
Report To:	Inverclyde Integration Joint Board	Date:	8 September 2025
Report By:	Kate Rocks Chief Officer Inverclyde Health & Social Care Partnership	Report No:	IJB/96/2025/KR
Contact Officer:	Kate Rocks Chief Officer Inverclyde Health & Social Care Partnership	Contact No:	01475 715365
Subject:	Chief Officer's Report		

1.0 PURPOSE AND SUMMARY

1.1 ☐ For Decision ☒ For Information/Noting

1.2 The purpose of this report is to update the Integration Joint Board (IJB) on service developments which are not subject to the Integration Joint Board's (IJB's) agenda of 8 September 2025.

2.0 RECOMMENDATIONS

2.1 The report details updates on work underway across the Health and Social Care Partnership in relation to:

- **Delayed Discharge Position**
- **Inverclyde Health Visiting Team – Social Media Platform**
- **Grow Our Own**

Kate Rocks
Chief Officer
Inverclyde Health and Social Care Partnership

3.0 BACKGROUND AND CONTEXT

3.1 The Integration Joint Board (IJB) is asked to note the HSCP service updates and that future papers may be brought forward to the Integration Joint Board (IJB) as substantive agenda items.

4.0 BUSINESS ITEMS

4.1 Delayed Discharge Position

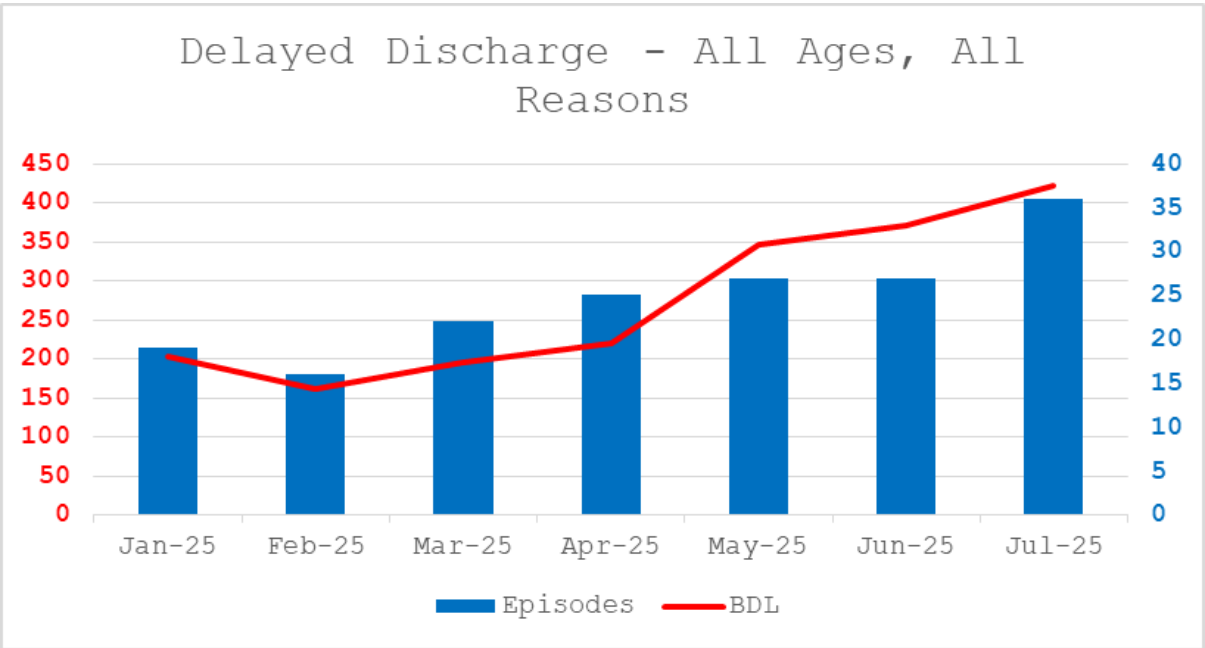
Nationally the delayed discharge position has seen an increase in delayed discharge across the system.

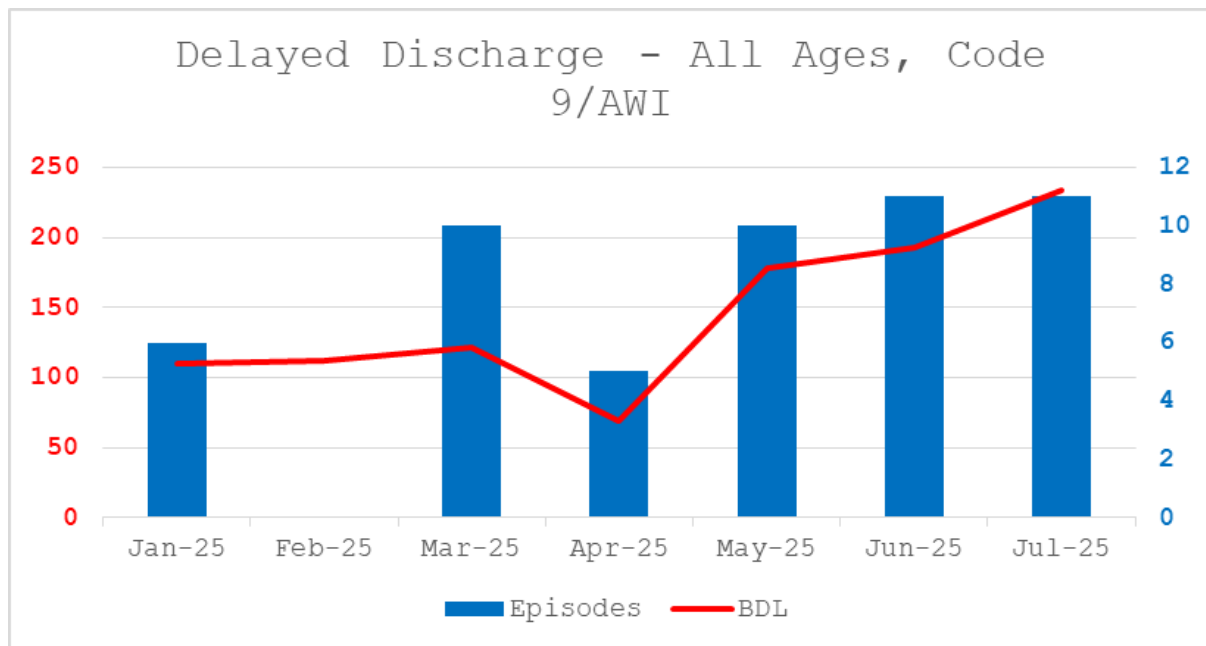
Inverclyde has seen an increase in delays for both standard and complex delays (Adults with Incapacity). Inverclyde is still performing well in relation to the national picture and sit under the national position of the expected number of delays per 100,000 of population.

The data from Scottish Government is embargoed and we aren't able to publicly benchmark our position however we use this data as part of our internal quality assurance process. Within NHS GGC we are continuously within the top two performing HCSPs for discharge.

The increase in standard delays is as a result of the temporary decrease in available nursing/care home beds due to the decommissioning of Glenfield care home (31 beds) and the refurbishment of a local care home resulting in a lower availability of care home placements. Adult Social work is reviewing this position along with our Commissioning colleagues and it is anticipated that care home capacity will be remain at a lower level in the short to medium term.

Adult Social Work and Mental Health Services are working collaboratively on the service users subject to Adult with Incapacity legislation to ensure that service users are placed within the appropriate care environment. This is a legislative process and is subject to decisions out with the HSCP's remit, with our Mental health officer service leading on legislative interventions in close collaboration with Legal Services and Senior Management.





4.2 Inverclyde Health Visiting Team – Social Media Platform

Inverclyde health visiting team has embraced the use of social media platforms to support parents and carers by facilitating communication, supporting wellbeing, information sharing, collaborations and community building.

Now in its 4th year, it continues to grow and connect people, between its 3 platforms that are Facebook, Instagram and X, its currently has over 5000 active followers which continues to grow weekly.

Some of our most popular posts as seen within the poster can have between 10,000 to 20,000 views and likes and shares can be over a 100.

The active reach and traction for this page is board and daily engagement positive. We collaborate with many other agencies and charities Scotland and Uk wide which further disseminates health information and promotes and supports positive behaviour change.



4.3 Grow Our Own

IJB members will be aware of continuing work to strengthen the social work workforce through a clear and ambitious focus on sustainable recruitment, retention, and career progression. This reflects local and national challenges around social worker recruitment, where vacancy levels can be particularly challenging, especially around the capacity of services to fulfil their statutory duties. Within Inverclyde, the “Grow Our Own” initiative developed over the past two years, offering structured development pathways into professional social work roles for existing paraprofessional staff.

So far, a total of 15 paraprofessionals have been supported, including three postgraduate and 12 undergraduate candidates, from across Children & Families, Justice social work, adult services, New to Scotland, Homelessness and Alcohol & Drug Recovery Services.

This includes three staff members who are expected to qualify by May 2026 and a further six employees who were accepted onto the programme following a competitive selection process prior to the summer who will commence their studies in October 2025.

To support high-quality practice learning, the programme also introduced peer mentoring, dedicated learning support, and structured study time, ensuring students are well-prepared for both academic achievement and professional practice.

A key performance strength of this initiative is its dual impact: it addresses recognised barriers to qualification, such as loss of income and job insecurity, while investing in staff retention and professional advancement. Course fees are fully funded, and participants maintain their substantive posts and salaries, removing critical financial obstacles that have historically limited access to qualification routes.

5.0 IMPLICATIONS

5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO
Financial		x
Legal/Risk		x
Human Resources		x
Strategic Plan Priorities		x
Equalities, Fairer Scotland Duty & Children and Young People		x
Clinical or Care Governance		x
National Wellbeing Outcomes		x
Environmental & Sustainability		x
Data Protection		x

5.2 Finance

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

5.3 Legal/Risk

There are no legal implications within this report.

5.4 Human Resources

There are no specific human resources implications arising from this report.

5.5 Strategic Plan Priorities

5.6 Equalities

(a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

	YES – Assessed as relevant and an EqIA is required.
x	NO – This report does not introduce a new policy, function or strategy or recommend a substantive change to an existing policy, function, or strategy. Therefore, assessed as not relevant and no EqIA is required. Provide any other relevant reasons why an EqIA is not necessary/screening statement.

(b) Equality Outcomes

How does this report address our Equality Outcomes?

Equalities Outcome	Implications
We have improved our knowledge of the local population who identify as belonging to protected groups and have a better understanding of the challenges they face.	Strategic Plan covers this.
Children and Young People who are at risk due to local inequalities, are identified early and supported to achieve positive health outcomes.	Strategic Plan covers this.
Inverclyde's most vulnerable and often excluded people are supported to be active and respected members of their community.	Strategic Plan covers this.
People that are New to Scotland, through resettlement or asylum, who make Inverclyde their home, feel welcomed, are safe, and able to access the HSCP services they may need.	Strategic Plan covers this.

(c) Fairer Scotland Duty

If this report affects or proposes any major strategic decision: -

Has there been active consideration of how this report's recommendations reduce inequalities of outcome?

	YES – A written statement showing how this report's recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.
x	NO – Assessed as not relevant under the Fairer Scotland Duty for the following reasons: Provide reasons why the report has been assessed as not relevant.

(d) **Children and Young People**

Has a Children's Rights and Wellbeing Impact Assessment been carried out?

	YES – Assessed as relevant and a CRWIA is required.
x	NO – Assessed as not relevant as this report does not involve a new policy, function or strategy or recommends a substantive change to an existing policy, function or strategy which will have an impact on children's rights.

5.7 Clinical or Care Governance

There are no clinical or care governance implications arising from this report.

5.8 National Wellbeing Outcomes

How does this report support delivery of the National Wellbeing Outcomes?

National Wellbeing Outcome	Implications
People are able to look after and improve their own health and wellbeing and live in good health for longer.	Strategic plan covers this.
People, including those with disabilities or long-term conditions or who are frail are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community.	Strategic plan covers this.
People who use health and social care services have positive experiences of those services, and have their dignity respected.	Strategic plan covers this.
Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.	Strategic plan covers this.
Health and social care services contribute to reducing health inequalities.	Strategic plan covers this.
People who provide unpaid care are supported to look after their own health and wellbeing, including reducing any negative impact of their caring role on their own health and wellbeing.	Strategic plan covers this.
People using health and social care services are safe from harm.	Strategic plan covers this.

People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care, and treatment they provide.	Strategic plan covers this.
Resources are used effectively in the provision of health and social care services.	Strategic plan covers this.

5.9 Environmental/Sustainability

Summarise any environmental / climate change impacts which relate to this report.

Has a Strategic Environmental Assessment been carried out?

	YES – assessed as relevant and a Strategic Environmental Assessment is required.
x	NO – This report does not propose or seek approval for a plan, policy, programme, strategy, or document which is like to have significant environmental effects, if implemented.

5.10 Data Protection

Has a Data Protection Impact Assessment been carried out?

	YES – This report involves data processing which may result in a high risk to the rights and freedoms of individuals.
x	NO – Assessed as not relevant as this report does not involve data processing which may result in a high risk to the rights and freedoms of individuals.

6.0 DIRECTIONS

6.1

Direction Required to Council, Health Board or Both	Direction to:	
	1. No Direction Required	X
	2. Inverclyde Council	
	3. NHS Greater Glasgow & Clyde (GG&C)	
	4. Inverclyde Council and NHS GG&C	

7.0 CONSULTATION

7.1 The report has been prepared by the Chief Officer of Inverclyde Health and Social Care Partnership (HSCP) after due consideration with relevant senior officers in the HSCP.

8.0 BACKGROUND PAPERS

8.1 None.