

# Report of the Public Health Director to the meeting of the Health and Social Care Overview and Scrutiny Committee to be held on 8<sup>th</sup> September 2016.

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**J****Subject: Joint School Nursing Service Review**  
**Summary statement:**

This report briefs Members and strategic partners on the commissioning review of the School Nursing service.

The commissioning of School Nursing will contribute towards the Council and Public Health objectives of 'working with people and partners for a healthier, caring, more prosperous and sustainable Bradford District'.

This review has been informed by national and local strategy, opportunities relating to the transfer of Public Health into the Council, and a drive to improve the health outcomes for children and young people.

The proposed service model will benefit children and young people and support the delivery of a range of strategic outcomes relating to health and wellbeing.

Included within the scope of the review is the generic School Nursing Contract managed by Public Health. The annual Contract value is £3 million and is held by a local NHS provider.

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Anita Parkin  
Director of Public Health

**Portfolio: Health and Wellbeing**  
**Cllr Val Slater**

Report Contact:  
Shirley Brierley  
Consultant in Public Health  
Linda Peacock  
Commissioning & Project Manager  
Phone: (01274) 435316  
[Shirley.brierley@bradford.gov.uk](mailto:Shirley.brierley@bradford.gov.uk)  
[linda.peacock@bradford.gov.uk](mailto:linda.peacock@bradford.gov.uk)

**Overview & Scrutiny Area: Health and Social Care**



## 1. SUMMARY

1.1 The purpose of the briefing note is to inform members of the Committee of the School Nurse Review, highlighting key activities undertaken, and emerging themes and to seek support for the recommendations for the new service model going forward.

## 2. BACKGROUND

2.1 In April 2013, responsibility for commissioning the public health school nursing service for children and young people aged 5-19 years transferred to the Council.

2.2 The annual value (2016/17) of the School Nursing Contract is £3 million, making it one of the largest value (single service) contracts held by Public Health (PH). The Contract is delivered by a local NHS provider and is incorporated within a wider Public Health services Contract held with that provider.

2.3 The Service has not been reviewed for some years and the transfer of commissioning responsibilities to the Council provided an opportunity for PH, with partners, to review the School Nursing Service with the overall aim to improve health and wellbeing outcomes for children and young people.

2.4 A detailed review of the public health school nursing service for school aged children 5-19yrs (currently referred to as 'school nursing services') was undertaken.

2.5 The purpose of the review was to identify if the current service model meets current and emerging need, fits within the 'Journey to Excellence', 'New Deal' (specifically Good schools and a great start for all our children and Better health, better lives), and Future in Mind programmes, the Integrated Early Years Strategy (0-7), Joint Health and Wellbeing Strategy, Health Inequalities Action Plan, and the Children and Young People's Plan, and to highlight opportunities for service improvement. The review recognised the importance of other parallel changes in health and social care, such as potential new models of accountable care and the district's emerging Sustainability and Transformation plan (STP), part of the local 'Five Year Forward View'.

## 3. OTHER CONSIDERATIONS

### Findings from the Consultation

National and local evidence, guidance and policy were used to inform the Review alongside the current health and wellbeing needs of children and young people aged 5-19 years (see Appendix 1 and 2). A full and detailed report about the Consultation can be found in Appendix 3. Opinions from a range of stakeholders were sought to ascertain their views about the school nursing service. The two main consultation methods were questionnaires and organised group discussions.

There were 5 questionnaires in total to obtain the views of;

- Primary School pupils (830 responses);
- Secondary School pupils (215 responses);
- Parents (156 responses);
- Teachers (82 responses);
- GPs 17 (responses).

There were five organised group discussions set up to better understand stakeholder views of the current service and future expectations. The key findings from the consultation exercise have been divided into a number of broad categories:

### Access and Awareness

- There is good awareness of the role of the School Nurse, but in secondary schools, most boys do not know of the role of the School Nurse
- Girls are more engaged with the school nursing service.

### People's experience of the service

- People's experience of the service experience has tended to be positive.



### **People's expectations of the service**

- Children and Young People would prefer to see someone "in school" and for them to be easily contactable.
- Girls and young female students prefer to see a woman. Boys and young male students are less concerned about the gender of the school nurse, but those who did in primary school showed an overwhelming preference for seeing a male nurse.

### **Needs**

- The issues on which children, young people and parents most want advice and help relate to two main categories; Emotional and mental health, and lifestyle choices, including healthy eating; diet and exercise and medical conditions.

### **Organisational Matters**

- Those working in, or closely with the service are unclear about the boundaries of the role of the School Nurse, and feel that it is misunderstood by others.
- Some key stakeholders expressed the view that schools need to be more supportive of the service.
- Many people suggested that the service needs to be more accessible generally, and particularly to harder-to-engage groups e.g. children who are not in school.
- Concerns were raised around the capacity of the current service, and whether demand outweighs provision.
- Whilst many contributors reported that partnership working was a strength of the current service, it was suggested that the service may function better through closer working with other services including CAMHS, GPs, Health Visitors, Children's Centres and Children's Social Care.

3.1 Throughout the review there has been consistency in the identification of the priorities, needs of children and young people, and high-level service expectations. This has been reflected in national and local policy, guidance, planning and, in what key stakeholders and partners have identified as important to them in a School Nursing Service.

### **3.2 Key themes identified through the Review included:**

- Mental health and emotional wellbeing
- Obesity: healthy eating and physical activity
- Substance use: tobacco, drugs and alcohol
- Sexual health and contraception
- Support for the management of Long Term Conditions
- Safeguarding
- Oral health
- Flexible, needs led service delivery
- Delivery of the Healthy Child Programme
- Service design and delivery to include national recommendations (4-5-6 model) and local programmes (Journey to Excellence/New Deal)

3.3 Key stakeholders and partners reiterated the importance of a community based service model providing access to those children and young people who either do not wish to use the service within a traditional school setting, or who do not access education within a traditional school setting because they are:

- Home schooled
- Excluded
- Not registered to attend education (because they have not been allocated a place, recently moved into the area etc.).

3.4 Public Health has worked closely with the NHS Provider throughout the Review period including working with Senior leads within the Children's Directorate of the NHS Provider; both in terms of the Review itself but also in terms of improvements in the current service provision, this is acknowledged as being very positive.



#### **4. FINANCIAL & RESOURCE APPRAISAL**

4.1 The total cost of investment in School Nursing Services in Bradford for 2016-2017 is approximately £3 million. Given the current financial climate, it is likely that the total cost of investment will be reduced so innovative solutions will need to be considered to ensure the proposed model can respond to financial and service (demand) pressures.

#### **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

5.1 The identification of new and increasing risks is an on-going process and will continue to be managed through the life of the project via the Risks and Issues Log.

#### **6. LEGAL APPRAISAL**

The commissioning of the school nurse service will be conducted in accordance with the Council's Contract Standing Orders, and National and European procurement regulations.

6.1 In the event of this contract for services (once developed) being awarded to persons other than those currently providing all or part of the services then the "Transfer of Undertakings (Protection of Employment) Regulations 2006" as amended by the "Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014 (TUPE), may apply to protect the rights of staff currently assigned to provide these services. This employment protection framework does not affect the Council directly. The application and impact of TUPE is a matter for any new Provider to resolve with the existing service Provider. The Council's material interest in such circumstances is that the transfer is managed effectively and in a way that poses no threat to service provision or service quality. Further as staff are entitled to participate in a public sector pension scheme, then the Council will need to ensure that those pension rights are protected on transfer, in accordance with the provisions of "Fair Deal for staff pensions: staff transfer from central government"(October 2013).

#### **7. OTHER IMPLICATIONS**

##### **7.1 EQUALITY & DIVERSITY**

7.1.1 An Equality Impact Assessment (EIA) has been completed and there are no Equality Issues to Report. The EIA can be found in Appendix 2.

##### **7.2 SUSTAINABILITY IMPLICATIONS**

None reported

##### **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

None reported

##### **7.4 COMMUNITY SAFETY IMPLICATIONS**

None reported

##### **7.5 HUMAN RIGHTS ACT**

There are no human rights implications to report

##### **7.6 TRADE UNION**

Not required at this time.

##### **7.7 WARD IMPLICATIONS**

None reported

##### **7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS**

Not Required

#### **8. NOT FOR PUBLICATION DOCUMENTS**

None



## 9. OPTIONS

A number of high level principles have been developed from the priorities identified through the Review. These high level principles will form the basis of the proposed Service Model:

- a) Delivery of an integrated public health nursing service according to the needs of children and young people aged 5-19 years and linked to primary and secondary care, early years, childcare and educational settings which follow locally agreed pathways.
- b) Community based teams with nominated leads known to stakeholders and a named School Nurse/Practitioner for every educational establishment and GP surgery.
- c) Appropriately skilled and experienced workforce working in multi-disciplinary roles (comprising of different grades and skill mix).
- d) Flexible workforce that reflects local need and capacity, providing year round service availability.
- e) Delivery of the universal Healthy Child Programme through assessment of need by appropriately qualified staff; health promotion, screening, and engagement in health education programmes.
- f) Delivery of evidence based outcome focused interventions to improve health and wellbeing and reduce inequalities by focusing on the needs of all children and young people, specifically vulnerable groups (including those who do not attend mainstream education).
- g) Assessment, referral and (if appropriate) delivery of targeted interventions to address Public Health and Bradford district priorities including tobacco, substance misuse, contraception and sexual health, mental health and emotional wellbeing, physical activity and healthy eating, and oral health.
- h) Safeguarding embedded and fully engaged within all work.
- i) Service delivery forming a key part of 'Journey to Excellence' with 'Early Help' and 'Signs of Safety' integrated within the service model.
- j) Service delivery to incorporate the 4-5-6 service model as outlined in 'Best start in life and beyond' (PHE, 2016) and take consideration of Future in Mind and the Integrated Early Years Strategy.
- k) Work with children, young people, parents, education providers and other key partners as public health leaders, championing health improvement, and good health and wellbeing.
- l) Build on resilience, strengths and protective factors to improve autonomy and self-efficacy with a focus on 'parity of esteem' between mental/emotional, and physical health and wellbeing
- m) Work proactively with key partners to support children and young people with long term conditions and health needs to promote resilience and self-care.
- n) Supporting transition into education and adulthood.

An integral strand of the delivery model will be flexibility, so the School Nursing Service can meet changing need, demand, and strategic/policy changes.

## 10. RECOMMENDATIONS

10.1 The Committee consider the Business Case for the School Nursing Service and;

- a) Provide any feedback and/or raise any queries or comments for clarity;
- b) Support Public Health to proceed with the development of the proposed service model and service specification/s, based on the high level service principles, and to procure the service through a competitive tender process. The length of the contract and the procurement approach and timescales will be agreed with the BMDC Commercial Team.

## 11. APPENDICES

**Appendix 1: Business Case for the Review of Public Health Nursing Service for School Aged Children and Young People (5-19)**

**Appendix 2: Appendices to Support the School Nurse Consultation**

**Appendix 3: School Nurse Consultation**



## 12. BACKGROUND DOCUMENTS

- Best Start in Life and Beyond, PHE, Jan 2016  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/493617/Service\\_specification\\_0\\_to\\_19\\_CG1\\_19Jan2016.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/493617/Service_specification_0_to_19_CG1_19Jan2016.pdf)
- Council Contract Standing Orders, Dec 2015  
<http://intranet.bradford.gov.uk/working-day/accountancy-and-financial-advice/financial-regulations-and-contract-standing-orders>
- Future in Mind: promoting, protecting and improving our children and young people's mental health and wellbeing, DH, March 2015  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/414024/Childrens\\_Mental\\_Health.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/414024/Childrens_Mental_Health.pdf)
- Integrated Early Years Strategy, BMDC, 2015-18  
<https://www.bradford.gov.uk/NR/rdonlyres/4F168FB7-3239-496A-9029-F96B32556BD6/0/W32253IntegratedEarlyYearsStrategy.pdf>
- Joint Health and Wellbeing Strategy  
[http://www.cnet.org.uk/\\_library/downloads/W27843\\_Health\\_and\\_Wellbeing\\_Strategy\\_Plain\\_English\\_Ver.pdf](http://www.cnet.org.uk/_library/downloads/W27843_Health_and_Wellbeing_Strategy_Plain_English_Ver.pdf)
- Bradford Health Inequalities Action Plan 2013 - 2017  
<https://jsna.bradford.gov.uk/documents/home/Bradford%20and%20Airedale%20Health%20Inequalities%20Action%20Plan%202013.pdf>
- Children and Young People's Plan 2014-16  
[http://www.bradford.gov.uk/bmdc/health\\_well-being\\_and\\_care/child\\_care/young\\_peoples\\_plan](http://www.bradford.gov.uk/bmdc/health_well-being_and_care/child_care/young_peoples_plan)
- Public Contracts Directive, 2014  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/472985/A\\_Brief\\_Guide\\_to\\_the\\_EU\\_Public\\_Contract\\_Directive\\_2014\\_-\\_Oct\\_2015\\_1\\_.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/472985/A_Brief_Guide_to_the_EU_Public_Contract_Directive_2014_-_Oct_2015_1_.pdf)
- Public Procurement, The Public Contracts Regulations, 2015  
<http://www.legislation.gov.uk/uksi/2015/102/contents/made>

