

**3<sup>rd</sup> February 2020****Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, COMMUNITY SERVICES  
(LIVING WELL AND PROVIDER SERVICES)****DEVELOPMENT OF THE NOTTINGHAMSHIRE SHARED LIVES SCHEME****Purpose of the Report**

1. To seek Committee approval to increase the staffing capacity of the Nottinghamshire Shared Lives scheme to promote and expand the scheme and support more people in a Shared Lives setting.

**Information**

2. Shared Lives is officially the highest quality form of registered social care, with 96% of schemes rated as Good or Outstanding by the Care Quality Commission (CQC). Nottinghamshire County Council's scheme has recently received a rating of Outstanding by the CQC, one of only 10 schemes in the country to achieve this rating.
3. Shared Lives is used by about 15,000 people in the UK and is available in nearly every area. It is a personalised alternative to residential care for adults. Support can be provided on a long-term basis for people who cannot live on their own or with family or through short breaks to provide respite for their families and carers or as daytime and outreach support. Carers, once approved, are self-employed and contracted with the Council to support vulnerable adults.
4. A Shared Lives carer opens and shares their home and life with a person with additional support needs. They can help the person to maintain or develop their independence and for some people work towards living independently, encourage greater involvement in the community and in many cases reduce the cost of care. The goal of Shared Lives is for people to have an ordinary family life, where everyone gets to contribute, have meaningful relationships and are able to be active, valued citizens.
5. The potential for reduced costs is in the region of £20,000 per person per year for those with learning disabilities, when compared to the cost of care in a long-term residential placement or supported living, and around £8,000 for people with mental ill health.
6. Research by Shared Lives Plus (SLP), the national body for Shared Lives, reported the following from people being supported by a Shared Lives scheme:

- 97% of people in Shared Lives felt that they were part of the family most or all of the time
- 89% of people felt that their Shared Lives carer's support improved their social life
- 85% of people felt that their Shared Lives carer's support made it easier for them to have friends
- 89% of people in Shared Lives felt involved with their community
- 86% felt that their Shared Lives carer's support helped them have more choice in their daily life
- 83% and 88% of people felt their physical and emotional health had improved respectively.

## Nottinghamshire County Council's Shared Lives Scheme

7. The Adult Social Care and Health department has been reviewing its Shared Lives offer with a view to expanding the service to reach more people. Over the past four months the department has been working closely with Shared Lives Plus (SLP), the national body for Shared Lives, to understand whether the full potential of the Nottinghamshire service is being realised and what, if any, investment would be required to grow the service to support more people.
8. The Nottinghamshire Shared Lives scheme currently supports 79 people in 67 carer households through a combination of long-term, short breaks and daytime support arrangements.
9. The tables below gives a breakdown of the current number of people supported by the Nottinghamshire scheme and the split of support offered by Shared Lives carer households.

Primary Support Reason	Number of People Supported
Learning Disability	75
Mental Health	1
Older Adult	1
Physical Disability	2

Breakdown of Current NCC Provision	Long Term	Short Breaks & Daytime Support	Long Term & Short Breaks	Daytime Support	Total
Number of carer households	25	22	18*	2	67

\* 6 of these households are actively looking for long-term placements and the remaining 12 are approved for long-term but do not wish to move on from providing Short Breaks at this point in time.

## Expansion potential

10. The 25 people with a learning disability who are in a long-term Shared Lives placement represent only 2% of the total number of people with learning disabilities that the Council currently supports in either long-term care or a supported living arrangement. If the Council were to increase the number of people with a learning disability supported by Shared Lives

in a long-term placement to 75, this figure would increase to 6% of those who would otherwise be in long-term care or a supported living arrangement.

11. Shared Lives carers also provided 1,398 nights of care in the form of short breaks in 2018/19. This equates to an average of 35 nights per carer per year. If the Council were to increase the number of Shared Lives carers providing short breaks from 40 to 90, there is potential for them to provide 3,145 nights of short breaks per year.

## Carer Recruitment and Retention

12. Shared Lives Plus has advised that in order to increase the usage of long-term Shared Lives placements to 6%, the Council would need to recruit an additional 50 carers. These additional carers would mean that the scheme could potentially support a further 50 people to live with them in a Shared Lives setting.
13. One of the main caveats around carer recruitment is that the majority of new carers prefer to start by providing short breaks before deciding if they want to become a long-term carer. Some carers never make the transition to being a long-term carer and stay as a provider of short breaks. For this reason, it is proposed that the Council also recruit a further 50 carers to support people to have short breaks with a Shared Lives carer.
14. Development of Shared Lives is dependent on engaging the right people to become Shared Lives carers. Since 2015, the Nottinghamshire Shared Lives scheme has recruited 40 new carer households but during the same period, 20 households have left the scheme through a combination of retirement and ill health, as shown below.



15. Analysis of the scheme's current cohort of carer households shows that 25% of these will reach retirement age in the next few years and whilst not all will choose to retire, some households will decide to leave the service.

## Shared Lives Plus Report on the NCC Scheme

16. Shared Lives Plus has completed a healthcheck on the Nottinghamshire scheme and a demographic analysis of Nottinghamshire and has reported back on areas of potential growth and development. Their recommendations include:
- Phased recruitment of additional scheme coordinators to enable the scheme to support and retain 100 new carers
  - Dedicate one of the new coordinator posts to the promotion of the Shared Lives service, externally and internally to the Council, and the recruitment of new carers
  - Identification and appointment of Shared Lives Champions to promote the service
  - Work closely with commissioning teams, particularly in areas where Shared Lives is not currently being used, such as older adults
  - Develop the scheme to provide placements for younger adults in need of emergency short-term care instead of relying on residential placements
  - Continue to develop the Home from Hospital service to provide placements for people leaving hospital and in need of a short-term period of care
  - Review and streamline assessment processes
  - Use demographic analysis to run a targeted social media recruitment campaign and potentially target younger carers
  - Revision of the Shared Lives material on the internet to include more case studies, improved information for applicants and improved information about the service
  - Investigate the possibility of carers looking after more than one person at the same time
  - Target health and social care professionals and volunteer organisations to recruit carers.

### Current Shared Lives Team Structure

17. The current Shared Lives team is made up of 1 fte Team Manager, 1 fte Senior Coordinator, 5.3 fte Coordinators and 1 fte Support Officer as detailed in the table below:

Role	Band/Grade	Number of Posts	FTE
Team Manager	C	1	1
Senior Coordinator	A	1	1
Coordinator - Permanent	5	6	4.5
Coordinator – Temporary until March 2020	5	1	0.8 Currently funded by Better Care Fund & SLP
Support Officer	3	1	1

18. It is proposed that in order to continue to support the current cohort of carers and simultaneously recruit new carers, the number of coordinators in the team should increase as follows:
- 1 fte Coordinator to be recruited in April 2020 on a permanent contract

- 2 fte Coordinators to be recruited in September 2020 on permanent contracts (this second wave of recruitment will depend on the success of the scheme in recruiting new carers in the first six months of 2020).
19. In addition to any new requirements there is a temporary Grade 5 Coordinator post in the current Shared Lives team, and it is proposed that this post is made permanent from April 2020. This role's primary focus will be to promote the service and recruit new carers.
  20. The cost of each Grade 5 fte Coordinator post is approximately £36,000 per annum when including estimates for mileage and monthly ICT costs. In year the total cost, including the current temporary post being made permanent, would be £108,000 in 2020/21 and £144,000 from 2021/22 onwards.

### **Other Options Considered**

21. The Council does not develop the Shared Lives scheme and limits the scheme to supporting the current numbers of people.

### **Reason/s for Recommendation/s**

22. Growing the scheme will bring a huge number of benefits to the Council and its customers. In addition to the financial benefits, the consistently high standards of care and support within Shared Lives placements can potentially address the issue of loneliness and isolation and help people recover after hospital treatment or mental ill health. The scheme's current emphasis has been on providing personalised support predominantly to individuals with a learning disability, but the potential customer base can be expanded to address other areas of support e.g. older adults. In this way, Nottinghamshire County Council's commitment to a personalised, high quality service would continue to be reflected in the scheme's offer to vulnerable members of the community.

### **Statutory and Policy Implications**

23. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### **Financial Implications**

24. The cost of each Grade 5 fte Coordinator is approximately £36,000 per annum when including estimates for mileage and monthly ICT costs. In year the total cost, including the current temporary post being made permanent, would be £108,000 in 2020/21, and £144,000 per year from 2021/22 onwards. The required funding can be met from within the current Adult Social Care & Public Health budget.

## **Human Resources Implications**

25. HR implications are that 4 fte permanent coordinator posts will be established at Grade 5.

## **Implications for Service Users**

26. Expansion of the Shared Lives scheme would give more people with care and support needs the opportunity to benefit from good quality support in a family environment.

## **RECOMMENDATION/S**

- 1) That Committee approves the establishment of the following permanent posts in order to promote and expand the Shared Lives scheme and support more people in a Shared Lives setting:
- 2 fte Coordinator posts at Grade 5 from April 2020
  - 2 fte Coordinator posts at Grade 5 from September 2020.

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## **Constitutional Comments (EP 07/01/20)**

27. The recommendations fall within the remit of the Adult Social Care and Public Health Committee by virtue of its terms of reference.

## **Financial Comments (DM 22/01/20)**

28. The current net budget for the Shared Lives Team is £313,441. This includes grant funding of £23,000 from a combination of Winter Pressures and Shared Lives Plus to fund the temporary coordinator post.
29. When taking salary costs, mileage and mobile working equipment costs into account, a full time coordinator post will cost approx. £36,000 per annum.
30. The proposal to make the current temporary post permanent and phase recruitment of a further 3 posts, all on permanent contracts, will cost in total £108,000 in 2020/21 and £144,000 per year from 2021/22 onwards.
31. The required funding can be met from within the current Adult Social Care & Public Health budget.

32. In 2019/20 the department is forecast to have a gross spend of £800,000 on Shared Lives packages.

**HR Comments (SJJ2 22/01/20)**

33. The posts will be recruited and appointed to on permanent contracts.

**Background Papers and Published Documents**

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

[Shared Lives Scheme - report to Improvement and Change Sub-Committee on 7th January 2019](#)

**Electoral Division(s) and Member(s) Affected**

All.

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