



## Report to Education, Health and Care Transitional Committee

3<sup>rd</sup> March 2022

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**Report of:** Policy & Improvement Officer

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**Subject:** Work Plan & Committee Update

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This report:

- Sets out the draft work plan for the remainder of the municipal year and proposes that the Committee appoint members to a working group to start to undertake the request from February's Full Council meeting "*that the Education, Health and Care Transitional Committee, and its successor under the committee system, should look into how Sheffield Council and Sheffield can support our ambition for an Inclusive Economy in the One Year Plan with the wellbeing economy model, and in order to put Sheffield's health and well-being front and centre of our aims, decision making and expenditure.*"
- Provides the Committee with an update on the work carried out by Committee Members since the last formal Transitional Committee meeting – meetings with young people, the Sheffield Chamber of Commerce and Industry and the Sheffield Care Association.

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**The Committee is being asked to:**

- Consider and comment on the draft work plan.
- Appoint members to an 'Inclusive Economy' working group
- Note the updates from informal session with young people, the Sheffield Chamber of Commerce and Industry, and the Sheffield Care Association.

<b>Transitional Committee 4 – Education, Health and Care</b> <b>Chair: Mohammed Mahroof Vice Chair: Jack Scott Executive Members: Jayne Dunn, George Lindars Hammond</b> <b>Senior Lead Officer: John Macilwraith, Executive Director, People Portfolio</b>		
<b>Draft Work Plan</b>		
Home Care Transformation	To advise on how we can improve home care services to ensure that people receive the right support to enable them to live independently at home as part of our One Year Plan commitment to enable adults to live the life that they want to live .	<p>Initial paper and discussion at December 2nd meeting.</p> <p>Discussion on how housing and social care work together to promote a policy shift towards independent living, extra care villages etc scheduled for March 3<sup>rd</sup> meeting</p> <p>Meeting with Sheffield Care Association – 10<sup>th</sup> Feb 2022 (see update)</p> <p>Policy officer to draw up draft findings and recommendations based on the above for circulation and discussion with Committee Members, prior to bringing to final Committee meeting this year – yet to be scheduled.</p>
SEND transitions to adulthood	To advise on how we can improve the transition to adulthood for more learners, to help deliver our One Year Plan commitment to provide effective, person-centred SEND services.	<p>Initial paper and discussion at November 4<sup>th</sup> meeting.</p> <p>Informal meeting with young people held on January 6<sup>th</sup> meeting (see update)</p> <p>Meeting with business representatives held on 22<sup>nd</sup> February (see update)</p> <p>Policy &amp; Improvement Officer to draw up draft findings and recommendations based on the above for circulation and discussion with Committee Members, prior to bringing to final Committee meeting this year – yet to be scheduled.</p>
Inclusive Economy	On the 2 <sup>nd</sup> February, Full Council requested that the Education, Health and Care Transitional Committee, and its successor under the committee system, should look into how Sheffield Council and Sheffield can support our ambition for an Inclusive Economy in the One Year Plan with the wellbeing economy model, and in order to put Sheffield's health and well-being front and centre of our aims, decision making and expenditure.	<p><b>Proposal</b></p> <p>Committee to appoint members to a working group to carry out some initial scoping work, and understand where thinking currently is in Sheffield around 'inclusive economy' and how this might feed into the development of the City Strategy and Corporate Plan and report back to the final Committee meeting this municipal year – yet to be scheduled.</p>

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## 1 Committee Update

- 1.1 As part of its work looking at how we can improve the transition to adulthood for young learners with special educational needs and disabilities (SEND), the Committee arranged an informal meeting with young people to hear about their experiences, hopes and concerns about preparing for adulthood. A key message to come out of this session was how important meaningful employment is for these young learners, and how we need to ensure there is enough appropriate employment, work experience, supported apprenticeships across the city for people with SEND. The Committee agreed to discuss this with the Sheffield Chamber of Commerce and Industry.

As part of its work looking at how we can enable people to live independently at home, and enable adults to lead the life they want to live, the Committee was approached by the Sheffield Care Association, and Janet Huff, a former trustee of a charitable care home – who wanted to share their views and experiences. They met with members of the Committee on the 10<sup>th</sup> February 2022.

Notes from these 3 meetings are set out below, and will be used to inform the Committee's draft recommendations.

## 2 Informal meeting with young people re SEND Transitions to adulthood.

On the 6<sup>th</sup> January 2022, members of the Education, Health and Care Transitional Committee met via Zoom with young people and supporting adults from:

- Bents Green School
- Sheaf Training Centre
- Sheffield College
- Seven Hills School

as well as officers from Sheffield City Council People Portfolio to hear about young people's experiences, hopes and concerns about preparing for adulthood.

Key messages to come from the session:

- 2.1 **The importance of meaningful employment** – we heard clearly that young people want to work after school and college – across a range of sectors - and really value opportunities for work experience and work placements. Education providers told us that demand for this exceeds supply, with providers 'knocking on the same doors' for supported employment opportunities. We need to explore how we can expand SEND understanding across employers in Sheffield – particularly the in the private sector; and how we can promote what SEND young people can bring to the labour market.
- 2.2 **The importance of a young person's voice in decisions about their life** – young people told us they want to be involved in decisions about their futures, and to speak for themselves. Young people felt that too often, people are speaking for them. This is not helped by some processes – such as EHC Annual review meetings being

confusing for young people – as they cover the past, present and future at the same time. Young people should be at the centre of all such discussions and processes.

**2.3 Beyond Education and Social Care** – Councillors recognised that supporting SEND young people into employment needs to be a priority across the Council, not just in education and social care. The Council operates, and has levers, across a range of wide range of areas that could support this agenda – economic growth; leisure; culture etc.

**2.4 Other issues raised:**

- The importance of opportunities and activities outside of education and the home to develop independence and relationships (raise with Youth Services Review and Leisure Service Review)
- The importance of being able to connect with nature at their places of education – and having the right equipment and space to be able to make the most of the outdoors.
- It can be difficult to imagine ‘what’s next’ for some young people. Videos, virtual tours and images of education providers and employment can help in visualizing what jobs and workplaces are like.
- Health transitions – one young person told us that it was difficult, and anxiety inducing to move from the Children’s Hospital where they had a longstanding and trusted relationship with one doctor, to Adult Services where there was no continuity in the staff they saw, and lots of waiting around for appointments (issue flagged with NHS colleagues)

**2.5 Actions**

- Committee members invited the young people and their supporting adults to tour the Town Hall and meet the Lord Mayor – as due to Plan B restrictions this meeting was held online rather than in the Town Hall.
- Committee members agreed to approach the Chamber of Commerce to explore the possibility of setting up a meeting re how we can engage private sector businesses in this agenda.

**3 Informal meeting with representatives from Sheffield Chamber of Commerce and Industry.**

In discussions with SEND learners and their education providers, the Committee has heard how important meaningful employment is for these young people, and how we need to ensure there is enough appropriate employment, work experience, supported apprenticeships across the city for people with SEND.

The Committee was keen to hear views from business about how we, as a city, can make the most of the skills and talents of all Sheffield people by developing a ‘SEND informed’ business community, that is able to offer appropriate opportunities for people with SEND; and what the Council could do to support this and so met with representatives from Sheffield Chamber of Commerce and Industry; Louisa Harrison-Walker – interim Chief Executive, Karen Mosley – President and Nick Pearson – Sheffield Occupational Health Advisory Service Manager, on the 22<sup>nd</sup> February 2022.

### 3.1 Key points from the discussion

- Willingness to engage in this agenda across the sector – but different challenges and barriers for different types of organisations. Smaller organisations tend to find it harder to find the resources, capacity or confidence to support SEND learners into employment. 80% of the Chamber’s members are micro SMEs (fewer than 10 employees).
- Personalised support for employees is becoming a bigger focus for employers – there is a requirement to support existing workforce post-pandemic, into hybrid working etc – recognising that all employees have unique support needs, understanding the dynamics of disability. This should drive inclusion – but employers will need support in doing this.
- There are good practise examples of how this can be done – access to external coaching for employers has proved really successful in keeping apprentices at risk of leaving the system; Disability Passports; Wellness Action Plans; peer to peer networks; expert help for employers in assessing what specific workplace challenges might be. There is lots of learning from SOHAS and others from keeping people in work that can be applied to supporting people into first jobs. We need to make it easy for employers – especially smaller ones - to access this kind of support and signposting.
- Larger employers have reported that they find it difficult to engage with several different organisations looking for work placements – co-ordinated approach or ‘brokerage’ of some kind would make this easier.
- Suggestion of a ‘Disability Positive Employer Hub’ or similar to be a single point of support for employers with resources, advice and signposting to specialist agencies; as well as a ‘directory’ or ‘bank’ of disability positive employers in the city that sets out what they can offer in terms of employment opportunities, support and experience.
- How can we expand work experience placements? Shorter work experience placements can be manageable for smaller employers, and can start to build relationships that could lead to future employment.
- Needs to be a clear ‘journey’ into meaningful employment for learners, including those further away from the labour market. How can we develop a visible, co-ordinated journey from and ensure that appropriate volunteering and work placements are available from anchor institutions in a streamlined and continuous way – not ad-hoc.
- Would be useful to get a sense of scale of what is required – ie – what is the current demand/shortfall for work experience and placements, supported apprenticeships etc.
- We need to tell our success stories, promote role models etc. Need to make sure that campaigns such as [‘See it, Be it’](#) are profiling SEND employees.

### 3.2 Next Steps

- Very much the beginning of the conversation – important to continue the dialogue, and continue to engage with the Chamber in the post-May Committee system.
- Link Chamber with SCC Officers to explore opportunities for working together on this agenda.

## 4 Committee Update – Sheffield Care Association.

On the 10<sup>th</sup> February 2022, members of the Education, Health and Care Transitional Committee met with Leroy Young, from the Sheffield Care Association and Janet Huff, a former Trustee of a Charitable Care Home who wanted to share her experiences with the Committee.

Key messages to come out of the discussion:

- A recognition that while ‘Home First’ policies were intended to keep people independent, it’s not always the most appropriate option for individuals. Committee members heard examples of individuals who thrived in care home settings after unsatisfactory home care experiences. Need to get the balance of care provision right, and explore how we can use our assets in different ways – for example how we could use Care Homes to provide day care services; how can we increase choice through extra care villages, independent living facilities.
- SCA highlighted the financial challenges facing care homes in Sheffield – including the level of fees paid by Sheffield City Council for beds – which is low compared to other authorities; cost of maintaining buildings; increase in cost of living – food, fuel; and high staff turnover and recruitment challenges leading to high agency staff costs and recruitment costs. They expressed concern that the city will soon be facing care home closures, and are seeking an independent review into the cost of care.
- Committee members recognised that there needs to be transparent and open engagement and consultation with care providers to ensure that our vision for what care looks like in Sheffield is viable and sustainable.
- Health and care integration provides us with an opportunity to work closer with NHS colleagues to ensure that people remain independent during hospital stays and don’t end up with additional social care requirements on discharge.
- Recognition of the significant workforce challenges facing the social care sector and need to consider how the Council can support the development of solutions.
- Need to see improvement in our social care outcomes – recognise change programmes and reprocurments underway – but also that difficult decisions need to be made about how and where the Council prioritises its limited resources.

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