

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	2566
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Department:	Children and Families
Contact:	Claire Labdon-West (Job Title: Commissioning Manager, Email: claire.labdon-west@nottinghamcity.gov.uk , Phone: 01158761128)
Subject:	Accommodation Broker - Pilot post for 2 years
Total Value:	£60,201 (Type: Revenue)
Decision Being Taken:	<p>There are two elements to this decision</p> <ol style="list-style-type: none">i. To agree to the establishment and recruitment of an Accommodation Broker on a pilot basis for two years (Officer Element). The Broker will take the function of securing accommodation for Citizens with a Learning Disability, and / or Autism and / or a mental health issue away from Social Workers. The Broker will also identify what the current and future housing needs of Citizens are use this information to actively guide development within the market. The Broker will also identify Citizens who are currently in high cost residential placements and work with ASC to move those, where it is appropriate into alternative provision, most likely supported living where outcomes which promote a citizens independence can be achieved; as well as delivering a financial saving to the Authority.ii. To approve the funding attached to this post (Executive Element). The 2 year post has been jointly funded by Adult Social Care and through the Learning Disability Development Fund.

Reasons for the Decision(s)

The Strategic Commissioning Review into services provided for Citizens with a Learning Disability found that Nottingham City Council was not delivering choice to Citizens with regard to their accommodation needs. There is no resource to identify what the level of Citizen need is in both the short and long term so as a City we are not able to actively drive development within the market.

One of the main recommendations of the review was to set up a Housing Pathway. The purpose of the Housing Pathway is to rationalise the provision of accommodation for citizens. The Pathway will work with Citizens with a learning disability and / or autism and or a mental health issue and ensure that the market is sufficiently developed to deliver choice and the opportunity for Citizens to maximise their opportunity for independence.

Central to the Housing Pathway is an Accommodation Broker role. The Broker will map out the available provision within Nottingham City and work with Adult Social Care to establish what the current and future needs of this group of Citizens are. The Broker will then use this information to identify where there are gaps in provision and then work with the market to develop new accommodation.

The current process relies on the individual Social Worker to secure Supported Living for a Citizen which is a time consuming process and due to a lack of provision within the market these efforts often do not result in a placement. This has contributed to an overreliance on the often more expensive option of residential care. Once a Citizen is placed into residential care there is no resource to monitor this placement and move the Citizen to alternative accommodation which may better suit their needs and increase their independence. Current resources do not allow for forward planning so housing options are often only considered at the point of crisis where an immediate solution is required. Supported Living is generally not able to provide an immediate solution so Residential Care would be the only available option.

Due to the lack of use of Supported Living there has historically been reluctance from providers to actively develop new provision in the City which has further stifled the supply in the market. There is currently no resource to analyse what our current and future needs are in terms of accommodation for this group of citizens. As a result of this we are not actively leading development within the market to ensure that it is able to meet needs. Instead we generally react to providers who choose to develop and then approach Nottingham City Council for referrals. There have been recent examples where Nottingham City Council has worked with providers to develop new provision and we need to ensure that this work is built upon in a way that meets the future needs of Citizens.

The Housing Pathway will focus on ensuring that Citizens are placed into accommodation which supports their aspirations in terms of housing and supports their journey into independence. The pathway should be flexible for the individual so that their accommodation can change to meet their needs as they develop. For example, an individual should be able to move into a residential placement in order to learn skills for independence and then be supported into supported living when they are able to do so and the pathway will enable this type of support. Citizens should be able to remain within the pathway until a long term housing option is secured.

The Accommodation Broker will take the role of securing accommodation away from Social Workers. The Broker will receive referrals from Social Workers and will look at all available options within the market to find the most suitable for the Citizen. Where an emergency placement is required the Broker will continue to work with the Citizen until a long term solution is required. The Broker will also work with the Include Independent Living Support Service who will work with Citizens who do not meet the threshold for Adult Social Care Input.

The Broker will establish the current needs of this Citizen group as a whole and will also spend time establishing what Nottingham City's future needs will be. They will do this by looking at the number of citizens who will be transitioning, the number of citizens with older carers and also receiving referrals where the housing need is not immediate. This information will be collated in a way which will allow Nottingham City Council to lead market developments. The Broker will establish a specific need for accommodation and then approach the market to meet this need. This will enable the market to develop in a way which specifically meets the needs of Citizens.

The Broker will also actively look for Citizens who are currently in high cost residential placements who were placed there as there as there was no supported living option at the time and would have preferred a supported living option, those who have expressed a desire to move and those who have developed skills for independence and are now ready for an alternative placement. This will be done with the Citizens social workers who will lead the decision making in order to minimise any safeguarding concerns.

There will be a strategic group which will oversee the Broker Pilot to ensure that the outcomes are being achieved and to troubleshoot any issues or barriers which may arise. The outcomes and measurements for these will be clearly defined at the start of the pilot and the Broker will report to the Group on a quarterly basis as a minimum.

The outcomes for the Broker will include:

- Better outcomes for Citizens
- Delivering choice to Citizens
- Raising Citizens aspirations in terms of housing
- Providing the opportunity to move towards independence
- Reducing Social Worker Workload
- Reduction in cost to Nottingham City Council through efficient use of

Supported Living

The Broker will be a 2 year pilot on a spend to save basis. The post will be funded on a 50-50 split between Adult Social Care and from the Learning Disability Development Fund.

As part of the review, models from other Local Authorities have been considered where the reliance on residential care had been reduced and all had achieved savings by increasing the supply of Supported Living. All Authorities who have been able to achieve a cost saving had a brokerage service in some form who carried out this work on behalf of operational colleagues.

The post has been evaluated at an F Grade and there is an agreement with ASC that the any redundancy risk will be carried by them.

Other Options Considered:

- 1. Do nothing. The responsibility for securing supported living accommodation would remain with Social Worker colleagues and the capacity to plan for future needs and actively lead the market would not be created. There would be limited opportunity to effect change and it is highly likley that there would still be a reliance on the residential market where Nottingham City Council has little control over pricing levels which are set by the market.**
- 2. Create a Supported living Co-ordinator post. This would be similar to the Broker but would focus solely on Supported Living. It was felt that this would narrow the focus too far and the role of the Broker would be to develop a range of housing options to deliver choice to Citizens.**
- 3. Create a Broker and a Support Coordinator Post. The Broker would have the responsibility for securing accommdoation and developing the market and the Support Corrdinator would focus on setting up and reviewing support packages. The Support Coordinator would regularly review the packages to ensure that hours were reduced as outcomes were achieved. Other Authorities had used this model to achieve significant savings. This would require the funding for two posts and it was fel that the Broker element was the most crucial for Nottingham City. It was agreed that this model would be looked at as part of the evaluation of the Broker model.**

Background Papers:

None.

Published Works:

None.

Affected Wards:

Citywide

Colleague / Councillor Interests:

None.

Consultations:

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications:

NA

Equality:

EIA not required. Reasons: This is for the creation of a new post designed to improve access to services for Citizens. This will not involve redusing access to existing services and will not adversley affect Citizens.

Relates to staffing:

Yes

Decision Type:

Portfolio Holder

Subject to Call In:	Yes
Call In Expiry date:	25/08/2016
Advice Sought:	Legal, Finance, Human Resources
Legal Advice:	With regard to the proposal to create a post of Accommodation Broker, under section 7 of the Local Government & Housing Act 1989 any appointment to the proposed post should be made on merit. Advice provided by Jonathan Ludford-Thomas (Senior Solicitor) on 12/07/2016.
Finance Advice:	See attached for finance advice. Advice provided by Darren Revill (Finance Analyst) on 08/07/2016. Advice documents: Accommodation Broker 2 Year Pilot - Finance Advice.doc
HR Advice:	Management are proposing to create a new post of Accommodation Broker. This post will be/has been subject to the job evaluation process, it is anticipated that the grading outcome will be GLPC grade F. Management will need to ensure that recruitment is conducted through the appropriate processes, including Project People. As the post is initially temporary, an appropriate exit strategy must be in place in order to terminate the contract in line with NCC guidance in the result that the post cannot be made permanent at the end of the fixed term period. Management will need to ensure appropriate timelines are in place to notify the affected employee and give appropriate notice. The Service Redesign Team will be able to provide guidance in relation to this. It has been discussed with the management team that they need to factor in potential costs of any exit arrangement such as redundancy compensation as part of the budget for this post. Given the temporary nature of the role, management may wish to consider a secondment arrangement. There will also need to be a support and development plan for the new post holder once appointed. Advice provided by Faye Truong (Service Redesign Consultant) on 30/06/2016.
Signatures	Alex Norris (Portfolio Holder for Adults and Health) SIGNED and Dated: 17/08/2016 Alison Michalska (Corporate Director for Children and Adults) SIGNED and Dated: 08/08/2016