

# Candidate Pack



south ayrshire  
health & social care  
partnership



*What to expect from a career with the South Ayrshire Health & Social Care Partnership*



# Our Vision

## Empowering communities to start well, live well and age well.

South Ayrshire Health and Social Care Partnership (HSCP) brings together a wide range of community-based health, social care and social work services to support people in all stages of life and from all walks of life when they need it.

Our health and social care services are provided by the local authority (including social work) and the NHS as well as our partners in the third and independent sector. We also recognise the invaluable role of unpaid carers and endeavour to support those in this role.

This document sets out our commitment to the people in South Ayrshire and our vision for how we are going to drive improvement in services to benefit the people we support. We hope this document can provide useful information to our communities as well as those who wish to come and work for South Ayrshire HSCP!

## Our Principles

**We will work hard with our staff - including our trade union representatives - and our partners to develop a full understanding of our values and what they mean for our day-to-day work. The following principles bring these values to life. Our staff and partners will be encouraged to work together to develop these at a service, team and staff level:**

- Providing joined-up services to improve quality of lives;
- Putting individuals, carers and families at the centre of their own wellbeing and care;
- Providing timely access to services, based on assessed need, resources and a rights-based approach;
- Bureaucracy will be the minimum it needs to be;
- People will have access to good information and advice pre-crisis points;
- Support and services will be co-produced - 'doing with' not 'doing to';
- Being evidence-informed and driven by continuous improvement.

# Strategic Context

Our key strategic document setting out the direction of the Partnership and our ambitions is the [IJB Strategic Plan 2021-31](#). This exciting and ambitious document lays out seven strategic objectives:



We focus on prevention & tackling inequality



We nurture & are part of communities that care for each other



We work together to give you the right care in the right place



We make a positive impact beyond the services we deliver



We are an ambitious & effective Partnership



We help build communities where people are safe



We are transparent & listen to you

All of our staff are committed to contributing to these objectives. In support of the Strategic Plan, we have also developed a [South Ayrshire Wellbeing Pledge](#) in partnership with Voluntary Action South Ayrshire (VASA) with the aim of forging a better relationship between public services and the community to improve wellbeing.

As a partnership, we are also committed to the ambitions set out in NHS Ayrshire & Arran's Caring for Ayrshire programme and the South Ayrshire Council Plan.

As part of our intention to be one of Scotland's leading Health and Social Care Partnerships, we play an active role in the development and delivery of national policy, working to the National Health and Wellbeing Outcomes as well as key initiatives such as The Promise, Scotland's Public Health Priorities and realising the ambitions of the Feeley Review.

We recognise that the whole system must work together to improve outcomes for our community and we are proactive about the contribution we make to the South Ayrshire Community Planning Partnership.

# Services For All Stages Of Life

In South Ayrshire, the HSCP delivers and commissions a broad range of services, meaning the HSCP is in contact with citizens at all stages of life. Services delegated by South Ayrshire Council and the NHS cover:

## Justice Services

Our justice services will focus on supporting families and the wider implications of a service user being imprisoned on the family working in close partnership with Children and Families Social Work, Youth Justice, Housing, Education, Mental Health and Addiction Services.

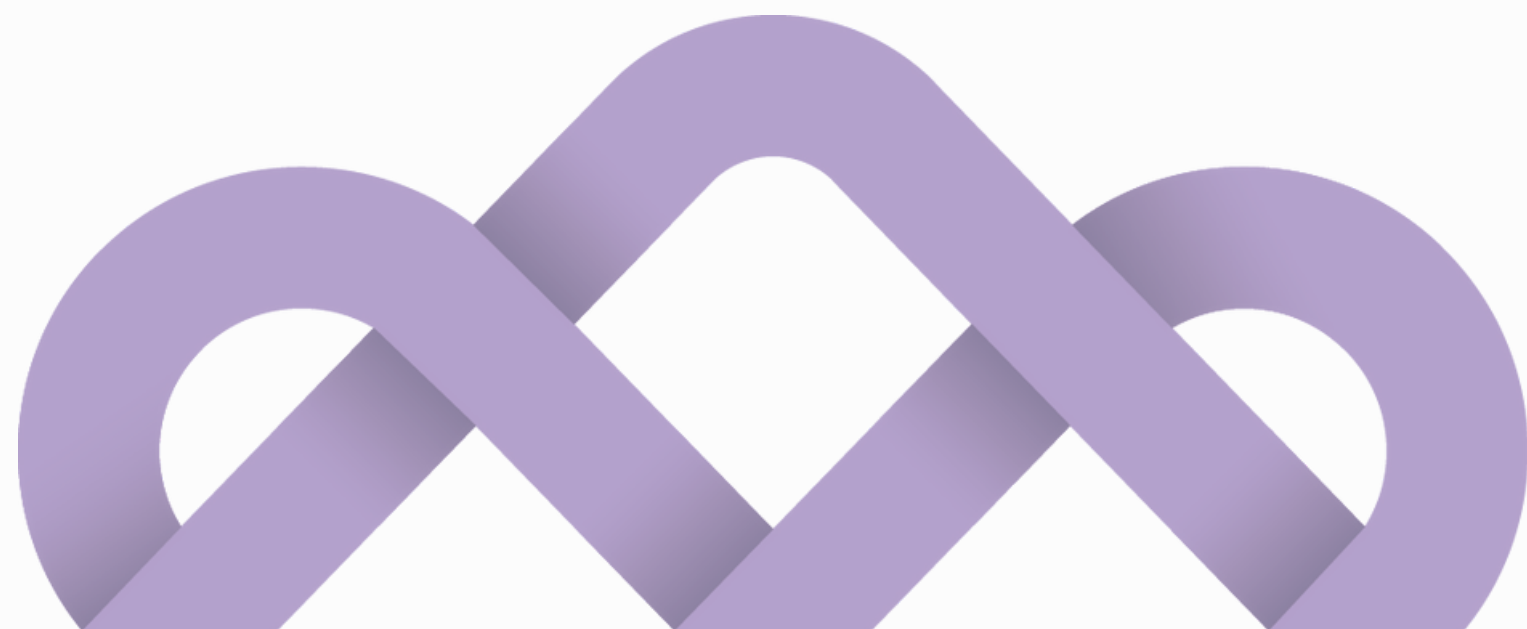
We will build on the links with adult services to ensure that older service users receive the support they need and deliver a trauma informed Justice Service.



## Children's Health and Care Services

In conjunction with the integrated Children's Services Plan, we will carry forward a range of flagship initiatives including developing teams around the school/learning community (e.g. the Belmont Cluster). We have begun to transform the way that we deliver care to our Children and Families in South Ayrshire and are ambitious to ensure that South Ayrshire's children grow up in South Ayrshire and within families or family type care environments where ever possible. We will continue to deliver on The Promise as well as implementing Signs of Safety and develop our Whole Family Whole Systems Approach.

Key short-term activities will include: improving support for families in areas such as parenting support, emotional health and wellbeing, financial inclusion; improving joint working with partner agencies and services to support children and young people impacted by poor mental health and emotional wellbeing. We will also focus on maternal and infant nutrition and increase breastfeeding rates. We will implement the National School Nursing Pathway and delivery of the associated 10 key priority pathway areas by increasing school nursing workforce.



## Community Health and Care Services Adults and Older People



Building on the success of our Strategic Plan and Wellbeing Pledge we have a clear vision for our “team around the locality” to enable services, partners and communities to work together to deliver the best outcomes for those we serve.

Following significant investment in our front line teams, we are now investing in and restructuring our Senior Management and Professional Leadership capacity within Adult Community Health and Care Services to deliver on that vision.

This investment aims to drive quality improvement, professional standards and integrated working with a focus on prevention, early intervention and partnership working.

## Learning Disabilities and Sensory Impairment Services



In delivering against our previous strategy we have integrated teams that support people with a learning disability to contribute to their community and live more meaningful lives. We have a number of sector leading supported housing projects and have supported people to return to Ayrshire.

Our new Learning Disability Strategy was published in 2022 and is celebrated as an excellent example of partnership working and service user engagement having been developed and being delivered in partnership with people who have a learning disability and their carers.

## Mental Health and Addictions Services



We are improving our approach to integrated services closer to the community with significant investment in our integrated teams and early intervention approaches.

Working closely with Housing we have developed sector leading supported housing projects for our most vulnerable clients. Over the coming 12 months we will review our Mental Health Strategy and work as part of our Alcohol and Drugs Partnership to strengthen our strategic and whole system approach to improve outcomes for those suffering with addiction and/or mental health problems.



## Allied Health Professionals (AHPs)

Allied Health Professions will build on the unique contributions and impact that AHP professions have both on individual's personal outcomes and prevention of further deterioration, crisis or hospital intervention by providing access to specific assistance required to support people with long term conditions and maximize rehabilitation potential e.g. communication, food fluid & nutrition, cognitive function, movement function etc.

It will include three distinct service user groups highlighted in the national rehabilitation framework:

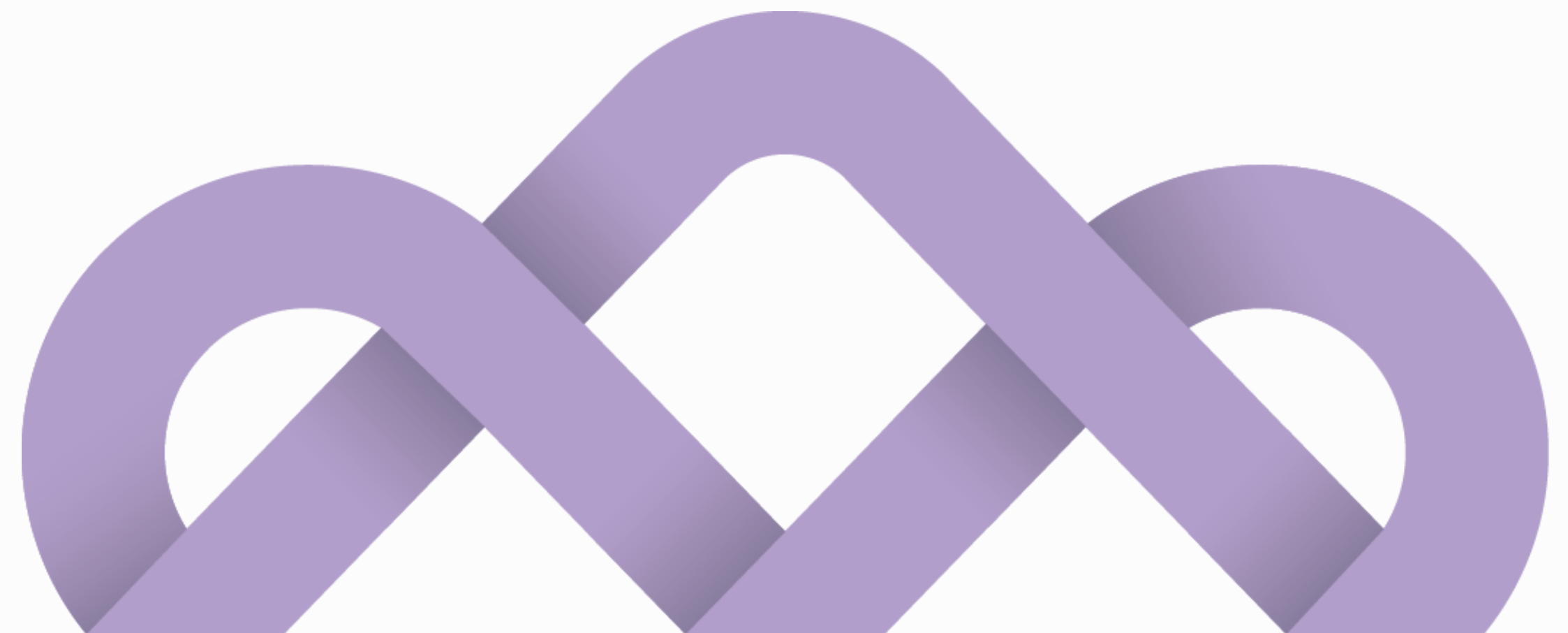
- Rehabilitation of patients following COVID-19
- People whose health and wellbeing has been negatively impacted by lockdown measures
- People who need ongoing and intensive pre habilitation and rehabilitation

## Community Nursing

Our nursing professionals will continue to play a vital role across a wide range of our services.

The Family Nurse Partnership programme will work to improve pregnancy and birth outcomes, through improved prenatal behaviours; improve child health and development, through positive, responsive caregiving; and, improve economic self sufficiency of the family, through developing a vision and plans for the future.

The service is working with the Peri-natal Mental Health service steering group to look at how it can best support clients both ante-natally and post-natally and continuing to develop our breastfeeding champion model.



# Our Place, Our Population

South Ayrshire is a fantastic place to live and work, benefitting from a range of natural assets, coastal attractions and a vibrant community. We are fortunate to work alongside this vibrant community and our valued third sector partners to achieve better outcomes for all.

We have a higher proportion of older people than the Scottish average, as well as significant economic inequalities which shape the way our public services are planned and delivered. We treat the unique makeup of our population as an asset and we place a real emphasis on supporting people of all ages to live life to the full, supporting people to live in a homely setting when they require social care support and providing support to people who care for their loved ones.



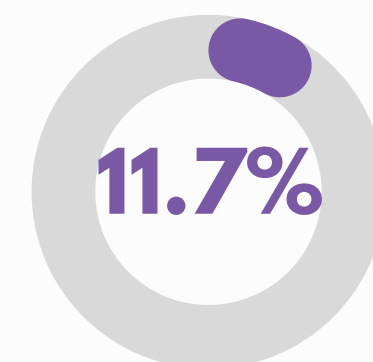
**23%** 23% of South Ayrshire's children live in poverty (after housing costs).



**70%** The dependency ratio in South Ayrshire (the ratio of people aged 0-15 and 65+ compared to those aged 16-65) was 70% in 2019 which is higher than both East and North Ayrshire (61% and 65%).



**73.6** The average life expectancy for males in Ayr North is 73.6 years compared to 80 years for males who live in Troon.



**11.7%** In 2019, 11.7% (13,179) of South Ayrshire's population were aged 75 and over. This is a higher proportion than both East and North Ayrshire (8.8% and 9.9% respectively).

# Our Culture

The Partnership is overseen by the Integration Joint Board (IJB). As described within our [Strategic Plan](#) we strive to be an ambitious and effective Partnership.

Our whole workforce, together with our partners in the third and independent sector wish to be on a journey of continuous improvement. This is driven by our professional leads for social work, nursing and the Allied Health Professionals, as well as various initiatives ongoing across the Partnership.

We know we cannot improve the health and wellbeing outcomes of our citizens by working in isolation so we aim to support unpaid carers, improve community capacity and empower individuals to self-manage through a range of local initiatives and supported by our South Ayrshire Wellbeing Pledge.



# Our People

People are at the heart of everything we do and the workforce of the Partnership is our greatest asset. Even in the most challenging of circumstances, our staff demonstrate their skills, flexibility and commitment to continue to provide critical services for our communities.

Supporting staff wellbeing during the pandemic and beyond is a priority and we are constantly exploring ways to ensure we attract and keep the best health and care staff to South Ayrshire. We offer a range of opportunities for professional development and we strive to ensure South Ayrshire HSCP is an attractive and rewarding place to work.





# Partnering for Prevention

We are serious about prevention in South Ayrshire, acknowledging our duty to support citizens not to have to depend on our services unless absolutely necessary by developing resilient and supportive communities. Recognising we cannot achieve prevention in isolation from others. Developing initiatives such as the Wellbeing Fund, our dedicated support for carers, contributing to reducing poverty and its negative impact on our communities (e.g. in supporting work in Wallacetown) and our work to roll out dementia friendly communities are rooted in partnership with our communities and other key organisations.

This is articulated through our [Wellbeing Pledge](#):

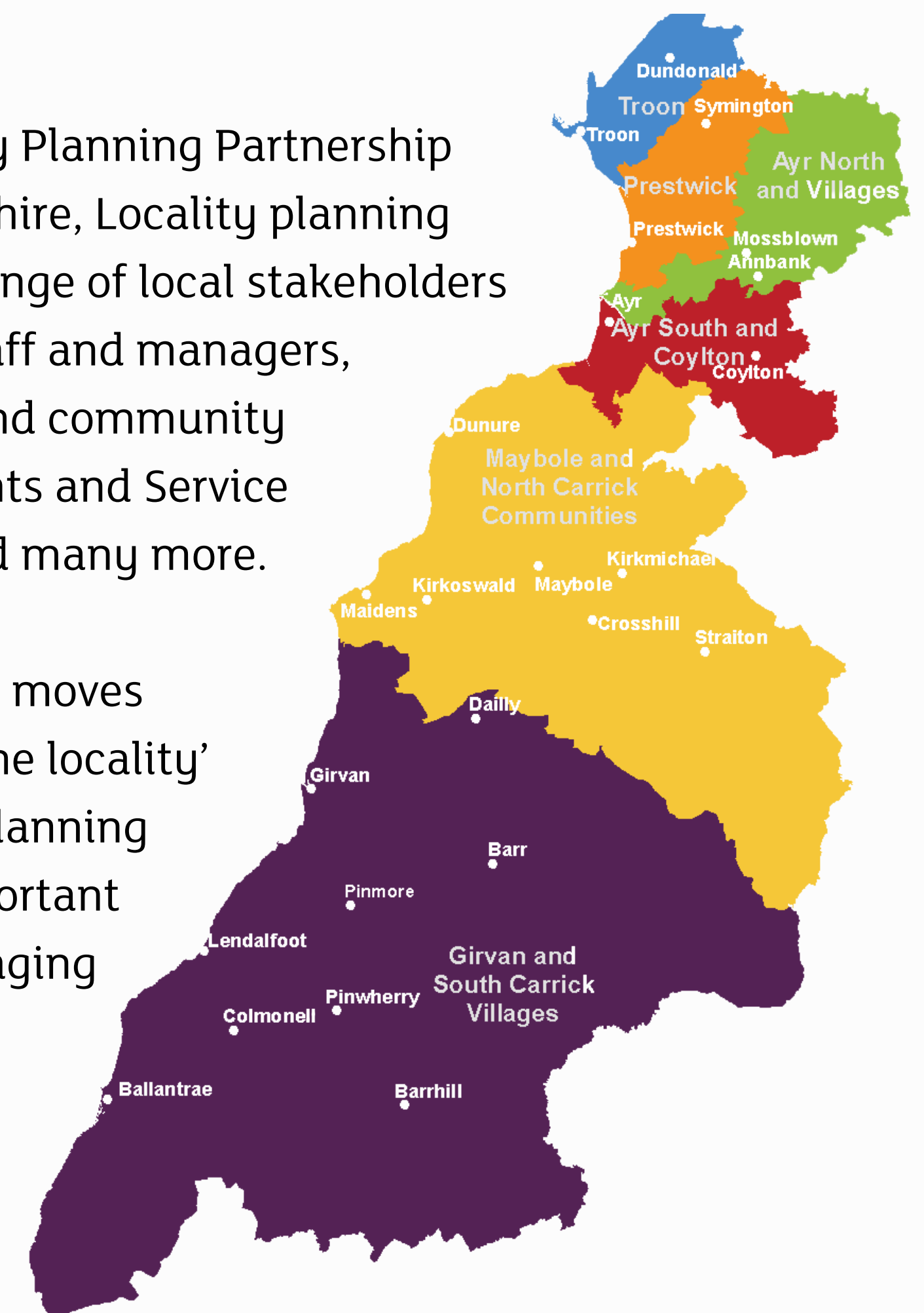


# Locality Planning

Our Locality Planning Partnerships aims to ensure the voice of local communities shapes wellbeing, services and support in South Ayrshire.

We have six Locality Planning Partnership areas in South Ayrshire, Locality planning brings together a range of local stakeholders including; HSCP staff and managers, Elected Members and community councillors, Residents and Service Users, NHS staff and many more.

As operational work moves in a 'team around the locality' direction, locality planning will become an important local means of engaging stakeholders on health, care and wider wellbeing work.



# Team around the Practice

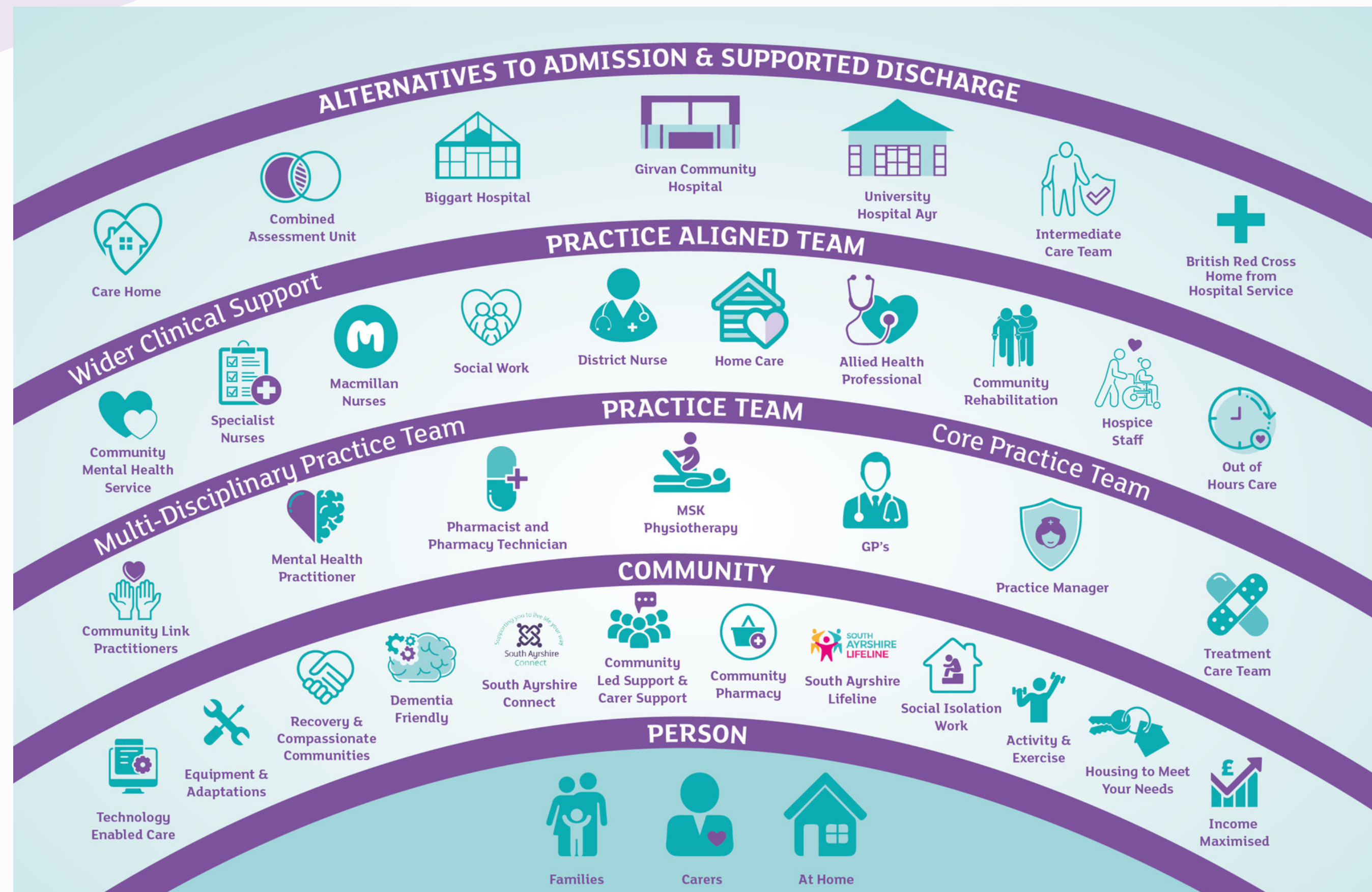
South Ayrshire HSCP is increasingly focusing on a more locality-based approach for much of its work. The principal focus of our work is the importance of supporting people to live healthily and safely within their own homes and local communities. When they need formal services.

In order to achieve this, we have introduced Multi-Disciplinary Teams directly linked to our GP Practices which include; Pharmacists, Mental Health workers, Occupational Therapists, Link Workers and Physiotherapists. Our staff such as Social Workers, District Nurses and AHPs, wherever possible are also aligned to GP Practices.

Increasingly, alongside this formal arrangement of 'services', we are working alongside colleagues from Community Planning Partners such as

Council Workers (Housing, Thriving Communities, Libraries, Leisure, etc) as well as Police Scotland, Scottish Fire and Rescue and third sector organisations to provide a more informal set of supports addressing wider wellbeing issues in our community.

Whilst our Mental Health and Learning Disability services are managed separately, they will increasingly become a part of the operational system that will form at locality level.



# Join us!

Our workforce is diverse and the career opportunities available means that there is something for everyone! We offer competitive salaries, comprehensive training and career development in all our roles.

If you are interested in joining the South Ayrshire Health & Social Care Partnership our current vacancies are available on our Careers page:

<https://hscp.south-ayrshire.gov.uk/careers>



# Find out more!

You can find out more on the South Ayrshire Health & Social Care Partnership and our services on our website by visiting:

<https://hscp.south-ayrshire.gov.uk/>

There are other ways you can get involved in the Partnership as a member of the community, for example you may wish to come along to our Locality Planning Group meetings which are open to all members of the community, contact one of our engagement officers to find out more:

[SAHSCP.Engagement@south-ayrshire.gov.uk](mailto:SAHSCP.Engagement@south-ayrshire.gov.uk)

You can also get involved by joining a community group based on your own particular interests or the support you may require. Further details on community groups can be found on the Voluntary Action South Ayrshire (VASA) website:

[www.voluntaryactionsouthayrshire.org.uk/](http://www.voluntaryactionsouthayrshire.org.uk/)



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