



EQUAL OPPORTUNITIES COMMITTEE

AGENDA

18th Meeting, 2014 (Session 4)

Thursday 13 November 2014

The Committee will meet at 10.00 am in the James Clerk Maxwell Room (CR4).

1. **Draft Budget Scrutiny 2015-16:** The Committee will take evidence on the Scottish Government's Draft Budget 2015-16 from—

Iona Colvin, Director, North Ayrshire Health and Social Care Partnership;

Joe McElholm, Manager Older Adults Services, Housing and Social Work Service, North Lanarkshire Council;

Professor Stewart Mercer, Professor of Primary Care Research, University of Glasgow.

Ruth McGill
Clerk to the Equal Opportunities Committee
Room Tower 4 TG.01
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The papers for this meeting are as follows—

Agenda item 1

PRIVATE PAPER	EO/S4/14/18/1 (P)
Submission from The Health and Social Care Alliance Scotland	EO/S4/14/18/2
Submission from Inclusion Scotland	EO/S4/14/18/3
Submission from North Lanarkshire Health and Care Partnership	EO/S4/14/18/4

EQUAL OPPORTUNITIES COMMITTEE

SCRUTINY OF THE DRAFT BUDGET 2015-16

SUBMISSION FROM THE HEALTH AND SOCIAL CARE ALLIANCE SCOTLAND

The Health and Social Care Alliance Scotland (the ALLIANCE) is the national third sector intermediary for a range of health and social care organisations. It brings together over 780 members, including a large network of national and local third sector organisations, associates in the statutory and private sectors and individuals.

The ALLIANCE vision is for a Scotland where people of all ages who are disabled or living with long term conditions, and unpaid carers, have a strong voice and enjoy their right to live well, as equal and active citizens, free from discrimination, with support and services that put them at the centre.

The ALLIANCE welcomes the opportunity to comment on issues around transitions as highlighted by the Equal Opportunities Committee and makes the following brief comments:

Children and Young People

- **Childcare** – we welcome the commitment of £280m over two years to deliver expanded childcare provision to 600 hours for three and four year olds. However, there is a concern that it does not recognise the barriers faced by disabled children and their families to find inclusive and accessible childcare at a cost equal to that of other families. Disabled children are often prevented from attending their local provision due to geographical, staffing, or accessibility reasons. As such, no matter how many hours they are entitled to, without appropriately supported childcare the benefits of this proposal will not be equitably felt by the families of disabled children.
- **Apprenticeships** – the commitment to fund apprenticeships to support young people, specifically proposals to introduce foundation apprenticeships, is welcome, however as the Equality and Human Rights Commission Scotland has previously reported less than 0.5% of all Modern Apprenticeship placements are taken by someone who is declared as disabled despite comprising 8% of the target population of 16-24 year olds¹. A stronger emphasis is required on supporting disabled people and people who live with long term conditions across Scotland to access these opportunities. One of the main issues for disabled

¹http://www.equalityhumanrights.com/sites/default/files/documents/Scotland/Research/modern_apprenticeships_final.pdf

young people making the transition to adulthood is the lack of opportunities beyond college.

- **Employment** – despite the strong emphasis on youth employment and maintaining the Opportunities for All programme within the draft budget, there remains inequality in disabled young people’s access to employment and training opportunities. In order to advance equalities, the Scottish Government should adopt recommendation 27 of the Wood Commission² which called for “promotion and communication of career options should actively target equalities groups to promote diverse participation across gender, Black & Minority Ethnic groups, young people with disabilities and care leavers. The promotion of Modern Apprenticeship opportunities should be to the fore of this activity.”
- **Self-directed Support** – the draft budget’s intention to support the further integration of SDS across health and social care is supported. While the ear-marked £12 million to promote SDS is welcomed, we believe that the Children and Young People (Scotland) Act presents an opportunity to fully integrate budgets between education, health and social care by matching resource allocation to the Child’s Plan, which could follow young people from the pre-transition phase into adulthood transferring to employment support when appropriate.
- **Poverty** – the draft budget recognises that child poverty is a key determinant of health, but it should also recognise that being a disabled person, living with a long term condition or being an unpaid carer also results in poverty. Taking a preventative approach decreasing disability related poverty could reduce spend on consequential effects of poverty on health and social inclusion. By relating this to access to benefit entitlement, young disabled people could be better equipped to transition into adulthood more independently. While we lend our support to the commitment to kinship care, young people leaving care, and children in the Hearings system, we would welcome some recognition of the increased likelihood of disabled young people living in poverty and the economic barriers this presents.

Older People

- The ALLIANCE welcomes the continuation of policies which make a positive difference to people's lives as they get older, for example, free personal care, free prescriptions and the national concessionary travel scheme.
- **Housing** – the investment in affordable homes outlined in the draft budget, £390m for 6000 homes (Page 8), alongside the maintained provision of £10

² <http://www.scotland.gov.uk/Resource/0045/00451746.pdf>

million for Registered Social Landlords to continue adapting their properties to help meet the needs of older people and disabled people to continue adapting their properties. As people become older their needs change and, in some instances, they are unable to remain in their own homes because the buildings are not sufficiently accessible or adapted to their needs.

- **Public Service Reform** – the emphasis on public service reform based on adopting approaches that are asset-based, co-produced and person-centred to bring about effective and sustained change is extremely welcome. There is a significant opportunity to build on the Reshaping Care for Older People agenda.
- **Carers** – it is important to note that older people have a critical role to play in supporting other older people to live independently at home and stay out of the formal care system. Older people provide more care than they receive.

“It is estimated that just over 3,000 people over 65 years receive more than 20 hours of paid care per week while over 40,000 people over 65 years provide more than 20 hours unpaid care per week³. Helping to support, sustain and grow this capacity, as well as that of friends and neighbours, is essential if we are to achieve better outcomes for more older people during a period of financial constraint.” **Scottish Government: Reshaping Care for Older People – A Programme For Change 2011 - 2021⁴**

The draft budget should further recognise this role.

- **Prevention, tackling inequalities and integration** – to improve outcomes with and for older people, future investment must include greater role for and capacity of third sector organisations and community supports for older people. The third sector provides over a third of formal social care and a wealth of community-based support that is often the linchpin in enabling people to stay well, remain active, involved and in their communities.
- **Self Management** – the draft budget acknowledges the need to support people to manage their own mental health and places a welcome emphasis on children and early years. There is, however, a need to ensure that issues among older people, particularly related to loneliness⁵, are addressed.
- **Digital Public Services** – the emphasis placed on digital approaches and the implementation of Scotland's Digital Future as spelt out on Page 49 of the draft

³ ISDScotland hospital discharge records (SMR01) (2008/09); GRO (Scotland) population estimates 2008

⁴ <http://www.scotland.gov.uk/resource/0039/00398295.pdf>

⁵ <http://www.jrf.org.uk/sites/files/jrf/living-with-loneliness.pdf>

budget are very welcome, but recognition is needed that digital approaches are less accessible for many older people at present. Non-digital approaches need to accompany this to avoid the risk of age-based inequity of access/outcomes.

Andrew Strong
Policy and Information Manager
The Health and Social Care Alliance Scotland
24 October 2014

About the ALLIANCE

The ALLIANCE has three core aims; we seek to:

- Ensure people are at the centre, that their voices, expertise and rights drive policy and sit at the heart of design, delivery and improvement of support and services.
- Support transformational change, towards approaches that work with individual and community assets, helping people to stay well, supporting human rights, self management, co-production and independent living.
- Champion and support the third sector as a vital strategic and delivery partner and foster better cross-sector understanding and partnership.

EQUAL OPPORTUNITIES COMMITTEE

SCRUTINY OF THE DRAFT BUDGET 2015-16

SUBMISSION FROM INCLUSION SCOTLAND AND
PARTNER DISABLED PEOPLE'S ORGANISATIONS

This submission has been prepared by Inclusion Scotland with our partner Disabled People's Organisations Independent Living in Scotland (ILIS), Self Directed Support Scotland (SDSS) and the Glasgow Disability Alliance. Further information about our organisations is included in the ANNEX.

During its scrutiny of the Draft Scottish Budget 2014-15, the Equal Opportunities Committee focussed on the impact on disabled people, and made a number of specific recommendations¹ which were welcomed by Inclusion Scotland and other Disabled People's Organisations (DPOs).

We note the response given to the Committee by the Cabinet Secretary for Finance, Employment and Sustainable Growth in February 2014 we appreciate that this year that the Committee is focussing on age, we hope it will take the opportunity to follow up on some of the key recommendations from last year:

14. With respect to budget scrutiny, we would welcome an explanation of how human rights, as well as equality, are integral to the budget process and to the development of the Equality Budget Statement. **We would, in particular, appreciate further information on how the Scottish Government involves disabled people in the budget planning process.**

We note Chapter 17 of the Equality Statement Scottish Draft Budget 2015-16 on Human Rights and the Budget². We also note the Cabinet Secretary's response that:

"The Scottish Government is committed to dialogue and engagement with disabled people so that our work is informed of the issues and responsive to people's needs. We provide funding to disabled people's organisations to facilitate this. The budget allocates resources to a broad range of policies and initiatives which were developed with the involvement of disabled people."

However, this does not answer the specific request the Committee made for further information on how the Scottish Government involves disabled people in the budget Planning Process. **We request that the Committee asks the Cabinet Secretary to provide this information.**

24. We welcome the Scottish Government's acknowledgement of the third sector's role in providing support and services; however, **we observe that its funding streams are not immediately evident in the Draft Budget.** We acknowledge that there are many sources of support for third-sector organisations, however **we would appreciate clarity on which funding streams the Scottish Government directly controls, and how this support has changed over time.**

¹ <http://www.scottish.parliament.uk/parliamentarybusiness/CurrentCommittees/70876.aspx#a3>

² <http://www.scotland.gov.uk/Publications/2014/10/7097>

In his response the Cabinet Secretary indicated that “we are now confident that we are in the final stages of the process of accurately tracking direct payments made to third sector organisations by the Scottish Government, and plan to publish this information.” **Can the Committee ask when this information will be published?**

39. We are concerned not just about the impact of care charges on individual disabled people and the fairness of the levels they are levied at, but also about the geographical inequalities they are causing. **We would ask CoSLA and the Scottish Government to respond on the charges and on their fairness, and seek assurance that a consistent approach to needs assessment is being taken.**

Given that all evidence suggests that if anything the approach to care charges taken by different local authorities is becoming less consistent; that a number of third sector organisations have withdrawn from the CoSLA working Group due to their frustration with the lack of progress and that a number of local authorities have given notice of their intention to leave CoSLA from next April, **the current approach of the Scottish Government to leave this to CoSLA does not seem to us to be sustainable.**

The current approach to social care charging is arbitrary and unfair. People’s right to independent living should not be determined by where they live and the charging regime imposed by a particular local authority.

We ask the Committee to again raise this issue with the Cabinet Secretary.

41. **We would appreciate an assurance that those issues [of geographical mobility for disabled people and their families across Scotland] are being, or will be, addressed by the Scottish Government, local authorities, and other public bodies, via relevant policy initiatives and associated spending allocations.**

In January 2014, The Scottish Government published a consultation on proposed legislative measures to further support carers and young carers in Scotland³. This stated:

“There are issues to be addressed about the portability of assessment, primarily for service users (adults and children) but also for carers. This means considering the assessment process when people move from one local authority area to another to change jobs or to live closer to each other or for another reason.”

and

“We are of the view that improvements can be made to the assessment process in order to make it easier for service users and carers to move from one part of the country to another. **Therefore, the Scottish Government and COSLA, with relevant interests, will work together to take this forward.**”

This issue was also raised during the passage of the Public Bodies (Joint Working) (Scotland) Act, where the Cabinet Secretary for Health and Wellbeing, during Stage 3, said “I am aware of the importance of the issue ... I commit to continuing to work closely with stakeholders and partners on guidance to ensure that local systems set up effective

³ <http://www.scotland.gov.uk/Publications/2014/01/4757>

voluntary systems that work together to carry out assessments in advance of a person moving between local authority areas.”⁴

Whilst we of course welcome progress for carers, we are concerned that the same progress is not being made in this area, for disabled people themselves. **Can the Committee ask for an update on progress on this work?**

61. We recommend that the Scottish Government carries out research looking at how the pressure of managing and controlling SDS [Self Directed Support] packages is impacting on disabled people’s ability to be included in society.

In his response, the Cabinet Secretary indicated that “the Scottish Government continues to work with key partners, including the organisations who represent disabled people, to develop a monitoring and evaluation framework.” **Can the Committee ask the Cabinet Secretary to confirm what progress has been made on developing the monitoring and evaluation framework?**

73. We urge the Scottish Government to look into this matter with the utmost urgency, and to indicate how it will assess the needs of and support those who have become eligible following the closure of the ILF [Independent Living Fund] scheme.

We welcome the decision of the Scottish Government to develop, in coproduction with Disabled People’s Organisations, a Scottish ILF that will protect existing recipients; and to provide new funding of £5.5 million to open the fund up to new users.⁵

74. In summary, on issues of funding for care and support, we ask that the Scottish Government, CoSLA and private providers of social care form an independently chaired review group, involving stakeholders, to address the long-term problems of care and support, and report back on progress.

In response the Cabinet Secretary stated:

“A Scottish Working Group on the Funding of Care and Support is being established by the Cabinet Secretary for Health and Well-being, following discussion with CoLSA and third sector organisations. The Working Group will report to Scottish Ministers in 2015.”

Can the Committee ask the Cabinet Secretary to confirm when the Working Group was set up; its remit and membership; when and how often it has met; what discussions have been held with third sector organisations; how the working group has or intends to engage service users; and when it will report to Scottish Ministers?

94. We note the Cabinet Secretary’s acknowledgement of the poor and worsening employment prospects for many disabled people, and we welcome his openness and frankness. We recognise that various aspects of employment policy are outwith the control of the Scottish Government. However, we invite the Scottish Government to comment on what changes it can and will make to its economic and employment promotion policies to try and help rectify this inequality. In particular, we would like to know how spending plans promote the position of disabled people in the labour market, and whether the Scottish

⁴ Column 28106, Scottish Parliament Official Report, 25 February 2014

⁵ Page 14, Equality Statement: Scottish Draft Budget 2015-16

Government would consider the use of positive media campaigns to change views and improve awareness and knowledge amongst public and private employers

Inclusion Scotland are pleased to report the success of the Pilot Parliamentary Internship scheme⁶. The first two Internships have been successfully completed, and the remaining five are due to commence after the October Recess. We look forward to working with the Scottish Government and the Scottish Parliament on developing proposals for a permanent scheme.

100. The Cabinet Secretary acknowledged that there are issues with equality within the Modern Apprenticeship Programme, and agreed to explore these problems. This is a publicly funded programme and as such should meet the highest standards in equality. **We recommend that the Scottish Government investigates further why the Modern Apprenticeship Programme performs poorly for disabled people and other protected groups**, and puts in place future spending plans that will promote equality of outcomes in respect to the promotion of, the recruitment to, and the performance of Modern Apprenticeships. Given that this is the third year in which concerns over the Modern Apprenticeships Programme have been raised during our budget scrutiny, we ask that the Scottish Government report back to us on progress against this recommendation.

The Committee rightly raised concerns about the Modern Apprenticeship scheme. In his response the Cabinet Secretary stated that “While it should be noted that participation in the Modern Apprenticeship programme reflects that in the wider workforce generally”. **Clearly that is not correct, as the number of young disabled people in Modern Apprenticeships does not reflect either the proportion of disabled people in the general population or the proportion of disabled people in work.**

Can the Committee ask the Cabinet Secretary what the impact has been of the Scottish Government’s efforts to increase the numbers and proportion of young disabled people obtaining Modern Apprenticeships?

Related to this, the Committee may wish to ask the Cabinet Secretary how the Scottish Government intends to meet the specific recommendations for Young Disabled People contained in the Final Report of the Woods Commission for Developing Scotland's Young Workforce⁷.

115. We ask the Scottish Government to provide an update on its consideration of the potential use of the National Entitlement Card for concessionary travel.

Given that Scottish Government have no plans to extend concessionary travel to Community Transport services, **can the Committee ask what the Scottish Government is doing to monitor the difficulties disabled people face in using existing and often inaccessible transport services? What are they doing to improve disabled people’s access to accessible transport services?**

128. We invite the Scottish Government to comment on the evidence that, although budgets may not have been directly cut, local services are facing increased expectations and demand leading to more pressure being placed on the families of disabled children. Specifically, we would welcome a response on the Children’s Commissioner’s suggestion that child’s rights impact assessments be introduced.

⁶ <http://www.wecanwork.org.uk/index.php/parliamentary-internships>

⁷ <http://www.scotland.gov.uk/Topics/Education/edandtrainingforyoungple/commissiondevelopingscotlandsyoungworkforce/finalreport>

Recent amendments⁸ to the Disabled Persons (Badges for Motor Vehicles) (Scotland) Regulations 2000⁹ have resulted in families with disabled children, for example learning difficulties, behavioural conditions, or cognitive conditions, that previously qualified for a Blue Badge can no longer qualifying.

Can the Committee ask the Cabinet Secretary if this was intentional and, if so, how does it support the effective implementation of the United Nations Charter on the Rights of the Child, in particular:

- **Article 3:** In all actions concerning children, the best interests of the child shall be a primary consideration.
- **Article 4:** States Parties shall undertake all appropriate legislative, administrative, and other measures for the implementation of the rights recognized in the present Convention.
- **Article 23:** States Parties recognize that a mentally or physically disabled child should enjoy a full and decent life, in conditions which ensure dignity, promote self-reliance and facilitate the child's active participation in the community.

Iain Smith
Policy & Parliamentary Officer,
Inclusion Scotland
24 October 2014

⁸ <http://www.legislation.gov.uk/en/ssi/2014/145/contents/made>

⁹ <http://www.legislation.gov.uk/ssi/2000/59/contents/made>



Our voices ■ Our choices

Inclusion Scotland is a network of disabled peoples' organisations and individual disabled people. Our main aim is to draw attention to the physical, social, economic, cultural and attitudinal barriers that affect disabled people's everyday lives and to encourage a wider understanding of those issues throughout Scotland.



The Independent Living in Scotland (ILiS www.ilis.co.uk) project aims to support disabled people in Scotland to have their voices heard and to build the disabled people's Independent Living Movement (ILM). It is funded by the Scottish Government Equality Unit and is part of a wider Independent Living Programme in Scotland. The Scottish Government, CoSLA, NHS Scotland and the disabled people's Independent Living Movement work together in the programme towards their shared aspirations for independent living.



Self Directed Support Scotland (SDSS) is a national membership organisation which actively promotes Independent Living by supporting, working with and championing the aims of Self Directed Support disabled people's organisations.



Glasgow Disability Alliance (GDA) is a membership-led organisation of disabled people and groups in Glasgow. Our mandated mission is to act as the collective, representative voice of disabled people and their groups, promoting equality, rights and social justice. GDA has a membership of over 1800 disabled people and is the biggest groundswell of disabled members in Scotland, if not, the UK.

Disabled People have defined independent living as:

“Disabled people of all ages having the same freedom, choice, dignity and control as other citizens at home, at work and in the community. It does not mean living by yourself or fending for yourself. It means rights to practical assistance and support to participate in society and live an ordinary life”.

(Our Shared Vision of Independent Living In Scotland, Scottish Government, 22 April 2013 <http://www.scotland.gov.uk/Publications/2013/04/8699>)

EQUAL OPPORTUNITIES COMMITTEE

SCRUTINY OF THE DRAFT BUDGET 2015-16

SUBMISSION FROM NORH LANARKSHIRE HEALTH AND CARE PARTNERSHIP

THE RESHAPING CARE FOR OLDER PEOPLE PROGRAMME IN NORTH LANARKSHIRE: IMPACT ON EFFECTIVENESS OF CARE AND SUPPORT AT KEY AGE RELATED LIFE TRANSITION POINTS.

1. Purpose of Report

- 1.1 The purpose of this report is to respond to a call for evidence from the Scottish Parliament's Equal Opportunities Committee, who are considering the links between priority Government policy areas and key age related transition processes. The present report provides an account of progress made in respect of the Scottish Government's Reshaping Care for Older People programme in North Lanarkshire by the relevant partners, NHS Lanarkshire, North Lanarkshire Council, the Third Sector and the Independent Sector.

2. Background

- 2.1 Reshaping Care for Older People is a Scottish Government policy aimed at supporting an increasing proportion of older people at home, in keeping with the wishes of most older people. The programme has been accompanied by a Change Fund for a period of 4 years from April 2011 to March 2015. The North Lanarkshire Change Fund allocation of just over £4 million in the initial year and just under that amount in each of the subsequent three years has been hosted within the NHS Lanarkshire budget. Change Fund monies have been invested in 39 service and support initiatives across the four sectors. **Appendix 1** provides a summarised account of the main Reshaping Care of Older People developments in North Lanarkshire.
- 2.2 It is recognised that greater numbers of older people provide support to their local communities than require high levels of support or services. However the changing demographic profile does mean that there will be a higher number of people who are older and who will potentially require support or services at a time when available resources may be lower. In North Lanarkshire, the number of people aged 65 years and over is due to increase by 20.6% by 2024 with the numbers of people aged 75 years and over due to increase by 30% [National Records of Scotland].
- 2.3 Change Fund monies are non-recurring and therefore it is intended that they provide an opportunity to test out and implement approaches to developing effective community based supports and services to improve outcomes for older people. The sustainability of these new approaches depends on our ability to shift the balance of resources from Acute Care to community based alternatives. Figure 1 below depicts the Reshaping Care framework as a continuum, the primary

intention of the programme being to ensure that more resources are channelled towards the first three pillars.

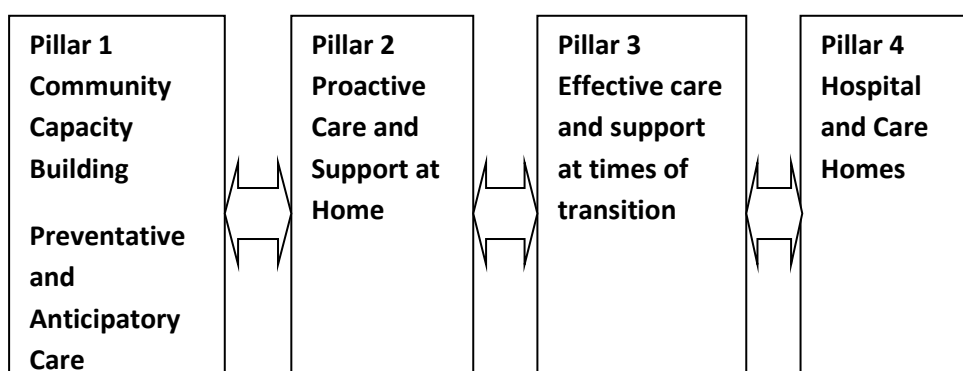


Figure 1 – Four Pillars of Reshaping Care in North Lanarkshire

3. The Contribution of Reshaping Care for Older People Programme to Effective Support at Key Transition Points in North Lanarkshire

3.1 A shared objective of the partners is that as people move between different stages depicted in figure 1, they should not experience those transitions as a series of interventions which are poorly coordinated and connected. A key principle is that opportunities are maximised for people to avoid having to move to the more intensive elements of the framework - to the right of the diagram – through a focus on prevention. Examples of our approach to prevention include the “Making Life Easier” website. This enables people and their carers at a very early point to engage in self assessment and to access a wide range of information as well as low level pieces of equipment, without having to follow traditional routes of involvement with formal services. Another illustration of our preventative approach is our investment in the area of falls prevention through a screening process which leads to tiered intervention around provision of information through to specialist clinician assessment.

3.2 The commitment to focusing on the avoidance where possible of potentially adverse transitions is reflected in the significant investment made through the Reshaping Care Programme in enhancing the quality of housing options for older people in North Lanarkshire. Initiatives have included investment in dementia friendly design in the sheltered housing stock and upgrading of support systems. We have created communal spaces in sheltered housing which have become community hubs bringing together residents of the sheltered housing and their surrounding area. Investment of this kind delays or prevents the transition to living in care homes, and facilitates the transition back from hospital.

3.3 Our prevention focus is also reflected in the investment in supporting local communities to have networks of support in place for older people as well as to have targeted services as and when these are required. North Lanarkshire partners have made a strong commitment to capacity building in local communities to support older residents and ensure that they stay connected with local resources. 20% of the Change Fund has been

invested in third sector initiatives, with a requirement that 50% of that investment be targeted at improving carer outcomes.

3.4 An illustration of the approach to building community capacity has been the creation of a post of Third Sector liaison officer working within the acute hospitals. This post helps to identify those older people who may benefit on discharge from hospital from being helped to link with a range of opportunities in their communities for involvement in social networks. This is a post which also facilitates prevention of admission to hospital through the offer of supported transport to the person's home from the Emergency Department, the support including assistance with supplies of essential provisions and a telephone wellbeing check on the following morning.

3.5 An important strand of our work has been the development of rehabilitation and reablement / enablement – emphasising that transitions can take place in both directions, with people being supported to regain skills following temporary loss of abilities for example in consequence of a fall. The reablement approach is reflected in our redesign of home support services and in the shift towards intermediate care within local authority operated care homes. At the other end of a spectrum of intensity of care need the ASSET [Age Specific Services for Elderly Team] has been developed as a hospital at home model, enabling the provision of Consultant Clinician led acute medical support in the person's home thereby avoiding admission to hospital.

4 Conclusion

4.1 In the context of the above approach to Reshaping Care for Older People and the imminent integration of health and social care services, the North Lanarkshire partners are taking a phased approach to whole system integration at locality level through a locality modelling approach. To support this work, a number of locality modelling principles have been developed and agreed across the partners, including older people and carer representatives.

4.2 This approach is based on bringing together resources to better help those requiring support and care to maximise their independence and achieve better outcomes. The locality model builds on integrated services that are already in place, such as:- integrated day services for older people, integrated addiction services and integrated equipment and adaptations service. The Locality Model is being developed as a continuum of care, through which adults should receive information, support and services seamlessly, and not a specific service or professional model of care and as such is intended to support effective care and support through key transition points.

Joe McElholm
Manager Older Adult Services
North Lanarkshire Health and Care Partnership
27 October 2014

Appendix 1: Summary of Reshaping Care Investment Initiatives in North Lanarkshire. Progress by North Lanarkshire partners in 2011-2014

North Lanarkshire partners have invested Reshaping Care monies in a number of themed work streams to improve outcomes for older people and their carers. These include:

Community Capacity Building / Preventative and Anticipatory Care – resourced through Change Plan Funding, an extensive RCOP Locality Development Programme has been put in place across the 6 localities in North Lanarkshire through local host organisations (CACE, Voice of Experience, Glenboig Neighbourhood Centre, Orbiston Neighbourhood Centre, North Lanarkshire Carers Together, and Getting Better Together).

A local partnership consortium has been established in each locality to enhance partnership working across all sectors – this includes membership from all sectors, namely local authority, health, third and independent sectors. These arrangements build on the personal outcomes and individual asset approaches for older people, carers and local communities.

A range of initiatives have identified improved outcomes for carers. Specific initiatives to support carers include: development of a Short Breaks Development Programme; post of Carer's Development Officer.

Enhancement of reablement and rehabilitation resources in the community, through home support staff and occupational therapy services, as well as in the Community Assessment and Rehabilitation Service (CARS) Increased resources have also been provided to the Integrated Equipment and Adaptations Service as well as the falls service; telecare; on-line support and equipment through Making Life Easier

Improved accessibility and facilities in sheltered and amenity housing for older people - in both North Lanarkshire Council housing as well as two Registered Social Landlord housing providers

Additional posts in old age mental health services to develop liaison psychiatry in acute hospital; psychological therapies and early onset dementia services

Intermediate care is provided in 2 recently refurbished local authority homes in Monklands and Muirpark to provide assessment and rehabilitation for people who need some time to maximise their capacity. Each care home provides 21 placements, a total of 42 placements with capacity to deliver the three strands of step down, step up and respite placements.

- Step down intermediate care from hospital facilitates timely discharge and avoids premature admission to permanent care home placement
- Step up intermediate care from the community enables admission prevention both to hospital and to care home
- Scheduled respite care: provides planned short breaks for carers.

ASSET (Age Specific Services for Elderly Team) is a prevention of hospital admission service that has been implemented in Airdrie, Coatbridge and most of the Cumbernauld/North locality. This service provides short term acute care to individuals who are still living in their own home/care home. ASSET is made up of consultants, nurses, rehabilitation staff, occupational therapists, physiotherapists and a trained psychiatric nurse. The team also have an agreement with North Lanarkshire Council Social Work Department to enable patients to receive immediate and additional home care if needed.

Independent sector Care Home and Care at Home services There are 28 independent care homes in North Lanarkshire, 26 of these are nursing homes providing care and support to older people with high levels of frailty and complex health care needs. Nine care homes, who look after a combined total of over 400 older people, have participated in the *MY Home Life* Leadership and Community Development Programme. This is an intensive evidence based programme that supports managers to enhance the quality of life for those living, dying, visiting and working in care homes for older people. A further 14 care homes (local authority and independent) are participating in a second cohort of the programme during 2014-15. All Care Home and Care at Home providers are committed to partnership working and are engaged in implementing a whole systems approach at locality level through a locality modelling approach in such a way that will improve outcomes for adults and their carers.