

THE CHURCH OF SCOTLAND SOCIAL CARE COUNCIL

Meeting held in
Charis House, Edinburgh
Tuesday 22nd February 2016
10:30am to 3:30 pm

Minute

Present:	A list of those present is attached at appendix 1
Apologies:	Apologies were noted and are attached at appendix 1

	Agenda Item	Action
35.	<p>Opening and Worship The Convener welcomed members to the meeting with a particular welcome for Cameron Brooks from the Communications and Media Team in 121 George Street. The meeting was constituted with a prayer and Mary read from Isaiah 9 encouraging and urging us to place our trust in God.</p>	
36.	<p>Apologies See annex 1 attached</p>	
37.	<p>Declarations of Interest None</p>	
38.	<p>Minutes of the Social Care Council 9th December 2015 The minute was agreed.</p>	
39.	<p>Matters Arising</p> <p>CrossReach to draft letter for Moderator to send to Scottish Government regarding Framework agreements The CEO said that the Corporate Management Team had discussed a letter and felt it would not be helpful at this time. He said that the Moderator was hosting a CrossReach event in the Scottish Parliament on the 24th February and he would discuss with the Moderator at this time.</p> <p>Executive Manual Convener to draft Executive manual. Convener to get copies of Quality Compliance and Improvement Group (QCI) and Finance and Resources (F&R) manuals</p> <p>Belmont Castle On agenda</p>	D Gunstone

	<p>New CrossReach Representative on SCHA Social Care Mission Officer Liann Weir took up post on 1 February. She had been the manager of the Daisy Chain Early Years Projects in Glasgow and was energetic and creative.</p> <p>Search for a New Educational Site On agenda</p> <p>Historical Abuse Inquiry On agenda</p> <p>Change of Year end to 31 March I Wauchope to take this issue up</p> <p>CEO to Speak with ACNG Chair Regarding One - off payment and pay increase to staff from 1 April CEO said that he had met with Fraser Horn, ACNG chair and said that he was proud of ACNG position reducing their pay claim from 2.5% to 1% as they were aware of CrossReach's finances. He was also pleased that a £200 one off payment could also be made to staff. Convener thanked the ACNG for their understanding.</p> <p>Nomination of Convener Bill Steele confirmed that he had received his letter of nomination.</p>	
40.	<p>Executive Minute 16th December 2015 and 9th January 2016 Minutes were noted</p> <p>a. Key Issues from Executive</p> <p>Recruitment Mari provided some detail on the steps being taken to address to increase applications to CrossReach vacancies particularly in Services To Older People but to a lesser extent in Children and Family Services and Adult Care. She said that a recruitment summit had been held with service managers from those services that were most affected, the main issues cited for lack of applications were:-</p> <ul style="list-style-type: none"> • Pay • Attractiveness – lack of enhancements for evenings and weekends • Employment policy <p>She said that an external consultant will carry a benchmarking exercise and this research will feed into the business of the Business Strategy Group.</p> <p>Adrian congratulated Mari on all the steps taken to increase recruitment levels and to get to the nub of the issues.</p> <p>Living Wage CEO said that CoSLA and the Scottish Government have been in negotiations regarding the Scottish Governments 2016/2017</p>	

	<p>Spending Review, the voluntary sector had not been involved in those discussions. He said that the Government were making £250m available (with conditions) - £125m for health and social care integration and £125m for the introduction of the living wage (£8.25 from 1/10/2016 in Scotland) and cost pressures. He said that there were still a number of questions requiring clarification such as</p> <ul style="list-style-type: none"> • Would the living wage be introduced for the whole workforce in Services to Older People • It has been reported that providers are to pay 25% of the introduction of the living wage for their staff • What method will be used to calculate how much each provider receives in relation to non Services to Older People residential services <p>He also said that differentials were important but providers would need to fund those changes themselves. CEO went on to say that whilst we welcome the introduction of the living wage, the package offered fell short of our expectations.</p> <p>Christian commitment – discussion record apart.</p> <p>Belmont Castle CEO said that the keys had been handed back and we are now not paying any rent, insurance or security on the building. Mary Macleod and Dundee City Council are to agree terms of arbitration and an arbiter. No further information has been received to date.</p> <p>Data Protection CEO said that the good news was that Information Commissioner had decided not to take any action following the breach at Geilsland. The Audit Group continue to assess our fit for purpose against the 8 principals of the Data Protection Act and will report in May 2016.</p> <p>Historical Abuse – discussion record apart</p>	
	<p>b. Income and Expenditure Richard Begg Richard Begg, Chair of Finance and Resources Group said that CrossReach had been £1.4m ahead of budget at the end of year with an overall deficit of £443k this included the funds for the one – off payment to staff. He thanked staff for their hard work and the Convener added that the Council of Assembly recognised the work being undertaken in CrossReach to become sustainable. He went on to say that income for Adult Care had been reduced as South Lanarkshire had reduced the price from £15 to £13.66 per hour for services offered at Threshold. The Council had now issued a framework and we are required to make a submission in order to get onto the preferred provider list. CEO said it was a stressful time, Council instructed him to write to South Lanarkshire Council to seek a meeting on the matter, which he and the Convener should attend. Richard said that Service To Older People (STOP) had had a positive variance and that Allan Logan was on-board with the external review of 5 STOP services due to deficits.</p>	CEO
	<p>C. Balance Sheet Richard Begg Richard said that the balance sheet was very positive, with no outstanding debts to the Church of Scotland. The Convener said</p>	

	that this is a huge change from previous years.	
	<p>d. Council of Assembly (COA) Convener Convener provided an update on the discussions of the COA:-</p> <ul style="list-style-type: none"> • Social Care Council (SCC) gave its annual presentation to COA - mainly in relation to the setting up of the Business Strategy Group and the challenges facing the SCC • Social care is critical to the Churches work and would be good to expand this work • Martin Scott appointed as Council of Assembly Secretary • Anne Macintosh appointed as General Treasurer of the Church • Mary Macleod appointed Solicitor for the Church • All appointments to be ratified by the General Assembly • Church and Society Council – working on the speak out campaign • Ministries Council – tomorrows calling Initiative has produced more new qualified ministers this year (33) than in the previous 9 years • Mission and Discipleship Council – learn programme - through publications, events and online material they seek to connect, resource and inspire congregations in Christian learning and discipleship. • World Mission - Convener had been unable to attend 	
	<p>e. Church and Society Adrian Bark He had been unable to attend the last meeting, however he provided a brief update:- 3 major reports to the General Assembly Energy issues and Fuel poverty Consideration to diversify from fossil fuel Corporal punishment and theology Church and Society had attended the climate change conference in Paris in December Speak out campaign had now received target 10,000 responses Sally Foster Fulton now Chief Executive of Christian Aid David Bradwell on 1 year secondment to work on the Churches response to the refugee crises</p>	
	<p>f. Guild Brenda Graham Brenda's report is attached</p>	
	<p>g. Scottish Churches Housing Action CEO said that Social Care Mission Officer will be the SCC representative on this group.</p>	
	<p>h. Priority Areas Richard Begg Richard said that there had been no further meetings.</p>	
	<p>i. Church Involvement CEO said that this will be taken forward by the Social Care Mission officer, Liann Weir – who will be producing a supplementary report for the General Assembly</p>	
41.	<p>Report from Remuneration Group A Bark Recorded apart</p>	

42.	<p>Report to the General Assembly CEO and Council</p> <p>CEO said that the theme of this year's Heart and Soul was "People of Way" and he had taken this theme forward in the SCC's report. Council commended the direction of the report. CEO to share deliverances with SCC members through email. Martha said she would review the document for grammar and punctuation and send back.</p>	CEO
43.	<p>Lord and Lady Polwarth Independent Review</p> <p>Viv Dickenson informed Council that this report had been commissioned by the Church of Scotland Safeguarding following the conviction of a house father who had worked at the home. Discussion recorded apart.</p>	
44.	<p>Children and Family (C &F) Special Focus V Dickenson</p> <p>Viv said that C & F were in year 3 of the transition plan with 4 houses purchases and 3 potential sites for the education site being considered. She said that full occupancy continued with referrals exceeding budget. Viv's presentation is attached.</p>	
45.	<p>Strategic Business Group B Steele</p> <p>Bill said that the group had met twice and planned to have a further 3 meetings. Findings and proposals would be on June residential Council agenda. He said that the CEO had produced a mind map which highlighted the many issues that CrossReach was having to deal with and suggested that it be shared with council members. He said that the group had received presentation from all directors at the last meeting and it was clear that there was some complex issues that needed to be tackled. The group would also seek external advice from professionals. Mind map attached</p>	D Gunstone
46.	<p>AOCB Ageing Well</p> <p>Kathleen Macpherson asked about the Ageing Well conference on 11 March, which had been talked about at her presbytery meeting. Allan Logan said that CrossReach's Neil Watson was facilitating a workshop for the City of Glasgow Council at this event. Although CrossReach do not have any residential services in Glasgow. Kathleen will share this with Presbytery.</p> <p>CrossReach Minutes on Church of Scotland's Website</p> <p>CEO said that we need to ensure that any business sensitive issues are covered in a "record apart" given that our minutes are a public document. This would include issues connected to the Scottish Child Abuse Inquiry.</p> <p>Service of Celebration</p> <p>All Council members are invited to the Service of Celebration, staff awards on Tuesday 31st May invitations will follow.</p>	

Item 4

47.	Date and Time of Next Meeting Friday 15 th April, in Charis House, Edinburgh. Convener thanked member for their contribution and said that an update on the work of the Business Strategy Group and the Supplementary Report to the General Assembly would be on the agenda.	
48.	The Meeting was closed with the Grace	

Signed:
Convener

Signed:.....
Chief Executive Officer

Secretary of the Council

Date:

Date:

Appendix 1

**Social Care Council
22nd February 2016**

Sederunt:

Dr Sally Bonnar Convener
Rev Richard Begg, Vice Convener
Mr Adrian Bark
Mrs Martha Bogle
Prof Tom Chadwick
Mrs Mary Ford
Mrs Brenda Graham
Mr Fraser Horn (ACNG Chair)
Mr Douglas Hope
Mrs Kathleen MacPherson
Mr Ali MacRae
Mr David Matheson
Rev Sheila Moir
Mrs Susan Pym
Rev Thom Riddell
Mrs Sheila Robertson
Mr Ian Russell
Mr Bill Steele
Mrs Valerie Thomson (am only)
Mr Bill Usher
Dr William Wallace
Rev Arrick Wilkinson

Apologies:

Rev Hugh M Stewart, Vice Convener (pm)
Mrs Sheelagh Carradice
Mr Jo Elliott
Mrs Clare Fleming
Rev David Gray
Mrs Kay Keith
Mrs Irene McGugan
Mr Grant Petrie
Rev Ken Russell
Rev Ramsay Shields
Mr Angus Swan

Apologies:

Mr Calum Murray (Director of Adult Care Services)

In attendance:

Mr Peter Bailey (Chief Executive Officer)
Mrs Mari Rennie (Director of Human Resources & Organisational Development)
Mr Allan Logan (Director of Services to Older People)
Mrs Viv Dickenson (Director Children and Families)
Mr Calum Murray (Director Adult Care)
Mrs Diane Gunstone (Minute Secretary)