









Adult Social Care Assurance Peer Challenge Action Plan

January 2025

No.	Recommendation	Action	Lead	Progress Update	Started/Not Started/Completed
1	Alongside the role of the new Section 75 Joint Executive Group, the DASS should be considered for formal representation on Torbay and South Devon NHS Foundation Trust Executive.	In place.	DASS	Completed	Completed 
2	Urgent consideration given to capacity to support and deliver the transformation programme post March 2025.	Work underway with Transformation delivery partner to agree the resourcing requirements to deliver the 3-year transformation programme. Consideration is being given to the capacity and capabilities needed across the Council and Integrated care Organisation to inform future workforce development plans.	DASS and Divisional Director	Discussions ongoing to secure the capacity required.	Started 
3	A piece of work should be undertaken to prioritise and communicate widely (to staff, managers, and partners) the deliverables and rationale of key parts of the Transformation Programme, and the risks of non-delivery. As part of this work, it might help to identify and prioritise some "quick wins" to build momentum and prove the benefits of the work in the shorter term.	A detailed plan of year one delivery is in place which has been developed with the ASC leadership team, this includes performance and finance trajectories. Operational teams are using "mock inspection" sessions to identify and deliver quick wins as part of our agile approach to improvement. Work is now underway to scope year 2 and 3 of the transformation programme with staff and the ASC leadership team supported by the delivery partner.	Adult Social Care Senior Leadership Team, Council and TSDFT	Staff engagement and communication events occurring over Quarter 4 2024/2025 and to continue quarterly going forward.	Started 
4	To undertake a piece of data led analysis of Discharge Pathways 0-3 for the local system, including modelling (against best practice) and shadow costings associated with the present outcomes for local people and how these might contract with best practice elsewhere.	Analysis has been completed for last 12 months. We are working closely with our ICB locality commissioners to model our local performance improvement trajectories. Work is underway to strengthen and increase our reablement capacity to reduce our reliance on bed-based support.	Adult Social Care Senior Leadership Team, Council, TSDFT and NHS Locality Commissioners	Work has started on the transformation of Hospital Discharge Pathways and increasing access to reablement support to increase peoples independence.	Started 
5	To replicate work undertaken on the Big Plan for other client groups across the authority, and to use this as a means to develop good practice and improved culture around coproduction, including in the Torbay and South Devon NHS Foundation Trust (TSDFT) partnership teams.	Through the development of our strategic commissioning priorities, we are improving our understanding of need and existing service configuration including gaps in current models of support. Through partnership forums such and our Ageing Well group we are working with care	Divisional Director, Public Health Consultants and NHS Locality Commissioners.	Future of partnership working for community groups being reviewed to understand best use of resources to facilitate community engagement.	Started 

		recipients to develop our commissioning plans at place, building on the learning from the development of The Big Plan for Learning Disability.			
6	Work with frontline staff and partners to better communicate key aspects of adult social care transformation, and improvement priorities and plans, would support greater ownership of their role within these, and to be more confident in describing these in future CQC assessment. This should include the Self-Assessment, with focus on strengths and areas of improvement and the direction of travel for their own teams and services.	Communication plan for transformation is in development, this will build on existing team meetings, partnership forums and our monthly newsletter to ensure all staff across ASC receive regular information, good news stories and updates on the transformation and improvement work. A series of staff workshops are planned through October and November to co-produce the next transformation priorities and gather input from frontline staff. Strategic Commissioners are working with care providers to re-establish provider forums across the market including home care, care homes, supported living and the voluntary sector. Workshops with staff to include these elements.	Adult Social Care Senior Leadership Team, Council and TSDFT	Staff engagement and communication events occurring over Quarter 4 2024/2025 and to continue quarterly going forward. Care Provider Forums established for Quarter 4 2024/2025.	Started 
7	Ongoing quality and practice assurance work to improve consistency in practice and bring learning from areas of strength to support improvements.	Quality assurance audits Lunch and Learn staff events Mock inspections Development of Commissioning and Contracts management best practice through ongoing workforce development. Development of a refreshed quality, performance, risk and financial reporting approach. Utilise Transformation opportunities to enhance practice.	Adult Social Care Senior Leadership Team, Council and TSDFT	Quality assurance audits occur monthly Mock inspections have been undertaken Refreshed performance, quality, risk and financial report developed and in place.	Started 
8	Develop the Equalities, Diversity and Inclusion work with increased use of data to demonstrate need and impact and improve visibility across the Council and TSDFT and ensure it is thread through strategies and plans.	Work has started with the development of an ASC ED&I plan, including the development of staff workshops. A workshop has been held with providers to explore issues together.	Council and TSDFT	ASC ED&I plan has been drafted. Governance structure updated, and there is an Inclusion subgroup in place to take this work forward.	Started 
9	The LGA heard areas of challenge from Carers, with dissatisfaction around the carers offer and more long-term improvement for replacement care required.	Undertake an assessment of the current carer's offer to identify gaps in current provision and improvement opportunities.	DASS	Update expected in April/ May	Not Started 