

Introductions and Housekeeping – Carley Kennedy Liverpool Social Care Partnership CIC

Colette Kennedy – Senior Fair Employment Charter Officer

Liverpool City Region

Introduction of the fair employment charter.

- About making the region the fairest, most equitable place in the country to work or run a business
- Recognise good quality and effective practice

3 levels of fair employment charter

- Aspiring
- Accredited
- Ambassador

Criteria - 4 pillars of the fair employment charter

- Fair
- Inclusive
- Just
- Healthy

Fair Pillar – Organisations must demonstrate defined set of hours available to each worker, with minimal use of unstable / temp contracts. Flexible working should be used to support productivity and wellbeing. There must be fair pay, offering real living wage or above (£12.60).

Inclusive Pillar – Organisations must have a recognised diversity, equality and inclusion policy. They should provide a chance to access training for staff to develop.

Just Pillar – Organisations should have an independent voice for staff in the workplace with trade union recognition, membership should be encouraged and valued. They should build a fair future through opportunities, apprenticeships and work experience for young people.

Healthy Pillar – Organisations should ensure a safe and healthy working environment, understanding the importance of mental and physical health. Flexible working should be available to support a work-life balance and community or caring commitments.

Benefits of the charter

- Strong message to your staff, customers, partners, and the public that your organisation is committed to the principle of fair employment.
- Access to the private fair trade employment charter networking group
- Face to face workshops and online events
- Access to specially designed CIPD website
- You can demonstrate key social value actions

Fair employment charter is completely free, no sign up fees or renewal fees. All events are also free. Your organisation logo will be featured on the Liverpool City region website for free and you will receive a logo for you to share on your website.

How do you become part of the fair employment charter?

Apply at the 'aspiring' level with a view of progressing to 'accredited' level.

An online application form will need to be completed and between 1-3 pieces of supporting information will need to be uploaded.

An evidence matrix and blank set of questions will be emailed.

To discuss further the fair employment charter please contact

fairemployment@liverpoolcityregion-ca.gov.uk

Presentation attached to the email.

Will Murch – Growth Manager

Get Borderless

Mission – a world without barriers

Get borderless is here to simplify sponsorship

New era in UK Migration policy

12th May the UK government published the White Paper outlining revised version for the immigration system.

- Reduce net migration by raising skilled worker requirements
- Promote, train and recruit domestic workforce
- Ensure immigration serves the 'national interest'

This is strategic framework NOT immediate legislation, details will evolve through ongoing consultations but it does set the tone for the next 12-18 months.

The current political pressure to act

- Rising net migration – in 2023 it was 4x higher than in 2018
- Rise of skilled worker visas – 123,000 in 2021 to 465,000 in 2023
- System abuse – 1,494 sponsor licences revoked in 2024, up from 337 in 2023

- Economic concerns – Government believes previous immigration system led to over reliance on low-skilled labour, hindering productivity and economic growth
- New policies prioritise higher-skilled migration

Key changes at a glance

- Overseas recruitment for care phased out by 2028
- Care providers expected to recruit from within the UK
- Higher salary and qualification thresholds for skilled worker visas
- Indefinite leave to remain extended from 5 years to 10 years
- English language & other changes

These changes have not happened yet....

“These changes will be implemented over 2025, 2026 and the remainder of this parliamentary term depending on parliamentary time. Until the changes are implemented, the current immigration rules still apply and should be followed” – **Immigration White Paper**

Important note

You can still extend existing visas, switch visas to your organisation & recruit from those already in the UK, at least for the transition period in 2028, and likely beyond.

If you need to apply for new CoS, renew/ extend visas Get Borderless can help support you visit, www.getborderless.co.uk/connect

Impact of the changes

Recruitment will get harder

- 130,000+ vacancies currently in social care
- 185,000+ international recruits have helped stabilise the sector since 2021
- 540,000 additional care workers needed by 2040
- 70,000 drop in British nationals in the care workforce since 2020/2021

Sponsor Licence Duties & Compliance

- Log RTW checks (with share code + date)
- Keep updated contact info
- Save job ads, CVs & interview notes
- Store signed contracts, DBS, opt-outs
- Track absences (sick, unpaid, mat leave)
- Include travel time in care worker pay
- Report job/salary/visa changes in 10 days

Reporting Duties – Changes to business

- Change of authorising officer or key contact
- Adding or removing branch site

- Change of business details e.g. address
- Business accreditation change
- Major business event like liquidation, merger, take over, sale
- Change in sponsor size
- Surrender sponsor licence / make dormant

Consequences if you get it wrong

- Penalties - £45,000 for first offence, £60,000 for each offence thereafter

Keep your business and sponsored workers safe

Borderless directly integrates with the sponsor management system and your HR system, making it easier to report changes in your licence or workers.

Contact Will if you would like any further details on will@getborderless.co.uk
Presentation is attached to the email.

Bethany Mitchell – Business development Manager

Arquilla - transforming care technology

From reaction to prevention – ‘When fall prevention is done right, detection becomes the back up – not the plan’.

50-75% of nursing home residents experience falls annually – 3 x higher than older adults living within the community

£2.3 billion is the annual cost to the NHS from falls, with over 4 million hospital bed days used

1 in 3 people aged 65+ fall at least once a year, this rises to 50% for over 80s

1.7 falls per bed per year in care homes

CogvisAI

One of the prevention solutions provided by Arquella is cogvisAI.

CogvisAI transforms fall management through innovative, contactless technology, shifting approach from reaction to prevention

- 3D-smartsensor infrared technology
- Privacy by design – no cameras, anonymous 3D data, full GDPR compliance
- Real-time AI processing
- Reliable alert system – works even during outages. Immediate alerts are sent when potential fall risks are detected

Additional cogvisAI capabilities

Beyond fall detection, the cogvisAI system provides a suite of complementary modules that work together

- Fall detection - In addition to prevention, system provides reliable detection, highly accurate with minimal false alarms
- Absence detection – Monitors unexpected absences from rooms
- Dementia monitoring – Specialised feature, wandering detection, agitation and potential aggression detection

Implementation results

- 74% reduction in falls within first 6 months
- 83% decrease in fall -related hospital admissions
- 68% improvement in staff response time to falls
- 91% staff satisfaction with the system

Contact info@arquella.co.uk for more information. www.arquella.co.uk
Presentation attached to the email

Helen Scholefield – Director

Liverpool Social Care Partnership

Helen discussed the passing of Mikaela Williams-Brown.

Discussed plans for future of LSCP

Current directors are Helen Scholefield and Gill Thompson. Their values remain the same and that will follow in future LSCP work

Quality will remain the same

Gill has been with LSCP for 9 years and has stepped up and will be full time with LSCP

Past issues that we have had with emails is in the process of improving

18 months ago created Enhanced partnership which we will start to build on

You may see in the future invoicing from Enhanced and some training may go through this company name. Both LSCP and Enhanced will be run by the same organisation with the same values it will just help us expand

Relaunch

We are in the process of updating parts of LSCP and we will have a relaunch mid-end September – date and invites to follow

At the re-launch will be a great opportunity to see what will be new and lunch will be provided.

Changes to membership

Benefits will improve and develop

There will be difference membership levels available – associate membership will also be available for organisations

Will be an area on the website for members only

More details regarding the re-launch will follow.

Check out our website for updates and news <https://www.lscpinfo.co.uk/>

**Next Meeting 23rd October 2023
10am – 12.30pm**

Lowlands