

Minutes of a meeting of the Bradford and Airedale Wellbeing Board held on Tuesday, 19 March 2024 in the Banqueting Hall - City Hall, Bradford

Commenced 2.00 pm
Concluded 3.40 pm

PRESENT

Members of the Board -

MEMBER	REPRESENTING
Councillor Susan Hinchcliffe	Leader of Bradford Metropolitan District Council (Chair)
Councillor Sarah Ferriby	Healthy People and Places Portfolio Holder, Bradford Metropolitan District Council
Councillor Sue Duffy	Children and Families Portfolio Holder, Bradford Metropolitan District Council
Sarah Muckle	Director of Public Health, Bradford Metropolitan District Council
Iain MacBeath	Strategic Director Health and Wellbeing, Bradford Metropolitan District Council
Dr Sohail Abbas	Deputy Medical Director - NHS West Yorkshire Integrated and Strategic Clinical Director of Reducing Inequalities Alliance, Bradford Districts and Craven Health and Care Partnership and Deputy Medical Director NHS West Yorkshire Integrated Care Board.
Therese Patten	Chief Executive of Bradford District Care NHS Foundation Trust
Helen Rushworth	Manager, HealthWatch Bradford and District
Bishop Toby Haworth	Chair of Stronger Communities Partnership
Councillor Rebecca Poulsen	Leader of the Conservative Group and Opposition Member
David Shepherd	CBMDC Strategic Director, Place
Ben Bush	District Commander, West Yorkshire Fire and Rescue Service
Dr Stewart Davies	Chair of Sustainable Development Partnership
Marium Haque	Strategic Director, Children's Services
Will Richardson	Chair, Employment and Skills Board
Lorraine O'Donnell	Chief Executive, City of Bradford Metropolitan Council
Rashad Bokhari	Representative of Council for Mosques

Also in attendance: Sajid Azeb for M Pickup, Bradford Teaching Hospitals NHS Foundation Trust;
Richard Padwell, Interim Chief Superintendent, West Yorkshire Police

Apologies: Foluke Ajayi, Dr Manoj Joshi, Prof Shirley Congdon, Humma Nizami and Sam Keighley

Councillor Susan Hinchcliffe in the Chair

25. DISCLOSURES OF INTEREST

No disclosures of interest were received in relation to matters under consideration.

26. MINUTES

Resolved –

That the minutes of the meeting held on 28 November 2023 be signed as a correct record.

27. INSPECTION OF REPORTS AND BACKGROUND PAPERS

There were no appeals submitted by the public to review decisions to restrict documents

28. EMPLOYMENT AND SKILLS

The report of the Assistant Director Office of the Chief Executive and the Business, Employment and Skills Board (**Document “Q”**) was presented to the Board providing an update on the District’s strategic and collaborative approach to employment and skills, including examples of more recent achievements and future plans.

A detailed PowerPoint presentation was provided to explain the challenges faced in the district. The presentation detailed the strategic response planned; governance arrangements in place; progress made and the impact of that progress, details of an employment and skills strategy refresh and an all-age integrated employment and skills framework..

Proposals on how the District’s partnerships’ anchor organisations could contribute to plan through their own activities was also reported, suggestions included investments in time, capacity, expertise and funding to fully utilise current provision and infrastructure and growing both paid and unpaid placement opportunities; the provision of ‘supported’ employment and internships for people of all ages and committing to upskilling our existing workforce to at least Level 3 and the use of local higher education and further education provision. Examples and suggestions of how those ambitions could be met were reported.

Members were asked to note the content of the report, the challenges faced by the Bradford District; to welcome the continued impact and progress of the

partnerships, to promote the new Employment and Skills Strategic Framework and to consider ways they could work together to maximise the impact and reach across the Bradford District.

The Skills House service has been supporting the Social Care Sector since April 2023 to recruit to entry level roles. There is an ambition that all three independent NHS organisations in the district will eventually have all entry level roles processed through the Skills House which would support local people into jobs. A pilot scheme to ensure NHS jobs went via that route had commenced in April 2024 and it was expected this would be rolled out to the Voluntary and Social Care sectors in September 2024. In response to questions, it was confirmed that job seekers would be able to access both the Skills House and NHS on-line portals but the ambition was that the primary route would be through the Skills House Team.

Details of a support package being provided to employees of a local distribution centre to be closed shortly were also provided.

The opportunity to prioritise children in care or care leavers was discussed and it was confirmed that guaranteed interviews for those young people were being considered. A member stressed, whilst referring to neuro diverse residents or people with no qualifications or limited use of systems, that the Skills House systems must be easy to understand. It was agreed that the design of the system was crucial. Work was ongoing to 'hide the wiring' whilst continuing to promote the Skills House initiative

A Member referred to the challenges faced around job density in the district and noted that there were fewer than seven jobs locally for every ten people of working age. He asked if there was data to show if certain localities were experiencing lower levels of job density than others. In response it was confirmed that attempts were made to break down the data locally to show the age, locality and claimant levels to understand the impact. It was agreed to continue with those measures.

Work experience opportunities were queried with concerns raised that this was often a case of relying on individual connections. It was suggested that the Skills House should link with schools to attract pupils aged 16 to 18 years old and ensure they could access specific opportunities to meet their needs. It was confirmed that those links were made and considerable work was being undertaken in the Bradford, Leeds and Huddersfield areas. It was agreed to provide further information on work experience opportunities and links for partners to consider where they could add and support this work. In response to further questions about placements and opportunities created it was reported that round table meetings were held with the Council, West Yorkshire Fire & Resue Service, West Yorkshire Police and the NHS.

The Board were asked by the Chair to consider what additional support could be provided specifically to Looked After Young People by the Board.

A representative of West Yorkshire Police reported that there were thousands of volunteer Special Constable, opportunities. Work was ongoing with universities to encourage young people to become Special Constables and visits were made to

schools with challenging pupils to deliver training in schools and to inspire young people. Alternate training to create skills also available in schemes teaching young people to fix bikes was reported. It was agreed that contacts for the eight Citizens Liaison Officers would be provided to enable young people to access Police Cadets, volunteering and Special Constable roles.

The representative of West Yorkshire Fire & Rescue Service advised that whilst there was a unique and separate process for operational fire fighters the Skills House could support with both the recruitment of operational firefighters and with wider recruitment such as IT or transport opportunities within the service

All members were asked to come together to consider how they could create additional opportunities. It was agreed that each organisation would consider four ways they could facilitate job opportunities and that these would be reported and shared in six months-time with the Board where it could collectively agree on how they could be progressed.

It was questioned if the names of the 300 NEET people reported in the presentation were known and it was confirmed that work was undertaken to provide supported placements to that cohort. In that group were a high proportion of people with mental health issues who struggled to work. The Strategic Director, Children's Service reported the work of the virtual school for children in care which tracked and monitored progress to those children and care leavers. It was hoped that there would be earlier interventions with those care leavers who were struggling and needed support. It was agreed those issues would be addressed with the Employment and Skills Partnership following the meeting.

Resolved –

- 1. That the content of Document “Q”, detailing the challenges faced by the Bradford District and the strategic response to those challenges be noted.**
- 2. That the continued impact and progress of the partnership in 2022/23 and 2023/24 to date, and to promote within wider networks be welcomed.**
- 3. That it be agreed to promote and support the delivery of the new Employment and Skills Strategic Framework and the vision to work towards an all-age integrated employment and skills system within the other partnerships and their networks be supported.**

To be actioned by: Assistant Director, Office of the Chief Executive

29. EARLY HELP AND PREVENTION IN LOCALITIES

The report of the Strategic Director, Adults Social Care and Health (**Document “R”**) provided an update to Members on progress being made in early help and prevention in localities and sought support to further embed that way of working across the Partnership and unblock some of the remaining issues. Comments provided by Sam Keighley, the VCSE Lead to the Board were read out, this included disappointment that the rationalisation of front doors was not currently

considered and also thanking staff for the hard work in improving locality working. The impact of the VCSE in supporting locality working was highlighted.

The report outlined that system partners had worked closely together over the last 12 months to strengthen local professional relationships between different organisations to deliver on an agreed early help and prevention approach in the five localities in the district. A strategic approach had been agreed, resources had been allocated and are led by locality based leadership teams which are in the process of developing delivery plans tailored to local communities..

Wellbeing Board members were asked to provide a steer on the ambition for locality working in the future. Locality leadership teams requested the Board's assistance in respect of co-location of teams in localities, a steer on further integration of services and to flag that housing remained a priority issue that locality teams dealt with regularly.

A discussion took place regarding the proposal for "one front door" and whether the current model could be improved to develop a single 'front door' It was explained that the efficiency of the 'one front door' model would be assessed to ensure it was effective and not confusing. There was a risk of adding another layer of administration and governance to a complex landscape, creating greater confusion and cost. Currently, staff expressed a preference to keeping individual front doors.

The Strategic Director, Children's Services reported a similar 'front door' scheme which was co-ordinated with children, young people and families which could be shared.

The Strategic Director, Health & Wellbeing confirmed that there was no 'wrong door' but that work was required to ensure people knew about all services available.

The representative of the West Yorkshire Police reported that they had created five early action teams with police officers working together. He stated his belief in co-location but believed it must be co-ordinated across geographical areas.

It was acknowledged that working together in a clear co-ordinated fashion would reduce the demand on all partners.

Concerns were raised that politicians provided information to the Ward Partnership meetings but did not always receive information in return. It was confirmed that the police held meetings with professional partners and agencies but could not share that information on individuals.

It was reported that a structured process to discuss complex individuals requiring complex multiagency assistance between partners was in operation however there were always opportunities to improve information sharing to improve outcomes for individuals.

A Member, whilst commending the progress being made in early help and prevention in localities, questioned how all the data gathered could be utilised to ensure targeted engagement and was advised that further discussions would take

place to ensure that data was fully connected and informed locality plans.

A Member stressed that when thinking about rationalising 'front doors' consideration should be given to the end users and the confusion which could be caused.

It was agreed that the front door policy should be reviewed and a system to signpost to correct services whilst reducing duplication be developed. The identification of people with intensive needs featuring on various systems would be helpful and more efficient. The Manager of HealthWatch Bradford and District suggested asking people how they reported concerns and development work to broaden that information to ensure people knew where to access services be developed. A suggestion to ask people what terminology they used when using google search for assistance was made. It was agreed that further discussions would take place to consider that suggestion.

Resolved –

1. **That the report be noted.**
2. **That the comments and suggestions made at the meeting, and recorded in the minutes, be utilised to provide a steer on the direction of travel and key issues to resolve, as reported in Document "R".**

To be actioned by: Strategic Director, Adults Social Care and Health

Chair

Note: These minutes are subject to approval as a correct record at the next meeting of the Bradford and Airedale Wellbeing Board.

THESE MINUTES HAVE BEEN PRODUCED, WHEREVER POSSIBLE, ON RECYCLED PAPER