

Speakers

Ann Garvey - LSCP

Sharon Blaney - Dianthus

Ali Davenport – Skills for Care

Priti Patel – Meds on time tech

Jordan Hayden – Disclosure and Barring Services

Overview

- Focus on **workforce development**, training, and compliance in the social care sector.
- Emphasis on **data security**, GDPR, and safeguarding vulnerable populations.
- Detailed updates on **funding streams** (LDSS, apprenticeship levy, etc.) and eligibility for overseas staff.
- Presentation of **sector statistics**: 1.6 million posts, 7% vacancy, 24.7% turnover, £77.8 billion sector value.
- Discussion of **DBS checks**, legal duties, and safeguarding processes for regulated activity.
- Promotion of **digital medication adherence tools** and their impact on care quality and efficiency.

Opening: Data Security, ROPA, and Training Initiatives

- ROPA (Record of Processing Activities) required for GDPR and DSPT compliance.
- Free ROPA training sessions launched, funded by NHS, with after-session materials and one-to-one support.
- Recent data breach at a nursery highlighted importance of data security for vulnerable individuals.
- Expansion of support services to Manchester region.

Workforce Strategy, Funding, and Apprenticeships

- Dianthus delivers social care training, apprenticeships, and management courses since **2009**.
- Workforce strategy published last year; **10-year plan** to attract/retain recruits, especially males and younger workers.
- Care certificate must be completed within **2 years**; Level 3 within **3 years**.
- Adult Skills Worker Fund replaced by Learning Development Support Scheme (LDSS); **up to 90%** database completion required for access.
- LDSS funding now available for overseas staff; care certificate funding: **60%** on start, **40%** on completion.
- New accredited care certificate takes **6-8 months** to complete; open to foreign nationals without 3-year rule.
- Regulations changing: single assessment, possible removal of EPA for apprenticeships.
- Emphasis on cross-cultural awareness and demographic changes in workforce.

DBS Checks, Safeguarding, and Legal Compliance

- Large companies (e.g., TUI, Amazon) gift unused apprenticeship levy to local businesses.
- Expression of interest submitted to Combined Authority; funding decision within 2 weeks.
- Funded apprenticeships require staff enrolment within 3 months of approval.
- Pass rate: 94.8%, achievement rate: 71%, EPA rate: 97%.
- Mandatory training: half day £45, full day £70, 2-day refresher £200; group and individual options available.

Sector Data, Demographics, and Recruitment Challenges

- Skills for Care released annual State Of report using Adult Social Care Workforce Data Set (ASC-WDS).
- England social care sector: **1.6 million posts**, **7% vacancy rate**, **24.7% turnover** in independent sector, **£77.8 billion** generated.
- Liverpool: **16,500 posts** (15,000 filled, 1,300 vacant), **47%** hold relevant qualification, **73% female**, **78% white British**.
- Apprenticeships and relevant qualifications in sector are declining; **21%** on zero-hours contracts.
- Care Workforce Pathway defines career progression; Level 2 Care Certificate qualification available, **£1,540** funding per learner via LDSS (60% upfront, 40% on completion).

Digital Medication Adherence and Technology in Care

- New workforce data released; available for public comparison via workforce intelligence website.

- Only **50%** of people take medication correctly; NHS spends **£18.9 billion** annually on prescriptions.
- Medication adherence of at least **80%** required for effective long-term condition management.
- Digital tools (e.g., Medper smart pill box, Evondos robot) support medication adherence, reduce errors, and provide real-time monitoring for carers and families.
- Evondos robot enables remote medication calls, increases care provider capacity, and achieves **99.4%** adherence in case studies; costs **£185-£220/month** with trial offers available.

DBS Checks: Legal Duties, Barred Lists, and Q&A

- DBS (Disclosure and Barring Service) provides four check levels: basic, standard, enhanced, enhanced with barred list; eligibility set by legislation.
- Filtering rules exclude certain old/minor convictions from standard/enhanced checks; serious offenses always disclosed.
- DBS Update Service allows ongoing certificate validity checks; £16/year for paid roles, free for volunteers.
- Regulated activity (children/adults) eligibility for enhanced checks depends on activity type, frequency, supervision, and organisational context.
- Legal duty to refer to DBS applies if staff are removed from regulated activity due to safeguarding concerns, even if they resign/retire.
- Being on a barred list legally prohibits regulated activity; criminal offense for individuals/organizations to breach this, with up to 5 years' imprisonment.
- Organisations can register directly with DBS if they meet criteria (mainly volume of checks); otherwise, use umbrella bodies.
- No mandated frequency for DBS rechecks; organisations set their own risk-based policies.