

Bradford Learning Disability/Autism Provider Forum - Workforce Development Sub-Group Meeting Minutes

Date: 29th August 2020

Time: 2pm – 3pm

Venue: Via Zoom (courtesy of David Newall)

Present: Chair - Vicky Day (Sun Healthcare Ltd), Vice-Chair – David Newall David Newall (Specialist Autism Services), Abigail Simmonds (Specialist Autism Services), Jo Silkstone (United Response), Rosie Hawley (Hft Bradford), Nicky Lyall (St Anne’s), Rachael Ross (Skills for Care), Mazar Hussain (Personalised Care), Sarah Wade-Rathbone (Active Social Care), Paul Lord (Future Directions), Paul Sellers (Dimensions), Adam Paver-Merrison (Walsingham Support), Kathy Snell (Catholic Care)

Apologies: Julie Hillam (Compass), Rachel Roberts (CBMDC), Karen Pogson (Active Social Care) colleague stepped in, Vice Wendy Rowan (ShIPLEY College), Jo Lunn (Cygnet Health), Anjuman Ghaffar (CBMDC), Bev Pepper and Gill Hollings (Amblerway), Deborah O’Brien (Catholic Care), Vicky Donnelly (BDCT)

Minute taker: Vicky Day (Sun Healthcare Ltd)

Agenda item		Action
Welcome / introductions	Everyone was welcomed to the Zoom meeting and apologies were noted. David went through a few pointers for the meeting.	
Previous Action points	Vicky went through previous minutes/actions, all agreed nothing outstanding.	

<p>Rachael Ross – Skills for Care</p>	<p>Rachael shared several resources with the group.</p> <p>New support available for employers to hire apprentices As part of the Government’s response to the COVID-19 pandemic and the impact this has had on employment and skills, new payments have been introduced for employers in England for each new apprentice they hire between 1 August 2020 and 31 January 2021. This includes:</p> <ul style="list-style-type: none"> • £2,000 for each new apprentice aged under 25 • £1,500 for each new apprentice aged 25 and over. <p>These payments are in addition to the existing £1,000 employers receive to support 16-18 year old apprentices and those under 25 with an Education, Health and Care Plan. This is only for new employees.</p> <p>For more information at https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/900154/Apprenticeship_funding_in_England_from_Aug_2020_Policy_Document_FIN_AL.pdf?utm_source=Email&utm_medium=Enews&utm_content=Incentive%20funding%20apprenticeships%20&utm_campaign=SQLA-20-21</p> <p>Partners announced for the trials of the Oliver McGowan Mandatory training in Learning Disability and Autism for all health and social care staff Health Education England, Skills for Care and the Department of Health and Social Care have selected the following partnership leads for the training trial:</p> <ul style="list-style-type: none"> • British Institute of Learning Disabilities (BILD) • Gloucestershire Health and Care NHS Foundation Trust • Royal Mencap Society/National Autistic Society • Pathways Associates CIC. <p>And the lead evaluation partner is the National Development Team for inclusion. This training is named after Oliver McGowan whose death shone a light on the need for health and social care staff to have better training. The Government set out their</p>	
--	--	--

commitment to mandatory training in their consultation response to 'Right to be heard' in November 2019.

For more information at: <https://www.skillsforcare.org.uk/Learning-development/ongoing-learning-and-development/learning-disability/Learning-disability.aspx>

Care Certificate contextualisation - The Care Certificate was introduced in 2015 to ensure that all social care and healthcare workers have the knowledge, skills and behaviours to provide compassionate, safe and high-quality care and support.

Some of the standards have been contextualised to different working situations or services to help new workers, or workers new to a particular area of care, apply the content to their specific roles.

The Care Certificate has been contextualised in four areas:

- Learning Disability
- Mental Health
- Dementia
- Lone Working.

<https://www.skillsforcare.org.uk/Learning-development/inducting-staff/care-certificate/Resources-and-support.aspx>

Guidance on face to face training - We have updated our current guidance for employers, learning providers and in-house trainers on face-to-face training and assessment during COVID 19.

With the government beginning to ease lockdown and changes to advice about returning to work, we have reviewed and updated our guidance for the social care workforce.

During this period, we still encourage the workforce to use digital solutions to deliver and access training, as far as is practicable.

If digital solutions are not practical, then a thorough risk assessment must be carried out by the social care organisation. We have produced guidance to assist them with this process to help ensure the safety of all involved.

	<p>Here is the updated guide: https://www.skillsforcare.org.uk/Documents/Essential-Training/FINAL-Guidance-for-employers-learning-providers-and-in-house-trainers-on-face-to-face-training-and-assessment-002.pdf</p> <p>A few people had used the RA tool already and had found it useful.</p> <p>Rachael also spoke about the Workforce Development Fund being open again https://www.skillsforcare.org.uk/Learning-development/Funding/Workforce-Development-Fund/Workforce-Development-Fund.aspx</p> <p>Paul Lord added that the new nursing newsletter had been beneficial and had received positive feedback from his team about it – Rachael will feed this back to SfC.</p> <p>Sarah fed back that they had utilised the funding for mandatory training during Covid-19 which had been beneficial.</p>	
<p>Shared on behalf of Rachel Roberts - Bradford Council</p>	<p>Vicky shared the resources Rachel had e-mailed to share with the group.</p> <p>Bradford is working with health to develop an interactive care home resource pack. When this is ready, it will be shared via a link with the group.</p> <p>Commissioning continue to publish twice a week the provider bulletin and this is available with all the resources on the Provider Zone of connect to support Bradford. https://bradford.connecttosupport.org/provider-zone/</p>	<p>Rachel to forward information to VD when available</p>
<p>Shared on behalf of Vicky Donnelly - (BDCT)</p>	<p>Vicky shared the resources Vicky Donnelly had e-mailed to share with the group.</p> <p>People with Learning Disabilities opportunity to be Health and Care Champions – Power Point shared and attached to minutes.</p>	<p>VD to add PP Presentation to minutes</p>

	<p>Face covering exemption cards https://www.civcmc.nhs.uk/noval-coronavirus/facial-coverings-and-exemption-cards/</p>	
<p>Training</p>	<p>The group spoke about the different ways they'd overcome barriers to training during covid-19, some of these included sessions via the internet, reduced numbers and highly risk assessed on face-to-face sessions as there was not other ways as practical courses, others have stuck to e-learning/workbooks/distant learning. Both Adam & Paul Sellars talked about how they'd made their virtual learning shorter/added plenty of breaks/more conversational and was working well. Rachael Ross had found success in getting staff to watch a video/information and then doing a discussion/question session based on this.</p> <p>David told the group he was looking at training around intensive Interaction with clients and will share with the group how this works out once it's in motion. He mentioned a report on the issue of continuing practising Intensive Interaction in the current health climate. Sarah mentioned that she had a copy of one featuring Phoebe Caldwell, which was a bit of an easier read – Both will be attached to the minutes.</p> <p>Sarah talked about an intensive interaction handbook for carers and families she was happy to share with the group – will be attached to the minutes.</p> <p>Rosie talked about some recent joint training with speech & language she'd worked on and suggested it may be of interest to the group for the lady involved to attend as guest at one of our meetings. The group agreed.</p> <p>Paul Lord spoke about the use of videos to teach PBS practical's – there was discussion around PBS & the physical restraint aspects and how it should be person centred and focus on the needs of the individuals requiring it to stay safe and shouldn't be trained as a general course.</p>	<p>David to share once completed</p> <p>Vicky to add handbook to minutes</p> <p>VD to get contact details from Rosie before she leaves</p>

	<p>Paul also said they were going for Bild Accreditation for their PBS – Nicky Lyall (St Anne’s) has already done this but had left the meeting at this point. Paul L shared a website he’s been using to help towards more remote L&D. https://www.teachertrainingvideos.com/</p> <p>Mazar asked about the possibility of accessing training with any of the groups sessions already running – Vicky stated that due to Covid-19 this wasn’t something on offer from her to aid in infection control, there were no other offers. She suggested free learning that was available.</p> <p>Adam shared a recent update information regarding the use of creams/fire risks https://www.gov.uk/government/news/skin-creams-dried-on-fabric-can-lead-to-fire-deaths?utm_source=7304fee3-20d9-4ef3-8d41-d337f5060f8e&utm_medium=email&utm_campaign=govuk-notifications&utm_content=daily</p>	Vicky to put PL in touch with NL
Liberty Protection Safeguards	The group confirmed that this had now been extended to 2022.	
A.O.B Next meeting date	<p>The group discussed Covid-19 swabbing/testing and there’s guidance https://www.gov.uk/government/publications/covid-19-guidance-for-taking-swab-samples Jo added the difficulties around testing in line with MCA/DoLS and the challenges it brings and if it’s in a persons BI.</p> <p><i>Deborah Barnet - MCA/Safeguarding/Best Interests expert invited to attend the meeting in October 2020</i> 28th October 2020 - time 2 – 3.30pm Venue dependent on where we’re at with Covid-19, David Newall has offered the use of his Zoom account if needed again – TBC nearer the time.</p>	