

Update on Midlothian Residential Service Provision

Report by Jo Foley, Service Manager

1 Purpose of Report

This report outlines the staffing and rota changes in response to the redesign of Midlothian Council's residential services for young people. The report also highlights that these changes are in line with the staffing requirements of the Care Inspectorate.

2 Background

Midlothian Council undertook a review of Residential Service for young people in 2015. At that point we had a residential unit of 8 beds which was known as Midfield and located in the Lasswade area and a 4 bedded unit in Gorebridge. As a result of that review the Council moved from the idea of Residential Units to more small family friendly houses of 4 beds. Two new residential houses were built in Woodburn and Penicuik to meet the needs of our young people and our total provision in Midlothian was 12 places.

We have again reviewed our provision as we now have more young people with complex care needs who could not be accommodated within Midlothian due to their disabilities and we have reconfigured our Residential Houses and staffing to meet that need.

- 2.1** Following a successful collaboration with the 3rd Sector and the redesign of our current houses, Midlothian Council's residential provision for children and young people is now:

Dalkeith	5 beds
Gorebridge	4 + 1 emergency bed
Penicuik (Barnados)	4 beds for complex care

- 2.2** We have commissioned an external organisation Barnado's to deliver the level of care our children with complex needs require and use Penicuik house for the delivery of this due to it being DDA compliant and on one level.

- 2.3** During the redesign of the service we also took the opportunity to consult with young people, the workforce and the trade unions in relation to reviewing the staffing structures and shift patterns across the other two residential houses.

- 2.4** The young people reported that they wanted us to improve the continuity of care towards them. This was particularly around bedtimes, which some young people felt was a time of anxiety, and upon waking in the morning. While we agreed with the sentiments of the comments it proved impossible to implement these changes using the original staff rationale and rota.

During this period we consulted with the workforce and trade unions on a range of shift patterns and rotas. After reviewing a number of models we were able to reach agreement on what best met the needs of the children and young people without affecting the wellbeing of our workforce.

- 2.5** Rather than seek additional Council funding we took the decision to review our current service model, our existing shift patterns and staff rationale. We found that by moving to a 5 and 4-bed service model, we were able to increase the numbers of Senior Children's Practitioners across the service without impacting on the existing staffing budget. This meant that not only were we able to provide more support and direction to staff on duty, we were able to demonstrate to the workforce that there were opportunities for career progression within the service.

3 Report Implications

3.1 Risk

The Care Inspectorate regulate all care services in Scotland using the standards set out by the Scottish Government, as a benchmark for how each type of service should perform. These standards are the minimum that children and young people should expect when using care services. These were taken into account when making the changes.

If the standards are not being fully met, the Care Inspectorate would note this in the inspection report and require the service manager to address these. The Care Inspectorate could impose an additional condition on the service's registration if the provider persistently, substantially or seriously fails to meet the standards or breaches a regulation. They also have the power to issue an improvement notice detailing the required improvement to be made and the timescale for this.

Monitoring, review and evaluation of progress by officers in Children's Services is the control measure in place to reduce the risk of failure of the care services and to demonstrate their capacity to improve.

3.2 Single Midlothian Plan and Business Transformation

Themes addressed in this report:

- Community safety
- Adult health, care and housing
- Getting it right for every Midlothian child
- Improving opportunities in Midlothian
- Sustainable growth
- Business transformation and Best Value
- None of the above

3.3 Impact on Performance and Outcomes

Performance and outcomes will continue to be measured through the quarterly reporting, review and evaluation process.

3.4 Adopting a Preventative Approach

The Service will continue to improve its work in line with its improvement plan the Education, Communities and Economy Directorate will continue to challenge and support the Service in relation to developing and implementing a range of quality improvement strategies.

3.5 Involving Communities and Other Stakeholders

We engaged the young people living in our residential provision throughout the process. The local communities were also made aware of the changes.

3.6 IT Issues

There are no IT issues

4 Recommendation

Cabinet is recommended to note the following:

- I) Up to 4 children and young people with complex needs can be accommodated within Penicuik House supported by Barnado's.
- II) The Residential homes in Dalkeith and Gorebridge will provide accommodation for up to ten children who are 'looked after away from home'- this includes the emergency bed.
- III) The staffing structures in the Residential homes have been reconfigured to reflect both the needs of the young people and Care Inspectorate feedback.

5th November 2019

Report Contact:

Jo Foley Tel No 0131 271 3721
jo.foley@midlothian.gov.uk