



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 People Board (IPB)
Date the meeting took place	4 th November 2021
Date of next meeting	2 nd December 2021
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 IPB monthly Board meeting

This Board was previously called the Integrated Workforce Programme Board (IWPB). This Board now reports to the Health and Social Care Economic Partnership (HSCEP) Board.

2. Main areas of discussion (bullet points).

Health & Care, Careers in Technical Education annual review and update

Alexandra Willans, CTE Partnership Director, Careers and Technical Education Partnership delivered a presentation in partnership with Amanda Stanford, Chief Nurse, Airedale Foundation Trust and Chair of Health and Care CTE Board. I have attached the presentation. Comments from the Board included:

- Requirements for care home staff to be double vaccinated after 11 November and under 18s not always having a single dose are a barrier.
- Three Kick-start trainees on the Health and Social Care Economic Partnership (HSCP) team will be carrying out projects focused on attracting young people to roles in H&C and looking at how to market the roles differently to make them more appealing.
- Alexandra Willans mentioned engaging with young people and partnering up with Age of Wonder in the new year.
- HSCP need to bring quantitative and qualitative evaluations together. Need to use the tracker and also look at the impact on inequalities and levelling up the whole of our communities.

Spotlight on Growing our collective workforce for the future

Tina Lafferty, Programme Director, Health and Social Care Economic Partnership (HSCEP), Bradford Metropolitan District Council delivered a presentation in partnership with Anne Lloyd, HR Director, Bradford Metropolitan District Council. I have attached the presentation. Comments from the Board included:

- Maureen Goddard, System Workforce Advisor & Place Lead stated that IPB need to agree where this sits as we go through the People Plan refresh as feeds into a number of 4 quadrants of the plan.
- The leadership work and priorities are already incorporated in the 'creating and instilling a sense of belonging' programme of work.
- Tina Lafferty confirmed that HSCEP that is picking up the leadership work.
- Work is being done to better align with FE/HE places, workforce observatory and placement capacity.
- HSCEP have found it difficult to recruit researchers to post of the Workforce Observatory, however they are looking at pulling in existing university resources. Sandra Knight, Director HR, Bradford District Care Foundation Trust said that funding for workforce observatory will help to identify workforce skills gaps.
- The heat map shows the gaps in current job roles and the risks to delivering care. It is guiding the work of the CTE team and future workforce planning.

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

Most of the content related to workforce planning within the larger partner organisations. However, I passed on the presentation first presentation to Young Lives.

Further note:

- My role on the Board has been lead in Work Programme 4 – Developing a shared culture of integration and system wide working, although changes with the ICP. As part of the Integrated Care System development process, Bradford District & Craven have set up a number of working groups and Dawn Clissett is leading on Leadership and Behaviours. This group has a number of sub-groups. Because I was leading on one of the IPB work stream that is exploring values and behaviours across the system, I have been asked to lead on the Act As One Values and Behaviours Task and Finish Group and therefore sit on the Leadership team.
- The IPB has responsibility for developing the People Plan for Bradford District and Craven, and various people are taking a lead of the 4 areas of the plan. I have been asked to join the **Looking After Our People Leadership Group** as a temporary measure. Maureen Goddard is leading a discussion on representation from System partners in this work stream, shortly they will be looking for a VCS representative, but I am happy to cover this role at the moment.
- I also link with the Aging Well Transformational programme.