

**Confirmed Minutes of the Social and Community Development Committee Meeting
held on Wednesday, 10 October 2018 at 9 am in the Council Chamber**

<u>Present:</u>	Chairman:	Hon Anthony Green (Hon TG)
	Deputy Chairman:	Hon Cyril Leo (Hon CL)
	Members:	Hon Derek Thomas (Hon DT) Hon Gavin Ellick (Hon GE) Hon Kylie Hercules (Hon KH)
	Non-Voting Members:	Mrs Stephanie Jones, Director of Safeguarding (SJ) Mrs Nicole Shamier, Government Economist (NS)
	Secretary:	Miss Nicole Plato, Executive Assistant (Corporate Services) (NP)
	Invited:	Mrs Victoria Kellett, Assistant Director of Safeguarding (VK) – for items 1 - 6 Ms Kirsty Mason, DFID Safeguarding Adviser OT - for items 1-6 Mr Michael Cotterill, FCO Child Safeguarding Unit – for items 1-6 Mr Jeremiah Tsungo, Management Accountant – for item 4 Mr Nicholas Yon, Ag Financial Secretary – for items 7-8 Mrs Christine Cooper, Crown Counsel (Community Care) – for items 9, 12 & 13 Mr Tony Clingham, Police Sergeant – for item 12 Mr Mike Miskell, Police Chief Inspector – for item 12

Hon TG welcomed all to the meeting with a special welcome extended to KM/MC.

Open Session

1. Kirsty Mason, DFID Safeguarding Adviser OT & Michael Cotterill, FCO Child Safeguarding Unit

KM said that this is a great opportunity to know what's happening with the different programmes and reviewing progress against the last year, what was achieved, the challenges etc. Another DFID team will visit the Island in January 2019 for budget discussions. KM had reviewed the recommendations from the CAFCASS report and felt that a joint UK governance approach is needed to ensure it is realistic and include institutional knowledge which it does. Both MC and KM sits on a Whitehall group that consists of UK Safeguarding Specialists from different UK agencies therefore the dialogue between them is ongoing.

KM/MC to share their back to office report (BTOR) with the Committee when it is ready.

(Action: KM/MC)

The Census report shows an increasing elderly population which in the next 10 years will place a high cost on residential care. KM therefore recommended that a 10 year plan for elderly care is developed, looking at cost options for care, strategy etc.

(Action: SJ/VK)

KM said that with the high turnover in Safeguarding Directors, a document is needed that outlines the here and now piece, the achievements, challenges etc. of the Safeguarding directorate over the last three years to ensure that the system that has been built is maintained as there is always the risk of new directors coming into post and changing the way things are done. This document should capture what has been done and ensure continuous improvement in the service.

(Action: SJ/VK)

SJ/VK to devise a strategic action plan for the next 3 years for the Safeguarding directorate.

(Action: SJ/VK)

MC said that Fostering was part of the WASS report and also mentioned in the CAF/CASS/FCO report which reinforces the importance of taking this forward soon.

(Action: SJ/VK)

MC was impressed with how the Safeguarding Children's Board (SCB) has gripped the CAF/CASS recommendations and MC is looking to have ongoing dialogue with St Helena and the UK Government. The SCB also has in place an action plan from the recommendations.

Comments from the Committee were as follows:

- Within the limited resources, we need to the level of support to maintain services as Safeguarding has come a long way.
- A plan to take forward Adult Services is needed. *SJ advised that the Action plan for recommendations from CAF/CASS is a good start, with allocating ownership to recommendations and looking at timelines. With the Chief Secretary as the Chair of SCB also helps to drive the recommendations forward.*
- The aging population will be a challenge for St Helena. One of the things that the Health directorate has put forward is a case to secure the Sundale building which has met council support in the hopes to turn it into a community nursing facility which will free up the current facility in HTH as GLH etc. Funding is needed for this project which will help as an extension to residential care.
- Council would like to see a 3 year budget for planning purposes. This year we were four months into the year before we received a budget which is not good for planning. The UK Government wants us to move forward and rollover the budget which is not useful.
- It is costly to keep people in care; approximately £10k per person per year and we need the enabling support to help independency. The home adaptations budget (£50k) is insufficient.
- Staffing – care for CCC clients. Specialist staff is needed and if you don't have trained skilled staff then this leaves SHG open to litigation claims which we want to avoid but we have constraints in the recruitment pool. Whilst we have some funding to recruit from overseas, Procurement has advised that it has to be a competitive tender but this will only delay recruitment. The directorate would like to fast track this through a single procurement route. When there is urgent needs like this there should be scope to fast track.

KM agreed that having a discussion with Procurement would be helpful, therefore the Committee agreed for the SCB Chair and SJ to meet with Procurement to explore the options of a single tender process.

(Action: SJ/VK)

- Council worked hard to secure the money for the off island staff. Whilst Council should not get involved with the operational side of directorates, they are interested in the outcomes and the Committee is very supportive and will try to help the service move forward as much as they can.
- SJ said that they had an agency lined up who was UK trained, had effective police checks in place but it has been difficult to keep them engaged which puts us in a situation where we have to almost start from the beginning. SJ therefore sent a revised TOR to Procurement to look at the recruitment for off island carers in a different perspective where a trial 6 month period will be in place for a smaller number of staff which has smaller risks. This is now with Procurement to look at, with the Executive back on Island. SJ to keep the committee updated.

(Action: SJ)

- Sustainability of costs going forward with an aging population. There is the labour skills shortage issue which means that you need to bring in overseas staff and is costly. Not many people are willing to do a carer job for low pay.
- When we have special high cost cases where you can either send them to the UK or build special facilities on Island and have special staff to deal with them here, either way it equates to high costs. *KM said that one of the suggestions from Ann Muir's report, a previous Social Development adviser was to charge for care which is something we could look at. The cost of the entire service is a concern, especially in the future and there might not be a quick fix. The UK is in the same position and a number of options has been tried over the years where people in some instances use asset recovery to pay for care e.g. sell houses etc. to cover these costs. There are a number of models to look at and place them in the 10 year options paper.*
- The Education Committee is closely linked to Safeguarding and a number of children is coming through the system with special needs therefore would it be SHG who need to look at this in the future which could be a cost implication? We also only have one entity that have inclusion i.e. SHAPE and this need to be addressed. *KM said that in January 2018, Safeguarding produced a paper on disability and access challenges and options to get people engaged etc. The Strategic Plans also talks about empowerment which is good. The National Autistic Society has also planned a visit.*
- Most buildings on island do not have disabled access; if this was placed in legislation then there would be cost implications for any employer to make adjustments to their building. It would be good to have this work built into the Capital Programme. *KM said that you could also have one stop shops like is done in Montserrat for disabled people who would still be able to access the service because modifying buildings cost a lot of money.*
- Is there any legislation that we should be considering in relation to Children's Services and to reinforce ongoing good work? *MC said that we would benefit from the creation of a single vulnerability board. In the long-term, there are some issues to think ahead about when it comes to cable connectivity which will present risks in relation to online safety and this is one area where we could consider legislation. Hon KH advised that the Committee is in the midst of taking forward an Information Bill that covers both data protection and FOI. One of the milestones under the fibre optic cable project is in relation to online safety and the Education directorate has entered into a contract with Microsoft where all children is enrolled on a basic system but provides an awareness of online safety. Parents is also involved. MC was happy to hear this.*
- We are doing all that we can but we haven't seen any economic growth on Island and it is a struggle and people has seen a number of increases this year e.g. Sure and

Water costs etc. It will be difficult to keep on increasing the pressure with increases on the public. Whilst there are solutions, this won't be realised in the short term. We have to include the 4.5 % inflationary increases in the budget as that is a reality. *KM said that there are all sorts of challenges. The Budget will likely be the same as last year with emphasis on finding savings elsewhere.*

2. Safeguarding Brief

SJ gave the following update:

- In the process of recruiting a TC Social Worker for a six week period. A local one was recruited but withdrew his application.
- Wendy Hill, Signs of Safety Trainer will arrive on the weekend and she will deliver two weeks of multiagency training to Safeguarding professionals on the Island.
- One application received for the Speech and Language Therapist position. This post might be re-advertised to a targeted audience.
- A member of staff has been appointed to the local Team Manager Designate post for Adult Services and they will work alongside the TC post for succession planning.

NP to arrange a Special SCDC meeting for the first week in November to discuss the draft budget for Safeguarding.

(Action: NP)

3. CARE Campaign Update

VK reported the following:

- The Care Campaign was carried out in October.
- A switch was made from recruitment based to value based recruitment.
- There were a number of radio interviews with GT and other Members of the Safeguarding team.
- An open day at the CCC was held on 13 October which was well attended. A number of staff made themselves available as well as the CCC residents who engaged with members of the public who was interested in the Care Sector. Four people submitted applications and were invited to informal interviews that same day. There are another group of people who took away with them application forms to complete and some have been invited for interviews etc. This event was very successful and will be built into the plan as an annual event.
- The unemployed was targeted during the recruitment campaign.

SJ clarified that four permanent positions were offered with a further three people being offered a position but this has offset posts that were vacant already therefore there are still some vacancies to fill within the directorate.

Safeguarding is open to having conversations with people who are interested in the Carer positions but might have family commitments etc. and is open to meeting their needs.

Hon KH felt that the carers allowance still need to be reviewed as they receive the same wage as a Shop Assistant who do not have the same level of responsibility. Local wages need to be reviewed and reflect the actual duties which will go some way in attracting more people to

carer positions. SJ agreed but also noted that the Shop Assistant is not part of the SHG cadre process which encourages the Carers to move up the pay scale to get extra pay.

Members were happy to hear the success of the campaign but was also mindful of the number of vacancies still to be filled within the directorate and is happy to support them in any way that they can going forward.

4. Safeguarding Budget Update

JT was welcomed to the meeting and introductions were made.

JT reported that he was in the midst of forecasting the expenditure between now and March 2019 in liaison with SJ/VK, looking at what expenditure was incurred and what we need up to the end of the year. On reflection, the projections and figures seems to be within the budget. The drafting of the budget for 2019-22 is still in process. The Strategic Plan has not changed drastically therefore the nature of expenses we expect in 2019/20 and forward will be fairly the same as 2018/19, unless major or new expenditure occurs. There are no major concerns in relation to the budget. Fostering should not cost more than £20k and the National Autistic Society project is £180k. The National Autistic Society (NAS) has also planned to visit St Helena in January and March 2019.

In line with the MTEF timetable, the draft budget should be submitted to the next SCDC meeting. NP to keep in view (KIV). Hon TG said that a special meeting can be held to discuss the budget if necessary.

(Action: SJ/VK/JT/NP)

VK said that we also need to bear in mind that as part of the ToRs for the NAS visit in 2019, they have to advise on specialist services that we may require in the future therefore, we won't know this until their visit. Hon TG suggested that a notional provision is made in the budget to take account of this so that we don't lose out completely. VK agreed.

(Action: SJ/VK/JT)

5. Draft Safeguarding Strategic Plan

SJ said that the draft Strategic Plan is not as concise as it should be but was left like this so that there is some explanation around the activities for Members. The draft plan was developed in liaison with SJ's SMT.

The draft plan is focussed on the operational side so that everyone understands what the directorate wants to achieve. The document will be made more user friendly over the next couple of weeks.

KM had also reviewed the draft strategic plan and discussed it briefly with SJ. KM suggested that wording around empowerment and inclusion could be included in the plan. The plan also need to be more focussed as to what the deliverables are year on year and making sure it links in with the vulnerable persons action plan and a timeline need to be included over the 3 year period for the deliverables.

MC was pleased to see fostering included in the plan and the focus around staff development and seeking feedback from users of the service and their families. MC said that we also need

to ensure that key pillars of the Social Security Review Groups plan for the vulnerable groups is included in the strategic plan and budget.

The draft strategic plan will be finalised and taken to Info LegCo on Friday and will be submitted to the next SCDC meeting to agree. NP to KIV.

(Action: SJ/VK/NP)

6. Update on the Review of the Social Security System

For the benefit of KM and MC, NS advised that they are using a similar approach to the treasury agreement, looking at the principles of the Social Security policy. A review was undertaken by Anthony Hopkins from the Benefits office, looking through what we provide now compared to our objectives for the review. A lot of provisions is made for people which is good but one of the main issues the group will target is in relation to household and will redefine it. The group has a number of options that will be looked at and costed.

NS/NP to send to Kirsty and Michael, a copy of the Aims/Principles document as well as the SSRWG Programme.

(Action: NS/NP)

An options appraisal report is being developed that looks at the pros and cons of each option and costs. NP to keep in view (KIV) this paper for the next SCDC meeting.

(Action: NS/NP)

VK, KM and MC left the meeting.