



Bradford District Assembly
the voluntary and
community sector together

Forum/Assembly Representative Feedback Report

Please provide a brief summary of meetings you have attended on behalf of the Assembly/VCS Forum. This report will be used to inform the Assembly Steering Group/Forum that you represent. The information contained within it will be posted on the Bradford Assembly website www.bradfordassembly.org.uk. If you wish to report on something confidential, please **mark this clearly**.

Return your completed form to wendy@cnet.org.uk

Name of Representative	Paul Stephens
E mail / contact details	pauls@cabad.org.uk
Title of the board / group you sit on	Integrated Workforce Programme Board
Date the meeting took place	2 nd July 2020
Date of next meeting	6 th August 2020
Did you receive the meeting papers in time to have a pre-meeting?	I received papers but did not have a pre-meeting.

1. What was the purpose of the meeting?

This was the regular IWPB monthly Board meeting

2. Main areas of discussion (bullet points).

- **IWPB Programme/workstreams update and transition arrangements/next steps**

Work Programme 1

- Recommendation to be made to the Health & Social Care Economic Partnership (HSCEP) that **Health & Social Care ICE Board** reports directly in to them.
- All agreed to put on hold the “**ICE Plus**” Summer school until next year because of social distancing.
- All agreed to reinitiate the planning for **an innovative approach to careers** – as and when appropriate, depending on Covid restrictions.
- Safina, the project lead will set up a task and finish group developing co-ordinated approach to supporting **careers work**.
- A completed draft policy, developing system approach to **work experience** will be circulated to IWPB members for further discussion in organisations prior to formal sign off at IWPB.
- **Apprenticeships** work has been halted due to Covid-19. The apprenticeship enrichment programme will now take longer to arrange due to social distancing.
- Skills House and the Centre for Workforce Development work will now take up the development of a shared approach to a wide range of apprenticeships.

- A place-based group has been set up specifically around **volunteering** which IWPB could link into.

Work Programme 2

- **Talent Management** - the talent team has been paused. Sam Kelly will provide an update in September.
- **Joint leadership programmes** – the first pilot of the new system leadership programme was in February with Craven Community Partnership. All agreed we need to focus on the better conversations and relationships as part of the system leadership offer to look at if there is anything that can be done virtually.
- **Creating and delivering system wide learning** – this should now fit with Centre for Workforce Development.
- **Delivering system wide career pathways** – this had been previously parked until the Health Care Partnerships Boards and Community Partnerships were more fully formed.

Work Programme 3

- **Engaging, listening and involving staff** across the system – this is sits at present within the System Development Network.
- **Providing common benefits and rewards** – The Health & Wellbeing Knowledge Intelligence Task Group (KIT) that was developed in response to Covid has progressed some of this through its web pages development with WY & H Partnership.
- **Promoting mental and physical HWB** – this work had taken a leap forward during Covid through the work of the HWB KIT group. The HWB KIT group will continue to support this work and report into IWPB (or equivalent delivery group).

Work Programme 4

- **Values and behaviours** – work was done earlier in the year but noted that the Act as One programme has developed since then and whatever we do needs to be part of this wider piece of work/discussion. It was noted we need to be clear on the values we're actually using. MG suggested this is put on hold for now and take forward when the discussions have been developed further.
- **'Act as One' Update - BAME Stocktake and next steps**

James Dury explained that 'Act as One' has come out of people reflecting on the positive differences in ways of working during Covid and the intent is to continue to embed that. Happy, Healthy at Home is still what we're working towards for our citizens (our strategy) and Acting as One is the way we'll achieve it.

BAME – WY & H BAME network had recommended steps and locally we have carried out a 'stocktake' in our larger statutory organisations on where we are when measured against those recommendations and it has highlighted a few areas we need to develop in. The Exec Board is asking our workforce enabling group work in collaboration with our BAME networks what our next steps should be. This will be picked up at the August meeting.

- **Centre for Workforce Development:**

Tina Lafferty and Kathryn Jones presented an update on Centre for Workforce Development:

3. Were there any discussions or decisions which you feel you had particular impact or influence on?

Because of the formation of the Health & Social Care Economic Partnership there was some discussion about where the IWPB sits in relation to this. More will be shared at the August meeting.

Further note:

- My role on the Board, particularly in relation to taking the lead in Work Programme 4 – Developing a shared culture of integration and system wide working.
- My role as a member of the Systems Leadership Community of Practice sub-group of the IWPB
- During Covid-19 I have been an active member of the Health & Wellbeing Knowledge, Intelligence Task Group (KIT). Through the work of the HWB KIT group, Bradford District & Craven have been used as the blueprint for the WY&H Partnership webpages, taking best practice and evidence-based offers to streamline a system offer to all health and care staff across the system.
- I am also a member of the System Development Network, which is taking on one aspect of in Work Programme 4 – Developing a shared culture of integration and system wide working.