



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	3 rd February 2022
Date of next meeting	3 rd March 2022
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 now reports to the Health and Social Care Economic Partnership (HSCEP) Board.

2. Main areas of discussion (bullet points).

West Yorkshire Workforce Observatory – update on progress

- Rebecca Randell (RR), from the West Yorkshire Workforce Observatory provided an update on the progress of the Workforce Observatory and its vision. The project team now includes academics (2 x faculties on secondment), Gaynor Clarke, Kate O’Connell. Tina Lafferty, Programme Director, Health and Social Care Economic Partnership (HSCEP), stated that research staff have also been recruited.
- Current work has included stakeholder engagement and reviewing literature around strategic workforce planning. After conversations with the Integrate Care System (ICS), the focus is now on strategic workforce planning: how is planning currently undertaken; what are the most effective methods and what tools are available to support health and social care workforce planning for the longer term and hoping to scope a review to create a shared guidance of how to approach planning within the ICS.
- The expectation is to complete by the end of March and hoping to come back to IPB once a model is place. Future plans will include deep dives on priority areas, each with a different lens: service specific; system wide; place specific and work with stakeholders to gather data to provide intelligence to workforce planners

within the ICS. Feedback will be provided back to HEE to help improve planning within the ICS

- RR commented that Health Education England (HEE) have developed a dashboard as there is a push to have more digital tools to support workforce planning. HEE's focus is currently supply and the gap is understanding demand.
- Rachel Ross commented that Skills for Care have a data set that RR should look at and she will share the health and social care review, although it doesn't have an executive summary or recommendations. Future documents will have clear recommendations for action that will be shared through the networks for recommendations and any ideas to implement for action.

Workforce Development Proposal – the power of lived experience and specific culture competence in targeted areas

- This had been brought to the meeting as it was linked to the lived experience piece of work that IPB was supporting through the original presentations from Hawarun Hussain and Vicki Beere.
- Kim Shutler and Lyn Sowray provided an update on lived experience and creating a diverse workforce and how to bring together the passion in the district with things that are missing within the workforce. They are looking to create a training board to include mental health training, safeguarding but also some targeted engagement with communities to co-design a programme to build on and utilising what's in place; identify targeted pilots, build on cultural competency and train cohorts of people. They could pull together some baseline training but need to look at the pathways into core training.
- Lyn Sowray commented that recruitment through communities' works. People with a disability don't always feel they have got the qualifications to apply for employment opportunities (e.g., Deafness, blind and mental health). There needs to be a better focus on inclusivity. Public Health have funded the Covid Team who have focussed on mental wellbeing and have been through the training. We need to recruit into social care and need peer support work as part of the transformation programme. Need to join up across the district about how we reach out in a systematic way as opposed to just parts of the system. Need to connect people up, evaluate it and use this to inspire future work.
- Sandra Knight (Chair) summarised that input is welcomed about how to use the collective experience of the group to embed into a systematic way of working. Got training model and engagement but need to make it work on the ground. Need to look at how the funding is being used and how do we engage communities into pathways of recruitment.
- Maureen Goddard, System Workforce Advisor & Place Lead commented that lived experience crosses over with EDI and growing our own and it does need a focus. She commented that it needs energy from the EDI programme of work. IPB can identify a work stream to give it a level of importance. Need to work with community partnerships and key stakeholders.
- Tina Lafferty & Rachel Ross mentioned developing a model for the social care academy that will build on the Skillshouse model, working with jobseekers, providing information and guidance, working with colleges. There is a good relationship with independent care providers and Skillshouse signposts people to those vacancies.

People and OD proposition and next steps

- A People Committee will be set up to govern the workforce programmes. This committee would hold to account the work programmes and workstreams for delivery and they would need to provide assurance that we were on track with priorities and funding spend. A further review would be held to ensure the focus

was maintained and the IPP continues to reflect and deliver on the partnerships vision. It was noted that stable funding around the proposed model is required. Budgets are not confirmed for 22/23 yet therefore its not possible to commit on a recurring basis to ongoing funding.

- Sandra Knight (Chair) appreciated workforce programme achievements so far but stated, as we move towards a more governed arrangement, we need to focus on ensuring priorities are adequately resourced and appropriate leadership is in place. The ethos of Act as One, models for resourcing and having a full-time senior role needs further discussion.
- Maureen Goddard commented on separating out the people and OD function proposition work, which includes the development of the people committee, governance and resourcing and the further development of the Integrated People Plan Programmes of work. It is important that we are clear about the next phase of proposition work, which will continue to formalise into a work stream alongside all those on the Health Care Partnership development programme board.

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

There were no areas where I had specific impact or influence in this meeting.

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.