



## BOARD REPORT SUMMARY SHEET

Meeting:	Trust Board
Date:	26 <sup>th</sup> September 2019
Title:	Executive Director Social Work update
Lead Director:	Paul Morgan Executive Director Social Work
Purpose:	Assurance
<u>Key strategic aims:</u> <ul style="list-style-type: none"><li>• Reporting under the Delegated Statutory Functions Schedule compliance</li><li>• Compliance with Southern Trust Social Work and Social Care Assurance and Accountability Framework</li></ul>	
<u>Key issues/risks for discussion:</u> <ul style="list-style-type: none"><li>• Building Social Work Leadership</li><li>• Workforce Issues</li><li>• Engagement with Service Users</li><li>• Innovative Practice/Quality Improvement</li></ul>	
<u>Summary of SMT discussion:</u> <ul style="list-style-type: none"><li>• The Mental Capacity Act</li><li>• Role of Approved Social Work (ASW)</li></ul>	
<u>Human Rights/Equality:</u> N/A	

# **EXECUTIVE DIRECTOR OF SOCIAL WORK REPORT FOR TRUST BOARD**

## **September 2019**

### **1. The Mental Capacity Act**

The Department Of Health along with the Department of Justice are jointly partially commencing the Mental Capacity Act 2016. The agreed date for go live is 1<sup>st</sup> Oct 2019.

The Southern Trust are now tasked with meeting the legislative requirements to implement part of Mental Capacity Act (2016) (MCA).

To enable the Trust to meet their legislative responsibilities, planning is underway to implement these two main parts of the MCA i.e. Deprivation of Liberty Panels (DOLS) and Short Term Detention (STDs) applications. Planning is also underway to strengthen the Approved Social Work (ASW) workforce and an 8A project management led has been appointed to lead on implementation. The two main areas for initial implementation are:

#### *a. Deprivation of Liberty Panels (DoLs)*

All current and new DoL cases will require to be presented to a DoLs Panel. Commencing on the 1<sup>st</sup> October 2019, current cases will require an application to be made at the point of annual review. It is estimated that the SHSCT have approx. 1500 DoL cases. These cases are known in a number of programmes of care, however the majority will sit within OPPC / Memory and Learning Disability services. DoLs will include eg nursing and residential home placement (including short breaks / temporary placements and permanent placements), day care, day opportunities and a potentially a small number living within their own home.

#### *b. Short Term Detentions (STD)*

A Short Term Detention authorisation authorises detention amounting to a DoL in hospital only (excluding mental health hospital) for the purposes of examination or examination followed by treatment. It is anticipated that the majority of STDs will be authorised by and ASW (refer to Deprivation of Liberty Safeguards, Code of Practice Page 67

### **2. Quality Improvement:**

#### **(a) Scottish Leadership programme (SciL)**

Social Work in the Southern Trust continue to develop staff in the field of Quality Improvement and are core to the regional Staying Connected QI programme in which the Assistant Director and Head of Service for Social Work are founding members. The Executive Director of Social Work has recently been successful in obtaining funding for the Scottish Leadership programme which commenced in May 2019 and is being delivered in Northern Ireland. Seven of our social workers across the programmes of care are currently undertaking the course and improvement projects cover a wide variety of statutory settings. All the projects have service user involvement providing feedback and involvement to shape our services with them. A brief example of the projects are:

- Carers Conversation in Addiction Services
- Review of practices in Bluestone
- Use of the Harm Matrix in Family Intervention Services
- Length and quality of stay in Roxborough House
- Role of Support persons in Child Protection Case Conferences

- Implementing Adverse Childhood Experiences(ACE) in Gateway
- Parental Involvement in CAMHS

The Head of Quality Improvement and the Assistant Director of Social Work are currently providing group mentoring to the candidates. If this innovative model is successful, it can be extended to facilitate further groups of staff undertaking high level QI programmes.

### **(b) Domestic Violence Advisor Emergency Department (ED)**

Research highlights that a quarter of victims at high risk of harm and 1 in 10 victims at medium-risk went to ED departments because of acute physical injuries. In the most extreme cases, victims reported that they attended ED 15 times.

If domestic abuse were to be responded to effectively when identified in Hospital, wider and more detrimental costs could be minimised and harm to victims and children avoided.

The cost of domestic abuse to health services has been calculated at £1.73 billion (with mental health costs estimated at an additional £176 million) annually, which highlights the pressing need to find cost effective ways of supporting victims. Studies also highlight that around 3% of NHS expenditure is due to the physical injuries associated with domestic violence. The aim of the QI project is to appoint a hospital bases Domestic Violence Advisor. Expected improvement outcomes will be for:

#### *i. Adult Victim:*

Improved safety and health and the opportunity for the victim to have a private discussion with a professional to discuss the impact of Domestic Violence and complete appropriate assessment of the indicators of risk in Domestic Violence and onward referral for Adult Safeguarding.

#### *ii. Child:*

- Improve safeguarding of unborn babies, infants and young children, through increased expectant mother referrals, UNOCINI referrals for victims whom present at the Emergency Department.
- Improve collaborative working during Maternity pathway meetings with internal/external agencies

#### *iii. Improve Collaborative working across Agencies, statutory and voluntary*

### **(c) Carers Conversation**

Following a request from the Chief Social Services Officer to test the Carers Conversation as an alternative to NISATS Assessment Tool, a successful QI project in Adults Physical Disability Services is currently underway. The Carers Conversation has been welcomed by staff and carers alike and the compliance rate has improved. The project is now being tested in Addictions Service and learning fed back to DoH for a regional decision to be taken on the future use of NISATS.

### **(d) Family Group Conferencing Vulnerable Adults**

This QI project has recently entered the second year of application. To date the results have been very positive and a workshop for staff has been organised for 17<sup>th</sup> October to provide feedback on the results and to encourage its use as an evidenced based tool for effective intervention with families

### **(e) Regional Dragons Den Event 3<sup>rd</sup> October 2019**

In recognition of the excellent social work QI activity, the Trust has been asked to host the Dragons Den event on 3<sup>rd</sup> October 2019. In addition to hosting this event, the Trust has been shortlisted as one of the three finalists. There is a £3000 prize to support QI in Social Work

### **Recent Awards**

Deirdre McKenna, senior practitioner Palliative Care, won an award for her research on the “Heart of Living and Dying” at the All Ireland Social Work Research Annual Conference. She also won an award on the day for best presentation of her research (#IASW). The Southern Trust was also successful in being selected to present a research paper on ‘Staff experiences and Perceptions of Assessing Individuals with a Dual Sensory Loss and Learning Disability’.

At the forthcoming Regional Social Work Awards, the Trust has been successful in having five of our staff shortlisted for the awards

### **3. Workforce issues**

(a) Social Work Workforce shortages continue to cause concern across all programmes of care in the Trust and all Directorates are now examining initiatives to recruit and retain social work staff. In late May, the Assistant Director of Family Support and Safeguarding in collaboration with HR and Employee Relations colleagues provided an inaugural Social Work Jobs Fair. Although Children’s services were significantly less successful than other Directorates, the event was a success and details as follows:

At a high level:

- 213 applied
- 186 called for interview
- 27 DNAs
- 159 interviewed – 21 Failed / 138 passed

Of the 138 who were successful:

- 31 have accepted permanent posts
- 3 have accepted temp posts and remain on the waiting list
- 2 have withdrew from the waiting list
- 102 remain on the waiting list

(b) There is currently a staffing crisis in the Family Intervention Service (FIT) and it remains difficult to attract staff into this important service. Difficulties are compounded by regional Recruitment processes and Waiting List system. On a positive note, the DoH has now established a Regional Social Work Workforce steering group and the Trust have provided feedback.

In an attempt to respond to the FIT service, a “Grow our Own” initiative has been developed to support two social work assistants from the Gateway/FIT service through Open University Social Work Degree commencing September. The successful candidates will continue to work in their current posts thus ensuring continuity of service provision. On completion of their

degree, they have agreed to work in the FIT service a minimum of 2 years. Lessons learned from this small scale pilot will be shared across the Trust and Regionally.

- (c) The Mental Health & Disability continue to experience difficulties in recruiting Band 3 staff to work in, primarily Day Care and Day Opportunities and to a lesser extent within Supporting People placements. Work is ongoing to identify reasons why these posts are not attractive and a renewed approach has been undertaken using a Video setting out how rewarding this area of work can be for potential candidates. There is also exploration about re-profiling a number of Band 3 posts into Band 4 positions with additional responsibilities, in order to provide additional career structure.
- (d) Implementation of the Deprivation of Liberty Panels and the Short Term Detentions, from the 01/10/19, will put additional responsibilities on our already stretched ASW staff. This is a major challenge for the Southern Trust who have the lowest number of ASWs across the region. On a positive note, 5 additional staff have enrolled for the ASW course commencing in Sept 19, plus 2 other staff are due to join the rota in Jan 20. Also funding has been made available to recruit "short-term detention" authorisers. Job Descriptions have been agreed and Expressions of Interest are out.

### ***Service User Involvement***

Social Work across the Programmes of Care continue to develop co-production and service user involvement in our services. The Southern Trust Local Engagement Partnership (LEP) is well established and 27 Carers Champions recruited via the LEP are working alongside our staff. A number of recent initiatives are outlined as follows:

#### ***ASD/CAMHS Connect: Improving the Social and Emotional Wellbeing of young people with ASD and mental health difficulties.***

This project aims to improve the social and emotional wellbeing of young people with ASD and mental health difficulties by providing them with an opportunity to create, learn and work within creative outlets.

The ASD/CAMHS Connect were successful with the inaugural Social Work Strategy Dragon's Den application. The funding was spent on music equipment in order to educate our young people in music production and recording. The results were phenomenal as each group independently wrote and recorded their own piece of music. The programme has acted as catalyst for four of the attendees moving onto full time music courses with one beginning their Music undergraduate degree in September at the University of Surrey.

In addition to the music groups, they have facilitated art, drama and media classes that have had extremely positive outcomes that have improved social responsive behaviour, social skills, peer interaction as well as language and communication. The service continues to develop and is currently developing a creative Hub in the Trust. This will allow our young people a more inclusive and participative role which will give them better life chances and employability.

#### ***Looked After Children Services (LAC): Information for parents, children and carers about Care/LAC services***

The aim of this initiative is to provide children, parents and carers with increased information and understanding of the role of the Looked After Children's Team. This information will include the support available for the young people, parents and carers in an effort to provide the young people with the best possible opportunity in their care experience.

Timely and appropriate information in a manner that it understandable and relatable to the young person, can assist in alleviating some of the anxieties, fears and mistrust that the young people and parents might have about the transition to the LAC team. The most important part of the social work role within the LAC team is building relationships and this can start with the very first contact that they have with the young people and parents (if not before). The importance of understanding the role can be the building blocks of the relationship and do away with many of the misconceptions that we have found that our parents and young people have.

Information created by the service user for the service user is often the most accepted and understood way of helping others understand as it reflects service users own experiences of the service, the team and what can and perhaps cannot be achieved.

The project includes and supports service users take the lead in developing a video which outlines the work that the LAC team does, the experience of our service users accessing LAC services and sharing this with other young people and parents who are transitioning to the service.

There is currently limited information available to young people and parents about the role of the LAC team and when the case transitions to the LAC team there are understandably many anxieties, confusion and some service users feeling a lack of hope. This can immediately impact on the service users experience of supports and most importantly put barriers up to service users engaging and building relationships with the Social Worker. The project is also aimed at promoting many of our young people's self-esteem, their confidence, their knowledge of media and show them that they have a sense of value. The process of completing the video will also afford them the opportunity to engage and interact with other looked after children in a positive manner, recognise that they are not alone in their looked after journey and that their situation is not unique and something to be ashamed or embarrassed about.

#### ***4. Violence and Aggression to staff***

Under the auspices of the DoH Social Work Strategy, the Southern Trust is involved in regional work progressing the development of a Professional Governance Practice Framework for line managers, professional leads and employers supporting the safety and wellbeing of social workers and social care workers who are impacted by violence, threats and/or intimidation in the course of undertaking their professional roles and duties.

**Paul Morgan**  
**Executive Director Social Work**  
**September 2019**