

**Royal Borough of Windsor and Maidenhead
Adults, Children and Health Overview and Scrutiny Panel**

Transformation updates – adult services

Transformation activity	Rationale for activity	Update on progress, including impact on residents	Financial deliverable	RAG
Relaunch Shared Lives Scheme	<p>Shared Lives enables people with support needs to live in someone's home with the host supporting them. In return, the host is paid for the use of the house and the support provided. These arrangements are more flexible, personalised and cost effective than more traditional placements in care settings for people with support needs.</p> <p>The people who wish to use Shared Lives will have chosen to do so and will be fully engaged in any process of matching them with shared lives carers. Shared lives carers are assessed and vetted prior to acceptance on the scheme.</p>	<p>Progress in last quarter:</p> <ul style="list-style-type: none"> • Business case completed. • Best practice from other authorities compiled to inform business case and design of the service. <p>Actions for next quarter:</p> <ul style="list-style-type: none"> • Design recruitment materials and identify media channels. • Launch recruitment campaign. • Ongoing discussions with residents. • Recruit team to support carers. 	£50,000	Green
Review resourcing	<p>Current spend is around £1.2m on agency staff and there is a significant drive to recruit permanent staff. There are some roles which are particularly hard to recruit due to national shortages, for example occupational therapists and approved mental health practitioners;</p>	<p>Progress in last quarter:</p> <ul style="list-style-type: none"> • Fundamental review of the establishment underway to identify and evaluate vacant posts. • Recruitment strategy targeting permanent recruitment being designed. 	£250,000	Green

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	<p>therefore, Optalis and the Royal Borough will be working in collaboration with health partners on these roles to maximise coverage and attract applicants.</p> <p>In addition, a rigorous assessment of any posts that become vacant will be undertaken before any recruitment takes place to ensure that the remit of the post remains fit for purpose. The focus will be on efficient resource deployment and there will be no reduction in service quality or provision for residents.</p>	<ul style="list-style-type: none"> Ensured all existing interim staff are on time limited contracts with robust process to challenge any request for extension. <p>Actions for next quarter:</p> <ul style="list-style-type: none"> Launch recruitment campaign in relation to targeted posts. Investigate staff training and development to ensure that existing staff are supported to apply for promotions (“grow our own”). 		
Transitions	<p>Adult social care works closely with children’s services to support those young people with long term care and support needs to transition safely to adulthood. Earlier planning with young people and their families to manage this transition to adulthood will mean that more personalised and cost- effective support can be identified and commissioned.</p> <p>The Royal Borough of Windsor and Maidenhead, Achieving for Children and Optalis have undertaken a</p>	<p>Progress in last quarter:</p> <ul style="list-style-type: none"> Transitions strategy and operational guidance drafted and under consultation. Supported housing needs analysis by independent body completed to inform the future strategy. Discussions held with PropCo regarding the site vacated at Imperial Way, Windsor. 	£200,000	Green

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	<p>comprehensive review of the transitions process to support these aims.</p> <p>The ambition is to both improve the experience of transition for young people and their families and ensure that support planning is person centred, flexible and timely. It will also enable local services to be more prepared to manage more complex needs where appropriate and to enable young people to retain local connections. It is anticipated that this will enable us to commission more cost effective support locally and reduce the cost to individuals and families of out of borough placements.</p>	<p>Actions for next quarter:</p> <ul style="list-style-type: none"> • Finalise and publish transitions strategy and operational guidance. • Start drafting supported housing strategy. • Finalise options for Imperial Way site. 		