WARWICKSHIRE COUNTY COUNCIL

Market Position Statement for Housing with Care

FEBRUARY 2024



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Foreword



As the Portfolio Holder for Adult Social Care and Health, it gives me great pleasure to extend a warm welcome to you as we present our updated Market Position Statement for Housing with Care (HwC) in Warwickshire.

It presents our commissioning intentions and emphasises the importance of collaboration with partners, including the Coventry and Warwickshire Integrated Commissioning Board (ICB), Districts and Boroughs and public, private and voluntary sector providers in developing services that prioritise choice and independence for our citizens.

The Market Position Statement serves as a valuable resource, providing information and identifying opportunities for the market to evolve in a suitable manner while ensuring its diversity and sustainability. The Council plans to work closely with providers to explore service delivery options that meet the challenges of delivering agreed and appropriate outcomes for customers during these challenging times, marked by limited resources, complex needs, increasing demands, and shifting expectations. I hope you will find it both useful and informative.

Cllr Margaret Bell Portfolio Holder for Adult Social Care & Health



Purpose of this Market Position Statement (MPS)

This document contains information and analysis that is of benefit to both current and prospective providers of Housing with Care (HwC) within Warwickshire which includes ECH (ECH) and Specialised Supported Housing (SSH). It summarises supply and demand in the local authority area or sub-region, and signals business opportunities within the care market in that area. It also outlines the strategic direction and our future commissioning intentions.

This MPS outlines opportunities for the HwC market and how it may need to develop and adapt to meet future anticipated need/demand. It sets out the key areas for market development by identifying where there are current or anticipated service gaps.

The test of a MPS is how well it is used by the provider market. Our aspiration for the future includes an interactive web-based version of the MPS, which will enable regular updates to be made and provide the market with up-to-date information that will assist providers when shaping their business decisions.

Our Commitment

We have established a set of commitments that guide our approach to commissioning services at the same time as ensuring positive outcomes for the people of Warwickshire. These commitments reflect the council's dedication to creating a thriving community.

We will only commission services that contribute to positive outcomes for Warwickshire people.

We will commission services that support a restorative and strength-based approach.

We will work within budget to commission safe and sustainable services that meet people's needs.

We will actively consider how we meet the needs of people with protected characteristics within our commissioning activity.

We will work with providers to baseline the carbon impact of commissioned services and develop plans to reduce carbon emissions from our health and social care contracts.

Our commissioned services will be developed using a robust evidence base, including our place based Joint Strategic Needs Assessments.

We will focus on developing and strengthening relationships with internal and external partners, service providers and people that use our services.

We will utilise their extensive knowledge to coproduce solutions and to plan, commission, and review.

We will support development of the Coventry and Warwickshire Integrated Care System; taking action to maintain, progress and further develop integrated and place-based commissioning arrangements where they secure the best outcomes for our population and reduce health inequalities.

We will evaluate and review the impact of our commissioning activity on the Warwickshire population, ensuring flexibility and continuous improvement.

Adult Social Care Strategy

Our duties and responsibilities are determined by national legislation and the four important pieces of legislation which guide our work are the Care Act 2014, the Mental Capacity Act 2005, Health and Social Care Act, and the Mental Health Act 1983. Additionally, the Government has set out its plans and wide-ranging reforms for health and social care, through 'Build Back Better', 'People at the Heart of Care' and more recently 'Next steps to put People at the Heart of Care'.

We are currently in the process of writing our Adult Social Care Strategy. This document will both articulate what we are currently doing to deliver our Adult Social Care responsibilities, and areas which we need to strengthen to keep our population safe, well and independent for as long as possible. This section of our MPS will be updated Autumn 2024, once we have finalised this document by engaging with social care staff, providers and customers. Our draft document outlines our strengths and conversely where we should like to strengthen our offer. Strength-based practice has been identified as being particularly good in Warwickshire and was highlighted in our recent Peer review. This way of working builds on the established assets in people's lives, families and communities to deliver the best outcomes for our customers.

Partnership working both with other statutory bodies and within WCC between Adult Social Care and Social Care and Health Commissioning is strong.

We have an integrated Adult Mental Health service with the NHS that results in a joined-up service provision to our customers with Mental Health Needs.

The WCC Learning and Development team will continue to work closely with providers to support the training and development of the provider workforce. They offer assessments to identify training needs amongst staff and support providers to access the required training. They both commission and deliver training for providers and utilise a web-based Learning and Development platform (Scils). This supports transferability of training, reduces re-training and concentrates on personal development needs.

Our HwC providers have made great advances in the use of technology to support customers maintain their independence and we want to learn from and share this across our market. We will continue to work with partners and providers to consider how assistive technology and digital solutions can support the efficiency of adult social care delivery.

HwC is a successful partnership venture – WCC works with colleagues in Health and the District and Boroughs to deliver schemes that meet our joint housing and care needs. This strong partnership will provide the foundation for the continuing growth of HwC and our other critical capital accommodation projects across Warwickshire.

Areas for Development

We have started work on improving our information offer and digital interface and we will be looking regionally and nationally at authorities who do this well. If potential customers, friends and relatives can access the information they need easily and can also self-serve to understand what is available to meet their needs, then they might access non statutory community resources to help themselves. This will help people stay well and independent for longer.

We will continue to explore the role technology can play in supporting customers to remain independent or obtain independence and take advantage of opportunities arising from the rapid advancements in technology.

During Covid and since its decline we have seen an increase in sustained care post hospital discharge, as such we are developing short term recovery and reablement support, both bedded and within the community, to help people to reduce their long-term needs for care and support.

We will seek to encourage the development of a diverse market and promote opportunities for providers in the third sector, particularly social and microenterprises that can develop and offer alternatives to traditional support services. We will also look at ways of maximising community-based services and the voluntary sector to deliver services that support, and compliment commissioned services.

In line with Warwickshire's Health and Wellbeing Strategy, we will take a 'Health in All Policies' approach to make health everyone's business, in particular helping people to improve their mental health and wellbeing and reducing inequalities in health outcomes and the wider determinants of health. It is recognised that all staff and services have a role to play in supporting good health and wellbeing. A Making Every Contact Count (MECC) approach is being rolled out across the Council and commissioned partners to deliver key messages and signposting to health and wellbeing support.

An Ageing Well Joint Strategic Needs Analysis (JSNA) will be published in early 2024 which will outline the priorities for preventing ill health in later life.



Housing with Care in Warwickshire (HwC)

In Warwickshire, our HwC portfolio encompasses Extra Care Housing (ECH) and Specialised Supported Housing (SSH).

HwC has emerged in the last 10-15 years as a viable option for people with an immediate or anticipated need for care and support and a wish to remain in a home of their own. This may, for example, be an older person for whom living in their own house or bungalow may present unmanageable risks to their health, wellbeing and safety, or an adult with disabilities who seeks independent but supported accommodation.

HwC is specialised housing with onsite care and support. This integrated approach ensures residents can access the necessary care and support to meet both their current and future needs, empowering them to maintain or achieve their personal goals for independence.

ECH schemes offer a range of accommodation, with single individuals and couples residing in one- and two-bedroom flats. While people as young as 55 can apply, currently the majority of people living in the schemes are in their 70s. We aim for a community with a range of care needs, with proportions of low, medium and high levels of support.

SSH caters to diverse needs, from learning disabilities to complex physical care. The age range is 18 to 64, with a focus on providing flexible on-site support.

The HwC provision combines both a Housing and Care offer and is part of the wider Accommodation Based Support services available to our communities alongside more traditional forms of accommodated support such as Residential Care Homes.

For the under 65 customer cohort HwC schemes can provide a core operating model of care and support. This has some of the associated benefits offered by residential care, such as meeting fluctuating care need, but within a home of their own in the community and with lower care and support costs.

What makes a HwC scheme:

- 1. Quality of Care: A good scheme provides high-quality care services that are person-centred and meet the individual needs and preferences of residents.
- 2. Accessibility: Schemes need to provide an accessible environment for all our customers including complying as a minimum, M4(2) Building Regulations. Person centred designs following the HAPPI principles for ECH and Buildng the Right Support guidelines for more specialist schemes. For more details, our care commissioners can supply building specifications for the required developments.
- **3. Technology:** The infrastructure of a scheme should seek to maximise technology that enables the customers to live as independently as they are able.
- **4. Staffing:** A sufficient number of skilled and compassionate staff is crucial to provide timely and effective care.
- **5. Social Engagement:** Promoting an active and engaged community through organised activities and opportunities for social interaction.
- **6. Flexibility:** The scheme should adapt to residents' changing needs and offer a range of care and support options.
- **7. Community Integration:** Encouraging connections with the broader community to combat social isolation.

A good HwC scheme aims to enhance the quality of life for its residents, offering a supportive and enabling environment for them to age with dignity and independence.

Commissioning Intentions

We believe that all residents should have the opportunity to remain as independent as they can be within a home of their own. Where we live can have a significant influence on how we can meet our health and wellbeing needs. For many customers who have care and support needs, the home environment can be an integral component for the effective delivery of care and meeting their care and support needs.

Warwickshire currently has over 960 purpose built selfcontained apartments, houses or bungalows across the county in over 22 HwC schemes. The County Council has nomination rights on 700 units. It is our aspiration to grow the number of our schemes. Our current needs assessment indicates that there is forecasted demand for schemes across the county. We will work with the market to influence the development of HwC in line with our most recent demand estimates. We will explore the HwC model of care and accommodation with our customers as an alternative to residential care homes for those who have low to moderate care needs.

Building on the success of our schemes for disabled people aged 18+, we will explore options for developing services of this type for younger adults aged 16-25 and for people with Mental Health as a primary or secondary need.

Commissioners will also work with our colleagues in the five district and boroughs across Warwickshire in Planning and Housing Departments so that local planning policy and housing strategies support the delivery of HwC provision. Since the first schemes in Warwickshire were developed in 2008, the County Council has worked with the Housing Authorities collaboratively to provide schemes across the county. We will continue to work with them to create the right environment for the growth of our HwC provision and to ensure that HwC is recognised as key feature of local planning policy and housing strategies. This approach not only meets our statutory responsibilities but also contributes to the overall well-being of the community. It reflects a commitment to making quality care accessible to all, ensuring that Warwickshire remains a place where residents can thrive and receive the support they deserve.

Alongside our commitment to quality, our Commissioning and Quality Assurance teams continue to collaborate closely with Social Care Providers through ongoing communication, visits and access to training to support providers to improve quality of their services.

To achieve this aspiration the County Council will work with providers to ensure that there is a sustainable and well-trained workforce that are able to meet the diversity of needs of our HwC customers. We will continue to shape the market by engaging with developers of HwC so that the availability of specialist provision will meet current and future demand.

We will continue to support care providers to maximise their use of assistive technology to ensure the quality of care and safety for customers, for example: where it can maximise independence; improve hydration; reduce medication errors; reduce falls; support those with learning disabilities; support those with dementia; and support carers.

If the number of people living with dementia increases as projected, there will be a growing demand for support services, including healthcare, social care, and community-based services. We will work with providers to assess the level of demand and how we can respond. In addition, there is a need for increased public awareness and education around dementia, including the importance of early diagnosis and intervention. This will help to reduce stigma and improve access to care and support for people living with dementia and their families.

We will continue to work with providers to improve health and wellbeing and prevent ill health for older people, building on the recommendations in the Warwickshire Healthy Ageing JSNA and Mental Health JSNA. Conditions that most impact on health in later life for Warwickshire residents include cancer. Ischaemic heart disease and dementia; back pain, hearing loss, diabetes, falls and chronic obstructive pulmonary disease (COPD).

We are committed to acting decisively to tackle climate change and the biodiversity crisis. Taking action now, so that we are a county with a sustainable future, is one of the key strategic priorities in the Council Plan. We have already started work towards our goals of reducing carbon emissions to net zero across the Council by 2030 and to support us as a County to do the same by 2050 or earlier.

Resources

WCC Adult Social Care Spending on Direct Care

This section specifically examines Adult Social Care expenditure for packages of care. It excludes expenses related to staffing or any other areas and does not incorporate income, including contributions made by eligible clients towards their care costs. This approach is designed to facilitate comparisons with other Market Position Statements.

The expenditure for adult social care services increased from £126m in 2018/19 to £155m in 2021/22, representing a £29m increase and a 23%

growth in gross expenditure. Among the various types of care, Extra Care Housing accounted for 2% of this of this spend in 2018/19 and 2021/22.

Calculating the expenditure for Supported Specialised Housing is more difficult due to how we have recorded this information in the past, however this would account for approx. 3% of expenditure as of 2021/22.

We have several statutory responsibilities, including setting a balanced budget. We recognise the need to remain within budget, but also to help maintain the quality, sustainability, and accessibility of adult social care services in Warwickshire.

Adult Social Care Percentage Spend on Commissioned Services

Workforce

Recruitment remains a persistent challenge within the care sector.

The attraction of higher-paying job vacancies in other sectors, such as health services and large retailers/ supermarkets, makes it difficult to attract and retain skilled workers. To overcome this obstacle, it is important to focus on enhancing the offer for prospective care workers and WCC would want to join with providers and the NHS ICB in system-wide initiatives that promote the rewards of working in the care industry, such as making a positive impact on people's lives.

Warwickshire and its Population

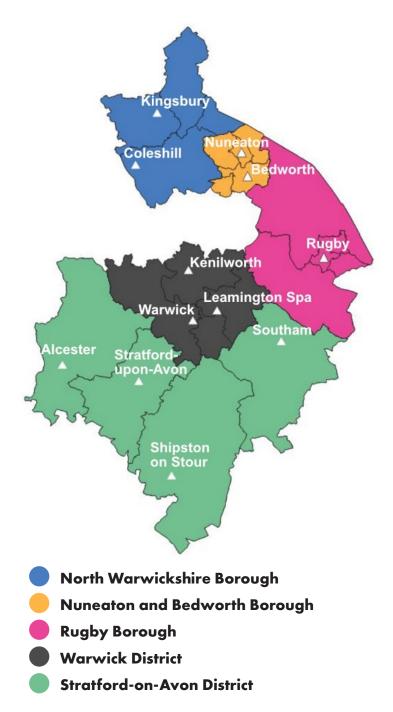
The county of Warwickshire is located in the West Midlands region. According to mid-2021 population figures published by the Office for National Statistics (ONS), the population of Warwickshire was 599,153. Based on recent growth rates, ONS estimates that the current population in 2023 has risen to around 623,000.

Warwickshire is at the heart of Britain's transport network and several key strategic routes pass through the county. Warwickshire currently has a two-tier Local Authority system in place with an upper-tier County Council and five lower-tier district and borough councils as follows:

- North Warwickshire
- Nuneaton and Bedworth
- Rugby
- Warwick
- Stratford-on-Avon

The population of Warwickshire is diverse, with a mix of urban and rural areas. In terms of demographics, the largest age group is those aged 45-64, followed by those aged 65 and over. There is a relatively low percentage of young people under the age of 16, which suggests that the population is ageing. The population is predominantly White British, with ethnic minorities making up a smaller proportion of the population.

It is estimated that the population in Warwickshire will continue to grow over the coming years. The current projected growth rate suggests that the population of Warwickshire will reach around 677,000 by 2041.



Population aged 65 and over, projections to 2040, in Warwickshire.

	2020	2025	2030	2035	2040
Population aged 65 and over, projected to 2040	122,000	131,900	145,500	157,600	165,500
People aged 65 and over predicted to have dementia by age and gender, projected to 2040, in Warwickshire	8,760	9,907	11,227	12,549	13,721

Source: Projecting Older People Population Information System (POPPI)

According to the latest data, the population aged 65 and over in Warwickshire is estimated to be around 145,50 in 2030. In terms of future projections, it is expected that the population aged 65 and over in Warwickshire will continue to grow, with estimates suggesting that by 2035 it will reach approximately 157,600, an increase of over 29% from the 2020 figure. The number of people living with dementia in Warwickshire is expected to increase in the coming years, due to a combination of factors such as an ageing population and increasing awareness and diagnosis of the disease. According to the Alzheimer's Society, there were approximately 8,760 people living with dementia in Warwickshire in 2020. This number is expected to rise to around 11,227 by 2030, and to almost 13,721 by 2040, based on current trends.

Population aged 18-64, projections to 2040

	2020	2025	2030	2035	2040
Population aged 18-64, projected to 2040.	341,000	351,400	359,000	366,200	374,400
People aged 18-64 predicted to have a mental health problem, projected to 2040	24,560	25,325	25,841	26,369	26,948
People aged 18-64 predicted to have a moderate or severe Learning Disability, projected to 2040	1,887	1,950	2,009	2,061	2,113
People aged 18-64 predicted to have a moderate personal care disability, by age, projected to 2040	13,854	14,414	14,451	14,414	14,756
People aged 18-64 predicted to have a serious personal care disability, by age, projected to 2040	3,045	3,150	3,172	3,183	3,260

Source: Projecting Adult Needs and Service Information (PANSI)

*Personal care disability encompasses challenges related to essential activities such as getting in and

out of bed, moving in and out of a chair, dressing, personal hygiene, feeding, and toilet use.

The table above outlines anticipated changes in the population aged 18-64 and various related health indicators up to the year 2040. The total population in this age group is expected to steadily increase from 341,000 in 2020 to 374,400 in 2040.

Of significant concern is the projected prevalence of mental health problems, which is expected to rise from 24,560 individuals in 2020 to 26,948 individuals by 2040. Additionally, the number of individuals aged 18-64 with moderate or severe learning disabilities is expected to increase from 1,887 in 2020 to 2,113 in 2040.

Furthermore, projections indicate varying trends in personal care disabilities. The number of individuals with moderate personal care disabilities is projected to remain relatively stable, with a minor increase from 13,854 in 2020 to 14,756 in 2040. Conversely, those with serious personal care disabilities are expected to experience a gradual increase from 3,045 in 2020 to 3,260 in 2040.

These projections highlight the evolving landscape of healthcare needs within the adult population and emphasise the importance of proactive planning and resource allocation in the years ahead.

Warwickshire's overall health outcomes are above the national average; however, these outcomes vary among its residents. In more deprived regions, individuals experience shorter lifespans and spend a substantial portion of their lives in poor health. Contrarily, in less deprived areas of the county, males anticipate living over nine years longer, while females expect to live five years longer than their counterparts in the more deprived regions. Notably, people are facing an extended duration of poor health in their extended lives, with men enduring 17.6 years and women 19.3 years in suboptimal health. These discrepancies in health outcomes are avoidable and closely tied to living and work conditions, alongside lifestyle choices encompassing smoking, alcohol consumption, nutrition, and physical activity.

In the year 2021, the leading causes of death for individuals aged 65 and above in Warwickshire were cancer, followed by ischaemic heart disease among men, and dementia and Alzheimer's disease among women. COVID-19 claimed the third position for both sexes. Importantly, many of these conditions offer opportunities for prevention and early intervention.

While numerous individuals continue to enjoy a healthy, active, and independent lifestyle in their later years, some face an escalating risk of frailty, longterm medical conditions, dementia, terminal illnesses, dependency, and disability, including falls, as they age. Furthermore, individuals from certain ethnic minority groups and lower socio-economic backgrounds are more likely to experience inequalities in aging well.

Diversity

	WARWICKSHIRE	WEST MIDLANDS	ASC 2022/23 SERVICE USERS	ASC 2022/23 SERVICE USERS (REMOVING UNDECLARED)
Asian, Asian British or Asian Welsh (%)	6.3	13.3	3.0	3.3
Black, Black British, Black Welsh, Caribbean or African (%)	1.3	4.5	0.6	0.7
Mixed or Multiple ethnic groups (%)	2.3	3	0.5	0.5
White (%)	89.1	77	85.5	94.9
Other ethnic group (%) Undeclared (%)	1.0	2.1	0.5 9.9	0.5

Warwickshire is less diverse than the West Midlands region and England as a whole. The majority of the population in Warwickshire identifies as White, accounting for 89.1% of the population.

Our care records systems show that our older people HwC population appears to have a different ethnic composition compared with the wider UK population. However, the ethnicity of 10% of our residents in HwC is undeclared. Because of this, work needs to be undertaken in this area to understand more accurately what the real diversity of care is in Warwickshire, and we will seek to work with providers to help ensure the care provided meets the specific needs of the wider community.

For additional information please use the links provided. <u>Warwickshire Insights</u>

Projecting Older People Population Information System (POPPI), Oxford Brookes University Institute of Public Health (other data sources are available) **POPPI**



Current Capacity, and Forecasted Demand

Current Housing with Care (HwC) provision

In the last 15 years, HwC has become an important choice for individuals who need care while retaining their independence. It is designed for those with current or future care needs who wish to live in their own home. For older adults at risk of having to move into traditional care homes and for individuals with disabilities or mental health conditions seeking assisted independence, HwC can offer an innovative solution.



SSH (Specialised Supported Housing)

NAME OF SCHEME		NOMINATED WCC UNITS	COUNCIL AREA TOTAL
The Rowan	North Warwickshire	16	16
Sil.2 Beada House	Nuneaton and Bedworth	16	
Turville House	Nuneaton and Bedworth	16	46
Weavers Court	Nuneaton and Bedworth	14	
Lanchester Court	Rugby	17	17
Avon Place	Stratford	6	
Grove Place	Stratford	6	
Murray House	Stratford	9	32
St James Mews	Stratford	6	
Stourbank	Stratford	5	
All Saints House	Warwick	16	21
Napton House	Warwick	15	31

WCC TOTAL



ECH

NAME OF SCHEME		NOMINATED WCC UNITS	COUNCIL AREA TOTAL
Laurel Gardens	North Warwickshire	80	80
Oakwood Gardens/ Mayfield Bungalows	Nuneaton and Bedworth	60	60
Farmers Court	Rugby	46	87
Webb Ellis	Rugby	41	07
Briar Croft	Stratford	47	
Ettington Lodge	Stratford	50	
Lavender Meadows	Stratford	50	222
Rosalind Court	Stratford	30	
Tithe Lodge	Stratford	45	
Queensway Court	Warwick	88	109
Rohan Gardens	Warwick	21	107
WCC TOTAL			558

Estimated Future Demand for WCC Nomination Rights

We have completed an assessment of the demand for Nomination Rights of ECH (ECH) in Warwickshire, aiming to understand the local requirements. The results indicate a significant need for ECH units across the county by 2040. While demand varies across different areas, some boroughs show higher demand than others.

To address this demand, there is a clear necessity to expand HwC provisions in Warwickshire. These provisions are vital to cater to the evolving needs of our population.

Additionally, we are actively working on gathering data for SSH (SSH) to understand the demand for specialised care to ensure that residents can receive well-supported care while remaining in their homes, in line with regulatory requirements. Furthermore, we recognise the importance of collaboration with both existing and potential providers in conjunction with the Housing and Planning Authorities before providers invest in any new development. This collaborative approach ensures strategic placement of HwC facilities in areas with the highest demand, optimising resource allocation and granting residents access to necessary care while residing in their homes.

We believe this is a fundamental step in addressing shortfalls in HwC provision and will allow us to create a more targeted and responsive approach to meet the needs of our current and future residents effectively.

BOROUGH	ЕСН	REQUIRED DEMAND 2040	GAP	PIPELINE
North Warwickshire	80	150	70	65
Nuneaton and Bedworth	60	420	360	65
Rugby	87	320	233	
Stratford District	222	520	298	
Warwick	109	420	311	65
Total	558	1830	1272	

Current Pipeline

The table below shows that across all boroughs, the current pipeline is centred around Nuneaton and Atherstone. While the current pipeline indicates that by 2025 the shortfall of capacity in North Warwickshire will be almost met, there are significant shortfalls in HwC provision across the remaining boroughs. Addressing these shortfalls through collaboration with our providers will be essential to ensure that current and future residents have the opportunity to receive HwC support while remaining in their own homes.

SCHEME	SSH/ECH	LOCATION	UNITS	STATUS	ESTIMATED COMPLETION
Heath End Road	SSH	Nuneaton	10	Full planning permission given	Aug-24
Atholl Crescent	SSH	Nuneaton	16	Full planning permission given	Jan-25
Manor Park	ECH	Nuneaton	65	Full planning permission given	2025-2026
Britannia Mill	ECH	Atherstone	65	Full planning permission given	2025
Southam	SSH	Southam	21	Planning application submitted	2026
Queensway	SSH	Leamington Spa	16	Planning preapplication	2025
North East Kenilworth	ECH	Kenilworth	65	Site feasibility assessment	2030
West Atherstone	SSH	Atherstone	TBD	Site feasibility assessment	2030



Summary

The Market Position Statement provides an overview of Warwickshire County Council's approach to market development, its commitment to achieving positive outcomes, strategic intentions, and the financial context within which it operates. Collaboration, sustainability, and innovation are underscored as crucial elements in the provision of care services in Warwickshire.

Moving forward, the Council will continue working closely with its health and social care, and housing partners to integrate services and ensure the delivery of high-quality care and support in the most suitable settings, with a focus on minimising hospital admissions. Technological advancements and innovation will be leveraged to transform commissioned services, enabling service users to receive personalised care. This involves ongoing development of digital platforms and the utilisation of Assistive Technology (AT) to promote independent living.

Furthermore, the Council recognises the importance of its voluntary and community sector partners in addressing social care challenges and meeting the diverse needs of communities. It will actively collaborate with these organisations, fostering innovation and seeking to strengthen partnerships to enhance the well-being of citizens in the years to come.

Useful Contact Details

Micro-commissioning opportunities along with the retender of the main HwC contract will be advertised on our electronic tendering system, <u>CSW JETS</u> and we would encourage local providers to register on the portal to ensure they are notified of these tendering opportunities.

If you would like to enquire about opportunities to open or consider new services in Warwickshire, please email: <u>marketmanagement@warwickshire.gov.uk</u>

Warwickshire Climate Emergency Warwickshire Climate Emergency – <u>Warwickshire Climate Emergency</u>

Social Care Information and Learning Services is an online learning resource/community dedicated to the Health and Social Care Sector. <u>Social Care Information & Learning Services</u> (SCILS)