

EXECUTIVE MEMBER DECISION



REPORT OF:	Executive Member for Adult Services and Prevention Executive Member for Finance and Governance
LEAD OFFICERS:	Director of Adults and Prevention (DASS)
DATE:	April 2021

PORTFOLIO/S AFFECTED:	Adult Services and Prevention
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WARD/S AFFECTED:	All
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SUBJECT: St Aidan's Short Breaks Service Staffing Structure changes
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1. EXECUTIVE SUMMARY

St Aidan's is a Short Term Breaks Service that provides respite for Adult service users in the Borough.

Following an Executive Member decision in 2019, the plans and building work to extend and enhance the environment of the flat based accommodation at St Aidan's has recently been completed (this has been significantly delayed due to the outbreak of Covid 19).

This development has included specialist design to manage risks associated with those service users with particular complex behavioural or autism needs who require stand-alone accommodation. The design minimises risk of harm for both service users and the staff supporting them whilst offering them a homely and holistic environment. People who will be using this facility generally have a requirement for one to one or two to one staffing and a waking watch overnight, which currently is having to be commissioned with external providers.

It is proposed that additional staffing and an enhanced skill set would support this development, for people with more complex health needs and challenging behaviour within the space, and that this is provided in house.

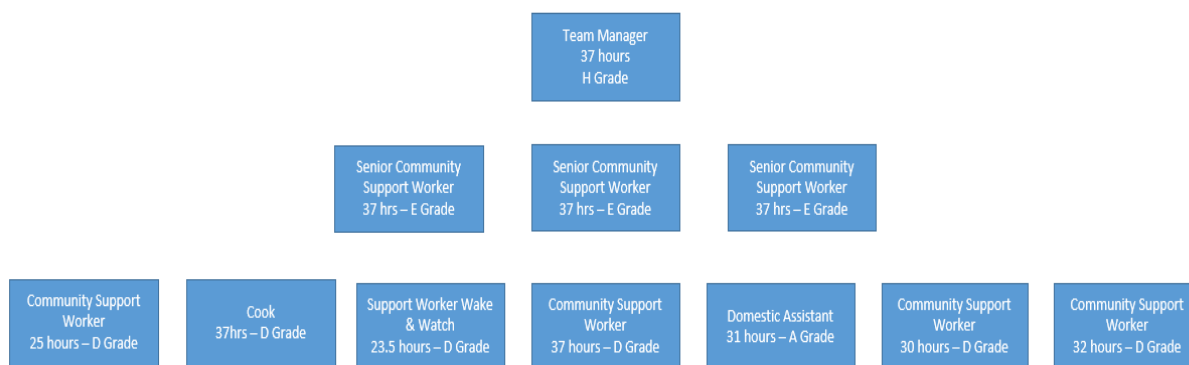
This paper seeks to propose that the current St Aidan's model evolves to manage increased demand and complexities. Furthermore, it seeks to highlight current demand/capacity and propose a new/ increased staff structure at St Aidan's to create an improved respite service in the Borough

2. RECOMMENDATIONS

That the Executive Member (s):

- Agrees to increase the existing staff structure in order to staff the Apartment

Existing Staff Structure



Proposed Increase

D Grade Support Workers (25 hrs per FTE): 4 new posts

D Grade Wake & Watch (35 hrs per FTE): 2 new posts

3. BACKGROUND

St Aidan's Short Breaks Service currently provides respite for Adult service users. Its partner service, Apple Trees, provides respite service on behalf of Children's Services.

When Children come through Transitions into Adulthood, respite is currently commissioned with external providers, if needs are complex and cannot be accommodated in the main St Aidan's building. There is a justifiable and important need to provide an enhanced in-house model of service that can manage future complexity of demand and needs that is coming through transitions. It will:

- Support the Blackburn with Darwen Big Plan Strategy for people with Learning Disabilities and Autism 2020-2025
- Ensure greater reliability of service for users and families within the Borough.
- Provide the opportunity to increase the range of support that can be given, in terms of people's health and behavioural needs, which is consistent with current in-house provision for children
- Ensure respite provision for individuals with complex needs continue from Children's into Adults through transitions.
- Future proof and contain spend for young people transitioning to Adults in the next five years
- Attract health funding for short breaks at St Aidans for complex service users, in terms of cost of provision and enhancing the skill set of staff

As outlined in the Big Plan Principle 3, this supports a planned and seamless transition for children moving into adulthood.

Current data highlights that 1.1 percent of the population in the UK are living with Autism. Seventy percent of adults say they are not receiving the support they need and feel isolated. The opening of the apartment will provide an enhanced offer to support people with challenging behaviours, complex health needs and Autism within a local offer.

4. KEY ISSUES & RISKS

The current staffing levels means that we are unable to meet needs within the Borough. For example, the current budget only allows for Waking Watch cover for nine nights per month and is unable to also meet the needs of:

- Service users with complex behavioural needs requiring one to one support and two to one support
- Young people who are unable to share their accommodation due to risk and behaviours.
- Night time needs
- Specific health needs

There are currently fourteen service users unable to access St Aidans, as respite for this cohort can only be offered in the Apartment. The alternative is to access respite out of Borough, which is a more expensive option than the in-house provision.

The service users are being supported in their home environment. This has been particularly difficult due to the Pandemic in terms of carer support.

Many families and service users do not want to consider out of Borough provision. The need to support an in-Borough offer is therefore crucial.

5. POLICY IMPLICATIONS

There are no policy implications arising from this report.

Under the Care Act 2014 the Local Authority have a duty to ensure that we have appropriate provision to meet individual care and support needs and demand for social care services. As far as possible our approach to commissioning services is to meet those needs within the Borough as out of Borough provision is often more costly and does not meet family and service users needs, particularly in relation to respite care.

Development of our in-Borough offer fits within the Local Authority Commissioning Strategy and our Commissioning intentions.

6. FINANCIAL IMPLICATIONS

The net cost of the proposed staffing remodel as outlined above is estimated at £126,000 and can be met by a matching reduction in the external commissioning budget.

7. LEGAL IMPLICATIONS

Under the Care Act 2014, the Local Authority has duties to promote individual wellbeing, prevent needs for care and support arising, promote diversity and quality in provision of services and to ensure that the assessed eligible care and support needs of service users and their carers are met. (ss1-5, 18-20).

Having this enhanced provision available at St Aidan's for our service users will assist the Council to fulfil those Care Act duties more effectively and better meet service users' needs.

8. RESOURCE IMPLICATIONS

Proposed Staff Increase

D Grade Support Workers (25 hrs per FTE): 4 new posts

D Grade Wake & Watch (35 hrs per FTE): 2 new posts

The cost of this proposal will be funded by way of an internal realignment of budgets within the portfolio. Corporate cash limit increase is not being requested here.

9. EQUALITY AND HEALTH IMPLICATIONS

Please select one of the options below. Where appropriate please include the hyperlink to the EIA.

Option 1 Equality Impact Assessment (EIA) not required – the EIA checklist has been completed.

Option 2 In determining this matter the Executive Member needs to consider the EIA associated with this item in advance of making the decision. *(insert EIA link here)*

Option 3 In determining this matter the Executive Board Members need to consider the EIA associated with this item in advance of making the decision. *(insert EIA attachment)*

10. CONSULTATIONS

Discussions and planning meetings have taken place with Children's Services and the Adults LD Team, in terms of the design and layout of the Apartment and the complex cases that will come through Transitions within the next five years.

11. STATEMENT OF COMPLIANCE

The recommendations are made further to advice from the Monitoring Officer and the Section 151 Officer has confirmed that they do not incur unlawful expenditure. They are also compliant with equality legislation and an equality analysis and impact assessment has been considered. The recommendations reflect the core principles of good governance set out in the Council's Code of Corporate Governance.

12. DECLARATION OF INTEREST

All Declarations of Interest of any Executive Member consulted and note of any dispensation granted by the Chief Executive will be recorded and published if applicable.

VERSION:	1
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DATE:	
BACKGROUND PAPER:	