- Transport was a barrier for some workforce particularly within

homecare. Carers who were not a driver may have difficulty attending homecare appointments. There were other key barriers such as training and development as well as flexible working.

- The culture within adult social care was discussed and the importance of making an employee feel valued. It was reported that this was one of the key themes raised when consulting for the Workforce strategy. It was agreed that a staff survey would be completed annually.
- Rurality was discussed and the Committee were informed that the County Council worked with providers to encourage providers to make more efficient runs to patients for example grouping, considering the needs of the individual requiring care and the providers.
- The report did not contain an update on the action plan and progress against specific actions and the Committee requested to receive this when it comes back to Committee.
- The Social Care Academy was due to launch in November 2024 and would be a hybrid model which would overcome some of the potential transport issues.
- The importance of carers' role in the community was discussed and the service which they provide. It was important to celebrate success.
- Concerns were raised around carers who did not speak English. The Council had worked with local provider representatives to promote good practice. There were assurance and Safeguarding processes in place for any concerns which may be raised.

**Resolved** – That (a) the report be received, and Committee comments be noted.

(b) the Committee receive an update on the Staffordshire Adult Social Care Workforce Update to include progress on the action plan in October 2025.

## **29. Women's Health Strategy Working Group**

Councillor Janice Silvester Hall, Chair of the Womens Health Strategy Working Group presented the Womens Health Strategy Working Group report to the Committee.

The Committee were reminded that the Womens Health Strategy published in August in 2022 and in response, the Womens Health Strategy Working Group was formed to consider progress toward the Womens Health Strategy for UK and implications for Staffordshire.

It was reported that the Working Group had identified several priority areas and agreed to look at a lesser-known condition which impacted one

in ten women through their life – endometriosis. The Working Group held an Inquiry session to focus on endometriosis.

The Working Group report made recommendations to raise awareness, increase education, improve the advice and support network to improve diagnosis and treatment pathways and timelines.

The Committee noted the following comments and responses to questions:

- There was a lack of awareness of endometriosis and there was a need to raise the awareness.
- A diagnosis survey in 2023 found that diagnosis times in the UK had gotten worse and it can take up to 8 years and 10 months for women to receive diagnosis and treatment.
- The report highlighted a gap in health outcomes for men and women. It also highlighted a deprivation gap.
- The impacts of misdiagnosis of gynaecology issues.
- Societal changes were discussed to reinforce an increase in awareness and attitudes towards endometriosis and other gynaecological issues.
- The Committee requested this report be sent to Keele University to encourage research into a cure for endometriosis.

**Resolved** – That (a) the report be received, and the Committee comments be noted.

(b) the Committee agree and endorse the recommendations within the report.

### **30. District and Borough Health Scrutiny Activity**

The Committee received the District and Borough Health Scrutiny activity update report.

**Resolved** – That the District and Borough Health Scrutiny activity update be received and noted.

### **31. Work Programme**

The Committee agreed to remove System Pressures from Decembers Committee and requested that this be received as a briefing paper outside of Committee.

**Resolved** – That (a) the Work Programme be received, and the update be approved.



(b) the Committee received:

1. The update to Adult Social Care Enhanced Assurance Working Group recommendations
2. The SSOT ICB responses regarding Maternity and Intrapartum Services
3. The Executive Responses regarding the Plan for Commissioning Care Homes and Development of Additional Nursing Capacity.

**Chair**

## Work Programme

**Committee:** Community and Wellbeing Scrutiny

**Date of Meeting:** 15 January 2025

**Report of:** Head of Law and Governance

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### **1 Purpose of Report**

1.1 The purpose of this report is to present the Community Wellbeing Scrutiny Committee's Work Programme.

### **2 Recommendations**

2.1 That the report be noted.

#### **Reasons for Recommendations**

2.2 The first stage in achieving a Member-led Overview and Scrutiny process is to develop a Work Programme for the Members of the Committee to own.

### **3 Key Issues**

3.1 Accordingly, an up to date copy of the Community Wellbeing Scrutiny Committee's Work Programme is provided for Members to consider or amend as appropriate.

### **4 Relationship to Corporate Priorities**

4.1 This report is most closely associated with the following Corporate Business Objective 2:-

To improve the quality of life of local people by providing a safe, clean, attractive place to live and work and encouraging people to be engaged in developing strong communities and promote health and wellbeing.

## **5 Report Detail**

- 5.1 Members will recall that one of the fundamental philosophies behind the creation of Overview and Scrutiny is that the process should be Member-led and the first stage in achieving this is to develop a Work Programme that is:-
- Owned by all Members of the Scrutiny Committee;
  - Flexible to allow the Committee to react to urgent items;
  - Contain aspects of both Overview and Scrutiny.
- 5.2 Therefore, at each scheduled meeting of the Community Wellbeing Scrutiny Committee, an up-to-date copy of the Work Programme will be provided for Members to consider or amend as appropriate.
- 5.3 The Work Programme includes provision for the Committee to scrutinise appropriate items delivered through the Council's Service Delivery Plan up to twelve months in advance, whilst maintaining the flexibility to respond to any issues that may arise.
- 5.4 Accordingly, attached as an **APPENDIX** is the Community Wellbeing Scrutiny Committee's current Work Programme to consider or amend as appropriate.

## **6 Implications**

### **6.1 Financial**

Nil

### **6.2 Legal**

Nil

### **6.3 Human Resources**

Nil

### **6.4 Risk Management**

Nil

### **6.5 Equalities and Diversity**

Nil

### **6.6 Health**

Nil

**6.7 Climate Change**

Nil

**7 Appendices**

Appendix

**8 Previous Consideration**

None

**9 Background Papers**

File available in Law and Governance.

**Contact Officer:** Ian Curran

**Telephone Number:** 01785 619220

**Ward Interest:** Nil

**Report Track:** Community and Wellbeing Scrutiny Committee  
15 January 2025 (Only)

**Key Decision:** N/A

## Work Programme - Community Wellbeing Scrutiny Committee

Thursday 20 March 2025 at 6:30pm

Report Deadline: Tuesday 4 March 2025

Officer Reports:

- Health and Care Overview and Scrutiny Committee**  
Chair of Community Wellbeing Scrutiny Committee
- Community Wellbeing Partnership**  
Head of Wellbeing and Chief Inspector Giles Parsons
- Q3 Performance Report**  
Head of Transformation and Assurance
- Work Programme**  
Head of Law and Governance

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### Future Items:

- Task and Finish Group - Food waste collections
- Provision of properties for independent living (large scale development)
- Biodiversity / Air Quality in Town Centre and outside schools
- Air Quality Annual Status Report
- Food Safety Annual Report