

## Wednesday 20<sup>th</sup> March 2024

- **Social Care Market Updates**
- **Modern Slavery and Human Trafficking – Awareness and Understanding** - DS Ian Phillips & DC Adam Fenwick, North Yorkshire Police
- **Legacy Mentor Programmes for Adult Social Care** - Jayne Richardson, Registered Manager Legacy Mentor - Social Care Humber and North Yorkshire Health and Social Care Partnership

## DHSC Guidance

The international recruitment toolkit has been developed to help adult social care providers decide whether to recruit care workers and senior care workers from overseas, with guidance on how to do so in an ethical and responsible manner.

This quick start guide provides a summary of key considerations and is intended to serve as an entry point to the guidance. It is not a substitute for it.

[International recruitment toolkit for adult social care providers: a guide to good practice - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/international-recruitment-toolkit-for-adult-social-care-providers-a-guide-to-good-practice)

Webinars to explain the changes to the Health and Care Worker visa, and what these reforms mean for care providers who are recruiting from abroad, or considering international recruitment. Providers can register for a session at the below links.

Friday 22nd March 2024 at 11:00 - <https://www.eventbrite.co.uk/e/healthcare-sector-engagement-with-dhsc-1-tickets-861477029987>

Wednesday 27th March 2024 at 10:30 - <https://www.eventbrite.co.uk/e/healthcare-sector-engagement-event-with-dhsc-2-tickets-861492004777>





# CareFind

## Lunch & Learn Session

Are you **CareFind** ready?

Join us on Friday 22<sup>nd</sup> March 12:30-13:00

Introduction to **CareFind**, Quick tips on creating your Public Profile

Microsoft Teams meeting

**Join on your computer, mobile app or room device**

[Click here to join the meeting](#)

Meeting ID: 335 036 899 78

Passcode: jmDi44

[Download Teams](#) | [Join on the web](#)

<https://vimeo.com/903354442/26517f1d5a?share=copy>



# CareFind

## Lunch & Learn Session

Are you **CareFind** ready?

Join us on Wednesday 3<sup>rd</sup> April 12:30-13:00

Introduction to **CareFind**, Quick tips on creating your Public Profile

Microsoft Teams meeting

**Join on your computer, mobile app or room device**

[Click here to join the meeting](#)

Meeting ID: 318 850 204 918

Passcode: Pt6yCT

[Download Teams](#) | [Join on the web](#)

**Or call in (audio only)**

[+44 20 3321 5208,878262101#](tel:+442033215208,878262101) United Kingdom, London

Phone Conference ID: 878 262 101#

[Find a local number](#) | [Reset PIN](#)

<https://vimeo.com/903354442/26517f1d5a?share=copy>

## **York and North Yorkshire Mayoral Election 2<sup>nd</sup> May 2024**

## **Request from the NYC Comms Team**



# We want to give voters information about how to vote in this and other upcoming elections

The election to choose our first York and North Yorkshire Mayor is on **2<sup>nd</sup> May 2024**.

Voters must be registered to vote in this election by **16 April 2024**.

Find out if a voter is registered and how to vote at <https://www.northyorks.gov.uk/mayoralelection>

If voters are voting in person they will need to bring a Photo ID to their polling station.

Check what is an accepted form of identification on the website above.

If someone doesn't have an accepted form of identification, they can apply for free voter ID by **5pm on Wednesday 24 April**.

Voters can vote from home if they can't or don't want to go to a polling station on election day.

Registering to vote by post is easy – proof of identity is required. Apply for a new postal vote or cancel an existing one, before the deadline of **5pm on Wednesday 17 April** on the website above.

Voters can apply for a trusted friend or family member to cast their vote by proxy at a polling station on the website above.

Apply for a proxy vote for this election before the deadline of **5pm on Wednesday 24 April**.



Please can you help us share information about ways to cast a vote in the election with the people you support?

Alison Clarke from the NYC Comms Team will be at the next CareConnected meeting on the 3<sup>rd</sup> of April – she is working on a toolkit to help the people you support to vote.

She would like to know:

What info would be useful to help the people you support to vote?

What accessible formats could help?

Please email Alison on [Alison.Clarke@northyorks.gov.uk](mailto:Alison.Clarke@northyorks.gov.uk)



# Capacity Tracker Update

**Local Authority Alignments:** An update regarding Local Authority Alignments will follow in due course.

For more information, please click [here](#).

Provider Training Sessions are available - see [here](#)



# Modern Slavery and Human Trafficking

Awareness and Understanding

DS Ian Phillips

DC Adam Fenwick

February 2024

# Slavery and Human Trafficking Today



You may think that slavery is a thing of the past. Right now almost **50 million** people are trapped in slavery worldwide.

It's a problem which affects **EVERY** Country.

Modern slavery is all around us, often hidden in plain sight.

People can become enslaved making our clothes, serving our food, picking our crops, working in factories, or working in houses as cooks, cleaners or nannies.

Victims of modern slavery might face violence or threats, be forced into inescapable debt, or have their passport taken away and face being threatened with deportation.

Many people have fallen into this trap because they were trying to escape poverty or insecurity, improve their lives and support their families. Now, they can't leave.

# What is Modern Slavery and Human Trafficking?



According to the latest [Global Estimates of Modern Slavery \(2022\)](#) from Walk Free, the International Labour Organization and the International Organization for Migration:

- **49.6 million** people live in modern slavery – in forced labour and forced marriage
- **Roughly a quarter** of all victims of modern slavery are children
- **22 million people** are in forced marriages. Two out of five of these people were children
- Of the **27.6 million** people trapped in forced labour, **17.3 million** are in forced labour exploitation in the private economy, **6.3 million** are in commercial sexual exploitation, and nearly **4 million** are in forced labour imposed by state authorities
- The Covid-19 pandemic has exacerbated the conditions that lead to modern slavery
- Migrant workers are particularly vulnerable to forced labour.

# Definitions



- The Modern Slavery Act 2015 encapsulates both the **holding** of a person in a position of slavery, servitude forced or compulsory labour AND Human Trafficking which involves **moving** a person for the purpose of exploitation (sexual exploitation, forced labour, forced criminality, organ donation, servitude or slavery).

# Types of Exploitation



- **Slavery:** The status or condition of a person over any or all of the powers attaching to the rights of ownership are exercised (in essence treating a person as an item of “property” that you can do whatever you want with/to).
- **Servitude:** An aggravated form of Forced or Compulsory Labour the fundamental distinguishing feature is in the victim feeling that their condition is permanent and unlikely to change.
- **Forced labour:** Victims are forced to work against their will, often working very long hours for little or no pay in dire conditions, under verbal or physical threats of violence to them or their families.
- **Sexual exploitation:** Victims are forced to perform non-consensual or abusive sexual acts against their will, such as prostitution and pornography. Whilst women and children make up the majority of victims, men can also be sexually exploited.

# Types of Exploitation



- **Forced criminality:** Victims are forced or coerced into committing crimes such as cannabis cultivation; pick pocketing, shoplifting and begging.
- **Organ donation:** Victims may be recruited through deception, not being fully informed as to the nature of the procedure, the recovery and the impact of the organ removal on his or her health. Their consent may also be obtained through coercion or abuse of a position of vulnerability.
- **Debt bondage:** Victims are forced to work to pay off debts that realistically they will never be able to pay off. Low wages and arbitrary deductions mean not only that they cannot ever hope to pay off the loan, but that the debt may actually increase or be passed down to their children.

# Human Trafficking



Human Trafficking		
The Act	The Means	The Purpose
Recruitment	Fraud	Sexual exploitation
Transport	Deception	Forced labour
Transfer	Threat of/or the use of Force	Forced criminality
Harbour	Abduction	Organ donation
Receipt	Coercion	Servitude
	Abuse of a position of vulnerability	Slavery
	Abuse of power	

# Risk factors of modern slavery



- Anyone regardless of age, gender, ethnicity and sexuality, can be at risk of modern slavery. However, traffickers or modern slavery facilitators often target vulnerable individuals as they are easier to manipulate and coerce.
- Poverty
- Homelessness
- Missing people
- Alcoholics / Drug addicts
- People with limited education
- Children brought up within social care
- Mentally and/or physically ill people
- Victims of domestic abuse
- Illegal immigrants or issues with immigration status.

# Warning Signs



- Physical injuries (resulting from assault, lack of safety equipment)
- Drug or alcohol addictions
- Post-traumatic stress disorder (anxiety, hostility, aggression, lack of concentration, inability to recall)
- Tattoos or other marks denoting ownership
- Sexually transmitted diseases and other gynaecological symptoms Pregnancy
- Suicidal feelings/self-harm
- Malnourishment
- Unkempt/untidy appearance
- Financial isolation
- Social isolation
- Degrading, unsanitary and/or overcrowded living conditions
- Lack of access to medical care and or education
- Work excessively long hours
- Retention of passports and identity documents
- Distrust of authorities
- Fear/anxiety
- Lack of English

# Warning Signs



- Acting as if instructed by another, or having others speaking on their behalf
- Inconsistent, incoherent, contradictory accounts (either as a result of the trauma that the victim has been subjected to or because the account given is one that they've been told to tell)
- Controlled or restricted movement
- Lack of clothing and or possessions

# Locations of Concern



- Modern slavery operates in a variety of **public and private locations** however, low paid, poorly regulated, labour intensive industries are particularly vulnerable. These industries may include:
- construction
- food packaging and processing
- agriculture and fisheries
- restaurants and takeaways
- hand car washes
- nail bars
- care homes and care providers
- Sex workers

# Organised Crime Groups (OCGs)



- A group of people working together on a continual basis to plan and co-ordinate criminal behaviour and conduct. Their motivation is often, but not always, financial gain.
- County Lines Drug Dealing
- Control of brothels or sex trafficking
- Labour Exploitation (construction, car washes, nail bars)
- Hospitality
- Care Sector

# Should you have any questions



- Please contact:
- Detective Sergeant Ian Phillips
- [ian.phillips@northyorkshire.police.uk](mailto:ian.phillips@northyorkshire.police.uk)

# ReSPECT Introduction of ReSPECT Process Briefing for Providers

The York and North Yorkshire area is moving towards the adoption of the ReSPECT process. The aim of this is to promote a more patient-centred and consistent approach to advanced care planning. Over the coming year, you will see the introduction of ReSPECT documentation and eventually the phasing out of the “red bordered” DNACPR forms. In order to support staff with this, a number of sessions are planned to talk through the process, and enable you to ask questions. The following sessions, lasting approximately 1.5 hours, are currently available:

- **17/05/2024 10.00am** - The ReSPECT process: a guide for care staff – held on MS Teams; suitable for all working in the social care sector
- **06/06/2024 10.00am** - The ReSPECT process: a guide for care staff – held face to face in the Education Centre, Saint Catherine’s Hospice, Scarborough; suitable for all working in the social care sector
- **19/07/2024 10.00am** - The ReSPECT process: a guide for LD and autism providers – held on MS teams; suitable for any staff caring for clients with learning disabilities and/or autism
- **17/09/2024 10.00am** - The ReSPECT process: a guide for care staff – held on MS Teams and suitable for all working in the social care sector
- **14/10/2024 10.00am** - The ReSPECT process: a guide for LD and autism providers – held face to face in the Education Centre, Saint Catherine’s Hospice, Scarborough; suitable on MS teams for any staff caring for clients with learning disabilities and/or autism

There will also be a session on ReSPECT on the *Palliative care for care staff study day* run at St Catherine’s on 8 July. Further dates, including face to face sessions in other locations across the area, will be circulated over the coming months. To book onto any of these sessions, or to discuss how we can support your organisation with the ReSPECT roll out please email: [sarah.holloway@saintcatherines.org.uk](mailto:sarah.holloway@saintcatherines.org.uk).



## Mindfulness Sessions Available for Humber and North Yorkshire Health and Social Care Staff

### A reminder - Mindfulness Taster Sessions

These two-hour sessions will give you a taste of what mindfulness is all about and the variety of offerings our service provides. Sessions include information, discussion, and brief guided meditations. You need to attend a taster before applying for one of our longer courses. A range of sessions will be running from March until September 2024. [Click here to book onto a taster session.](#)

### Staff Introduction to Mindfulness Course

This short course consists of 3 sessions over a 3-week period. Each online session is an hour long and will include brief guided meditations, as well as some theory and discussion. You will be invited to use the mindfulness practices at home between sessions. This course is designed for people who are new to mindfulness or who only have limited time to attend a mindfulness course.

[Click here to complete the registration form to book onto the course.](#)

### Weekly Drop-In Mindfulness Sessions

These regular 30 minute online drop-in sessions aim to support staff wellbeing and include:

- A guided meditation
- An opportunity for some brief discussion

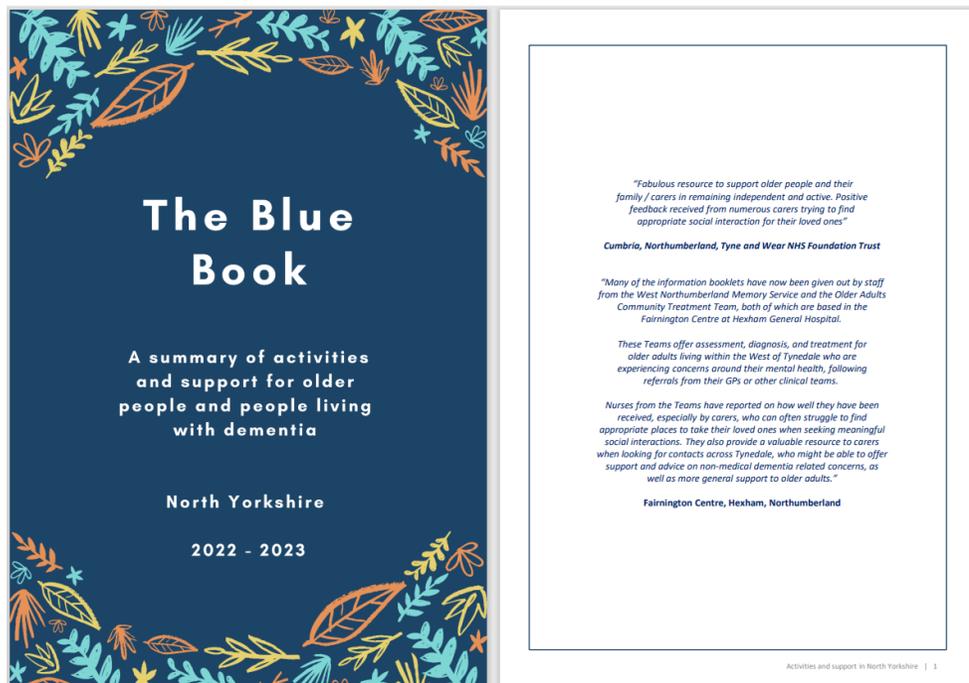
Sessions currently take place on Mondays at 10-10.30am and Tuesdays at 8.30- 9am via Microsoft Teams. You don't need to book in advance, and no previous experience of mindfulness is necessary. To register for the drop-in sessions, please contact

[teww.mindfulness@nhs.net](mailto:teww.mindfulness@nhs.net).



# The Blue Book

A summary of activities and support for older people and people living with dementia



The Blue Book is an information booklet which provides a summary of activities and support for older people and people living with dementia in North Yorkshire including lots in York. It contains 220+ entries and is provided free of charge. Click [this link](#) to view the digital copy. The Blue Book is a family project - a voluntary initiative which came about through personal experience. It is updated each year and circulated as digital and hard copies. To date, we've distributed over 60,000 copies! You can also order hard copies **FREE** of charge at [Get your copy | The Blue Book \(the-blue-book.org.uk\)](#)

# Legacy Mentoring Programmes for Adult Social Care

*Providing a blend of mentoring, coaching, pastoral support, reflection, impartial advocate and discussion*



## Registered Managers

- Extended to include ALL registered managers working in social care and hospices

### Themes so far

- Understanding of and Readiness for CQC inspection framework
- Support with CQC interview for RM role
- NYCC quality audit
- Self-development
- Work life balance
- Staff issues – recruitment, disciplinary issues, rotas, dependency tools
- Difficult conversations with relatives, managing expectations
- Succession planning

### Actions

- Supported links into RM networks across NY&Y
- Facilitated CQC support to RM networks

## Registered Nurses and Nursing Associates

- Extended to ALL nurses and nursing associates working in social care and hospices

### Themes so far

- Accessing training – what is available and how to access
- Building confidence to manage staff
- Greater understanding medicines management, safeguarding and care planning
- Personal support and community integration
- Revalidation
- Confidence to work with Registered Managers

### Actions

- Begun development of local nurse preceptorship programmes
- Shadowing opportunities to develop skills
- Provide feedback to national forums
- Feedback to HEIs through curriculum reviews

## Get involved:

- Could you, or your nurses, benefit from some support? There is still time..
- Contact [yhs-tr.legacymentoring.socialcare@nhs.net](mailto:yhs-tr.legacymentoring.socialcare@nhs.net)



# Residential & Nursing Care - Training Needs Survey

**Provider Engagement Events held September 2023** jointly hosted by Independent Care Group, North Yorkshire Council, Tees Esk Wear Valley, Dementia Forward. **Multi Agency Working Group set up** looking at building capacity and skills within the care market to meet the changing and emerging needs of people living with dementia in North Yorkshire. The Working Group has prioritised workforce development and are looking at the following:-

- **mapping the current training offer(s)**
- **developing a training needs analysis for care providers**

We hope that through this work we will be able to:-

- **support the development of a robust and bespoke training and development programme for care staff, across all levels, that meets identified needs and empower the North Yorkshire care workforce by increasing skills and competency to support people with dementia at all stages in their lives.**

We would be grateful if you could assist us in the collation of information relating to training needs by completing the following questions in this survey. **You can access the survey through the following link and it will remain live until 29.03.2024.**

<https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fonline1.snapsurveys.com%2F3y9g1c&data=05%7C02%7CCarol.Armstrong%40northyorks.gov.uk%7C3fdcf928c6454416f98f08dc440d09da%7Cad3d9c73983044a1b487e1055441c70e%7C0%7C0%7C638460069979837061%7CUnknown%7CTWFpbGZsb3d8eyJWljoimC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTil6lk1haWwiLCJXVCi6Mn0%3D%7C0%7C%7C%7C&sdata=YIHOPXTxoJp3WAGOzl%2FTpKf8183tf%2BK9ijGo2JLRfGk%3D&reserved=0>





## PLACES WHERE KIDS EAT FREE (OR FOR £1) DURING EASTER HOLIDAYS 2024

[moneysavingcentral.co.uk/kids-eat-free](https://moneysavingcentral.co.uk/kids-eat-free)



### **ASDA**

Kids eat for £1 All Day, Every Day at Asda cafes, with no adult spend required.

### **TESCO**

Kids eat free with a purchase of 60p+ from From Mon - Fri in Half Terms 2024

### **SAINSBURYS CAFES**

Kids eat for £1 with the purchase of an adult hot main. From 11:30am every day.

### **PAUSA CAFE @ DUNELM**

Kids get 1 mini main, 2 snacks & a drink FREE with every £4 spend after 3pm

### **THE REAL GREEK**

Kids under 12 eat FREE every Sunday for every £10 spent by an adult

### **TGI FRIDAYS**

Kids Eat Free When 'Stripes Rewards Members' purchase an adult's main meal (App needed)

### **PUREZZA**

Children under the age of 10 get free pizza at Purezza with every adult meal purchased

### **TRAVELODGE & PREMIER INN**

Buy 1 Adult Breakfast from just £9.75 & up to two kids eat breakfast for free

### **SIZZLING PUBS**

Every Monday to Friday, 3 - 7pm, kids' mains are £1 with every adult meal.

### **BEEFEATER & BREWERS FAYRE**

Two children under 16 can get a free breakfast every day with one paying adult!

### **COCONUT TREE**

One child (10 & Under) eats free per paying adult. Valid from 23/03/2024 - 14/04/2024

### **MORRISONS**

Spend £4.49 and get one free kids meal all day, every day.

### **GORDON RAMSEY RESTAURANTS**

Kids under 8 eat FREE all day, every day at selected Gordon Ramsay restaurants

### **PRETO**

Kids up to age 10 eat free all day, every day with paying adults at Preto in Half Terms

### **WHITBREAD INNS**

Two kids under 16 eat for FREE with every adult breakfast purchased

### **BELLA ITALIA**

Children eat for £1 with any adult main. The offer is valid 4-6pm Mon to Thurs.

### **BILLS**

Two kids can eat free ALL DAY (Weekdays) from Monday 25th March - Friday 12th April 2024, with one adult main dish.

### **DOBBIES GARDEN CENTRES**

At Dobbies, for every adult breakfast or lunch purchase, kids eat for FREE. Every Day!

### **TABLE TABLE**

Two children under 16 can get a free breakfast every day with one paying adult!

### **IKEA**

Kids get a meal from 95p daily from 11am

### **HUNGRY HORSE**

Kids eat for £1 on Mondays

### **FUTURE INNS**

Under 5s eat for free with any adult meal.

## Dates for your Diary

- ReSPECT process support sessions being held from May to October.  
Contact: [sarah.holloway@saintcatherines.org.uk](mailto:sarah.holloway@saintcatherines.org.uk)

# Key Contacts – North Yorkshire Council

North Yorkshire Council website [Home | North Yorkshire Council](#)

Quality Team: [HASQuality@northyorks.gov.uk](mailto:HASQuality@northyorks.gov.uk)

NYV HAS Contract Team: [HASContracting@northyorks.gov.uk](mailto:HASContracting@northyorks.gov.uk)

North Yorkshire Partnership website: [Care Connected | North Yorkshire Partnerships \(nypartnerships.org.uk\)](http://Care Connected | North Yorkshire Partnerships (nypartnerships.org.uk))

NYC Approved Provider Lists for Adult Social Care – FAQs, Webinars can be found [here](#)

Public Health [dph@northyorks.gov.uk](mailto:dph@northyorks.gov.uk)

Service Development: [HASservicedevelopment@northyorks.gov.uk](mailto:HASservicedevelopment@northyorks.gov.uk)

Jo Holland - [joanne.holland@northyorks.gov.uk](mailto:joanne.holland@northyorks.gov.uk)

**Training available** NYC, PHE & NYSAB:

<https://safeguardingadults.co.uk/> & <https://www.nypartnerships.org.uk/phtraining>

## Workforce

Make Care Matter [www.makecarematter.co.uk](http://www.makecarematter.co.uk)



# Key Contacts and Information – City of York Council

City York Council website - <https://www.york.gov.uk/AdultSocialCare>

## Dedicated email address for care providers:

**Commissioning and Contracts:** [AllAgeCommissioning@york.gov.uk](mailto:AllAgeCommissioning@york.gov.uk) - If you require further assistance, please contact All Age Commissioning on Tel: 01904 55 4661

**Transformation and Service Improvement:** [asctransformationteam@york.gov.uk](mailto:asctransformationteam@york.gov.uk)

<https://www.york.gov.uk/ShapingCare> - Market Position Statement for all providers to view

*City of York Council Individual Provider Bulletin* is circulated regularly to providers and as/when there is important information to share.

# Key Contacts – Health and Adult Social Care

NHS Humber and North Yorkshire ICB: [hnyicb-voy.yorkplacequalitynursingteam@nhs.net](mailto:hnyicb-voy.yorkplacequalitynursingteam@nhs.net)

iCG: John Pattinson [johnpattinson@independentcaregroup.co.uk](mailto:johnpattinson@independentcaregroup.co.uk) To join the iCG [click here](#)

Heather Bygrave- Relationship Team Manager Immedicare [hbygrave@immedicare.co.uk](mailto:hbygrave@immedicare.co.uk)

Dreams Team - [dreamsteam@eastriding.gov.uk](mailto:dreamsteam@eastriding.gov.uk)

Skills for Care: [Home - Skills for Care](#)

## Training available

IPC [Home - Infection Prevention Control](#)

NHS Humber and North Yorkshire ICB- [Training and Development Opportunities](#)

Digital Update Newsletter sign up - [Newsletter Signup - Digital Social Care](#)

## Workforce

Skills for Care <https://www.skillsforcare.org.uk/Recruitment-retention/Recruitment-and-retention.aspx>

Department of Health & Social Care <https://www.adultsocialcare.co.uk/home.aspx>

The DHSC social care reform [Homepage -](#)

Workforce wellbeing resource finder: [Wellbeing resource finder](#)

