

Title of report	Chief Executive's Report
Public/Confidential	Public
Summary/purpose of report	To provide Council Members with an update from the Acting Chief Executive.
Recommendations	The Council is asked to note the information contained in the report and offer comment on the content.
Author and Responsible Officer	Maree Allison, Acting Chief Executive
Link to Strategic Plan	<p>The information in this report links to:</p> <p>Outcome 1: People who use services are protected by ensuring the regulated workforce is fit to practise.</p> <p>Outcome 2: The SSSC supports and enhances the development of the registered workforce to deliver high standards of practice and drive improvement.</p> <p>Outcome 3: Our workforce planning activities support employers, commissioners, and policy makers to deliver a sustainable, integrated, and innovative workforce.</p> <p>Outcome 4: The social work, social care and early years workforce is recognised as professional and regulated and 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 or have insufficient staff resources to achieve our strategic outcomes.</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: Business Continuity Plans (BCP) are in place and tested.</p> <p>Risk 8: We fail to have the appropriate measures in place to protect against cyber security attacks.</p>
Impact assessments	<ol style="list-style-type: none"> 1. An Equalities Impact Assessment (EIA) was not required. 2. A Data Protection Impact Assessment (DPIA) was not required. 3. A Sustainability Impact Assessment (SIA) was developed.
Documents attached	None
Background papers	None

EXECUTIVE SUMMARY

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 Council meeting on 26 May 2022, and looks forward to emerging issues.

OUTCOME 1: PEOPLE WHO USE SERVICES ARE PROTECTED BY ENSURING THE REGULATED WORKFORCE IS FIT TO PRACTISE

2. The Regulatory Improvement and Hearings Department is recruiting Fitness to Practise Panel Members and is working with CEMVO (Council of Ethnic Minority Voluntary Organisations) to help improve diversity on our Fitness to Practise Panels.
3. The Registration Department, with the support of the Digital Learning Team, has developed an Open Badge for newly registered workers. The activities for the badge help workers learn about being part of a regulated profession, including why we have registration for social service workers in Scotland, how this contributes to better outcomes for people using services and what their responsibilities are as a registered worker. They also learn about the benefits of registration. We are promoting the Badge to employers and new registrants from the beginning of August.
4. The Fitness to Practise Department is now meeting quarterly with Police Scotland's information team. Since Police Scotland has reviewed its approach to information sharing, we have not required to raise any further court actions to obtain information.

OUTCOME 2: THE SSSC SUPPORTS AND ENHANCES THE DEVELOPMENT OF THE REGULATED WORKFORCE TO DELIVER HIGH STANDARDS OF PRACTICE AND DRIVE IMPROVEMENT

5. Before we draft new Codes of Practice, we are gathering views and feedback from employers, workers, and people with experience of care on the current Codes, how they use them and what might improve them. We launched a Codes Conversations resource to support stakeholders to have conversations within their own organisations and networks. We will gather their feedback to inform the new Codes before formally consulting early next year <https://news.sssc.uk.com/news/codes-conversation>
6. Scottish Government has commissioned us to lead a refresh of the Common Core. The Common Core describes the skills, knowledge and

understanding, and values that everyone should have if they work with children, young people, and their families, whether paid or unpaid. The refresh of the Common Core will contribute to the commitments within Change Programme One and our commitment to help Keep the Promise.

7. In partnership with NHS Education Scotland (NES) we have delivered on a Scottish Government commitment to launch a National Induction Framework for Adult Social Care. There have been over 17,000 interactions with the site since it launched in February 2022. <https://learn.sssc.uk.com/induction-framework/>
8. We have developed an Early Learning and Childcare resource which sits alongside 23 Things Leadership. The resource contains visuals that represent children and young people and resources that link to relevant legislation and organisations such as the Care Inspectorate, Education Scotland, and Early Years Scotland. We will launch and promote this resource from Mid-August. <https://23elcleadership.sssc.uk.com/>
9. As well as our on-going support to mentor candidates undertaking the Scottish Improvement Leaders (ScIL) programmes, in partnership with NES's QI team we have shadowed and co-delivered a 10-month ScIL programme to an NHS Wales cohort.
10. In partnership with NES we delivered an online pilot for Dementia Ambassadors, with positive evaluations from care home and care at home participants. We continue to support participants as they now deliver dementia informed learning sessions in their workplaces.
11. We contributed to the development of new national Infection Prevention and Control (IPC) standards which Health Improvement Scotland launched in May 2022. These new standards are, for the first time, mandatory for care homes and best practice for the rest of social care. We are currently supporting several interactive workforce webinars led by the Care Inspectorate, running from June to August 2022, to raise awareness of the standards and seek staff views on their implementation.
12. We have launched our BeMe resource. This smartphone app uses 360° video to let you experience what it is like to receive physically close care and support. The app contains different scenarios to give you experiences from a range of services, so you can choose the one that you currently work in or try scenarios from other services. This will help the workforce understand the experience of people receiving support from them. <https://lms.learn.sssc.uk.com/course/view.php?id=68>
13. We have launched the first of our serialised video resources 'Changing Times, Changing Perspectives', co-designed with the sector to help support the workforce to reflect on how transitions and changes impact on individuals and those around them. The resource follows the story of an

individual living with a diagnosis of dementia who, due to changing needs, is moving from her own home to a care home.

<https://lms.learn.sssc.uk.com/course/view.php?id=74#section-0>

14. Scottish Government has recently published My Health, My Care, My Home: A healthcare framework for adults living in care homes. We were a partner in the development of the framework and will progress the workforce actions identified.

OUTCOME 3: OUR WORKFORCE PLANNING ACTIVITIES SUPPORT EMPLOYERS, COMMISSIONERS AND POLICY MAKERS TO DELIVER A SUSTAINABLE AND INTEGRATED AND INNOVATIVE WORKFORCE

15. We held our second workforce planning webinar in June, with over 43 workforce planners attending and positive feedback. We now have over two hundred members in our Workforce Planning LinkedIn network. Partnerships have submitted their local workforce plans and we are beginning to collate emerging themes from plans to inform direction of support and potential development of resources.
16. We are working with the Scottish Refugee Council to deliver webinars throughout August and September for social care employers on refugee awareness and challenges to employment.
17. We recently published the detailed children's services data covering early learning and childcare and children's social care services.
18. We have published our 2021-22 SVQ data tables. These tables present a detailed analysis of the entries and awards in relevant SVQs for the Adults and Children and Young People frameworks. The Scottish Qualifications Authority (SQA) provides the data used in the tables. The data shows a continued increase in the numbers of individuals registering for and achieving the qualifications relevant to work in the social service sector and required for registration with the SSSC.
19. We have published a report looking at trends in residential childcare services and workforce in Scotland over the period 2010-20. Given recommendations in the recent Competition and Markets Authority report on looked after children in Scotland, and from the Promise Oversight Board, we will discuss with Scottish Government and the Care Inspectorate issuing joint reports using more comprehensive data from all three organisations.
20. We are working in partnership with SQA to gather information from providers of SVQs in Social Services and Healthcare and Social Services (Children and Young People) at SCQF Levels 6 and 7 to understand the

current landscape and gaps in provision. We have issued a survey to all current providers through SQA which closes in August 2022.

OUTCOME 4: THE SOCIAL WORK, SOCIAL CARE AND EARLY YEARS WORKFORCE IS RECOGNISED AS PROFESSIONAL AND REGULATED AND VALUED FOR THE DIFFERENCE IT MAKES TO PEOPLE'S LIVES

21. There is an increasing gender imbalance in the number of applications and students studying social work. We are working in collaboration with Higher Education Institutions (HEIs) who deliver the Social Work programmes to develop a recruitment campaign to promote the value of social work as a career choice for men with an aim to increase the number of male applicants.

HIGH PERFORMING ORGANISATION

22. Over the last few months, the impact on us of the significant financial challenges faced by the public sector have become more apparent. Our indicative budget for 2023/24 identifies a funding deficit of £1.1Million. Specific budget implications are referenced in other reports to this meeting. The Minister has agreed to postpone the review of registration fees, and will consider this again later in 2023. We have limited scope to make further savings and efficiencies without compromising effective delivery of our statutory functions. EMT will review our budget position and speak with our Sponsor initially before presenting options to Council.
23. The Programme Management Office (PMO) has been shortlisted for the Association of Project Management (APM) Contribution to Project Management awards. We are presenting our shortlisting case in the next few weeks with winners announced on 21 November 2022.
24. We have piloted a practice learning fees tool for HEIs. The pilot has been well received and provides us with live information about student data.

HORIZON SCANNING

25. **National Care Service (NCS):** The National Care Service (Scotland) Bill was introduced to the Scottish Parliament on 20 June. The Bill focusses on setting up the NCS and Scottish Government's intention is to outline more details of how the NCS will operate in secondary legislation. The Bill does not substantially change the SSSC's functions. Scottish Government is carrying out a consultation on the legislation to which we will respond.
26. **Early Learning and Childcare (ELC):** The Scottish Government is expanding funded ELC for children aged one and two during this

parliament, starting with low-income households. They will publish a strategic plan setting out their proposed approach in the Summer.

27. **Education Reform:** The Scottish Government is consulting the early learning and childcare sector on the next steps for improving and streamlining the inspection of ELC and school age childcare services. The consultation follows on from a recommendation in Professor Muir's report setting out a future vision for Scottish education.
28. **The Promise:** The Promise Oversight Board has published its first report on progress to Keep the Promise. The report sets out several steps that the Oversight Board would like to see happen before its next progress report, including an increase in capacity of the care workforce with employees given greater support so that they, in turn, can support children and families.
29. **Scottish Child Abuse Inquiry:** Public hearings for Phase Eight will commence in the second half of 2023. This Phase will examine the abuse of children in residential accommodation for young offenders and children and young persons in need of care and protection.
30. **National Strategy for Community Justice:** Scottish Government has published its new National Strategy for Community Justice. The Strategy sets out four national aims for community justice, and thirteen priority actions which the Scottish Government and community justice partners should seek to deliver. They will publish a delivery plan later in the year.
31. **Incorporating the UN Convention on the Rights of the Child (UNCRC) into Scots law:** Scottish Parliament will reconsider the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill. A Scottish Government working group is developing new guidance to support public bodies to report on the steps that they are taking to promote the UNCRC.

CONSULTATION

32. 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 at this time.

IMPACT ASSESSMENTS

33. Impact assessments for equalities, data protection and sustainability were not required.

CONCLUSION

34. 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.