

Action plan

Ambition 2

For adults and older people to enjoy fulfilled and successful lives in Bromley, ageing well, retaining independence and making choices.

Portfolio links

This priority has links with the following portfolio plans:

- Children, Education and Families
- Public Protection and Enforcement
- Renewal, Recreation and Housing

Strategic links:

This ambition has links with the following strategic plans:

- Transforming Bromley
- Roadmap to Excellence for Adult Social Care
- Health and Wellbeing Strategy
- Bromley Safeguarding Adults Board Safeguarding Strategy
- Ageing Well in Bromley
- Mental Health and Wellbeing Strategy
- Learning Disability Strategy
- Tackling Loneliness Strategy

What are we going to do?

Action	Detail	Measures Of Success	Target Date	Lead	Update Q2	Update Status
1) Deliver our Health and Wellbeing strategy to help improve health outcomes for adults.	A) Monitor progress on the Health and Wellbeing Strategy for Bromley	Health and Wellbeing Board receives regular reports on each priority.	April 2023 [AP]	Director Public Health	<ul style="list-style-type: none"> A report on Children and Young People's Mental Health and Wellbeing Services was presented at the Health and Wellbeing Board in June 2022. The report highlighted the increase in both the number of referrals to services as well as the complexity of the referral. Commissioners and providers have developed priority areas to meet current challenges. 	Ongoing
	B) Produce a refreshed Health and Wellbeing Strategy in 2023	New Health and Wellbeing Strategy launched.	December 2023		<ul style="list-style-type: none"> All 10 priorities in the current Strategy were assessed for progress as part of the planning for the refreshed Health and Wellbeing Strategy and presented to the June Health and Wellbeing Board meeting. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

Action	Detail	Measures Of Success	Target Date	Lead	Update Q2	Update Status
2) Influence the health economy through the Bromley Local Care Partnership Board to ensure that the right services are commissioned for Bromley residents.	A) Support the Local Care Partnership Board in managing its Bromley delegated budgets to best serve residents	<p>Work with the Local Care Partnership agencies to develop local health and care priorities for investment</p> <p>Develop further the integrated approach to planning and commissioning care and health</p>	<p>April 2023</p> <p>April 2023</p>	Assistant Director, Integrated Commissioning	<ul style="list-style-type: none"> The Local Care Partnership began discussions on developing local care and health priorities at its inaugural meeting on 5 July. Work has begun on the development of South East London Integrated Care System (SELICS) priorities with all six SEL boroughs contributing to this work. SELICS priorities are to be agreed in December with a published strategy paper scheduled for April 2023. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

Action	Detail	Measures Of Success	Target Date	Lead	Update Q2	Update Status
3) Continue the development of the One Bromley Local Care Partnership, delivering integrated health and social care services in line with the NHS Long Term Plan. This means strengthening our partnership practice across social care and health services to make the best use of our resources.	A) Establish local governance arrangements	Local Care Partnership Board established	July 2022	Director of Adult Services	<ul style="list-style-type: none"> The new Integrated Care System arrangements for South East London came into effect on 1 July 2022. Governance arrangements include a Local Care Partnership Board for Bromley jointly chaired by the Leader of the Council. 	Ongoing
	B) Work with partners to deliver integrated health and care services across care pathways	Agree and implement new Hospital Discharge Partnership arrangements and pathways	November 2022	Assistant Director, Integrated Commissioning	<ul style="list-style-type: none"> Proposals on the new model of hospital discharge have been developed with health partners. These proposals are being consulted on with partner agencies with final proposals scheduled for agreement in September 2022. 	Ongoing
		Deliver an integrated support programme to care homes programme	April 2023		<ul style="list-style-type: none"> Following local and national recognition of the work of the integrated Care Home Support Network the workplan for 2022/23 covers a number of areas including: reduction in falls; managing deterioration; developing the care home market; transforming Extra Care Housing; establishing urgent care plans; reviewing the training offer for the workforce as well as improving the support for residents' physical health. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

Action	Detail	Measures Of Success	Target Date	Lead	Update Q2	Update Status
4) Develop and implement an Adult Services Strategy based on a strengths-based approach with a greater emphasis on prevention and early help and more strongly engaging family and community in supporting individuals.	A) Develop and implement a 5 year Adult Services Strategy	New Strategy agreed	March 2023	Director of Adult Services	<ul style="list-style-type: none"> • Consultation on emerging priorities have begun with staff consultations taking place over the summer. Further staff consultation and consultations with residents and other stakeholders will take place in Q3. 	Ongoing
	B) Continue to increase the use of direct payments as a model of service delivery	Review of Direct Payments pilot	November 2022	Assistant Director Operations	<ul style="list-style-type: none"> • Following the launch of new resources and support in February 2022, the new direct Payment Advisory Service and Set up Teams are in place. 	Ongoing
		Direct payments increased	April 2023 [AP}		<ul style="list-style-type: none"> • A communications campaign was carried out with residents and information about direct payments was sent to all households with Council Tax bills. • The Action Plan to raise number of direct payments is being reviewed. • At the end of September 2022, 22% of adults received a direct payment, an improvement from 10% at the beginning of 2018/19. There are 459 adults with a direct payment in total. 	Ongoing
C) Embed the 'Making Practice Personal' approach	Learning and Development Strategy, training and reflective sessions undertaken by workforce		April 2023	Assistant Director Operations	<ul style="list-style-type: none"> • Training about Making Practice Personal is being commissioned for team managers and leads and the Direct Payment Advisory team. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

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	D) Implement service user and carer engagement strategy to listen to residents and involve them in developing services	Forums established and feedback informing service planning and quality assurance	April 2023 [AP]	Assistant Director, Safeguarding Practice and Provider Relations	<ul style="list-style-type: none"> Service user feedback group formed with engagement from external partners, and first meeting has taken place. A multi-agency board has been established which aims to solicit specific feedback from residents and to centre their voices in the improvement of Adult Services procedures and commissioned services. 	Ongoing
5) With a strong focus on wellbeing and prevention, build on improvements made including the implementation of new multi-disciplinary preventive pathways and the establishment of Primary Care Networks.	A) Commission primary and secondary intervention and prevention services	<p>Mobilise new Bromley Well contract and service specification</p> <p>Increase information on and access to activities run by voluntary organisations</p> <p>Implement the Innovation Fund to pilot and or support the development of new community-based services</p>	<p>April 2023</p> <p>April 2023 [AP]</p> <p>April 2023 [AP]</p>	<p>Assistant Director Integrated Commissioning</p> <p>Assistant Director Integrated Commissioning</p> <p>Assistant Director Integrated Commissioning</p>	<ul style="list-style-type: none"> The contract was awarded to the incumbent provider, Bromley Third Sector Enterprises. Contract mobilisation for the new service specification is now under way with a contract start date of 1 October 2022. The Simply Connect website commissioned from Community Links Bromley has been under development since last year. A formal launch of the resource took place in September. Beginning in October, Bromley Well advisers will be co-located in adult social care front door services. <p>Management of the fund will transfer back to the Council from Bromley Well in October 2022. Arrangements are in place to manage the funds by the Council with NHS and voluntary sector input.</p>	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

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	B) Develop Primary Care Networks	To continue to build on the success of Primary Care Networks by reviewing and strengthening the integrated arrangements.	April 2023	Assistant Director Operations	<ul style="list-style-type: none"> Ongoing discussions taking place to strengthen integrated arrangements. Dedicated care managers aligned with PCNs, 	
6) Deliver our Ageing Well strategy, enabling older people to retain their independence for as long as possible with the assistance of family, friends, faith and community groups, the voluntary sector and local authority and health services.	A) Promote opportunities for engagement with local communities and groups	Develop older people's day opportunities across the borough according to demand	April 2023	Assistant Director Integrated Commissioning	<ul style="list-style-type: none"> A range of initiatives are under way to develop more opportunities with care homes, extra care providers and community groups. There has not been the anticipated return to day services following the lifting of lockdown restrictions with an extremely low take up for older people's services since the beginning of the year. Officers are looking again at these arrangements with a view to developing the day activities offer as part of the Carers Strategy. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

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7) Focus our efforts on ensuring older people are safe and safeguarded, protected from financial abuse, remain connected to their communities, live in homes suitable for their needs and aspirations while maintaining and improving their health.	A) Work with Adult Safeguarding Chair to promote safeguarding for older adults	Annual Chair's report with success measured	April 2023 [AP]	Director of Adult Services	<ul style="list-style-type: none"> The Annual report of the Bromley Safeguarding Adults Board contains progress on the priority areas within its strategic plan, the achievements of the Board and its individual members as well as the outcomes of any Safeguarding Adult Reviews undertaken. The Annual Report for 2021/22 is due for publication in November 2022. 	Ongoing
	B) Prepare for implementation of Liberty Protection Safeguards	Plans in place for national implementation of LPS. Implementation carried out successfully.	April 2023 [AP]	Assistant Director, Safeguarding Practice and Provider Relations	<ul style="list-style-type: none"> The Government published draft consultation on the Code of Practice on 16/03/2022. Bromley submitted a Partnership Group response. On-going liaison with partners in the LPS Partnership workgroup and collection of scoping data for implementation. On-going work in promoting MCA and Community DoL practice. 	Ongoing
	C) Raise awareness of financial abuse with older people	<p>Awareness of scams and rogue traders promoted</p> <p>Promote Bromley Trading Standards Checked website</p>	<p>April 2023 [AP]</p> <p>April 2023 [AP]</p>	Director of Environment and Public Protection	<ul style="list-style-type: none"> 21 Trading Standards Alerts disseminated to estimated wider audience of 47,000 borough wide with the majority focusing specifically on scams and doorstep crime. 23 talks to partner and community groups with total audience of 543. Trading Standards Checked formally launched in July 2022 with 6 organisations to date. Plans to increase membership currently in discussion. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

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	D) Housing needs and aspirations of older people are met	Extra Care Housing Review:	December 2022	Assistant Director, Integrated Commissioning	<ul style="list-style-type: none"> A workshop with key stakeholders took place in May. Discussions have taken place with the GLA over accessing funds to the support the development of Extra Care Housing with a bid for funds submitted in September. 	Ongoing
		The Disabled Facilities Grant is used to make improvements as required.	April 2023 [AP]	Assistant Director, Housing	<ul style="list-style-type: none"> A new Housing Improvement Group Manger is joining the service in October 2022 which will allow greater focus on this area of work in the coming months. A review of the service will commence in Quarter 4. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

Action	Detail	Measures Of Success	Target Date	Lead	Update Q2	Update Status
8) Deliver our Mental Health and Wellbeing strategy, improving prevention and early intervention, developing integrated multi-disciplinary and multi-agency approaches to treatment and improving support to adults with long-term and complex needs, better supporting recovery and rehabilitation of all those with mental health challenges.	A) Work with partners to develop and deliver on the transformation of community based mental health services	Refresh integrated Mental Health and Emotional Wellbeing Strategy including Child and Young People's provision	April 2023	Director of Adult Services	<ul style="list-style-type: none"> Work on the whole strategy refresh will begin in the autumn. 	Ongoing
		Commission integrated housing support for adult mental health service users	April 2024	Assistant Director Integrated Commissioning	<ul style="list-style-type: none"> Approval to proceed with the tendering of a new joint adult mental health recovery and rehabilitation support@home service was given by Executive in June 2022. The Gateway 1 report will go the ACH PDS and Executive in November. 	
		Establish a Children and Young People's Mental Health and Emotional Wellbeing Partnership Board	June 2022		<ul style="list-style-type: none"> The Board held its inaugural meeting in June with good representation across care, health and education partners. Initial focus is on developing the joint Oxleas NHS Trust and Bromley Y response to the post pandemic demand on services. 	

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9) Develop our offer for adults who have learning disabilities and autism in the borough, helping individuals to be as independent as possible and living in supportive and inclusive communities. We will seek to harness our multi-agency	A) Implement the new 0-25 service	Recruitment taken place and new service fully staffed Care pathways and plans map transition from children's services to adult services	April 2023 April 2023 [AP]	Director of Children's Services	<ul style="list-style-type: none"> The establishment of the combined 0-25 service, incorporating Children's Social Care, Adult Social Care and health, was agreed in March 2022 to improve arrangements for the transition into adulthood for young people. A new Head of Service has been appointed with a proposal for four teams comprising Children with Disabilities social care, Short breaks, Transition and Occupational Therapy teams to begin on 1 September 2022. The structure and staffing of the new service is being finalised. Pathways have been designed, but will need to be reviewed, once structure and capacity of the service has been established, A transition assessment from 14 years will be implemented. Work with commissioners of adult services to ensure day opportunities, short breaks and housing support those in transition. 	Ongoing

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resources to tackle social isolation, to provide more choice of supported accommodation and housing and boost employment opportunities for this group.	B) Increase Shared Lives take-up	Increased number of people with learning disabilities taking part in Shared Lives programme increased.	April 2023 [AP]	Director of Adult Services	<ul style="list-style-type: none"> At 7 October there are 50 approved Shared Lives Carers providing a combined long term, respite and day support placements. 2 new referrals have been matched with SL Carers with move in dates scheduled in October/November 2022. 4 new prospective carers have been identified with assessments commencing once induction/handovers have been completed. This will allow for a possibility of 7 new long-term and/or respite placements and 2 day support placements. 2 new staff members are beginning in October 2022 which will allow further carer recruitment. Development plans to expand the service continue. 	Ongoing
	C) Develop more supported accommodation	Proposals developed to increase supported accommodation	April 2023	Assistant Director Integrated Commissioning	<ul style="list-style-type: none"> Work across the Adults Service and Housing & Regeneration Service is underway to look at opportunities to increase supported housing opportunities. The DHSC is scheduled to launch its Housing with Care Transformation Fund in September and further plans will be drawn up once the details of this fund are known. 	Ongoing
	D) New employment support service contract to be implemented	More people with a learning disability access employment opportunities	April 2023		<ul style="list-style-type: none"> The new Mencap employment contract was mobilised from April to June 2022. A scheme to support the development of social enterprises that employ adults with learning disabilities is under development and bids are being invited from potential providers. 	Ongoing

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	E) Deliver the all-age Autism Strategy	<p>Autism awareness raising and training delivered to social care staff and community providers</p> <p>Access to accessible housing information, advice and guidance</p>	<p>April 2027</p> <p>November 2022</p>	Director of Children's Services	<ul style="list-style-type: none"> • 'Making sense of Autism' module has been delivered to professionals across health and social care services with further sessions planned for late summer and autumn. • Professionals or teams already aware and working with Autistic individuals can improve their practice through the 'Good Autism Practice' module. • 12 month funding will provide autism awareness training will support community-focussed services and support them to make reasonable adjustments to their service models to enable inclusivity. • An autism ambassador programme is being developed, to enable people with autism to support key services, such as housing, to review and edit service information to be accessible and understood by autistic people. The needs of people with autism and the Housing Allocation scheme have been reviewed and autism has been discussed at the Homelessness Forum. 	Ongoing

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10) Work with carers, including young carers, and those providing support to carers, to better understand and meet their needs and aspirations. Carers form one of the most important foundation stones in Bromley's health and social care system and we recognise the need to boost support to and resilience of this group.	A) Develop a new support offer to help and sustain unpaid carers including young carers	Develop and publish a Bromley Carers Strategy	January 2023	Assistant Director Integrated Commissioning	<ul style="list-style-type: none"> A workshop to review current support arrangements and the scope of the new strategy was held in May. Work is taking place with Bromley Well and One Bromley partners to better identify carers. 	Ongoing
		Increase number of carers who have an independent carers assessment of their needs] April 2023 [AP	Assistant Director, Operations	<ul style="list-style-type: none"> Work with Bromley Well to maximise the number of carers supported has commenced. On-line carers assessment form being developed in Liquidlogic for carers to complete their own assessment. Staff at Bromley Well will be trained to assist in completing assessments from October 2022. Promotion of independent carer assessments continues with social care staff. Carer pathways are being reviewed and developed. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

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11) Continue to encourage education and skills development in our adult population maintaining and developing our education and skills offer in Bromley, to enable residents to be well placed for employment opportunities in Bromley and elsewhere.	Offer targeted adult education programmes and support to improve the life chances of adults.	Increased number of participants in provision that will enhance ability to participate in employment and voluntary work	April 2023 (AP)	Director, Education	<ul style="list-style-type: none"> • During the period June to end of Sept, 270 courses started at the main centres, in community venues and online. • ESOL courses for Ukrainians continued with 12 discrete courses but learners were also placed in mainstream classes. • 30 ESOL classes, with 370 learners enrolled, started during this quarter - helping Bromley residents to learn English and improve their employment opportunities. • 41 courses for 80 local residents with learning difficulties and disabilities started, giving people vital skills towards increased independence. • 33 courses for the essential skills of English, maths and Digital Skills started, with 240 enrolments. • There was also a large programme of family learning, parenting and partnership work which attracted 300 enrolments over 45 courses. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

Action	Detail	Measures Of Success	Target Date	Lead	Update Q2	Update Status
12) Build further on DWP-led partnership initiatives to develop a 'one stop' wraparound approach in Jobcentres to improve access of jobseekers to services which meet their broader needs including housing and health support. DWP will maintain a focus on supporting specific groups into employment including care leavers, working aged adults with disabilities and older people wishing to return to work	A) Improve employment outcomes for care leavers	Successful delivery of care leavers Education Employment and Training strategy	April 2023	Director of Children's Services	<ul style="list-style-type: none"> • A series of programmes and projects support children looked after to continue with education and training and prepare for employment. This includes providing training and employment opportunities, mentoring schemes for university students and support to apply for internships. • A weekly Leaving Care panel, including DWP, considers all 16+ who are NEET to develop and progress individual plans. 	Ongoing
	B) Work with DWP to hold Disability Confident employer events in Bromley	Disability Confident events held with opportunities to gain employment with local employers	April 2023		<ul style="list-style-type: none"> • A Disability Confident event was held at the Civic Centre in May 2022 organised in conjunction with DWP and Bromley Mencap. Over 300 attendees had the opportunity to meet with local and regional employers and training providers. • 20 job offers have since been confirmed, and an additional 33+ referrals have been made to job support programmes. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

Action	Detail	Measures Of Success	Target Date	Lead	Update Q2	Update Status
13). Deliver our mitigating Loneliness Initiative – aiming to reduce isolation and improve the wellbeing of Bromley residents. Ensuring we maximise the use of volunteers to achieve community resilience and that we appropriately acknowledge and encourage their contribution to the community.	A) Work with partners to deliver the Loneliness Strategy Action Plan	Appoint Principal Loneliness Champion to deliver action plan	September 2022	Assistant Director Strategy, Performance and Corporate Transformation	<ul style="list-style-type: none"> The Principal Loneliness Champion took up the role in September 2022 and is working across the Council and with partners to deliver the action plan. 	Ongoing
	B) Raise awareness of loneliness and how to mitigate against it	Annual campaign in Loneliness Awareness Week and throughout the year	April 2023 [AP]		<ul style="list-style-type: none"> A social media campaign on emotional wellbeing carried out during March to May 2022 included information about loneliness as well as promoting maintaining relationships, befriending resources and Simply Connect Bromley. 	Ongoing
		Deliver multi-agency training to increase understanding of loneliness and its mitigation tools	April 2023 [AP]		<ul style="list-style-type: none"> A communication campaign was carried out for Loneliness Awareness Week during June. This included promotion of the Befriending page on the Council's website through the voluntary sector and One Bromley partners as well as promotion of resources to Bromley staff. A social media campaign for residents also highlighted Simply Connect Bromley. Promotion of local befriending services via social media and through flyers placed throughout the borough were delivered during Befriending Week in November.. 	

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14) Explore and implement innovation in seeking to improve outcomes for service users and make best use of the resources at our disposal.	A) Develop the use of assistive technology to enable residents to remain in their homes.	Implement and review assistive technology models for: <ul style="list-style-type: none"> • Reablement • Autism and Learning Disabilities • Self care for residents with long-term covid • Hospital discharge step down flats • Community Falls Service 	April 2025	Director Adult Services	<ul style="list-style-type: none"> • Pilot begun with a range of wearable GPS tracking device which alerts next of kin when resident leaves a designated area around their property to ensure their safety and carer reassurance. Discussions underway with Metropolitan Police to link in with Missing Persons project. • Continuing to assess residents when discharged from hospital with enhanced packages of care incorporating activity monitoring systems as part of the assessment process aimed at reviewing high level of care including 24 hour care. This includes monitoring safety and possibility of falls at night. • Work underway with London Ambulance Service and Occupational Therapy to design new referral pathways and procedures for identifying appropriate residents for assistive technology and CareLink. • Pilot of up to 10 activity monitoring systems to support with early assessment and identification of need to support clients to return to previous levels of function and decrease reliance on long term domiciliary care. • Access to the referral process for assistive technology by health professionals and provider services is being enabled which will go live in October 2022 and reduce time needed to process referrals. 	Ongoing

Ambition 5

To manage our resources well, providing value for money, efficient and effective services for Bromley's residents.

Portfolio links

This priority has links with the following portfolio plans:

- Renewal, Recreation and Housing

Strategic links:

This priority has links with the following strategic plans:

- Transforming Bromley
- Roadmap to Excellence for Adult Social Care
- Digital Strategy

What are we going to do?

Action	Detail	Measures Of Success	Target Date	Lead	Update Q2	Update Status
1) Living within our means. We are rightly expected to work within our budgets to deliver high quality services to our residents whilst ensuring the prudent and efficient management of our finances through the operation of sound finance systems and processes.	A) Deliver change programme	Adult Social Care budget managed within means	April 2023 [AP}	Director of Adult Services	<ul style="list-style-type: none"> Adult Social Care Reform Programme Board established to steer and lead on implementing and embedding the reform changes in Bromley. The Board will oversee the Reform Action Plan which details how the measures of success in the White Paper (People at The Heart of Care) will be delivered in Bromley. 	Ongoing
	B) Implement Market Sustainability and Fair Cost of Care Fund and Care Cap legislation	<p>Fair Cost of Care review completed</p> <p>Strategy for implementation agreed</p>	<p>October 2022</p> <p>April 2023</p>	Director of Adult Services and Director of Finance	<ul style="list-style-type: none"> Fair Cost of Care exercise undertaken on 'whole care market' to help understand the actual cost of delivering care in Bromley, to help inform the Market Sustainability Plan. In preparation for the dataset analysis, the data received from care providers is being reviewed for completeness and identification of outliers. This is being followed up by the Programme Team as required. Development plan devised and agreed to support the Care Cap and System Changes required in the legislation. Work to develop the communications strategy begun. Embedding lessons learnt and good practice from the Trailblazer sites. 	Ongoing

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2) Being opportunistic and collaborative in making bids to Government and other funding sources to increase resources available to the Partnership. Lobby the Government and Government departments strongly for increased resources when we see a need or opportunity.	<p>A) Pursue opportunities for additional grant funding</p> <p>B) Lobby government for funding appropriate to Bromley needs</p>	Additional funding achieved	April 2023 [AP]	<p>Director of Adults Services</p> <p>Director of Finance</p>	<ul style="list-style-type: none"> The department is looking to pursue additional funds through seeking additional grants from DHSC or other agencies as well as through joint funding with NHS partners. These will be reported after their receipt. New funding achieved in Q1 and Q2 includes: <ul style="list-style-type: none"> £247k LD/Autism ring fenced funding from ICB. £3,308 Hospital Discharge funding from the ICB £612k Winter Pressure funding from ICB £361k Discharge Transformation funding from ICB £500k funding from Kings University Hospital NHS Trust to support hospital discharge arrangements. £804 for Market Sustainability and Fair Cost of Care Fund and £104 Charging Reform Implementation Support Grant from DHSC 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

3) Recognising the importance of our workforce to the achievement of our ambitions and implementing workforce strategies which helps to recruit and retain the highest quality staff for services in the borough.	A) Retain the Recruitment and Retention Board to ensure that adult social care is delivered through a stable well-trained workforce	Maintain the stabilisation of the permanent front-line workforce.	April 2023 [AP]	Director of Adult Services	<ul style="list-style-type: none"> • Work continues to recruit permanent staff and convert locum staff: 82% of frontline staff are permanent. This compares to 71% in 2019. • Learning and Development Board established chaired by Assistant Director, Operations and including Heads of Service and HR representation. • Learning and Development Strategy in place and being rolled out. The L&D Board monitor and review implementation of the training programme. • New Wake Up to Care Board established with domiciliary care and care home providers. The Board oversees the promotion and implementation of the programme. • Promotion activities include: <ul style="list-style-type: none"> ○ Regular Market Stall in Bromley High Street ○ Website promotion ○ Via the Ukrainian Support Hub ○ Supporting some care homes with overseas recruitment ○ Borough Partnership recruitment event planned for 16 January includes Wake up to Care stall ○ Digital promotion of the programme in The Glades being planned • Planned start to programme in November to include a 10 day induction prior to placement at workplace to undertake training and appropriate qualifications with over 30 participants signed up so far. • The Carry on Caring approach now incorporated to attract experienced carers who can be passed directly to partners on the Board – 18 potential employees forwarded so far. 	Ongoing
		Implement Adult Social Care Learning and Development Strategy	April 2023 [AP]	Director of HR		Ongoing
		Implement Wake up to care and other initiatives to support care and health provider recruitment and retention	April 2023 [AP]			

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4) Maintaining our focus on commissioning and market shaping, developing integrated and joint commissioning where it makes sense to do so, and ensuring we commission intelligently with clear outcomes in mind. Ensuring our commissioned services deliver what is expected through robust and active contract management.	A) Develop and publish a Market Position Statement setting out Council priorities for future commissioning of services and developing the local social care market	Market Position Statement published	January 2023	Assistant Director Integrated Commissioning	<ul style="list-style-type: none"> A draft is in production with the final draft to be completed following the publication of the Market Sustainability Plan in 2023. 	Ongoing
	B) Further develop the integrated commissioning of care and health services with NHS partners	Increase in joint and integrated commissioning of care and health services	April 2023 [AP]		<ul style="list-style-type: none"> Joint commissioning arrangements for mental health housing support services were agreed at the Executive meeting in June 2022. Arrangements for the recommissioning of Integrated Community Equipment Services will be reported to ACH PDS and Executive in early 2023. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

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5) Continuing to exploit the benefits of digitalisation in service delivery through a new Digital Strategy, integrating systems and processes where it is feasible and practical. The Council will learn from best practice with a view to utilising technologies which provide practical improvements to our services.	A) Implement and develop the Social Care Information System (SCIS) for Adults and Children's Services	The Social Care Information System is developed to meet needs of workforce and performance management	April 2023 [AP]	Director of Adult Services Director of Children's Services Assistant Director of IT	<ul style="list-style-type: none"> Liquidlogic has been implemented for Adult Social Care for 6 months and the SCIS Team exited the project at the end of June 2022. There continues to be generic and bespoke training sessions and staff guides to support the workers. Weekly Performance Review meetings focus on the data and what areas of the service need more support, training or a process ie Reviews, Outstanding tasks and areas for data cleansing. Priorities for the coming months are the online portals which allows self-assessments, professional referrals and financial calculations to be made and feed directly into LAS. 	Ongoing

Adult Care and Health Portfolio Plan for 2022 to 2023 – Q2 Update

Action	Detail	Measures Of Success	Target Date	Lead	Update Q2	Update Status
6) Developing information and knowledge sharing across Partnership agencies to enhance the intelligence available to all agencies in planning and evaluating our services.	A) Ensure our knowledge of the borough and client groups is up to date	The Joint Strategic Needs Assessment is updated regularly with focus on client groups as needed	Dec 2022 [AP]	Director Public Health	<ul style="list-style-type: none"> The Substance Misuse Needs Assessment was presented at the June Health and Wellbeing Board. This assessment had been made prior to the recommissioning of the service in 2023. A separate Alcohol Misuse Needs Assessment is underway will provide additional information for the new service. 	Ongoing
	B) Enable an effective Performance Management Framework for Adult Services	Continue to produce high quality performance management data and ensure statutory returns are met	April 2023 {AP}	Assistant Director, Strategy, Performance and Corporate Transformation	<ul style="list-style-type: none"> Adults Performance Management Framework refreshed in 2021/22 with good input and oversight from ASC Managers. New suite of performance reports from LiquidLogic built to enable weekly and monthly management oversight. Weekly and monthly performance reporting established enhanced by data cleaning reports. Monthly performance digest content and accessibility refreshed. Ongoing work to improve holistic oversight of a number of multi-agency workstreams including: Bromley Well, Continuing Health Care, Integrated Care Networks, Learning Disabilities, Mental Health (Oxleas S31 agreement) and Domiciliary Care. Statistical neighbour reports produced when appropriate. Statutory data/performance returns 2021/22 delivered on time to Government departments. 	Ongoing

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7) Working across the Partnership to make the best use of the public estate in Bromley utilising our own buildings as best as possible and exploring further opportunities for co-location and integration of service delivery.	A) Explore co-location with NHS partners as part of Civic Centre campus development	Agreement over co-location with NHS and other health partners	April 2023	Director of Housing, Regeneration and Planning	<ul style="list-style-type: none"> Options for co-location with NHS partners continue to be explored. 	Ongoing