
Minute of Performance and Audit Committee

Date: 25th June 2025

Time: 1pm

Place: MS Teams

Present

Cllr Cameron Ramsay, Chairperson, SAC

Cllr Julie Dettbarn, Voting Member, SAC

Cllr Hugh Hunter, Voting Member, SAC

Jean Ford, Non-Executive Director, Voting Member, NHS

Ewing Hope, Non-Executive Director, Voting Member, NHS

In Attendance

Tim Eltringham, Director of Health and Social Care, HSCP

Gary Hoey, Chief Social Work Officer, HSCP

Sheila Tyeson, Senior Manager, Planning and Performance, HSCP

Jackie Hamilton, Senior Manager, Children and Families, HSCP

Lesley Reid, Locality Senior Manager, HSCP

Rebecca Hunter, Planning and Performance Officer, HSCP

Kevin Milton, Senior Manager, Mental Health, HSCP

Brian Christie, Service Manager, Mental Health, HSCP

Courtney Buchanan, Information Governance Lead Officer, HSCP

Frances Ewan, Staff Representative, UNITE

Angus Brown, Audit Scotland

Nadine McCall, Administrative Assistant (minutes), HSCP

Cllr Cameron Ramsay in the Chair

Agenda	Discussion	Action
1.	<p>Welcome/ Apologies/ Membership updates</p> <p>Apologies on behalf of Mark Inglis, Lisa Duncan, Billy McClean and Billy Cooper.</p>	
2.	<p>Declarations of Interest</p> <p>There were no declarations of interest to note.</p>	
3.	<p>Minute of Previous Meeting</p> <p>The minute of the meeting of the Performance & Audit Committee held on 1st April 2025 was agreed as an accurate record of the meeting.</p>	
4.	<p>Matters Arising/ Action Log</p> <p>There were no matters arising/ actions to note.</p>	
Performance (for agreement):		
5.	<p>Progress report on the Live Well Adult Mental Health and Wellbeing Strategy 2024-34</p> <p>K Milton advised that the purpose of this update is to provide the Performance and Audit Committee with the first progress report on the implementation of the Live Well Adult Mental Health and Wellbeing Strategy which covers the period 2025-34.</p> <p>It is recommended that the Performance and Audit Committee note the progress made in delivering the Strategy and provide comment on future delivery. K Milton noted that the Performance and Audit Committee may wish to note that to deliver on the themes within the strategy four sub-groups have been formed to provide a focused and detailed approach to drive delivery:</p> <ul style="list-style-type: none"> • Timely and effective services; • Communication; • Training and education; and • Public awareness, challenging stigma and resilient communities. <p>K Milton advised that there will be updates to some of the work</p>	

	<p>needed in both strategies in line with Scottish Government 2-year delivery plans.</p> <p>The Committee thanked K Milton for his update and noted the progress made in delivering the Strategy.</p>	
<p>6.</p>	<p>Progress report on the Age Well Dementia Strategy 2024-34</p> <p>K Milton advised that the purpose of this update is to provide the Performance and Audit Committee with the first progress report on the implementation of the Age Well Dementia Strategy which covers the period 2024-34.</p> <p>It is recommended that the Performance and Audit Committee note the progress made in delivering the Strategy and provide comment on future delivery of the Strategy.</p> <p>K Milton shared the summary position table on screen which highlights the number of actions within each status area.</p> <p>K Milton also shared slides which provided an overview of highlights under each of the Delivery Plan’s themes: diagnosis and post-diagnostic support, communication, education, public awareness, cross cutting actions and 10-year ambitions. K Milton stated that to deliver on these themes four sub-groups have been formed to provide a focused and detailed approach to drive delivery:</p> <ul style="list-style-type: none"> • Diagnosis and Post-Diagnostic Support; • Communication; • Training and education; and • Public awareness, challenging stigma and resilient communities. <p>It terms of education, K Milton advised that the Community Mental Health Team Elderly currently deliver on the Cares Wellbeing Programme to ensure appropriate support is available for carers. This includes the Girvan memory café which provides additional support to those living with Dementia as well as being a hub for carers peer support.</p> <p>T Eltringham commended the work that has been undertaken on these strategies, emphasising the importance of being able to measure what they are trying to achieve and to allow them to reference and hold themselves accountable.</p>	

	<p>The Committee thanked K Milton for his update and noted the progress made in delivering the Strategy.</p>	
<p>7.</p>	<p>Ayr North/ Ayr South Locality Plan updates</p> <p>L Reid advised that the purpose of this report is to provide an update to the Performance and Audit Committee on the progress of the Locality Plans for Ayr North and Ayr South which were developed in spring 2024 and agreed by both Community Planning Partnership and IJB structures in summer of 2024.</p> <p>L Reid informed since the plans were established there has been a focus on the Locality Planning Partnerships (LPPS) in each locality area, with refreshed terms of reference and new memberships.</p> <p>Overall, there has been excellent progress but there have been challenges.</p> <p>L Reid explained that in terms of Ayr North the attendance at LPP groups is encouraging with a wide range of community partners contributing. Currently this attendance is not mirrored to the same extent in Ayr South.</p> <p>L Reid noted some key highlight areas in terms of both localities and advised that there is in depth detail regarding both locality areas within the circulated report and appended Pentana reports.</p> <p>Cllr J Dettbarn thanked L Reid for her update and commended the reports provided today. J Dettbarn expressed that connectedness is the key to all of this work and communities having access to advice and support is key to ensure they are thriving.</p> <p>Cllr H Hunter thanked L Reid for her input and commended the two Pentana reports which clearly lays out all actions. Cllr Hunter advised that he was impressed with the enthusiasm and commitment from those within Ayr North Locality during a recent visit.</p> <p>L Reid advised that they continue to work on how to equip people to make them feel comfortable enough to attend locality meetings.</p> <p>The Committee noted the content of the report and progress being made within the central localities.</p>	

<p>8.</p>	<p>Equality Outcomes and Mainstreaming Report 2023-2025</p> <p>C Buchanan advised that this report sets out how the South Ayrshire Integration Joint Board and Health and Social Care Partnership have met and contributed to the Public Sector Equality Duty. C Buchanan noted that a full Equality Outcomes and Mainstreaming Report is found within circulated appendix 1.</p> <p>C Buchanan advised that the HSCP Equality Outcomes and Mainstreaming report aligns with the IJB Strategic Plan 2010-2031 and the work the HSCP do within the partnership targets inequalities that limit individuals from living safe, health and active lives. C Buchanan noted that this report reflects how the HSCP are embedding equality, diversity and inclusion into strategic operations and planning across the Partnership, in line with colleagues in South Ayrshire Council and NHS Ayrshire & Arran.</p> <p>C Buchanan informed that the Equality Outcomes are shared across all three Local Authorities:</p> <ol style="list-style-type: none"> 1. Creating safe and inclusive communities across Ayrshire. 2. Ensuring equal opportunities for all in accessing and influencing public services in Ayrshire 3. Providing opportunities for individuals in Ayrshire to achieve their full potential throughout their lives. 4. Promoting inclusivity and diversity within public sector employment across Ayrshire. These outcomes are aligned to our IJB Strategic Objectives to help guide service delivery across SAHSCP. <p>C Buchan continued to advise that within the report there is a wealth of ongoing activity relating to Equality, Diversity and Inclusion mentioned however, for the purposes of today's meeting she has chosen to highlight some of the key projects which effectively embed Equality into everything the HSCP:</p> <ol style="list-style-type: none"> 1. Service Provision: Mandatory Equality, Diversity and Inclusion training; and Integrated Impact Assessments. 2. Stakeholder Engagement: Digital engagement strategy; and locality planning. 3. Workforce Development: Trauma-informed training; inclusive values embedded across South Ayrshire Council and NHS Ayrshire & Arran. 4. Contracts, Commissioning & Procurement: Fair Work First criteria; and equality clauses in contracts. 	
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	<p>C Buchanan highlighted some of the key achievements within the HSCP Equality Outcomes and Mainstreaming Report including:</p> <ul style="list-style-type: none"> • A total of 880 staff members having been trained in Level-1 Trauma Informed Practice; • The number of occupied Mental Health bed days have halved since 2017; • Child development at 27-30 months has improved and is above the national average; • The service review realigning the 6 locality areas enables more responsive and local care; • We have also established various champions boards reflecting our commitment to The Promise and individuals with lived experience. <p>C Buchanan noted the improvements made over the past few years in relation to the increased uptake of Self-Directed Support Options 1&2 and also in relation to improved guardianship processing, evidencing an increase in the total number of guardianships each year since 2021.</p> <p>C Buchanan concluded by advising in relation to ongoing activity, they are preparing for the 2026-2028 reporting period and the development of the upcoming joint Equality Outcomes with South Ayrshire Council. C Buchanan reported some of the following areas of areas of focus for future reporting include: Neurodivergence and inclusion across the service, continued investment into staff training and development opportunities, implementation of a wide range of strategies and plans for SAHSCP. C Buchanan expressed that by continuing these efforts ensures equality, diversity and inclusion remains a central focus across all areas of service.</p> <p>Cllr H Hunter stated that the strategy is great and queried how they can measure success of trauma informed training and the difference made to performance and how this is demonstrated in how services are being delivered.</p> <p>S Tyeson informed that at the moment they have not looked at how this would be reflected however explained that they could link with the Practice Development Team to look at stats and how they could measure this.</p> <p>C Buchanan noted that she could also link with Angi Pinkerton, Trauma Informed Practice Officer regarding any feedback she has</p>	
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	<p>received from the trauma informed training sessions.</p> <p>The Committee noted the content of the report and the attached Equality Outcomes and Mainstreaming Report (Appendix 1) circulated.</p>	
Audit (for agreement):		
<p>9.</p>	<p>South Ayrshire Integration Joint Board Annual Internal Audit Report 2024-2025</p> <p>C McGhee advised that the purpose of this report is to provide the Committee with the Internal Audit annual report and statement on internal controls for 2024/25.</p> <p>It is recommended that the Performance and Audit Committee notes the content of this report.</p> <p>C McGhee advised that the Public Sector Internal Audit Standard (PSIAS) requires the Chief Internal Auditor to present an annual report and statement on internal controls to the IJB Performance and Audit Committee on an annual basis. The Chief Internal Auditor of the IJB is the Chief Internal Auditor of South Ayrshire Council. The Council's Internal Audit team carries out the internal audit work for the IJB.</p> <p>C McGhee informed that the work completed last year was in accordance with 2024-25 Internal Audit Plan approved by PAC in May 2024.</p> <p>C McGhee advised that assurance over the South Ayrshire IJB's internal control arrangements is also reliant on the core systems within the Council operating effectively. The core systems work carried out in 2024/25 for the Council included reviews around controls within the new Fusion System in relation to Main Accounts, Human Resources and Payroll, Procurement, and continuous auditing of customer payments. The three Fusion system audit reviews resulted in reasonable assurance and continuous auditing in substantial assurance. A review of the CM2000 system was also completed for South Ayrshire's HSCP in 2024/25. The objective of this assignment was to obtain assurance that the system objectives included within the CM2000 project's business case were achieved. The draft report is currently being agreed with service management and will be shared with all members of the IJB in due course.</p> <p>C McGhee continued to inform that it is her conclusion that sufficient</p>	

	<p>internal audit work was completed during the year to form an internal audit opinion for 2024/25. There is no limitation of scope on the 2024/25 internal audit opinion.</p> <p>The Committee noted the content of the report.</p>	
<p>10.</p>	<p>Proposed South Ayrshire Integration Joint Board Internal Audit Plan 2025-26</p> <p>C McGhee advised that the purpose of this report is to submit, for Performance and Audit Committee approval, the proposed IJB Internal Audit Plan for 2025/26</p> <p>It is recommended that the Performance and Audit Committee approves the IJB Internal Audit Plan for 2025/26.</p> <p>C McGhee advised that the new Global Internal Audit Standards (GIAS) came into effect in January 2025, replacing the Public Sector Internal Audit Standards 2013 (updated 2017), explaining that the GIAS guide the professional practice of internal auditing worldwide and serve as a basis for evaluating and elevating the quality of the Internal Audit function. The Application Note: GIAS in the UK Public Sector, effective from 1 April 2025, provides a framework for the practice of Internal Audit in the UK Public Sector when taken together with the GIAS. In addition, CIPFA produced a new Code of Practice for the Governance of Internal Audit in Local Government to support compliance with the principles and standards in Domain III (Governing the IA Function) of the GIAS (UK Public Sector).</p> <p>C McGhee referred to the specific requirements as detailed at section 3.3 of the circulated report.</p> <p>C McGhee noted that the audit work for IJB is delivered by Council internal audit section and operates under internal audit charter.</p> <p>Areas of Council and NHS Audit Plans that may be of interest have been included within the circulated appendices.</p> <p>C McGhee reported that she is required to share IJB Internal Audit Plans with Council and NHS. If approved today it will also be shared at South Ayrshire Council's Audit and Governance panel and the NHS Audit Committee.</p>	

	<p>The Committee noted the content of the report and agreed the recommendation to approve the IJB Internal Audit Plan for 2025-26.</p>	
<p>Items for noting:</p>		
<p>11.</p>	<p>Children’s Services Inspection Ready Report</p> <p>J Hamilton advised that the purpose of this report is to advise the Committee of progress made over the past seven years against the last Children’s Services Inspection action plan.</p> <p>The report also outlines the improvements made in Children Services and work undertaken to prepare South Ayrshire for (what we believe) to be imminent notice of a return Children Services Inspection.</p> <p>J Hamilton informed that the 2016 Joint Inspection of Children’s Services was carried out by the Care Inspectorate together with Education Scotland, Healthcare Improvement Scotland and Her Majesty’s Inspectorate of Constabulary for Scotland between April and June 2016.</p> <p>A follow-up inspection took place over five days during the week beginning 29th January 2018 and focused on the five improvement areas identified in the 2016 Inspection, namely;</p> <ol style="list-style-type: none"> 1. Leadership to drive improvement and change at pace. 2. Early intervention to address poverty and support vulnerable children. 3. Reduce accommodation of 11–15-year-olds Outwith Authority. 4. Planning and resource allocation to ensure children get the right help at the right time. 5. Improve outcomes for vulnerable groups through ICSP and CPC. <p>J Hamilton provided an update on each of those actions as fully detailed within the circulated report.</p> <p>J Hamilton assured that significant progress has been made in Children’s Services over the past seven years and expressed that in the belief that a Children’s Services Inspection may be imminent in South Ayrshire 2025 or 2026, given the length of time since the last full inspection, there is a concerted effort to ensure that South Ayrshire is in a positive position to be able to reflect fully and</p>	

	<p>accurately our approach to supporting vulnerable and in need Children, Young People and their families.</p> <p>Cllr J Dettbarn thanked J Hamilton for this report, stating that she would agree significant improvements have been made and expressed her gratitude for all the work that has been undertaken to get to this point.</p> <p>Cllr H Hunter stated that the improvements that have been made have been remarkable and a true testament to the leadership and staff within Children’s Services.</p> <p>The Committee noted the content of the report and acknowledge the preparatory work ongoing for any new Children Services Inspection.</p>	
Any Other Business/ Actions for follow up to IJB		
12.		

Date of Next Meeting – Tuesday 2nd September 2025