

Title of Report	Chief Executive's Report
Public/Confidential	Public
Summary/purpose of report	To provide Council Members with an update from the Chief Executive
Recommendations	The Council is asked to note the information contained in the report.
Author and Responsible Officer	Maree Allison, Interim Chief Executive
Link to Strategic Plan	<p>The information in this report links to:</p> <p>Outcome 1: Trusted People who use services are protected by a workforce that is fit to practise.</p> <p>Outcome 2: Skilled Our work supports the workforce to deliver high standards of professional practice.</p> <p>Outcome 3: Confident Our work enhances the confidence, competence and wellbeing of the workforce.</p> <p>Outcome 4: Valued The social work, social care and children and young people workforce is valued for the difference it makes to people's lives.</p>
Link to Risk Register	<p>Risk 1: We fail to ensure that our system of regulation meets the needs of people who use services and workers.</p> <p>Risk 2: We fail to ensure that our workforce development function supports the workforce and employers to achieve the rights standards and qualifications to gain and maintain registration.</p> <p>Risk 3: We fail to meet corporate governance, external scrutiny and legal obligations.</p> <p>Risk 4: We fail to provide value to stakeholders and demonstrate our impact.</p>

	<p>Risk 5: We fail to develop and support SSSC staff appropriately to ensure we have a motivated and skilled workforce.</p> <p>Risk 6: The SSSC fails to secure sufficient budget resources to fulfil the financial plans required to deliver the strategic plan.</p> <p>Risk 7: Closed.</p> <p>Risk 8: We fail to have the appropriate measures in place to protect against cyber security attacks.</p> <p>Risk 9: Closed.</p>
Impact Assessment	An Impact Assessment (IA) was not required.
Documents attached	None
Background papers	None

INTRODUCTION

1. As set out in the Executive Framework Document agreed by Scottish Government and the SSSC, the Chief Executive is accountable for the operational performance of the SSSC and responsible for organisational governance. This report provides an assessment of performance, highlights important information that has happened since the last full Council meeting on 26 February 2024, and looks forward to emerging issues.

KEY POINTS

2. Our focus is on the Future Proofing Programme (FPP). On 1 May the revised Codes of Practice for Social Service Workers and Employers came into effect, with a ministerial launch on 7 May. Changes to the register, qualifications and skills take place on 3 June. Further details are at paragraphs 4, 5 and 7 below.
3. The National Care Service Bill has progressed to stage 2 and the SSSC are members of the Expert Legislative Advisory Group (ELAG) who meet weekly to examine legislative proposals.
4. I attended the regular Chief Executive meeting of the health and social work regulators in April, and the Alliance meeting of social work regulators in May. These meetings focus on sharing developments in professional regulation.

OUTCOME 1: Trusted people who use services are protected by a workforce that is fit to practise.

5. The revised Codes of Practice for Social Service Workers and Employers came into effect on 1 May 2024. I attended a ministerial launch with our minister, Ms Natalie Don, on 7 May 2024 in an early years' service in Edinburgh. Jackie Irvine, the Chief Executive of the Care Inspectorate also attended, supporting the Employer's Code. The new Codes have refreshed wording, clearer links to the Health and Social Care Standards and support our commitment to the Promise. They can be viewed here: <https://www.sssc.uk.com/the-scottish-social-services-council/sssc-codes-of-practice/>.
6. The implementation of changes to the register, qualification and skills on 3 June is progressing. Changes to legislation has taken place, Scottish Government external assurance review was positive with three recommendations which have been implemented, and a positive internal audit of the financial controls of the new fee arrangements has taken place. We have run eleven online stakeholder sessions with 982

attendees. A further eight events are scheduled up to 15 July. The feedback on our communications has been positive.

7. We had our most recent meeting of our Fitness to Practise Representatives' Group on 16 April. This group continues to be a source of helpful dialogue between those who regularly represent workers going through the fitness to practise process, and the SSSC.

OUTCOME 2: Skilled Our work supports the workforce to deliver high standards of professional practice.

8. Our new web resource to support the implementation of the new model for Continuous Professional Learning will formally launch on 20 May 2024 however is available through soft launch prior to this date. The new approach to Continuous Professional Learning is an important development of our Future Proofing Programme.
9. The formal consultation on the new Integrated Award SVQ has closed and we are finalising the award for approval by SQA and roll out by the end of the year.
10. We have been commissioned jointly with NHS Education for Scotland by the Scottish Government Joint Social Services Ministerial Task Force (JSST) to deliver a revised National Induction Framework for Adult Social Care, including an induction passport, and a new Careers Pathway resource highlighting opportunities in adult and children's social care. We are also supporting additional JSST workstreams focussed on promotion and reshaping of funding opportunities for gaining social service qualifications for registration.

OUTCOME 3: Confident Our work enhances the confidence, competence, and wellbeing of the workforce.

11. We have published research we commissioned to understand the digital capabilities of the adult social care workforce to identify gaps and areas of strength to inform our workforce development activity. The study focuses on attitudes, use of technology, skills and capabilities of the workforce. https://data.sssc.uk.com/images/Digital_capabilities_within_the_adult_social_care_workforce_in_Scotland.pdf
12. We have published our pre-employment and induction guide for overseas workers, refugees and asylum seekers in Scotland. [Pre-Employment and Induction Guide for Overseas Workers, Refugees and Asylum Seekers in Scotland - Scottish Social Services Council \(sssc.uk.com\)](https://www.sssc.uk.com/pre-employment-and-induction-guide-for-overseas-workers-refugees-and-asylum-seekers-in-scotland)

OUTCOME 4: Valued The social work, social care and children and young people workforce is valued for the difference it makes to people's lives.

13. In collaboration with our UK Alliance partners we have commissioned research into the social and economic value of the social care workforce in the UK. The findings will provide country specific, and a UK set of findings. The research will be available in June 2024.
14. We have published a report on the distribution of the workforce across employers of different size and type. <https://data.sssc.uk.com/data-publications/347-the-distribution-of-the-social-service-workforce> The key messages include:
 - While the overall workforce increased in size between 2012 and 2022, the overall numbers of employers and care services dropped.
 - In December 2022 there were approximately 2,500 separate employers operating in the social service sector in Scotland.
 - Over 20% of those providers were medium to large (employing 50 or more staff).
 - Medium to large providers employed around 85% of the sector's workforce.
 - There were roughly 1,900 small or micro providers in the sector, employing fewer than 50 members of staff and around 30,000 staff in total (c.15% of the workforce).

SUSTAINABLE ORGANISATION

15. We have started revising our Digital and Communication and Engagement strategies for 2024-2027. We have gathered feedback through the FPP that will help inform both strategies. We hope to establish the FPP SAG (stakeholder advisory group) as the formal engagement group for the SSSC post FPP go live. We will hold sessions with Council at the June development day to inform the strategies.
16. We are developing our new People Strategy which will be on the agenda for the August Council meeting.
17. We have established an accessibility working group to look at the action we need to take as an organisation to ensure we meet accessibility standards particularly for our online content. The recent work carried out on FPP CPL has provided some in-depth insight to the requirements. This will help the group identify areas of improvement for future developments.

18. We recently held a data and intelligence scoping meeting with the UK and Republic of Ireland social work regulators. We are looking at common data sets across the nations particularly around Social Work to understand our differences/similarities in the make-up of the Social Work sector across the UK.

HORIZON SCANNING

19. **National Care Service Bill:** The Scottish Government has indicated that its proposed Stage 2 amendments will be sent to the Health, Social Care and Sport Committee no later than June 2024. We are a member of the ELAG, established to support the Bill at Stage 2. The Scottish Government is also holding consultation events on proposals to develop a Workforce Charter and are developing the complaints service. Much of my stakeholder engagement with colleagues at Social Work Scotland, Coalition of Care and Support Providers and Scottish Association of Social Work centres around the National Care Service and National Social Work Agency. I spoke at a Mackay Hannah conference in April on the National Care Service and our Futureproofing Programme.
20. **Incorporating the UN Convention on the Rights of the Child (UNCRC) into Scots law:** The Scottish Government is currently consulting on guidance on public bodies' responsibilities under the Act. Section 18 sets out reporting duties on listed authorities such as the SSSC and is due to come into effect on 16 July 2024.
21. **Early Learning and Childcare and school age Childcare:** We are waiting for the Scottish Government to publish the Strategic Framework for Scotland's Early Learning and School Age Childcare Profession.
22. **Scottish Child Abuse Inquiry:** The public hearings for Phase 9 of the inquiry's investigations cover the provision of residential care in establishments for children and young people with long term healthcare needs, additional support needs and disabilities. These hearings are expected to commence in spring 2025.

CONSULTATION

23. Internal stakeholders have contributed to this report. This report also provides information on how we are working with partners and stakeholders to support the sector.

IMPACT ASSESSMENT

24. An Impact Assessment was not required as this is an information report for noting.

RISKS

25. There are no risks identified.

CONCLUSION

26. This report provides Council Members with updates of matters of strategic importance and demonstrates how we are working to fulfil our statutory obligations during this time.