

Expression of Interest – Policy Prototype CCIN Funding

CCIN Member Authority: Plymouth City Council

Name of CCIN Lead Member: Cllr Chris Penberthy

Name and Job Title: Rachel Silcock, Strategic Commissioning Manager

1. What is your idea?

The Plymouth Complex Needs Alliance was formed over 5 years ago from a group of local service providers working in the fields of Homelessness, substance misuse, offending and mental health who recognised that the provision of fragmented services by over 20 organisations was not the best way to support people with these needs. An intensive and wider ranging consultation process led to the formation of a Complex Needs Systems Optimisation Group in which the partners worked collectively to improve the Complex Needs system. The outcome was the procurement of an Alliance in which there is now 1 contract with the Local Authority instead of over 20. Commissioners sit on the Alliance as partners with providers.

We know that many people using our services have experienced adverse childhood experiences and trauma. We will offer a flexible and creative, person centred approach to address a wide range of presenting needs by building on the individual's strengths and assets to effectively address the fluid complexity of needs. Our **workforce development programme** will ensure a consistency of knowledge, ability and systems. This, combined with flexible and equitable access across the city, will enable us to balance demand for planned support with emergency support.

If successful, the money will be used to investigate the establishment of an accredited worker scheme as a way of driving innovation and delivering high quality services.

2. Who will you work with?

We currently have approximately 150 staff working in the complex needs system and these will be the target of our **workforce development programme**.

3. What are the outcomes you hope to achieve?

1. Set up knowledge and skills progression groups
2. Agree quality assurance standards and processes. There should be flexibility at organisational level for how competency areas are met (e-learning, through single agency training etc) but must meet agreed competency standards.
3. Finalise knowledge and skills framework and develop workforce training plans that enable us to see gaps/ priority areas
4. Draft an initial training plan using existing resources in the system.
5. Consider whether completion of all key modules can form basis of a 'accredited worker scheme' for staff

6. Consider overlap with Early Help Hub workforce development plan and Health and Well-being Hubs to maximise opportunities for sharing resources, joint commissioning and 'passporting' for Plymouth workforce

4. How does your project support the aims and objectives of the Co-operative Councils Innovation Network?

The Plymouth Alliance is an innovative and co-operative approach to providing services. We have moved from over 20 contracts with providers to 1 contract in which all providers are working together to provide a service that is best for the person who needs it rather than for the organisation. Commissioners are part of the Alliance alongside providers, which means that we are able to address outcomes jointly and ensure they are meaningful for individuals and communities rather than collecting data as part of a 'tick box' exercise. An Alliance approach will be both more effective and more efficient which will contribute to the sustainability of the health and social care system. It should lead to less need for reliance on statutory services.

5. How does your project demonstrate the Values and Principles of the Co-operative Councils Innovation Network?

The Plymouth Alliance has adopted Alliance principles which mean that decisions are made collectively and every organisation is equal regardless of its size. The Local Authority does not have power over the other partners but works alongside them in partnership. We have 'open book' accounting in which all of the costs are shared and we are able to move towards honest and open decisions about how money is spent in a way that is best for the person rather than the organisation.

6. How will you share your learning with the Co-operative Councils Innovation Network?

We are happy to provide information either in the form of a report or to give presentations to other Local Authorities as required.

Deadline for applications is Friday, 20th December 2019. Please send completed applications to comms@councils.coop.
