

# Report

Report to:	<b>Social Work Resources Committee</b>
Date of Meeting:	<b>20 February 2019</b>
Report by:	<b>Director, Health and Social Care Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>'See Hear' - Sensory Impairment/Performance Information - Staffing</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ advise the Committee that the financial allocation secured from the Scottish Government 'See Hear' framework will be utilised to drive forward the local 'See Hear' framework and action plan
- ♦ seek approval to recruit a dedicated Planning and Development Officer for one year to lead on the implementation of the action plan

## 2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the content of the report be noted; and
- (2) that one full time equivalent (FTE) fixed term post of Planning and Development Officer on Grade 3, Level 4, SCP 70-74 (£33,249.68 - £35,311.82) be added to the establishment, as detailed in Section 5 of this report.

## 3. Background

- 3.1. Scottish Government and Cosla developed 'See Hear' a strategic framework for meeting the needs of people with a Sensory Impairment in Scotland April 2014.
- 3.2. They wanted to ensure that adults and children with a Sensory Impairment should expect seamless provision of assessment, care and support and the same access to employment, education, leisure, healthcare and social care as everyone else.
- 3.3. For the purposes of this strategy, Sensory Impairment includes varying degrees of hearing loss, sight loss and loss of both senses. It also covers people at risk of sensory loss and those who may be living with hidden and untreated loss which may be present in people with learning disabilities or conditions such as dementia or stroke. [See Hear - A Strategic Framework](#)
- 3.4. A research project was initiated with the assistance of the University of the West of Scotland, South Lanarkshire Health and Care Partnership (SLHCP) and North Lanarkshire Health and Care Partnership (NLHCP).

- 3.5. The research findings were published in a report See Hear – an exploration of people’s lived experience of having a Sensory Impairment in Lanarkshire. [See Hear report](#)
- 3.6. The report was widely distributed and was launched formally by the project group and representation from the Sensory loss community of Lanarkshire.

#### 4. **SLHCP Perspective**

- 4.1. Profile of our Sensory loss community (Source: South Lanarkshire Council (SLC) Central Research Unit)

Population Profile Definition	Number of People or %
Adults identify themselves as living with disability or long term health condition	97,480
Of which have a hearing impairment	3.2%
Of which have a visual impairment	3%
Primary school pupils with an additional support need	4964
Of which have a Sensory Impairment	181
Secondary pupils with additional support needs	3803
Of which have a Sensory Impairment	182
Additional support needs school pupils	347
Of which has a Sensory Impairment	71

- 4.2. The research project involved 63 participants exploring their lived experiences and resulted in a number of themes developing:
- ♦ awareness: to improve awareness of Sensory Impairment and to develop a partnership wide approach to the ongoing training and development of relevant staff groups, ensuring that those needs in relation to Sensory Impairment are identified at key points within a person’s journey and those needs are met effectively
  - ♦ physical access: the Partnership should consider accessibility of services for Sensory Impaired people, some of which fall within the private sector and the Partnership should consider how best to address this

- ♦ communication: to improve access to information and advice to ensure that people know where and how to seek advice
- ♦ social isolation: to develop more support groups/activities for people with a Sensory Impairment across Lanarkshire, thus reducing social isolation
- ♦ adapting to living with a Sensory Impairment: effective signposting to Rehabilitation Services and promoting self-management (for example developing lip-reading classes)

4.3. The national framework recommendations along with the research findings will assist to develop the action plan in order to drive forward improvement, and will form the work plan for the Planning and Development Officer post.

4.4. The recommendation of the national framework are summarised below:

- ♦ local Partnerships should consider options for the introduction of basic Sensory checks for people of a certain age and at agreed times in their pathway
- ♦ the Scottish Government should scope out the range of formal and informal training opportunities in relation to Sensory Impairment awareness
- ♦ local Partnerships should audit their skills base in relation to awareness of Sensory Impairment in the workforce, beginning in Older People's Services
- ♦ local Partnerships should be able to evidence that service planning reflects need in their area
- ♦ there should be robust systems for maintaining information locally and sharing this across agencies in relation to people who have received a diagnosis of a Sensory Impairment at any time from birth onwards
- ♦ agencies should review their compliance with the Equality Act 2010
- ♦ the Scottish Government should issue further guidance in relation to children and young people living with a Sensory Impairment

## 5. Employee Implications

5.1. In order to drive the project forward, one Planning and Development Officer (Sensory Impairment) will be based in the planning and performance team line managed by the Planning and Performance Manager, with operational support provided by Team Leader physical disability and Sensory Impairment team (Rutherglen/Cambuslang). This post will be for a year only to give impetus to the action plan.

Post	No of posts	Grade	SCP range	Hourly rate	Annual salary	Gross cost
Planning and Development Officer (Sensory Impairment)	1	Grade 3, Level 4	70-74	£18.22 £19.35	£33,249.68 £35,311.82	£43,323 £46,010

## 6. Financial Implications

6.1. A budget for Sensory Impairment currently sits with the Team Leader, Physical Disability and Sensory Impairment team (Rutherglen/Cambuslang). This budget will be utilised to fund the post identified above. This budget was part of funding received from the Scottish Government to progress the national See Hear Strategic Framework.

## **7. Other Implications**

- 7.1. If we do not recruit to the above post there is a risk of failing to support our Sensory Impaired community by not implementing the national framework.
- 7.2. Having a dedicated post will provide impetus and add to the sustainable development of the action plan.
- 7.3. The Council is currently developing its British Sign Language (BSL) strategy and action plan, therefore, the work of this post will align well to this development.

## **8. Equality Impact Assessment and Consultation Arrangements**

- 8.1. An equality impact assessment has previously been undertaken as part of the research exercise.
- 8.2. Consultation was undertaken as part of the research exercise and the launch of the local See Hear Report.

**Val de Souza**  
**Director, Health and Social Care**

**Paul Manning**  
**Executive Director (Finance and Corporate Resources)**

31 December 2018

## **Link(s) to Council Values/Ambitions/Objectives**

- ♦ support our communities by tackling disadvantage and deprivation and supporting aspiration
- ♦ protect vulnerable children, young people and adults
- ♦ deliver better health and social care outcomes for all

## **Previous References**

- ♦ none

## **List of Background Papers**

- ♦ [See Hear - A Strategic Framework](#)
- ♦ [See Hear report](#)

## **Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:-

Bernie J Perrie, Planning and Performance Manager

Ext: 3749 (Phone: 01698 453749)

Email: [bernie.perrie@southlanarkshire.gov.uk](mailto:bernie.perrie@southlanarkshire.gov.uk)