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## AGENDA

**Pwyllgor** PWYLLGOR CRAFFU PLANT A PHOBL IFANC

**Dyddiad ac amser y cyfarfod** DYDD MAWRTH, 12 TACHWEDD 2019, 4.30 PM

**Lleoliad** YSTAFELL BWYLLGOR 4 - NEUADD Y SIR

**Aelodaeth** Cynghorydd Lee Bridgeman (Cadeirydd)  
Cynghorywr Cunnah, Joyce, Morgan, Naughton, Parkhill, Phillips, Taylor  
a/ac Singh

Patricia Arlotte (Cynrychiolydd Gatholig Rufeinig), Carol Cobert  
(Cynrychiolydd yr Eglwys yng Nghymru), Karen Dell'Armi (Cynrychiolydd  
Rhiant-Lywodraethwr), a/ac Richards (Cynrychiolydd Rhiant-  
Lywodraethwr)

*Tua  
Amser.*

**1 Ymddiheuriadau am Absenoldeb**

4.30 pm

Derbyn ymddiheuriadau am absenoldeb.

**2 Datgan Buddiannau**

I'w gwneud ar ddechrau'r Eitem Agenda dan sylw, yn unol â Chod  
Ymddygiad yr Aelodau.

**3 Cofnodion** (*Tudalennau 3 - 10*)

Cymeradwyo cofnodion y cyfarfod a gynhaliwyd ar 24 Medi 2019 fel  
cofnod cywir.

**4 'Atal Pobl Ifanc rhag Gwerthu Cyffuriau' – Ymateb a chynnydd  
pellach** (*Tudalennau 11 - 44*)

4.35 pm

Mae'r adroddiad hwn yn galluogi'r Pwyllgor i gael eu briffio ar y  
cynnydd a wneir i weithredu'r argymhellion yn yr adroddiad ar yr  
ymchwiliad.

**5 Caerdydd - Dinas sy'n Dda i Blant – Adroddiad Cynnydd**  
(*Tudalennau 45 - 82*)

5.20 pm

Galluogi Aelodau i adolygu ac asesu'r cynnydd a wneir ar ddatblygu

rhaglen i wneud Caerdydd yn Ddinas sy'n Dda i Blant.

**6 Adolygu Maethu - Adroddiad Cynnydd** (*Tudalennau 83 - 96*) 6.00 pm

Galluogi Aelodau i adolygu ac asesu'r cynnydd a wneir wrth adolygu'r Cymorth Maethu i Blant sy'n Derbyn Gofal.

**7 Y Ffordd Ymlaen** 6.30 pm

Adolygu'r dystiolaeth a'r wybodaeth a gasglwyd yn ystod y broses o ystyried pob eitem agenda, cytuno ar sylwadau, arsylwadau a phryderon Aelodau i'w hanfon i'r Aelod Cabinet perthnasol gan y Cadeirydd, a nodi eitemau i'w cynnwys ym Mlaenraglen Waith y Pwyllgor.

**8 Eitemau Brys (os oes rhai)**

**9 Dyddiad y Cyfarfod Nesaf**

**Davina Fiore**

**Cyfarwyddwr, Llywodraethu a Gwasanaethau Cyfreithiol**

Dyddiad: Dydd Mercher, 6 Tachwedd 2019

Cyswllt: Mandy Farnham,

02920 872618, [Mandy.Farnham@caerdydd.gov.uk](mailto:Mandy.Farnham@caerdydd.gov.uk)

CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

24 SEPTEMBER 2019

Present: Councillor Bridgeman(Chairperson)  
Councillors Cunnah, Joyce, Naughton, Parkhill, Phillips, Taylor  
and Singh

Patricia Arlotte (Roman Catholic Representative), Carol Cobert  
(Church in Wales Representative), Matthew Richards (Parent  
Governor Representative) and Connor Clarke (Youth Council  
Representative).

26 : APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Linda Morgan and Graham Hinchey.

Apologies were also received from Karen Dell'Armi.

The Chairperson noted that Patricia Arlotte had been a member of this Committee for 15 years. Patricia has always been a very effective scrutineer holding to account a number of Cabinet Members and Officers over the years. Patricia has also chaired a task & finish inquiry which is not an easy job. On behalf of the Committee the Chairperson wished to thank her for her hard work over and commitment over these long years.

The Chairperson also wanted to take the opportunity to welcome three new members to the Committee. Councillor Thomas Parkhill who had replaced Pippa Hill-John, Matthew Richards the new Parent Governor Representative and finally Connor Clarke who is the new Youth Council representative.

27 : DECLARATIONS OF INTEREST

Declarations of interest were received from Councillors Naughton and Phillips.

Councillor Naughton declared a personal interest as a Member of the South Wales Fire Authority.

Councillor Phillips declared a personal interest as a Family Member has sought access to some counselling services.

28 : MINUTES

The minutes of the meeting held on 9 July 2019 were agreed as a correct record and signed by the Chairperson.

## 29 : WALES AUDIT OFFICE REPORT - REVIEW OF CORPORATE ARRANGEMENTS FOR SAFEGUARDING OF CHILDREN

Members were advised that this report provided the Wales Audit Office with the opportunity to present their report on corporate safeguarding arrangements to the Committee. This item also enabled Committee to be briefed on the actions being developed and implemented, by the Council, to address the recommendations set out in the Audit Report.

The Chairperson welcomed Ian Phillips from the Wales Audit Office to committee who outlined the report, after which the Chairperson invited questions and comments from Members;

Members asked about Commissioning Services and what the Council should look at in relation this is, in terms of best practice and whether there was any risk to service users. Members were advised that the absence of Safeguarding provision in contracts could potentially be a significant risk. The Council could be more explicit in Safeguarding training provision in contracts. It was noted that it was important to be very clear in what is expected when commissioning provision and having scope to contract monitor those providers.

Members noted that it had been 3 years since the previous audit and asked what timescales realistically should the recommendations from the previous audit have been implemented within. Members were advised lots of aspects had seemed to stall. There had been an expectation for recommendations to have been taken promptly following an audit report; work on these recommendations would have been expected within 6/12 months as a rough guide.

Members asked if this was an organisational issue or if there had been practical barriers and were advised that there had been a new administration; and a new director of social services in the role, who had brought forward what arguable should have been done before.

It was noted that there was very little reference to Children's Rights and members asked if this had been included in the audit. It was explained that it hadn't been a topic in focus; there was narrow scope in terms of this review and it hadn't come up in this particular audit.

Members asked if there was a timescale for follow up for this audit and were advised that there was not, it was an ongoing feature in terms of liaison with the Council but no formal timeline.

The Chairperson welcomed Councillor Chris Weaver, Cabinet Member for Finance, Modernisation & Performance, which includes Corporate Safeguarding, to the meeting and invited him to make a statement.

Councillor Weaver stated that he welcomed the audit report and considered it to be an accurate reflection. The new Director of Social Services had pushed forward the focus to implementation including the Safeguarding Board and SMT and giving the priority and focus that it needs.

The Chairperson welcomed Claire Marchant, Director of Social Services and Chris Pyke, Internal Audit Manager and asked them to take Members through their response to the report's recommendations.

The Chairperson invited questions and comments from Members;

Members asked for an update on the draft report on the volunteering policy and were advised that it had been sent to HR, would go out to consultation and should be back in November, it would go to the appropriate scrutiny committee prior to Cabinet.

Members noted that achieving a 100% target to get all staff trained in Safeguarding would be a challenge and asked how this was being addressed. Members were advised that it was in the Corporate Plan and was mandatory; it needs to be in people's performance reviews, including those people who don't have easy access to PC's. There were links with Communications Team to market the e-modules, they were advertised on the front of the Intranet page and communicated through Senior Management Team and Safeguarding Board.

Members noted the 61% compliance for training in March and asked what the current position was. Officers did not have the current figures but would provide them after the meeting. The Cabinet Member stated that he recognised that 100% was a challenging target but the reason they do it is to make it clear that it is expected and corporately important.

Members considered that timescales for achieving progress were important and asked if these were mapped out, including target areas etc. Officers explained that the approach they take is risk based; they know where the risk areas are support is targeted into those areas; it was important to have that data available.

In terms of Commissioning, Members asked if any retrospective work was being done in terms of Corporate Responsibility and were advised that it was; Commissioning and Procurement had identified and taken specific recommendations from the audit report to make sure it is included in the contract and the workforce.

AGREED – That the Chairperson writes to the Cabinet Member on behalf of the Committee expressing their comments and observations discussed during the Way Forward.

### 30 : CARDIFF & VALE OF GLAMORGAN REGIONAL SAFEGUARDING BOARD ANNUAL REPORT -2018-2019

Members were advised that this report provided the Committee with the opportunity to review and assess the work of the Regional Safeguarding Board for last year. The report covers the safeguarding of both Adults and Children, Members were therefore reminded that Committee can only scrutinise issues relating to Children & Young People.

The Chairperson welcomed Councillor Chris Weaver, Cabinet Member for Finance, Modernisation & Performance, Claire Marchant, Director of Social Services and Kate Bishop, Business manager for the Board and asked them to present the Board's Annual Report to Committee.

The Chairperson invited questions and comments from Members;

Members referred to the Prevent agenda and concerns over how this was being taken forward. Members asked what work was being done with faith communities to ensure it is being taken forward appropriately. Officers explained that they deliver training to all the Mosques in Cardiff and the Vale. They developed a policy for Mosques and other Islamic settings in 2017; this was now being developed for other faith groups. Prevent had been on the Safeguarding Board meeting agenda, each individual agency then took it forward; there was more work to be done but close links had been built to base it on for 2019/20. The Director stated that there had been good work done to date on understanding all communities across Cardiff, and to work with them developing their own policies. Prevent has its own specific legislation and goes into more detail than general safeguarding, specific to the groups.

Members made reference to Threshold Management being ongoing and Female Genital Mutilation Task and Finish Group and asked how these are analysed for effectiveness. The Director explained that they track the impact of the work they are doing; audits are undertaken; policy implications etc. all looked at together by the Board, working in partnership with our own communities. Members noted the previous task and finish on FGM and considered it may be useful to share this with officers.

In relation to Child Protection Reviews, Members asked how the cases were decided upon, noting that only 5 had been completed; asking if there was a process for Members to feed into the cases that are reviewed and how the reviews feed into practitioners on the ground through feedback etc. Officers explained that there are specific criteria to meet to carry out CP Reviews, this criteria is on the website and available from the referral forum too. Cases then go to the CP Review/APR sub group, who decide if it meets the criteria, if so it is recommended to the Co-Chairs of the Board, if they agree then the process starts onto Welsh Government. It is a lengthy process. The Director stated that the whole ethos is about learning, investing in learning events and looking at learning and outcomes, ensuring that recommendations are reflected to practitioners; to inform policy practice, procedures, audits etc. The Business Unit and CPR/APR sub group keep all the recommendations then disseminate to the board members and practitioners so the information is fed back to the board.

Members referred to the Children's Audit Sub Group, noting that only 1 in 4 priorities had been met, 1 taken forward to next year and 2 have failed. Members asked if the focus had been on too many things and priorities had slipped and what was being done next year to address this. Officers explained that the Board looked at Sub-groups to ensure they work as they should and that their priorities fall out of the annual plans and recommendation of the CPR's. There needs to be streamlined work plans going forward. The Director added that it's about effectiveness, strengthening the sub-group chair arrangements; the chair should be from the Regional Safeguarding Board and fully understanding the priorities across the Board.

Members asked if there was any evidence of Local Authorities in Wales using unregistered Children's Homes, as reported in the media. The Director stated that

this was referring to supported living accommodation being used and that Cardiff regularly uses supported living when it's in the care plan; it would be safeguarded and regularly reviewed. There have been occasions when it's not possible to meet a care plan for a very short time and safeguards can be put in place until this can be achieved. Members asked if the RSB would look at this and were advised that it is a priority of the RSB.

AGREED – That the Chairperson writes to the Cabinet Member on behalf of the Committee expressing their comments and observations discussed during the Way Forward.

### 31 : CHILDREN'S SERVICES QUARTER 1 PERFORMANCE REPORT

Members were advised that this report provided the Committee with the performance information for the first quarter of 2019/20. Members would have the opportunity to question the Cabinet Member and officers on the performance, as well as the management actions to tackle any areas of poor performance.

The Chairperson welcomed Councillor Chris Weaver, for this item and invited him to make a statement in which he said that it would be good to see the in-depth version of the performance report.

The Chairperson welcomed Claire Marchant, Director of Social Services and Deborah Driffield, Interim Assistant Director, Children's Services and asked them to present the performance report to Committee.

The Chairperson invited questions and comments from Members;

Members made reference to the report highlighting issues but lacking in detail on how to resolve the issues, making specific reference to Child/Disabilities. Officers explained that there had been major commissioning work for domiciliary care and there were only 3 providers for Children. There had been engagement exercises before the retendering exercise but there was only so much detail that could be included in the report, but there are significant plans underneath each of the bullet points. A more detailed report could be brought back to Committee.

Members asked about locality working and signs of safety impact on caseloads. Officers considered that caseloads in Cardiff are not significantly higher than elsewhere; they explained that locality working is three localities, with 3 Looked After Children teams in each; the social worker now works with the family rather than the child; this makes it easier to link provision, to step things down and should make it easier to embed Prevent. Signs of safety is a journey, locality will give it more infrastructure, with more managers with time to reflect on practice. It does take longer, working with families to establish a way forward, but it helps in the long run.

Members referred to the proposal for a targeted team of case workers and asked where these would be from. The Assistant Director explained that when she started to make changes in the LAC service there had been a huge backlash and people left; they had commissioned managed teams and bring them in when struggling, it costs money so it's not used lightly but the difference the team had made in just 4 weeks

was incredible. In terms of modelling, the current managers are now working differently too.

Members referred to education needs not being met and asked what the issues are and what is being done to resolve them. Members were advised that this was a significant issue for out of county children, there was a big piece of work underway with education to understand the issues including the provision of education in settings and Cardiff has a low number of hours to meet educational outcomes. The Safeguarding Board and Corporate Parenting Advisory Committee are also focussing on this issue.

In relation to sickness levels and people leaving the service; Members asked whether the culture of the department was being addressed, especially when new people are being recruited. Officers explained that up until recently short term sickness was lower than other departments; long term sickness was more problematic; most are in a disciplinary process although some are not. With regards to Culture, Members were advised that there was a really strong bullying culture when the current Assistant Director had taken up post and this still effects the ability to recruit. It was now clear that this would not be tolerated, it was made clear how current management model appropriate and robust management behaviour; however the bullying had been a long time in existence and would take a while to go. Members asked for numbers of ongoing disciplinary cases and were advised that the figures could be provided after the meeting.

Members noted that staff turnover was quite high and asked for the average length of employment in the last five years. Officers agreed to find out the information and provide it after the meeting; however noted that there was also staff movement internally.

Members considered it was refreshing to hear officers speaking so openly and honestly. This was reiterated by the Cabinet Member who considered it was excellent to see officers be as straight forward with scrutiny as they are with Cabinet Members.

Members made reference to the Reflect project and asked how this was progressing. Officers said this was difficult to answer, it was an excellent project but it had been raised with the adoption service about concerns over the court process. Currently if a child is adopted against wishes then they are offered Reflect. Once the child is adopted then the Council's role stops. The Regional Adoption Service provides ongoing support so officers have asked if they would consider to work with parents to encourage them to go to Reflect further along the process. Officers agreed to look at the number of referrals and provide the information to Committee.

AGREED – That the Chairperson writes to the Cabinet Member on behalf of the Committee expressing their comments and observations discussed during the Way Forward.



Members were advised that this report provided the Committee with a presentation on the progress being made in embedding the signs of safety model across children's services.

The Chairperson welcomed Claire Marchant, Director of Social Services, Deborah Driffield, Interim Assistant Director for Children's Services and Shirley Saunders, Operational Manager Children's Services and asked them to take Members through their presentation.

The Chairperson invited questions and comments from Members;

The Chairperson noted that the previous Assistant Director had said over 2 years ago that Cardiff would fully implement signs of safety, and asked how far this had been progressed when the current Assistant Director had taken up post. Members were advised that there had been lots of resistance from senior managers, hostility towards trainers and consultants; a recent meeting with the consultants had considered that Cardiff was around 3/10 on the scales of implementation. It was noted that England was funded by Central Government and have lots of support in terms of this and were still only 5/10 on the scale. It was further noted that Welsh Government haven't adopted signs of safety. It was now year 3 and there was no more money left for training. The Chairperson expressed his frustration with predecessors saying that things were moving along much more than this. The Director of Social Services stated that the building blocks needed to be properly in place and under the previous structure this would not have been possible; major changes were needed including building in posts. The Chairperson considered it may be useful to look at previous responses to Committee letters on this issue, to explain his frustration.

Members appreciated officers' honesty but considered that it raises significant concerns with regard to scrutiny. Members were not clear if 90 staff trained was good or bad; there was no reporting on the impact of signs of safety on children and families; all information was based on the experience of others or research and there was no evidence base. Members asked what exactly was being celebrated in January 2020. Officer's explained that it was around collating data, there was lots of evidence from families/courts etc. but this was difficult to report. It was stated that a performance management/quality assurance system was needed to be able to report; there was evidence of the impact, but it needed to be more coherent on how we report statistically. In relation to training, officers explained this needs to be sustainable, especially for our own workforce in Cardiff. There is a performance plan with 4 quadrants, however it was very difficult to directly evidence that impact is solely down to signs of safety. Officers offered to bring a more scientific report to a future meeting.

Members noted that although there may be anecdotal evidence it would be useful to have a narrative to it. Members asked if there could be a comparison of comments from families/children who have been through signs of safety; officers state this may be possible if they had social workers before and after signs of safety.

Members asked if the Cost avoidance related to actual figures and were advised that they did.

AGREED – That the Chairperson writes to the Cabinet Member on behalf of the Committee expressing their comments and observations discussed during the Way Forward.

33 : WAY FORWARD

Members discussed the information received and identified a number of issues which the Chairman agreed would be included in the letters that would be sent, on behalf of the Committee, to the relevant Cabinet Members and Officers.

34 : WORK PROGRAMME 2019-2020

RESOLVED: to note the report.

35 : CORRESPONDENCE

RESOLVED: to note the report.

36 : FORWARD WORK PROGRAMME

RESOLVED: to agree the work programme.

37 : URGENT ITEMS (IF ANY)

None received.

38 : DATE OF NEXT MEETING

8 October 2019 at 4.30pm in Committee Room 4, County Hall.

The meeting terminated at 7.45pm

**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**12<sup>th</sup> November 2019**

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**INQUIRY REPORT “PREVENTING YOUNG PEOPLE’S INVOLVEMENT IN DRUG DEALING”.- FURTHER RESPONSE AND PROGRESS**

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**Background**

1. The Children and Young People Scrutiny Committee considered the Cabinet response to its joint inquiry “Preventing Young People’s Involvement in Drug Dealing at its meeting on 26 June 2019. The Committee welcomed the Cabinet response and noted that a more detailed response and Action Plan would be presented later in the year.
2. A copy of a more detailed response and actions against each of the recommendations is attached at **Appendix A**. The response sets out the progress to date on implementing each of the recommendations together with details of the next steps to be taken in progressing the work.

**Scope of Scrutiny**

3. This report will enables the Committee to review, assess and comment of the progress being made in addressing the recommendations as set out in the inquiry report. Members may also wish to review whether the actions identified as “Next Steps” continues to further advance the work being undertaken.

**Way Forward**

3. Councillor Linda Thorne (Cabinet Member for Housing and Communities and relevant officers from the People & Communities directorate have been invited to present the directorate’s response for the accepted recommendations (attached at **Appendix A**) and answer Members’ questions.

4. Members may also wish to review and assess the progress being made in addressing the recommendations copy attached at **Appendix A** and provide the Cabinet Member and Officers with their comments, concerns or advice.

### **Legal Implications**

5. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not making policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to the Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

### **Financial Implications**

6. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not making policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

## **RECOMMENDATIONS**

- That the Committee reviews the response attached at **Appendix A** together with the information presented at the meeting and provide any recommendations, comments or advice to the Cabinet Member and Director with any comments, concerns or recommendations
- Identify any areas for consideration in the development of the Committee's work programme for 2019-2020

**Davina Fiore**

**Director of Governance and Legal Services**

**6 November 2019**

Mae'r dudalen hon yn wag yn fwriadol

**FURTHER RESPONSE – “PREVENTING YOUNG PEOPLE’S INVOLVEMENT IN DRUG DEALING” JOINT SCRUTINY INQUIRY**

**R1. Improve community engagement and consultation in terms of tackling drug-related crime by replicating the locality based partnership model and strengths based approach model implemented in Butetown, via a sequenced roll-out to other parts of Cardiff.**

In terms of progress to date, the Cardiff Community Safety Partnership (CSP) has achieved the following:

- A priority for the Cardiff Community Safety Partnership was the further development of the “Area Based Working” approach, following the Butetown Pilot.
- A review of the Butetown model was considered by the Community Safety Delivery Board on the 31<sup>st</sup> July. The Butetown Pilot group was reconvened 9<sup>th</sup> October 2019 and a new Aspirations sub-group convened 21<sup>st</sup> October 2019 as a way to continue the trial.
- Splott & Tremorfa were identified as a potential area to pilot further area based responses. Nominations for participants sought across partners and links made with the local Police Problem Solving Group.
- A multi-agency workshop aimed at canvassing partner views for extending the Butetown pilot into Splott & Tremorfa took place 1<sup>st</sup> October 2019.

Next Steps:

- Establish detailed Action Plan for the Butetown Area pilot area working group, aligning new and existing partner work streams while capturing and highlighting successful outputs (25<sup>th</sup> November 2019).
- Share initial Splott & Tremorfa workshop report highlighting key findings and recommendations for next steps and resource required (14<sup>th</sup> November 2019)
- Convene new Splott & Tremorfa area based group as an extension of the Butetown trial. Align governance with existing STAR Youth Action Group and Off Road Motorcycle Group (6<sup>th</sup> December 2019)

**R2 - Undertake a neighbourhood review towards formalising engagement with the community. New arrangements to include using the resources of PACT and to be a two-way communication tool between partners and the community**

Since the last update, the Community Safety Partnership and Public Services Board has agreed its approach to engagement, which is based around the following;

- **Community focused** - Engagement between services and residents is centred around the city’s hubs and existing networks.
- **Asset based** - Partner resources are brought together to address issues impacting the community the Hub serves (building on the assets in the community and supporting individuals and organisations to come together to

realise and develop their strengths). This will include the better integration of resources and include consideration of the PACT arrangements.

- **Bottom up and top down** - Issues are collated and escalated by community based coordinators (bottom up) and work is commissioned by the Community Safety Board based on what is added value (top down).

In operational terms, the Butetown model and rolling this out to Splott and Tremorfa, it has presented the Partnership with the opportunity to review its community engagement arrangements, based on the above principles. Further details of progress to date includes:

- Area Based Working workshop held at Community Safety Conference 19<sup>th</sup> September, which canvassed partner agencies on best approach for engaging with the community and how they would like to be involved.
- Complementing 19<sup>th</sup> September workshop, a Splott & Tremorfa Area Based Working workshop was held 1<sup>st</sup> October which also asked partners for views in operating community engagement and how they would like to be involved.

In relation to next steps:

- As a part of the Butetown pilot, establish a Citizen Engagement workshop with key nominated community members for developing a localised two way engagement mechanism. Output ideas to be further investigated for trialling locally and what resources would be required to expand across the city (14<sup>th</sup> December 2019).
- Both trial area based Working Groups (Butetown and Splott & Tremorfa) to arrange Community Reporting Workshop sessions with local police and relevant agencies, assessing existing citizen reporting methods for key concerns and conceiving alternative mechanisms where gaps are identified (21<sup>st</sup> December 2019).
- Launch campaign within Butetown and Splott & Tremorfa communities, encouraging resident reporting using Cardiff Council app and any other methods identified at Community Reporting workshops (31<sup>st</sup> January 2020).
- Assess results of 2019 Ask Cardiff Survey to further establish what this could mean for community engagement within the context of the Butetown/ Splott & Tremorfa pilot (28<sup>th</sup> February 2020).

In addition, South Wales Police have undertaken a review of its neighbourhood policing arrangements, and this includes the re-establishment of "Problem Solving Groups" (PSGs) and Quality of Life meetings. Currently, the Police and partners are discussing and agreeing the number of meetings across the city and the governance arrangements into the CSP arrangements.



The objective of PSG meetings is to streamline partnership working and to be an operational group to identify, tackle and resolve local issues to:

- Improve the quality of life of the community
- Reduce demand through problem solving
- Share good practice

Intelligence driving each PSG will be collected and collated across partners from the police analyst, partnership analyst and any escalation across community cohesion groups, PSBs and CSPs.

This is already gaining traction operationally. For example, the PSG operating in Splott reports into the Splott and Tremorfa Area Based Working Group, which in turn report to the Community Safety Delivery Board. Police colleagues managing the PSG sit on the Area Based Working Group to ensure that there is cross over between both groups.

**R3. The volunteer portal already in place to include attracting volunteers to act as community role models and ambassadors in order to advise young people on the dangers of drug-use and involvement with drug related crime. This voluntary scheme should be suitably funded and involve collaborative working with relevant groups and partners.**

To date, as part of the Butetown pilot, 10 volunteers have been recruited (6 x under 25). 1 x (under 25) is still volunteering, 2 (under 25) have returned to work, 2 x (under 25) no longer wanted to volunteer and 1 (under 25) is awaiting a DBS check.

Next steps are:

- Launch appeal for role models with a link to Butetown who are happy to take part in future employability and aspirational sessions facilitated by the Area Based Working group for young people (28<sup>th</sup> February 2020).
- In partnership with Cardiff & Vale Scouts, launch appeal for volunteers interested in developing and running new Scout groups within Butetown ward. If successful group to develop campaigns with similar volunteer groups (31<sup>st</sup> January 2020).
- Facilitate more community based staff to directly engage with local youngsters and establish the type of activities and volunteering opportunities that they would like to be involved with (28<sup>th</sup> February 2020).

**R4. For the Council, through its neighbourhood partnerships, explore the use of community facilities by the community – creating a pool of volunteers; offering support and training; and explore funding opportunities, to enable the community to have access to these buildings to run clubs/groups for young people, and give them a place to go outside of normal hours.**

Several Hubs already offer community groups the opportunity to open the facilities on an out of hours / weekend basis. In relation to work with young people across Cardiff, examples of this include:

### **St Mellons and Powerhouse**

- Street Safe Project (14-18 years)- 5 week project working with different partners on Knife crime, CSE (Child Sexual Exploitation), Gangs, Drugs, Relationships and how to report Crime anonymously. This was put on as an additional evening to Youth Club.
- Crimes and Consequences (11-16 years) in partnership with South Wales Fire Service. Workshops to raise awareness on different issues such as Arson, Riding without helmets and not wearing seatbelts, etc.
- Afterschool Club (9-11 years) – this is to try to alleviate ASB in and around the Hub.
- Cardiff Met Football outside in the Muga.
- Inner Strength (11-14 years) for female girls to tackle health and wellbeing, confidence, relationships and any other issues.
- Cardiff City (10-14 years)- Extra Time Project. This is an Afterschool Club to minimise ASB.
- Garden Project (10-14 years)- to tackle ASB in the Llanederyn area.
- Sports on the Muga (Powerhouse) to tackle ASB Followed by Cardiff City coach at St Teilo's High School (football).

### **Butetown, Star and Grangetown**

- In Butetown we are starting a parents workshop on awareness of drugs, gangs, grooming and county lines.
- Providing sessions on knife crime, grooming and drug dealing in Mount start primary school with YOT.
- Diversionary activities in the hubs over the school holidays and after school clubs. Late opening hours in Butetown pavilion.
- In star and St Mellons hubs you have the Cardiff City Foundation homework clubs to tackle
- Youth ASB issues.

- Fit and fed activities to tackle child poverty in the hubs with partner agencies street games, Taff and Asda. As well and senior library officers doing SHEP activities with the schools.

### **Ely and Caerau and Llandaff North**

- Ely and Caerau Youth shelter building project – in partnership with Youth Services, the project will involve young people building the shelter which can then be used as a safe meeting point with access to wifi and phone chargers - funding bid currently being completed.
- Ely and Caerau Girl's youth sessions in the Ely and Caerau Hub – focusing on emotional; wellbeing, and physical activities such as boxercise.
- Gaming club – community room at Ely and Caerau Hub
- Regular school holiday activities, this week in Ely and Caerau:
  - Breakfast Club
  - Slime Sessions
  - Play sessions
  - Halloween Film sessions
  - Halloween party with local PCSOs
  - Sport sessions with paly services and Cardiff City Foundation
- Ministry of Life youth sessions in Llandaff North Hub.

**R5. The Council and its partners review where drug related services are located and commit to thorough community engagement in areas of the city chosen for any proposed location for drug-related services such as needle exchanges. The size of the development should be clearly explained to residents as part of this engagement process.**

Partners within the Cardiff & Vale Area Planning Board continue to play an important role within CSP arrangements and reported progress on the substance misuse recommissioning process for regional substance misuse services in March and May 2019. Reps from the APB sit on the Community Safety Delivery Board.

The CSP recognised the concerns that the Scrutiny Inquiry highlighted, and continues to monitor issues that the potential links between drug related services and its impact on the community. To this end, the Council and partners have established a “Single Persons & Vulnerabilities Board”, chaired by Councillor Thorne to tackle a range of issues, but will include the community impact of services such as needle syringe programmes (NSP).

In addition, the APB are involved in the Butetown and Splott/Tremorfa Area Based Working Groups, so will be part of the work going forward – both with partners and the community.

**R6. The Council and partners undertake a review of current youth service provision. This should include assessing the function and developing a new model of service delivery that is more effective and fit for purpose. This should include an evaluation of the flexibility of the service and how it can meet the demand. The service could be more sessional based approach, linked up across a range of partners and be available outside of school hours and in the school holidays. There is a need to recognise the crucial role played by youth services in preventing young people’s involvement with drugs and drug related crime and that the Council should be mindful of this factor before future funding decisions are made regarding the service. If the remaining youth centres are to continue to offer young people a place to go, feel safe and be supported, budgets should be protected as much as possible, and considered as an integral part of the development of community based services and facilities.**

As per the original response to this recommendation, it needs to be stressed again that the Youth Service in Cardiff has a mixture of targeted support within schools and the communities as well as an open access offer within our communities.

The majority of core funding for the Youth Service in Cardiff is directed to community based open access provision. Targeted support provision is almost exclusively funded by external grants, and continues to support open access provision for young people to complement the directly delivered provision which continues to be offered through a reduced number of Council run venues, including Hubs – many examples of which are set out in Recommendation 4 above.

**R7. The Council and partners to undertake a review of all streams of “safeguarding” related activity across the City, with a view to developing a model for intervention and prevention for young people vulnerable to drug-related crime. There is a wide range of good practice already in place in relation to child sexual exploitation, FGM, radicalisation, sex work etc. and Members agreed that pooling the expertise and knowledge from these streams would establish the links with current work and assist in developing a specific model for young people caught up in drugs. This will also provide the tools required for engaging the parents/carers and families of these young people**

The CSP and Safeguarding Boards have, over the past several months, made strides to join up work-streams - this is continuing to develop and details of this will emerge over the coming months. There is a general agreement that, in terms of maximising this relationship effectively and avoid duplication that the Safeguarding Board will continue to work on individual safeguarding, but will link with the CSP in terms of “contextual” safeguarding issues.

It has been recognised across the CSP and Safeguarding Boards that there is a need to address the issue of “vulnerability” across the board. A recent audit undertaken in Children’s Services has highlighted some gaps in current arrangements and the need for an improved joined up approach to information sharing on young people linked with or involved with criminal exploitation/activity that also considers safeguarding for the young people’s parent(s) and siblings. This will be considered across the CSP and Safeguarding in the coming weeks.

In addition, at the recent Community Safety Conference at a workshop on Violence and Vulnerabilities highlighted that vulnerability is a key driver and root cause in a young person being involved in drug related crime.

In order to gain an insight into this issue, the CSP has commissioned the Community Safety Manager to coordinate a group to undertake a “problem profiling” exercise, pulling together representatives from the Council (including Education and Social Services), the Police, partnership analyst, probation and health. The aim of the exercise will be to gain an understanding of some of the very complex issues/circumstances that would lead to a person to end up within the criminal justice system. Board members felt that the need to work together (including sharing information) was critical. The first meeting of this Group will be on the 8<sup>th</sup> November, with outputs being reported to the CSP Board on the 14<sup>th</sup> November.

There is a project looking specifically at ‘Contextual safeguarding’, being led by Safeguarding that will be a key part of the work required around drug dealing in communities. This work will be reported into the CSP in due course.

**R8. The Council and partners develop a “Well-being Strategy” for young people based on the strengths based approach, and using initiatives such as “Goodies in Hoodies” that had had a positive impact on tackling negative perceptions of young people.**

Into-Work Service

Youth Employment Mentors within Into Work Advice Service are supporting young people aged 16-24 to get into work.

As a service, we do not have the tools to make young people stop using drugs if they are not ready to do so. However, if they are beginning to think about their future, and are at a point where they no longer want this to be their main focus on a daily basis and want to reduce or stop the habit so they can gain work or start training for a career; then we have often helped with this.

Many of the young people we support are using substances on a daily basis. This is often a significant barrier to their progress into sustainable employment. All Youth Employment Mentors have completed substance misuse training, and many have also completed further training in psychoactive substances and harm reduction techniques, with NewLink Wales. We recognise that understanding the drugs, their impact on the person and the reasons for their use are vital if we are going to empathise with young people and support them to overcome this barrier so they can progress with their lives.

Drug reduction is often written into the young people's action plans created when they begin receiving 1:1 mentor support with the Into Work Advice Service. Often, many industries young people want to go into, such as construction or rail track maintenance, require drugs tests so intensive support is provided on these instances. A case study has been attached to demonstrate this. There have been at least a dozen more young people supported in a similar way to this example.

Generally, young people who gain employment through our support, find that the bespoke training we fund for them can be a catalyst to reducing drug use. They appreciate the intensive support and respect the significant amount of funding they are receiving. This can be up to £2000 on an individual. Having someone invest in them gives them the intrinsic motivation to 'invest in themselves' by changing their lives and trying to take on a more positive lifestyle. This doesn't necessarily mean they no longer use drugs but it can mean that drugs are no longer their motivation, so they are being used much less frequently and they aren't having a negative impact on their life anymore.

Recommendation 4 also sets out examples of young people initiatives taking place across the hubs.

**R9. The Council and its partners undertake a major review of current arrangements in relation to options available to young people who find themselves excluded from school or on reduced timetables. Schools should play a central role in this review. The review should include drawing on existing examples of good practice already in place in some of Cardiff's schools. The review should include the identification and implementation of a number of preventative, diversionary methods to help steer young people towards a more positive life path. Sport, art, the opportunity to undertake apprenticeships and training, working within their community should all be considered to help achieve this. The review should also consider the development of a measurement to monitor and review school practice in relation to this area.**

As previously reported, the concerns expressed are recognised and highlighted in the Schools Annual Performance Report, considered by Cabinet and CYP Scrutiny

January 2019. Targets have been set to address these issues. The work is part of the Education Other than at School delivery plan with five priorities

1. Improve practice through the development of access panel and protocols for pupil placement
2. Improve commissioned provision through clearly defined aims and quality assurance.
3. Improve local authority provision
4. Improve processes via work with schools to retain pupils and to track pupil progress to reduce the risk of disengagement
5. Improve the curriculum offer for learners.

Progress on these targets are reported to the Children & YP Scrutiny Committee.

**R10. The Council and its partners ensure the development and implementation of a city-wide strategy on tackling drug-related crime to highlight in particular the dangers posed by the UK-wide increase in “County Lines” activity. Part of this strategy should include a hard-hitting communications campaign involving social media platforms and more traditional advertising measures such as the use of billboards. This should be coordinated with recommendations 15 and 16.**

The Community Safety Board agreed 4 key priorities for 2019/20, one of which is “County Lines and Exploitation of the Vulnerable”. The CSP has received regular updates on County Lines activity as well associated crime such as knife crime.

A new Violence Reduction Unit (VRU) has been recently been established, following a Home Office announcement that a total of £880k had been awarded to South Wales, the only policing area in Wales to receive funding to help tackle violent crime. The Violence Prevention Unit brings together South Wales Police, local authorities, health, community leaders and other key partners to tackle violent crime by understanding its root causes. The new unit will be responsible for identifying what is driving violent crime in South Wales to develop a co-ordinated response.

The CSP are currently undertaking a mapping exercise of the boards, networks and groups associated with this work. The aim of the exercise is to identify the breadth of work already taking place across the partnership, with the aim of aligning and streamlining these groups to make the system effective, avoid duplication and ensure that governance structures are in place. The results of the mapping exercise will be reported to the CSP Delivery Board on the 14<sup>th</sup> November 2019.

Developments in relation to the VRU are also reported into the CSP Boards at each meeting.

Communication and awareness raising options will be considered as part of the work of this CSP Priority; and will be based on good practice already in place, as well as campaigns adopted elsewhere.

**R11. The Safer Communities Board ensure that relevant third sector organisations are invited to operational meetings in order to achieve a wide ranging approach to tackling the issue of drug related crime. All parties should then be encouraged to promote each other's services and campaigns on their respective communication platforms in order to raise public awareness. Such action would give residents clearer indication of points of contact for reporting incidents of drug-related crime.**

Representatives from the Third Sector already sit on the Community Safety Delivery Board, and are involved in the Area Based Working Groups in Butetown and Splott/Tremorfa.

The Community Safety Manager has just launched a Community Safety Network with relevant partners, including those from the third sector. Key to the success of the network will be for members to share service updates; campaigns; key messages; best practice; information sharing; and training and funding opportunities. The network will also undertake focussed pieces of work to assist the work of the Boards in areas which may include developing improved communications and awareness raising platforms; and developing a signposting toolkit.

Outputs from the network will be fed back to the Community Safety Boards and will play a crucial part of the governance arrangements in relation to community safety. In addition, representatives of the third sector will play a crucial role in the work of the Task & Finish Groups, including the "County Lines and Exploitation" Group outlined in R10 above.

**R12. The Council and its partners develop and implement a system of community based operational meetings to include partners, third sector, parents and community members to share local data and intelligence in order identify hotspots, problem areas and shared solutions to the problem. This could include adopting a similar approach used by the CSE PING meetings.**

The development of the Area Based Working Groups in Butetown and Splott/Tremorfa is providing an opportunity to share data and intelligence. For example, at the first meeting of the Splott/Tremorfa Group, a crime intelligence report was presented to all partners in the Group, which included hotspots and levels of crime in the area. Building a trusting relationship across partners is critical in taking



work forward to bringing about shared solutions to the problem faced by that community.

In addition, an “off road biking” group has recently been established to look at the ongoing issues in relation to scrambler bikes, quads etc. This group share and discuss individuals and groups involved in this activity, and trust within this group has resulted in successes across Operation Red Mana in the City.

The Problem Profiling exercise highlighted in R7 above will require all partners to share and discuss individuals in the criminal justice system in order to track their story and identify vulnerabilities and interventions.

Further developments along the lines of the CSE PING meetings will form part of the ongoing developments around safeguarding as highlighted in R7 above.

**R13. The Council and partners adopt a similar model used by other work areas (such as CSE) to enable them to discuss individual young people in order to assess and address the individual’s needs – including issues raised in recommendations 7 and 9. This should also link with the early help new proposals and the young person’s gateway.**

Criminal exploitation as well as Child Sexual Exploitation are already subject to the same processes and procedures in regard to safeguarding. Work in this area continues to develop via the exploitation strategy and wider work taking place, as highlighted in R7 above.

**R14. Cabinet ensures that plans for a city-wide youth survey to ascertain attitudes to drugs and drug related crime are fully supported by Cardiff Council and that meaningful results are eventually achieved. Currently, it is proposed that a potential youth survey be commissioned by the Community Safety Partnership, in partnership with Youth Services. Members would wish to strongly encourage that this take place at the earliest possibility**

*Update to follow.*

**R15. A strategic, coordinated Communications Plan be developed with input from all partners. This should include the coordination of current materials that could be used as part of the programme. The programme should include mechanisms for delivering a large scale campaign across the City, and also more targeted awareness raising and training with recognised vulnerable groups. This should be developed in line with the Strategy recommended in R10 above, and should acknowledge the range of diverse communities across Cardiff. The Communications Plan should also develop targeted programmes for specific areas of Cardiff to address specific challenges faced by that area.**

It has been flagged by the CSP that a mapping of current materials available for training in schools and across professional groups is crucial in establishing a “where are we now” picture, prior to the development of a strategy and communications plan. The Council’s Cohesion Team are currently undertaking this exercise in relation to professional training streams available, and this will be expanded to schools based materials in due course.

Once this exercise is complete, the results will be considered by the CSP Boards and taken forward as appropriate.

**R16. A programme of campaigns for children and young people be developed by young people and current providers (for example, the St. Giles Trust), to include PSHE teaching materials, social media, development of apps, etc. The wording of all material should be very carefully considered and should include a strong message in informing young people of the consequences of being involved in drug dealing; recognising grooming; where they can go for more advice; and what options are available to them if they find themselves in trouble via drug-related activity. The coordination of budgets from other sources (Public Health Wales, Welsh Government etc) should also be explored as part of developing this campaign.**

See R15 above.

**R18. The Community Safety Board explore options of enforcement routes to tackle anti- social behaviour associated with drug dealing and problematic drug use in order to strengthen current arrangements and ease pressure on the Police. This could include a local, hybrid version of the use of Public Spaces Protection Orders.**

A range of options regarding enforcement routes is still being explored across the CSP.

**R19. The Council and partners link with relevant third sector providers to address the issue of “County Lines” activity in the City and links to other drug-related crime, such as knife crime. This should form part of both the strategic and operational elements of work going forward.**

As already stated in R10, work around County Lines and Exploitation of the Vulnerable is developing. As previously stated, critical to the work of this Group will be making links with other related crime, including knife crime.

R4 in this update showed the ongoing work between the third sector, young people, and the council.

Mae'r dudalen hon yn wag yn fwriadol

# “PREVENTING YOUNG PEOPLE’S INVOLVEMENT IN DRUG DEALING” JOINT SCRUTINY INQUIRY

## Further response

Children & Young People Scrutiny Committee

Tuesday 12 November 2019



# Committee Recommendations

## (R1,R2) Improve community engagement and consultation

- Butetown “Area Based Working” pilot reviewed

### Outcomes:

- Tudalen 30
- Pilot has been extended to Splott & Tremorfa
  - Area based engagement approach agreed - centred around the city’s hubs, asset based and two-way dialogue facilitated by community based coordinators
  - Localised mechanism for two way dialogue to be developed as part of Butetown pilot. Trialling and expanding to other parts of the city to then be considered.
  - South Wales Police “Problem Solving Groups” and Quality of Life meetings re-established to streamline partnership working and identify/resolve local issues.



# Committee Recommendations

## (R3, R4) Facilitate volunteering and use of community facilities outside of normal hours

- Appeals to be launched for role models to help facilitate employability and aspirational sessions and volunteers to develop/run new Scout groups in Butetown.
- A focus will be placed on facilitating more direct engagement between community based staff and local young people through identifying the volunteering opportunities and activities they would wish to be involved with.
- Several Hubs already offer community groups the opportunity to use the facilities on an out of hours / weekend basis. Examples of work with young people include:
  - The Street Safe Project (St Mellons and Powerhouse)
  - Crimes and Consequences, Fire Service (St Mellons and Powerhouse)
  - Parents workshop on awareness of drugs, gangs, grooming (Butetown, Star and Grangetown)
  - Ministry of Life youth session (Llandaff North Hub)
  - Regular school holiday activities (Ely and Caerau)
  - Football and other diversionary activities across a number of hubs to tackle anti-social behaviour



# Committee Recommendation

(R5) Review where drug related services are located. Commit to thorough community engagement in any proposed new locations.

In recognition of the concerns highlighted by the Inquiry:

- Tudalen 32
- The Community Safety Partnership (CSP) will continue to monitor potential links between drug related services and community issues
  - The CSP has established the Single Persons & Vulnerabilities Board chaired by Cllr Thorne. This will tackle a range of issues including the community impact of services such as the needle syringe programme (NSP)

Cardiff & Vale Area Planning Board (APB) are progressing the recommissioning process for regional substance misuse services. Representatives from the APB sit on the Community Safety Delivery Board.





# Committee Recommendation

(R6) Review youth service provision giving consideration to more flexible provision and a more sessional based approach available outside of school hours/in school holidays - the important role played by youth services in preventing young people's involvement with drugs to be factored into future funding decisions.

- As per the original response, the Youth Service in Cardiff has a mixture of targeted support within schools and communities as well as an open access offer within our communities.
- Furthermore, the majority of core funding for the Youth Service in Cardiff is directed to community based open access provision.
- Targeted support provision is almost exclusively funded by external grants, and continues to support open access provision for young people to complement the directly delivered provision which continues to be offered through a reduced number of Council run venues, including Hubs.



# Committee Recommendations

(R7) Review all “safeguarding” workstreams across the city with a view to developing a model for intervention and prevention for young people vulnerable to drug-related crime.

- CSP and Safeguarding Boards are working to join up workstreams. Details to emerge over coming months.
- Children Services audit highlighted some gaps in arrangements and the need for an improved joined up approach to information sharing.
- “Problem profiling” exercise commissioned to understand the complex issues/ circumstances that would lead a person to end up in the criminal justice system.
- Project led by Safeguarding to look specifically at “contextual safeguarding” will be play a key part in the work around drug dealing in communities.



# Committee Recommendation

(R8) The Council and partners develop a “Well-being Strategy” for young people based on the strengths based approach, and using initiatives such as “Goodies in Hoodies”.

## Into Work Service

- Youth Employment Mentors within Into Work Advice Service are supporting young people aged 16-24 to get into work.
- The service can help young people ready to reduce or stop taking drugs so that they can gain work or start training for a career
- Most young people find the support given is a catalyst to reducing drug use and it no longer being their motivation. They appreciate the intensive support and significant funding received. Having someone invest in them gives them the motivation to ‘invest in themselves’.
- See R4 for examples of other young people initiatives across the city’s hubs.



# Committee Recommendation

(R9) Review current arrangements for young people who find themselves excluded from school or on reduced timetables.

Tudalen 36

- As per the original response, the concerns expressed are recognised and are set out in the Schools Annual Performance Report considered by Cabinet and CYP Scrutiny Committee January 2019.
- The work is part of the Education Other Than At School delivery plan which looks to improve practice in relation to pupil placement and commissioned provision, reduce the risk of disengagement and improve the curriculum offer.
- Targets have been set to address these issues and progress is reported to the Children & YP Scrutiny Committee



# Committee Recommendation

(R10) Develop and implement a city-wide strategy to tackle drug-related crime highlighting the dangers posed by “County Lines”. The strategy should include a hard hitting communications campaign.

(R15) Develop a coordinated Communications Plan including mechanisms for large scale campaigns and more targeted awareness raising/training.

(R16) A programme of campaigns for children and young people to be developed by young people and current providers.

- Tudalen 37
- ‘County Lines and Exploitation of the Vulnerable’ - one of four key priorities for the CSP for 2019/20.
  - CSP is undertaking a mapping exercise of boards, networks and groups to align and streamline these groups and ensure the right governance structures are in place.
  - Violence Reduction Unit (VRU) recently established for South Wales. Responsible for bringing partners together to understand the root causes of violent crime and developing a coordinated response.
  - Communication and awareness raising options will be considered as part of the work of this CSP priority, based on good practice already in place and campaigns adopted elsewhere.



# Committee Recommendation

(R11) Ensure relevant third sector organisations are invited to operational meetings. All parties should be encouraged to promote each other's services and campaigns to give residents clearer points of contact for reporting incidents of drug-related crime.

Tudalen 38

- The third sector is on the Community Safety Delivery Board, involved in the Area Based Working Groups in Butetown and Splott/Tremorfa and will play a crucial role in the work of the CSP's priority Task & Finish Groups, including the "County Lines and Exploitation" Group.
- Launch of Community Safety Network. Partners will come together including the third sector to share service updates; campaigns; key messages; best practice; information sharing; and training and funding opportunities.



# Committee Recommendation

R12. Develop and implement a system of community based operational meetings to to share local data and intelligence in order identify hotspots, problem areas and shared solutions.

- Area Based Working Groups in Butetown and Splott/Tremorfa - opportunity to share data and intelligence
- “Off road biking” group established to look at the ongoing issues in relation to scrambler bikes, quads etc.
- The Problem Profiling exercise highlighted in R7 will require all partners to share and discuss individuals in the criminal justice system in order to track their story and identify vulnerabilities and interventions.
- Further developments along the lines of the CSE PING meetings will form part of the ongoing developments around safeguarding as highlighted in R7.



# Committee Recommendation

(R13) Adopt a similar model used by other work areas (such as CSE) to to assess and address an individual's needs – including issues raised in recommendations 7 (safeguarding) and 9 (exclusion from school). Links should be made with early help and the young person's gateway.

Tudalen 40

Criminal exploitation as well as Child Sexual Exploitation are already subject to the same processes and procedures in regard to safeguarding. Work in this area continues to develop via the exploitation strategy and wider work taking place, as highlighted in R7 above.





# Committee Recommendation

(R14) Cabinet ensures that plans for a city-wide youth survey to ascertain attitudes to drugs and drug related crime are fully supported by Cardiff Council and that meaningful results are eventually achieved.

- It is recognised that engagement needs to include more focused attempts to converse with young people who have experiences of drug dealing and criminal exploitation, or are currently being exploited.

Tudalen 41

## Cardiff's annual 'Make Your Mark' ballot:

- This year engaged over 5000 young people (3267 from Cardiff secondary schools).
  - Ensuring this ballot reaches as many young people as possible would greatly increase our understanding of the issues facing young people and variations of need within communities.
- School Health Research Network's Wales wide biennial survey - pupils contact with drugs as well as wider issues relating to the well-being of young people.
  - Further survey and engagement with young people will be valuable in informing future service provision.



# Committee Recommendations

R15 and 16 addressed under R10

Tudalen 42



# Committee Recommendations

(R18) Explore enforcement routes for tackling anti-social behaviour associated with drug dealing and problematic drug use to strengthen current arrangements and ease pressure on the Police. This could include a local, hybrid version of the use of Public Spaces Protection Orders.

- A range of options regarding enforcement routes is still being explored across the CSP.



# Committee Recommendations

R19. The Council and partners link with relevant third sector providers to address the issue of “County Lines” activity in the City and links to other drug-related crime, such as knife crime. This should form part of both the strategic and operational elements of work going forward.

- Tudalen 44
- As already stated in R10, work around County Lines and Exploitation of the Vulnerable is developing. Critical to the work of this Group will be making links with other related crime, including knife crime.
  - R4 details the ongoing work between the third sector, young people, and the council in the city’s hubs.



**CYNGOR CAERDYDD  
CARDIFF COUNCIL****CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

12 November 2019

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**CARDIFF CHILD FRIENDLY CITY – PROGRESS REPORT**

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**Purpose of the Report**

1. As part of the Children & Young People Scrutiny Committee 2019-20 Work Programme, the Committee agreed to receive progress reports on the development of a programme for Cardiff to be globally recognised as a Child Friendly City, through participation in the Unicef UK Child Friendly City and Communities Programme.

**Background**

2. This Committee reviewed a draft copy of the Child Friendly Cardiff Strategy at its meeting on 13 November 2018, prior to by the Cardiff Public Services Board. The Committee was fully supportive of the strategy as well as ensuring the Children and Young People are at the heart of all decision making that impacts on them. However the Members did write providing comments for the Board to consider, in particular:
  - That engagement with Sports and Youth organisations had not been considered during the development of Strategy and that the views of Sport and Youth organisations are sought on the strategy
  - That the Strategy would be strengthen by the inclusion of the Public Sector groups in making Cardiff a Child Friendly City.
  - that 3<sup>rd</sup> Sector's involvement would enhance the scope of the Strategy
3. The Cabinet Member, Councillor Sarah Merry responded to the Committee letter explaining that:
  - As the Board moves to the delivery phase of the strategy we will seek opportunities to ensure the active participation and support of these organisations and sectors.

- The strategy will soon be underwritten by a much more detailed delivery plan, with key actions, milestones and performance measures. We will use this opportunity to integrate actions to involve Sports and Youth Organisations, the private sector and third sector.
4. The Cardiff Public Service Board (PSB) at its meeting on 20<sup>th</sup> November 2018 approved the Child Friendly Cardiff Strategy, copy attached at **Appendix A**. The Strategy sets out 5 clear Goals:
- Every Child and Young person is valued, respected and treated fairly;
  - Every Child and Young Person has their voice, needs and priorities heard and taken into account;
  - All children and young people grow up in a safe and supportive home;
  - All Children and Young people access high quality education that promotes their rights and helps them develop their skills and talents to the full;
  - Children and Young people have good physical, mental and emotional health and know how to stay healthy.
5. A summary of the Plan of Actions and Success Measures, which are to be a commitment across all PSB organisations, are also included at the end of each of the five Goals.

## **Issues**

6. The briefing paper, attached at **Appendix B**, sets out the background the Child Friendly City programme, together with the five key goals, it also includes:.
- A description of the goal;
  - Details of the main areas covered by each goal with an explanation of progress made to date
  - Key area of focus to progress each goal;
- Followed by an overall conclusion of the overall for the programme.

## **Scope of Scrutiny**

7. This report will enable the Committee to review, assess and comment on the progress being made in addressing the five goals, the development of the action plan and progress to date.

## **Way Forward**

8. Councillor Sarah Merry (Deputy Leader and Cabinet Member for Education), Nick Batchelar (Director of Education and Lifelong Learning) and Lee Patterson (Community Education Officer) will present the report to the Committee and be available to answer member's questions.
9. Members may wish to consider the information in the report and that presented at the meeting and provide, Councillor Sarah Merry Cabinet Member for Education Employment & Skills, and Director of Education and Lifelong Learning with any comments, concerns or recommendations.

## **Legal Implications**

10. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

## **Financial Implications**

11. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this

report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any financial implications arising from those recommendations.

## **RECOMMENDATION**

That Committee reviews the report and **appendices A & B** together with any information presented at the meeting and provide any recommendations, comments or advice to, Councillor Sarah Merry, Cabinet Member for Education Employment & Skills, and Director of Education and Lifelong Learning.

**Davina Fiore**

Director of Governance and Legal Services

6 November 2018





# Child Friendly Cardiff Strategy 2018



## > Contents

Foreword	3
Introduction	4
Background	5
Cardiff Today	6
Cardiff Tomorrow	9
Vision and Principles	10
Summary of Goals	11
Goal 1	12
Goal 2	14
Goal 3	16
Goal 4	18
Goal 5	20
Definition of Unicef Principles	22



## > Foreword

As a capital city Cardiff aspires to be a ‘child friendly city’ where all children and young people have an equal chance to thrive and reach their potential.

Many children and young people in Cardiff lead safe, happy, healthy lives and feel listened to and respected by the adults around them. However, despite significant effort by organisations working with children and young people, there remain further challenges to make rights a reality for all.

We recognise the importance of embedding a children’s rights approach across public services to deliver lasting solutions to complex problems. Removing the barriers that prevent some of our young people from making a successful transition into the world of work, delivering the best outcomes for children in our care and helping young people to live independently must be a priority for all.

This will require partners to work together to make a city where the voices, needs, priorities and rights of children and young people are at the heart of public policies, programmes and decisions.



**Cllr Huw Thomas**  
Leader, Cardiff Council



**Rose Melhuish – Child Friendly City, Children and Young People’s Advisory Board (Chair).**



## > Introduction

Cardiff is the first city in Wales to participate in Unicef UK's national Child Friendly Cities initiative. Our ambition is for Cardiff to be recognised as a Child Friendly City (CFC): a city with children and young people at its heart, where the rights of children and young people are respected by all, a great place to grow up.

We will work together to create a city where all children and young people can:

- Understand their rights and influence decisions that affect their lives.
- Experience equality of opportunity in all that they do.
- Be safe, respected and free from any form of discrimination or harm.
- Experience and share kindness in their everyday lives.
- Move around independently and safely and are able to enjoy the freedoms of the city.
- Have a great start in life and grow up healthy and cared for.
- Experience a high quality and inclusive education that prepares them for life.
- Easily access any information, advice or support that they may need, when they need it.
- Share in the success of the city in all its forms, whatever their background.



## > Background

The Unicef Child Friendly Cities Initiative (CFCI) was launched in 1996 to respond to the challenge of realising the rights of children and young people in an increasingly urbanised world. It works by bringing together local people, public services and Unicef to create safe, inclusive and child-responsive cities and communities.

Local governments play an important role in enabling the most vulnerable groups living in their communities, including children and young people, to have their voice heard and participate in local decision making.

Cardiff Council and its partners have partnered with Unicef UK to embed a children's rights approach in the planning and delivery of public services for children and young people. The aim is to make children's rights integral to policy and practice which transform services, leading to improved outcomes in all aspects of children and young people's lives.

Public and Third sector services play a vital role in the lives of children and young people working to safeguard and nurture their wellbeing. Despite this, services are seldom designed around the experiences and voices of children and young people, in particular those in vulnerable situations. This can leave them in danger of becoming further marginalised.

By approaching children and young people as passive recipients defined by a set of needs rather than capable and resourceful individuals entitled to legally enshrined rights, services risk systematically excluding the group they aim to support. Wales has placed children's rights at the heart of policy and legislation including the Rights of Children and Young Persons (Wales) Measure 2011, the Social Services and Well-being (Wales) Act 2014 and the Well-being of Future Generations (Wales) Act 2015. All place responsibility on public services to contribute toward making children's rights a reality.



## > Cardiff Today

Cardiff is the 10th largest city in the UK with a young, diverse and growing population. It has a long history of inward migration, with the Industrial Revolution providing a catalyst for significant population growth. Today the city continues to grow rapidly, attracting people to work and study. 74,155 children and young people live in Cardiff (2017) and account for a fifth of the total population (20.4%). Net migration into Cardiff is the highest in Wales and is proportionally comparable with other British core cities. A third of the school population now comes from a non-White British background.

Cardiff's total population is projected to grow by over 20% in the next 20 years – an increase of 73,000 people. Within this, the number of children and young people in Cardiff is projected to increase by 25%, an increase of 20,159.

Some wards of Cardiff have a particularly young population, with almost 30% of residents aged 17 or under. These tend to be some of the more deprived wards of the city.

Cardiff is already a good place for many of its children and young people to grow up. In particular, young people identify the city's good health services, its low crime, strong inclusive communities and the access to green spaces, sports, leisure and culture as some of the great things about living in the capital city of Wales.

Cardiff has a vibrant arts and culture scene including museums, live music venues and theatres as you would expect of a capital city. Cardiff's city centre has a spectrum of retail and leisure facilities alongside outstanding green open spaces and waterways. There are leisure centres, community centres and libraries across the city and sports teams for all ages and interests, from football and rugby to athletics and water sports.



Cardiff is home to three universities, attracting students from across the world. Performance in the city's school system has advanced significantly over recent years as GCSE outcomes continue to improve with 60.2% of pupils in Cardiff in 2017/18 achieving at least five A\* to C grades, including Mathematics and English or Welsh.

However, not all children in Cardiff are able to participate in the life of the city. Although Cardiff is the commercial heart of the Welsh economy and contains many of the nation's most prosperous communities, the gap between rich and poor is too wide, and it is growing. Over a quarter of dependent children and young people under the age of 20 in the city are living in poverty, ranging from just 5.2% in Rhiwbina to almost half of those in Ely. In a Welsh context, Cardiff has one of the highest proportions of dependent children living in low income families.

If the 'Southern Arc' of Cardiff, from Ely in the West to Trowbridge in the East, was considered a single local authority area it would be the most deprived in Wales by a considerable margin. Poverty casts a long shadow over too many lives, particularly those of our young people. As is the case across Wales and in cities across Britain, there is a significant gap in educational outcomes between pupils from low-income families and those from more affluent backgrounds in Cardiff.

Children and young people living in the most deprived communities are also more likely to suffer poorer health outcomes today and demonstrate symptoms which point towards poor health in the future, such as obesity, low immunisation rates or poor dental health. They are also more likely to have feelings of isolation, be drawn into anti-social behaviour, offending or suffer the effects of crime. In some wards, nearly four times as many children have poor health compared to the least deprived areas of the city.

Children and young people from low-income families are also more likely to be at risk. The rates of children considered to be at risk, being placed on the child protection register, or taken into care, are significantly higher in the city's most deprived communities.

Across Cardiff, approximately 1,745 children and young people receive care and support from Children's Services (2.4% of Cardiff's under 18 population). In June 2018 there were 866 Looked After Children and 249 children on the child protection register, who were not looked after. Data indicates that economic disadvantage can have an impact on the educational attainment of children and young people. In 2018, the end of primary phase (key stage 2), the gap in attainment between those entitled to free school meals and those who are not was 9.6%. This gap widens through the education system, with the attainment gap increasing to 30.5% at Key Stage 4 in 2018.



## > What do children and young people say?

We know that children's rights play an important role in protecting some of the most vulnerable in society but for rights to have a positive impact, people have to gain an understanding of the concept of human rights.

Less than half of children and young people in Cardiff stated that they know about their rights. Family members and professionals in their lives are reported to lack knowledge and confidence around the subject of children's rights.

Reducing the gap in health and education outcomes can at times require additional support. Cardiff has a wide range of services well placed to work with children, young people and their families but a key message has been that gaining access to the right service, at the right time can be a challenge. This is further frustrated by the lack of opportunities to be meaningfully involved in shaping and designing those services as well as limited involvement in wider decision making across the city.

Children and young people have told us that the effects of modern day life mean they experience a wide range of issues around their emotional health and wellbeing. They have asked for improvements in prevention, early intervention and education on healthy lifestyles to address these issues. We know that there are increasing numbers of Looked After Children and those educated outside of main stream school which puts further pressure on services.

Environment and relationships have a profound impact on families. Children and young people report that there are too many cars and that they can often feel unsafe when cycling, scooting or playing in communities. They would like to see improvements in public transport and be able to freely move around the city.

Developing caring, positive relationships is important with many children stating they would like to spend more time with family and friends and that people should be kinder to each other as this makes them feel safe and happy.





## > Cardiff Tomorrow: A Child Friendly Capital

Actions taken today will be felt for generations to come. It is therefore vital that children and young people are informed, given a voice and can help influence decisions about where they live, the services that they receive and the future development of the city.

This strategy outlines the approach that we will take to build a Child Friendly Cardiff.

It sets out a shared vision for the city and identifies a clear set of goals and actions that the Council and its partners will deliver together. By focusing on these five key goals, we aim to make a lasting difference in the areas that are a priority for children and young people. There will be a particular focus upon our most vulnerable children and young people, to ensure that we make rights a reality for all.



## > A vision for a Child Friendly Cardiff

Cardiff is 'a great place to grow up'.

- A city with children and young people at its heart, where the voices, needs and rights of all children and young people are respected.
- A city where all children and young people, regardless of belief, ethnicity, background or wealth are safe, healthy, happy and able to share in the city's success.

## > Principles

A Children's Rights Approach ensures that children and young people have meaningful opportunities to influence decisions about their lives.

We are committed to a Children's Rights Approach in Cardiff grounded in 7 principles:

### **1. Dignity**

All children and young people are valued and respected citizens, treated with care and respect in all circumstances.

### **2. Interdependence and Indivisibility**

All children and young people enjoy all of their rights all of the time because all rights are equally important.

### **3. Best interests**

The best interests of children and young people are a top priority in all decisions and actions that affect them.

### **4. Participation**

All children and young people are supported to freely express their opinion; they are both heard and listened to.

### **5. Non-discrimination**

Every child and young person has an equal opportunity to make the most of their lives and talents, and none have to endure poor life chances because of discrimination.

### **6. Transparency and accountability**

Strong relationships and meaningful and open dialogue between children and young people, professionals and local politicians make rights a reality.

### **7. Life, survival and development**

Children and young people are supported by adults to enjoy opportunities, to be safe, healthy, grow and flourish.

## > Goals

### > GOAL 1

Every child and young person is valued, respected and treated fairly.

### > GOAL 2

Every child and young person has their voice, needs and priorities heard and taken into account.

### > GOAL 3

All children and young people grow up in a safe and supportive home.

### > GOAL 4

All children and young people access high quality education that promotes their rights and helps them develop their skills and talents to the full.

### > GOAL 5

Children have good physical, mental and emotional health and know how to stay healthy.

## › GOAL 1

### Every child and young person is valued, respected and treated fairly.

Leaders of public services in Cardiff champion the rights and priorities of children and young people and cooperate in endeavouring to ensure equality and fairness for all. We ensure that all children and young people are made aware of their rights. A systematic approach to child rights training and awareness raising is adopted using the UNCRC framework, with a particular focus placed on those working in our education, health and social care services.

Childhood is seen as important and is celebrated across the city. Children and young people are provided with accessible information and are able to take part in decisions that affect them.

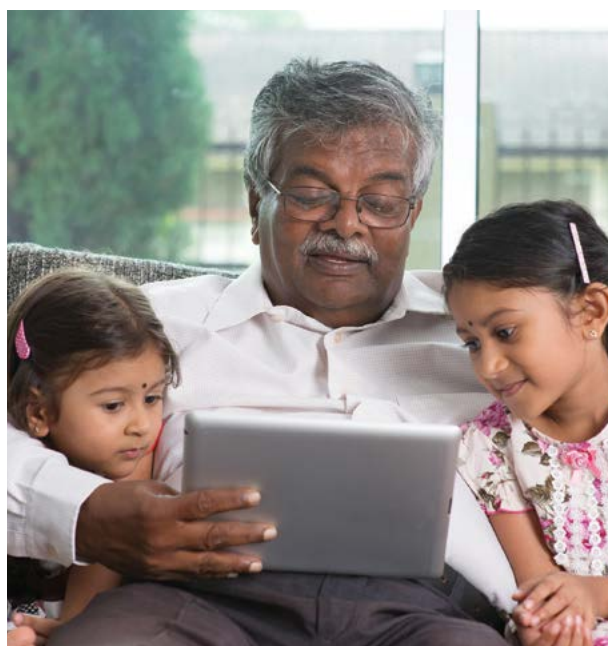
#### **Why this matters**

Too many children and young people in Cardiff are still living in poverty and are not receiving the services or resources they need to be healthy, well-educated and to develop to the best of their abilities. These individuals are not receiving the human rights that they are entitled to under the UNCRC.

Many children and young people do not have the opportunities to develop their talents and potential, and face discrimination because of their background, or sometimes simply because they are deemed to be 'too young'. Too often, there is an intolerance of children and young people with negative stereotypes in local media and a risk of negative attitudes towards individuals that may be experiencing challenges in life through no fault of their own.

Adopting a children's rights approach will mean that organisations will prioritise rights in their work with children, young people and families to improve young lives.

A fundamental cultural shift is needed to develop a workforce knowledgeable and confident in applying a child rights approach when both designing and delivering services.





## Plan of action

### To achieve success Cardiff will:

- Develop our workforce through the delivery of an appropriate level of child rights training to all staff, managers and senior leaders in our respective organisations.
- Design and implement appropriate arrangements across our public services to enable children's rights, as defined in the UNCRC, to be embedded into policies, functions and ways of working. For example, Rights Charters or Schemes.
- Schedule opportunities to celebrate the importance of childhood and promote the importance children's rights through a wide range of communication platforms, local media and events.
- Provide children and young people with easily accessible information, across various channels, to enable them to make informed decisions and be active in city life.
- Carry out initial and on-going evaluation of levels of knowledge and understanding of children's rights amongst staff at all levels.
- Design and apply a unified approach to assessing the impact of policy and strategy decisions on children's rights.

## Success measures

- Permanent mechanisms are established to enable children and young people to measurably influence decision-making.
- Regular events to bring together decision-makers, elected members and children and young people are established.
- The impact of decisions on children and young people is systematically assessed and evaluated.
- The vision of childhood is promoted and progress and impact of CFC programme is regularly reported through a Child Rights Report.
- Children, young people and wider community have access to platforms and media channels that share information about CFC programme and children's rights in a child friendly way.
- Effective children's rights training is delivered to the right people.

## › GOAL 2

### Every child and young person has their voice, needs and priorities heard and taken into account.

Children and young people have ready access to meaningful information and resources to enable them to take full advantage of their rights. Participation of children and young people in key policy and decision making processes is embedded within the working practices of the local authority and partner organisations.

Children and young people are instrumental in the design of the city and adult decision makers respect children and young people's knowledge, understanding and skills to meet their own needs now and in the future. Authorities and individuals become more accountable to children and young people for decisions, and for outcomes that affect their daily lives.

#### Why this matters

Too often, children and young people do not know they have rights which means they cannot take advantage of the rights they possess.

Despite being experts on their own lives, children and young people are often excluded from decisions that affect them. They are often powerless to hold to account decision-makers, or those responsible for services. Children's rights should be at the core of planning and service delivery and integrated into every aspect of decision-making. At its most basic this requires acknowledgement of the UNCRC as a framework for services impacting on children and young people.

Children's rights should guide decisions and actions which have a substantial impact on children and young people's daily lives in areas such as education, health or social care, but also in other areas such as planning, transport and the environment.





### **Plan of action**

#### **To achieve success Cardiff will:**

- Develop the skills and capacity of children and young people to ensure they are able to meaningfully participate in strategic developments which affect their lives.
- Routinely provide opportunities for children and young people to actively participate in the design of services and the evaluation of their impact.
- Ensure that children and young people are empowered to hold organisations to account for the implementation of a child rights approach to service design and delivery.

### **Success measures**

- Formal participation structures are adequately resourced including staff that are trained and experienced.
- Children and young people receive training and support to enable them to design and shape services.
- Children and young people are encouraged and supported to take part in meaningful opportunities to evaluate services and influence decision making.
- Ongoing training and support is in place for staff on how to sustain meaningful participation of children and young people.

## > GOAL 3

### All children and young people grow up in a safe and supportive home.

Children and young people grow, develop and achieve in safe environments, with supportive and stable homes. Vulnerable children and families are identified early and services collaborate to provide appropriate and timely support when required.

Where a child or young person is at risk, the council where necessary, will act as the corporate parents. Working with partners it will strive to ensure the same positive outcomes and childhood experiences for children in care that every good parent or carer would want for their own children.

#### Why this matters

The terms 'family' and 'belonging' are experienced in many different ways but what they have in common is people you love and who love you, the people you feel safe around, and the people you can count on to be there when you need them. Families have the most significant influence on children and young people and on their future lives. Outcomes for children and young people are best when they are supported to grow and achieve within their own families.

However there are occasions when many families will need support of some kind. Sometimes personal, family or economic changes can place the wellbeing of families and children under pressure. Most families are vulnerable at some stage, and some vulnerabilities can have long-term effects. It is particularly important for families and individuals to feel a sense of belonging to the place that they live including those who have recently arrived to the city from another country.

Local experience and national research highlights that effective parenting support improves parenting capacity. Whilst disadvantage is not a block to good parenting, other difficulties such as low levels of literacy and numeracy, and low confidence are obstacles. Identifying problems at an early stage, and delivering services to prevent these escalating is key. Early Intervention for families is not just about support for those with very young children, it also requires effective

and timely intervention for families with children of all ages to prevent issues escalating. When a child comes into care, the council becomes the Corporate Parent – the 'family'. The term 'Corporate Parent' means the collective responsibility of the Council, elected members, employees, and partner agencies, for providing the best possible care and safeguarding for the children who are looked after.

Children and young people experiencing or leaving care, often have many complex needs and risk facing disjointed service provision which can exacerbate the many challenges they face. The support these children and young people need cannot be delivered by any single profession or agency. It will have the most impact if designed and offered in the best interests of children, responding to their personal views and opinions.







## Plan of action

### To achieve success Cardiff will:

- Partners commit to work to a strengths based model of practice in preventative, wellbeing and child protection work with children and families
- Improve the wellbeing of children and young people who are, or have been in care by providing:
  - Robust channels and opportunities for their voices to be heard and listened to on issues that are important to them.
  - High quality foster carers that offer a safe and loving home.
  - High quality housing options that meet individual needs.
  - Opportunities to develop skills for life, in readiness for independence and future employment.
  - A wide range of affordable citywide activities that enable them to have fun, meet friends and try new experiences.

## Success measures

- Services are aligned and able to identify families in need of support at an earlier stage.
- Families are able to access services quickly and effectively, that enable them to achieve positive and sustainable outcomes.
- Children and young people in our care have the best possible life experiences, are safe, happy and healthy, and achieve their full potential at school and in their future lives.
- Our corporate parenting strategy is regularly reviewed in relation to the Unicef principles of a child rights approach (See page 22).

## > GOAL 4

### All children and young people access high quality education that promotes their rights and helps them develop their skills and talents to the full.

Every child and young person is able to claim their right to an education, and has equal opportunity to make the most of their talents and develop to their fullest potential. All schools respect children's rights and ensure that these rights are at the core of a child's experience of education.

All children and young people are treated with dignity and respect and no child or young person has to endure poor life chances because of bullying or discrimination.

#### Why this matters

Education is a key social and cultural right and plays an essential role in overcoming poverty and disadvantage.

Education is consistently ranked as the top priority for the city's children and young people. The experience of education is one of the most important factors that impacts on their life chances and future wellbeing.

Whilst education standards in Cardiff are continuing to improve in all age groups, not all children and young people are experiencing improved outcomes. In particular those pupils completing statutory education outside mainstream provision and children looked after, are often unable to access their full rights to an education.

Embedding a rights-based approach to education will ensure equitable access to education for all, and quality educational experiences that better prepare vulnerable children and young people for their futures.





### Plan of action

#### To achieve success Cardiff will:

- Prioritise the education of Looked After Children by providing high quality, well-supported school places to meet their needs and ensuring that they are assisted to progress after school into ongoing education, training or employment.
- Work with Unicef to roll out the Rights Respecting School Award across all Cardiff schools over the next three years.
- Provide all pupils with an appropriate, full-time curriculum that meets their needs, wherever possible within a mainstream school setting.
- Work with pupils, schools, communities and wider city partners to offer a 'Curriculum for Life' which is enriched with experiences that will help prepare children and young people for independent living, active citizenship and the world of work.

### Success measures

- All Cardiff schools are actively involved in the Rights Respecting Schools programme.
- Improved levels of achievement of vulnerable learners in line with their individual requirements, needs and aspirations.
- The gap in the educational attainment of Looked After Children and their peers is reduced.
- The number of pupils Educated Other Than At School (EOTAS) is reduced.
- Pupils report that they feel better prepared to be independent active citizens.
- Increased number of young people make a successful transition into education, training or employment after school.

## > GOAL 5

### Children have good physical, mental and emotional health and know how to stay healthy.

All children and young people are able to make informed healthy choices at school and within their communities. Public sector services support them to maintain their wellbeing through the provision of safe and accessible infrastructure, supportive services, activities and relevant information.

Children, young people and partner organisations work together to ensure access to safe outdoor environments for formal and informal play, to streets which prioritise walking, cycling and scooting, and opportunities for active travel to school across the city. Emotional and mental wellbeing is of paramount importance and all children and young people, when required, have access to appropriate support, care and treatment at the right time, in the right place, from the right service. Emotional and mental wellbeing support in school-based and other key settings is easily accessible and reliable.

#### Why this matters

Being healthy is essential for children and young people to achieve educational and future employment success and to maintain social and family relationships. Children and young people have expressed a wish to access timely and appropriate services to support their emotional health and wellbeing and to be able to actively move around the city easily and safely.

Emotional and mental wellbeing is important in every aspect of children and young people's lives. It enables young people to be resilient, more ready to accept learning experiences, to be curious and discover creative ways of thinking about the world around them. Delivering supportive services within the school setting, identifying problems at an early stage and intervening to prevent these escalating is of paramount importance. Prevention and early intervention are key to ensuring overall well-being for children and young people.

An active lifestyle leads to short and long term health benefits including maintaining a healthy

weight, improved self-confidence, improved social skills and reduced symptoms of anxiety and depression. Around a fifth of 4-5 year olds in Cardiff are overweight or obese, and across Wales fewer than 1 in 10 teenage girls are sufficiently physically active. Children are more vulnerable to exposure to air pollution, with levels of NO<sub>2</sub> in some parts of Cardiff currently exceeding EU limits. The commonest cause of death for children aged 5-14 is being hit by a vehicle. Making our streets more child-friendly will reduce casualty rates and increase parents' confidence in allowing their children to be physically active outdoors. Making regular physical activity a routine part of life, including getting to and from school, is an essential habit for life, to improve children's health now and as they grow up.





## Plan of action

### To achieve success Cardiff will:

- Improve the opportunities for children and young people to be active during their daily lives by:
  - Extending active travel to school initiatives and 20mph areas across the city.
  - Providing safe, open and green spaces for informal and formal play, that include organised activities and street closures.
  - Providing affordable and accessible integrated sustainable transport options to enable safe walking and cycling, with greater priority given to non-motorised road users, focusing first in more deprived areas.
  - Creating resources for schools that deliver elements of the curriculum through focusing on active travel, road safety and supportive environments.
  - Improve air quality in the city through implementation of the Council's Clean Air Strategy, and related partnership plans.
- Improve the emotional health and wellbeing of children and young people by:
  - Delivering a single point of access for emotional wellbeing and mental health services that provides timely access to appropriate support and services.
  - Adopting a systemic, partnership approach to service delivery.
  - Raising awareness of emotional wellbeing and mental health services to reduce stigma and barriers to access.

## Success measures

- Children and young people report that they are active, moving and travelling easily and safely within their communities and across the city.
- Air quality in the city is improved.
- Exemplar schools for active travel are identified and supported in every ward in Cardiff, with learning and actions disseminated to all schools.
- The built environment and transport strategies support social interaction between children and young people, contributing to their overall health and wellbeing.
- Services are aligned and identify children and young people in need of emotional and mental wellbeing support at an early stage.
- Fewer children and young people develop serious mental health problems and those that do are given the best support possible in the community.

## > Definition of Unicef's Seven Principles



**Dignity:** every child and young person, like each adult, has inner dignity and worth that should be valued, respected and nurtured. Respecting children's dignity means that all children should be treated with care and respect in all circumstances – in schools, hospitals, police stations, public spaces or children's homes.

**Best interests:** the best interests of the child must be a top priority in all decisions and actions that affect children and young people. Decisions can relate to individual children – for example about adoption or groups of children and young people – for instance when designing play spaces. In all cases, children and young people should be involved in deciding what is best for them.

**Non-discrimination:** every child and young person should be treated fairly and protected from discrimination, whatever their age, gender, ethnicity, religion, language, family background or any other status. Having access to equal opportunities and best possible outcomes doesn't mean being treated identically; some children and young people need more support than others to overcome barriers and difficulties.

**Life, survival and development:** every child has a right to life and each child and young person should enjoy the same opportunities to flourish in order to be safe, healthy, grow and develop. From birth

to adulthood, children and young people develop in many different ways – physically, emotionally, socially, spiritually and educationally – and different professionals should work together to help make this happen.

**Participation:** all children and young people have the right to have a say in matters that affect them and to have their views taken seriously. In order to participate meaningfully in the lives of their family, community and the wider society, children and young people need support and opportunities for involvement. They need information, a space to express their views and feelings and an opportunity to ask questions.

**Interdependence and indivisibility:** all children and young people should enjoy all of their rights all of the time because all rights are equally important. Rights cannot be 'cherry-picked' depending on circumstances. Children and young people's right to a good standard of living or to be protected from abuse, neglect and violence is as important as the right to get together with their peers or to freedom of expression.

**Transparency and accountability:** open dialogue and strong relationships between children and young people, professionals and local politicians are key to making rights a reality. For this to happen, everyone needs to be supported to learn about and understand rights. Knowledge of rights also allows children and young people to hold to account the people responsible for ensuring their rights are protected and realised.

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## CARDIFF CHILD FRIENDLY CITY – Briefing Paper

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### 1. Purpose of the Report

- 1.1 To provide the Children & Young People Scrutiny Committee with a report on the progress to date in working towards global recognition for Cardiff as a Child Friendly City, through participation in the Unicef UK Child Friendly City and Communities Programme.

### 2. Background

- 2.1 The Child Friendly City and Communities initiative is a global programme that brings together Unicef and local government to put children's rights at the heart of communities and public services. It supports Local Authorities and partners in developing a child rights-based approach, when designing, delivering, monitoring and evaluating local services and strategies for children.

- 2.2 Cardiff Council launched its Child Friendly Cardiff Strategy on World Children's Day, 20<sup>th</sup> November 2018. A detailed multi agency delivery plan was submitted to Unicef UK in April 2019, triggering a 2 year implementation phase. (See attached at Appendix A).

- 2.3 Cardiff's Child Friendly Vision is consistent with our city ambition to make Cardiff 'a great place to grow up'. Specifically it sets out the aim for Cardiff to be:

- A city with children and young people at its heart, where the voices, needs and rights of all children and young people are respected.
- A city where all children and young people, regardless of belief, ethnicity, background or wealth are safe, healthy, happy and able to share in the city's success.

The vision will be delivered through the Child Friendly City Strategy, which outlines five goals and a series of commitments to action.

- 2.4 The five key goals are:

- Every Child and Young person is valued, respected and treated fairly;
- Every Child and Young Person has their voice, needs and priorities heard and taken into account;
- All children and young people grow up in a safe and supportive home;
- All Children and Young people access high quality education that promotes their rights and helps them develop their skills and talents to the full;

- Children and Young people have good physical, mental and emotional health and know how to stay healthy.

### 3. Progress update

#### 3.1 Goal 1

##### **‘Every Child and Young person is valued, respected and treated fairly’**

The key focus of this goal is to achieve a positive, systematic shift in organisational culture, to ensure that all partners engaged in the programme respect the rights of children and young people in the city and demonstrate this through organisational behaviours, policy and strategy.

Good progress is being made in several key areas as outlined below:

##### Workforce development and training:

- Within the Council, 485 staff members contributed to a baseline survey by sharing their current understanding, attitudes and knowledge regarding children’s rights. This has informed our training programme and will enable us to measure change over time.
- 1,532 council officers have completed the child rights e-learning module on the Cardiff Academy training portal.
- Over 400 staff from the public and third sector have received Child Rights in Practice training delivered by Unicef. This includes a significant cohort of police staff from PCSO’s to Inspector level.
- Over three quarters of Elected Members have received Child Rights in Practice training.

##### Strategy and decision making

- An area of good practice in strategy development is the application of a child rights approach to the development of the new Cardiff 2030 vision for education and learning. A wide range of learners have contributed their views both in community settings and at a Grand Council event at City Hall. A creative highlight was the additional work that took place with an artist who engaged with young people at the Pupil Referral Unit, anxious learners in the Carnegie Centre and a cohort from Woodlands school to gain their views on education development.
- While working with young people in the drafting of the Children’s Services Strategy, colleagues identified that improvements were required regarding participation structures across services. As a result a participation tool called Mind of My Own has been identified and the commissioning process has been initiated further enhancing opportunities for children and young people to feed in their views.
- Two further examples of a rights based approach are young people shaping the Prejudiced Based Bullying Guidance for Schools, which



has been developed in partnership with Unicef. Alongside over 1,500 pupils shaping the Period Dignity programme that now operates in all Cardiff schools removing a range of barriers to female pupils to receive their educational entitlement.

### Communication Strategy

- A Child Friendly City (CFC) communication plan has been developed to ensure proactive promotion and marketing of the initiative. This includes ensuring that the Child Friendly message is promoted at key city events and via social media channels. The CFC brand development has enabled clear and consistent messaging which promotes children's rights and celebrates childhood. (See Appendix B).
- A key highlight is the weeklong presence at the Homeless World Cup, which raised the profile of the CFC programme and gave members of the public the opportunity to find out more about the eighteen services that were hosted in the Child Friendly Cardiff zone on the event site.
- Another key success is the CFC Pop up Park, which has been used by a wide range of partners in communities across the city. The park consists of 100m<sup>2</sup> of artificial grass, deck chairs, beanbags and play equipment providing additional opportunities for children to relax and play while promoting the work within the CFC programme.
- A Cardiff delegation made up of the Director of Education and a young person from the CFC Advisory Board recently presented at the Unicef UK national conference in London. This highlighted the innovative approach to embedding children's rights across the council and wider partners.
- In October, the Deputy Leader joined two young people from the Advisory Board at the Unicef global Child Friendly City conference in Cologne, to represent the UK. The Summit served as a platform for local leaders, technical experts, children and young people from Child Friendly Cities and beyond to demonstrate and discuss innovative approaches and promising practices of local governance and programming for and with children and young people.

### Children and Young People's Advisory Board

- The Children and Young People's Advisory Board is an essential element of the Cardiff programme. A particular strength of this work was developing an accessible version of the CFC Strategy including a cartoon road map and supporting documentation, which has toured the city's hubs and libraries further promoting the importance of children's rights.

- In addition, young people from the Advisory Board have been working with Cardiff Council Digital Team to develop a Child Friendly Cardiff website, which will promote rights and the importance of childhood by hosting resources, blogs and case studies of rights based programmes.

**Key areas of focus to progress this goal include:**

- Deliver workforce training in the health sector, which has been delayed partly due to staff turnover within the Learning and Development Team within the Health Board.
- Share best practice in recruitment across council directorates
- Work with Unicef to deliver a train the trainer model

**3.2 Goal 2**

**‘Every child and young person has their voice, needs and priorities heard and taken into account’**

The key focus of this goal is to ensure that children and young people can take full advantage of their rights; ensuring the meaningful participation of children and young in policy and decision making processes and greater accountability to children and young people for outcomes that affect their lives.

Good progress has been made in this area of work further building on the good practice developed over recent years. Highlights include:

Participation at a strategic level / service improvement

- Children and young people are represented on a number of strategic boards and committees including two scrutiny committees, Education Development Board and Cardiff Commitment Strategic Board providing opportunity for scrutiny and further accountability.
- A schedule of meetings throughout the year enable elected representatives including Members of the Cardiff Youth Council Executive Committee, Members of both Welsh and UK Youth Parliaments to meet with the Public Service Board to discuss strategic developments in the city.
- Day long termly Grand Council events which provide participants with the opportunity to come to City Hall to have meaningful dialogue on a range of strategic themes including the city’s Play Action Plan, the Education vision for 2030 and improvements to teaching STEM subjects in schools.
- The Young Inspectors programme enables young people to receive training and then inspect services. An interesting example of this is

when Young Inspectors visited ACT training, leading to a report with recommendations for improvements based on young people's views.

- Further progress has been recognised with the Council's Active Involvement Team receiving their national kite mark from the First Minister in November after a team of Young Inspectors assessed their practice.

### Training and development

Developing the skills of young people has been a priority with examples including:

- A suite of training resources to develop the skills and confidence of children and young people when designing and evaluating services.
- Opportunities for young people to receive training to become a Young Inspector with their first task being an inspection of the city's youth centres.
- Unicef UK providing training on children's rights and advocacy to members of the Youth Health Board and C&YP Advisory Board in August 2019.

### Securing the views of children and young people

A systematic and sustainable approach to gaining the views of children and young people to influence our journey to becoming a Child Friendly City. Progress to date includes:

- A first online CFC Survey for children and young people (8-18), run over the autumn term 2019 by schools, to capture a baseline position on views regarding children's rights and priority areas in the CFC Strategy. Data collected will be provided to school leaders, the Child Friendly Strategy group and other key strategic boards to enable the voices of children taking part to influence service improvement. The survey will be refined and improved next year.
- Young people aged 11-18 have taken part in the UK Youth Parliament Make Your Mark ballot, further enabling stakeholders to gain an understanding of the key issues faced by young people both here and across the UK. These findings will be used by Cardiff Youth Council to set their priorities for the coming year. It is useful to report that the number of ballots completed fell from 13,000 in 2018 to 5,000 in 2019. This is due to the CFC survey and the School Health Research Network biannual survey being live in schools at the same time.

### Involvement in recruitment processes

- A best practice tool has been developed for service areas involving young people in recruitment processes. Good progress has been

made in the Education Service who have committed to involving trained young people in the recruitment for any post of Operational Manager Level and above.

- Examples of young people shaping services include Young Interviewers being involved in the recruitment of Assistant Director of Education and Programme Director for SOP. Plans are in place for Young Interviewers to form part of the recruitment process for the Director of Education position in November.
- Recognising the variation in settings is important and a separate guidance for schools has been developed to share best practice when involving pupils in recruitment processes for Head Teachers.

**Key areas of focus to progress this goal include:**

- Work with Unicef to deliver Participation and Engagement training to relevant stakeholders
- Promote the suite of learning materials across all partners
- Evaluate and refine the CFC Survey

**3.3 Goal 3**

**‘All children and young people grow up in a safe and supportive home’**

Deliver a new Family Help and Support model, which fully embraces a child’s rights approach

- Cardiff Family Advice and Support Service phased approach in place with full service launch planned for November 2019.
- Good progress has been made with staff teams recruited across all elements of the model. A positive approach in the development of this model has been the involvement of young people in the recruitment process ensuring the most appropriate personal are in post. Systems are functioning well with referrals being made to Family Help, Support for Families and Cardiff Parenting Team.
- In the first four months of the Family Gateway being active they received 3,870 calls with an answer rate of 96%.
- Key highlights to report include recruitment process is complete and the process to prevent housing evictions is now in place. In addition the service to homeless 16/17 year olds continues and Young Carers project for Cardiff has been brought in house.

- A particular strength to highlight is the Cardiff Parenting Team are delivering a variety of services for parents and families across Cardiff with crèche facilities available. These services currently include:  
Gro Brain (Ante-natal)  
Parent Nurturing Programme  
Strengthening Families  
Parents First (Psychology-led 1:1 Home based Parenting support)  
Teen Triple P

There is a particular focus on those families who need parenting support to help improve parenting confidence, skill, well-being, resilience and family relationships.

#### Improve the wellbeing of children and young people who are, or have been in care

- Work to improve the wellbeing of children and young people who are, or have been in care is underway including Unicef Child Rights in Practice training received by all Children's Services Managers to ensure they knowledgeable and confident.
- As previously reported practices with Children's Services have been reviewed. With actions to improve opportunities for children and young people to have their voice heard planned including commissioning of Mind of My Own tool.
- An element to highlight within this goal is plans for a specialist city centre youth provision for Looked After Children and Care Leavers to help develop skills, reduce isolation and provide a significant adult in their lives. The staff team will be appointed in November with provision opening shortly after.
- Care experienced young people have been trained to become Young Commissioners and assisted in the evaluation of housing contracts for vulnerable young people.

#### Implement Unicef Baby Friendly Standards

- A significant development is the successful implementation of a set of global Unicef standards across all early years health settings including antenatal, midwifery and health visiting. Evidence was required as part of a detailed assessment resulting in full Unicef accreditation being received ensuring the best possible start and healthy attachment for babies.

#### **Key areas of focus to progress this goal include:**

- Roll out of Cardiff Family Advice and Support Service
- Improve participatory practice within Children's Services

- Work with children and young people to develop the new Corporate Parenting Strategy

### 3.4 **Goal 4**

**‘All children and young people access high quality education that promotes their rights and helps them develop their skills and talents to the full’**

#### Prioritise the education of Looked After Children

- Improvements regarding the educational outcomes of Looked After Children have been implemented. For example Personal Education Plans (PEP) are in place for every child looked after, overseen by the Child Looked After Education Officer and they are reviewed half yearly.
- PEP training has been given to designated teachers and social workers and THRIVE assessments have been completed for all Looked After Children, with an identified programme to address their individual needs at home and school. There is good evidence of Thrive assessments of looked After Children impacting on improved provision to meet their emotional needs.
- A key element in this goal is the additional support to transition from school post 16. All Looked After Children are now identified as red (potentially vulnerable) on in the Vulnerability Assessment Profile system and communication protocols have improved within the Education Directorate to address issues earlier. In addition, new KS4 PEP documents propose destinations at an early stage.
- Progress has been made regarding pupils at KS4 being identified for additional tuition and they are receiving this additional support to reach their potential.

#### Rights Respecting Schools

- Significant progress can be reported on the roll out of the Rights Respecting School Award across Cardiff. A citywide approach has been developed to embed children’s rights into the curriculum including subsidised registration, assessments and centrally funded training opportunities.
- Ninety-one schools have registered on the programme, forty-nine have achieved bronze (submitted a high quality action plan), fourteen have attained the Silver award (Rights Aware and progressed from bronze) and three schools have achieved Gold award.

#### Education Other Than At School

- Progress has been made regarding improving outcomes for pupils receiving their education outside of a school setting. This includes young person led inspections of provision at ACT training provider leading to an action plan based on the views of young people.
- A review of pupil participation in the Fair Access Panel process to ensure ongoing and sustained pupil engagement.
- A network of EOTAS child rights champions have been identified and trained.

### Curriculum For Life

- A Curriculum for Life Officer is now in post with another being recruited in November.
- Resources on healthy relationships and knife crime have been developed and now available to schools.
- Work is underway to analyse the data from the CFC survey to identify development areas highlighted by children and young people.

### **Key areas of focus to progress this goal include:**

- Systems are in place to enable effective tracking and monitoring of educational attainment targets, outcomes and destinations for Looked After Children but more refinement is needed to ensure that data is readily available to those systems.
- Analysis of why a number of Looked After Children do not have their entitlement to a full time education.
- There is a need for a dedicated Educational Psychologist service for Looked After Children with most complex needs.
- Twelve schools to receive a Silver Rights Respecting Schools assessment by April 2020 with additional training planned to enable registered schools to progress.
- Develop work around the new curriculum and the cross cutting theme of the UNCRC to enable schools to deliver the new curriculum confidently.
- Development of a right based charter for EOTAS provision.
- Work with Young Carers to develop their life skills.

## 3.5 **Goal 5** **‘Children have good physical, mental and emotional health and know how to stay healthy’**

## Improve the opportunities for children and young people to be active during their daily lives

### Active Travel

- A full time officer is now in post and overseeing a range of initiatives including Active Travel Plans in schools.
- The Healthy Travel Charter has been launched and implemented across public sector organisations in Cardiff, which impacts on children and young people's travel. It is anticipated that young people will be involved in liaising with organisations on their progress against Charter commitments to share best practise and improve service design.

### Street Play

- Cardiff Street Play pilot has been implemented and reviewed, with five streets applying to close for two hours a month to enable children to play out. A task group of stakeholders including the Council Play Team and Play Wales have overseen the programme with 85 streets expressing an interest in the next phase. However, it is important to note that there was a high dropout rate with only 10 streets now active with residents on a reserve list now being invited to apply to the programme.

### Symposium

- The Public Health Team have secured funding to host a rights based symposium in March 2020. The event will be held at Cardiff City Stadium and enable young people to work with a wide range of adult stakeholders to explore a rights based approach to wellbeing. Including urban planning, obesity and positive emotional health.

## Improve the emotional health and wellbeing care experienced by children and young people

- Young people have been involved in the governance of the CAMHS Repatriation Project aiming to improve services and reduce waiting times.
- Progress has been made with regards to a Wellbeing and Resilience Pathway for schools to ensure professionals, friends and family understand the impact of trauma and stress including delivery of adverse childhood experiences training and trauma informed practice across ninety schools.
- Members of Cardiff Youth Council (CYC) have worked with the C&YP Scrutiny Committee Mental Health Task Group to identify areas for improvement in service structures and design.



- Schools have additional support with five new resilience workers now in post. However, there needs to be further work undertaken to ensure that they are being used to their potential.

**Key areas of focus to progress this goal include:**

- Plans for a preventative locality model being developed delivered around school and Primary Care clusters with three new Senior Primary Mental Health workers has not come to fruition. This was due to the uncertainty of the funding in the next financial year. Work is underway to consider the best use of this funding.
- A Welsh Government grant to support work within the Youth Service has been received and preparations are underway to develop plans to improve young people's wellbeing.

**4.0 Conclusion**

- 4.1 Good progress has been made across all the Child Friendly goals. However, ongoing monitoring and evaluation will have to take place to measure change overtime. The data from the staff and pupil survey have provided a baseline to use within a performance framework. The submission of a detailed action plan to Unicef has triggered an implementation phase to be followed by an assessment by a panel of experts.
- 4.2 The assessment will only have a positive outcome if the CFC programme has profile across all directorates in the Local Authority. Currently this is not the case and work to address this issue must be a priority.
- 4.3 Engagement within the political landscape is a strength with numbers of Elected Members attending training being a positive indicator.
- 4.4 The use of a Child Rights Impact Assessment will play an important role in developing a sustainable, strategic approach to embedding children's rights and therefore should be a priority.
- 4.5 Work across the health sector is significant but without appropriate resourcing to support the work outlined in the Health Right Charter and Youth Health Board could be limited.
- 4.6 Governance plays an important part in the success of the CFC programme. The role of the Children and Young People's Advisory Board is a strength and should be recognised but a review of the role and membership of the CFC Strategy Group is required to ensure it is effective.

- 4.7 A key focus of the CFC programme should be to ensure a sustainable approach to embedding a child rights approach across the council and wider partners.

**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**12 November 2019**

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**REVIEW OF FOSTERING SERVICE – PROGRESS REPORT**

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**Purpose of the Report**

1. As part of the Children & Young People Scrutiny Committee 2018-19 Work Programme, the Committee requested a briefing on the progress being made in the redesign of the local fostering service in order to increase the number of internal foster carers and ensure the placement policy is fit for purpose. A copy of the presentation is attached at **Appendix A**

**Background**

2. This Committee has for some considerable time been concerned at the high level of placements made with independent fostering agencies. In 2017 the Committee undertook an inquiry into “Out of County Placements” and made two recommendations directly address the balance on in-house and external fostering placements.
3. The Cabinet response to these two recommendations were:

R13 To develop and implement a Placement Strategy which should include, to recruit and retain Foster Carers, including, continuous advertisement programme, additional support, allowances, and retainers, to be in place within the next 12 months

Response – This recommendation is accepted

In June 2018 a project was established in order to respond to this recommendation as part of the Improving Outcomes for Children programme. This project is developing an effective business model for the Fostering Service in Cardiff focusing on the following aspects of the service:

- the marketing of the service and the recruitment of foster carers;
- the operating model of Cardiff's fostering team;
- the support provided to foster carers once they have been approved;

- the need to reduce the cost of fostering to the Council by rebalancing between independent foster agencies and the in-house foster care service.

The Project reports to the Child Placements Board chaired by the Director of Social Services, and is developing a business model for delivery from April 2019.

R14 It ensures that a review of all vacant fostering placements, Agency, Council and Kinship options, is undertaken to verify that there is appropriate matching and stable placements for all children being Looked After.

Response – This recommendation is accepted

The fostering project is progressing this recommendation.

4. A presentation on progress to date, copy attached at **Appendix A** will be provided at the meeting, the presentation will cover, the fostering project, progress on recruitment, external dependencies and national and regional developments.

### **Scope of Scrutiny**

5. This report enables the Committee to review, assess and comment of the continued development of the redesign of the local fostering service. In particular Members may wish to inquiry whether it will increase the number of Cardiff Foster Carers homes for children as well as increase the availability of local fostering placements, to better meet the needs of our children and young people.

### **Way Forward**

6. Councillor Graham Hinchey (Cabinet Member for Children & Families) and Claire Marchant (Director of Social Service) Deborah Driffield (Interim Assistant Director), will present the verbal report to the Committee, and will be available to answer any questions Members may have.
7. This report and presentation will enable Members to provide any comments, concerns or recommendations to the Cabinet Member for Children & Families and Director of Social Services around the implementation of the approach, and consider any additional items for its future work programme.

### **Legal Implications**

8. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

### **Financial Implications**

9. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any financial implications arising from those recommendations.

### **RECOMMENDATION**

- That Committee reviews the information provided at the meeting and offer any recommendations, comments or advice to the Cabinet Member and / or Director of Social Services.
- Identify any areas for consideration in the development of the Committee's work programme for 2019-2020

**Davina Fiore**

Director of Governance and Legal Services

6 November 2019

Mae'r dudalen hon yn wag yn fwriadol



# Kinship Care / Fostering Project/ Fostering National Framework and Regional Plan CYPSC



Gweithio dros Gaerdydd, gweithio gyda'n gilydd  
Working for Cardiff, working together



# Progress to Date – Fostering Project Lead from January

- Reviewed ‘Cardiff Offer’
- Increase in fee element of payment
- Raised allowance elements to at least national minimum rates
- 54 weekly payments per year
- Payments for birthdays, holidays and religious holidays
- Introduced performance monitoring





## Progress to Date – Recruitment

- Introduction of significant online activity
- Review of website in progress
- Social media campaign with paid ads on Facebook & Google, plus regular features on Councils Facebook & Twitter pages
- Commitment from PSB to promote via their online platforms
- Registered Social Landlords promoting via online platforms
- Banners in Parks throughout the City
- Fostering Referrals from HUBS & Into Work Services
- Adverts in Tenants Times and UHB magazine



## Progress to Date – Recruitment Continued

- Briefing for Councillors to share online
- Attendance at events throughout the City i.e. Cardiff Castle, IKEA & Community Events
- Developed links with Pride UK, commitment to share info via online platforms, attendance at PRIDE event
- Supported by Corporate Comms Officer

### Impact

- **28 new in house applications in progress**
- **Approved 7 new in house foster cares since January 2019**
- **Further 6 new in house foster carers due at Panel before Christmas**



# Progress to Date – External Dependencies

- Developing relationships with 4Cs & IFAs
- Sharing our future vision – local placements
- Forecasting future IFA vacancies within the City to maximise local placements

Marketing Activity

Outreach in Month

\*Will include regional and national marketing once it commences

	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19	Oct 19	Nov 19	Dec 19	YTD
Number of Outreach Events	6	0	2	3									11

Location	Date	Event	Number of Peoples Details Taken
1. Central Library jobs fair	10 <sup>th</sup> April	Central Library	0
2. Churches in and around Cardiff	17 <sup>th</sup> April	Home for good and Festivals/Foster center stories	0
3. Powerhouse (Cardiff) Hub	24 <sup>th</sup> April	Cardiff	0
4.			
5.			
6.			

Online Marketing	Impact
Social media posts	758k Impressions (75.1k twitter / 7.5k Facebook) 2 clicks to website via facebook/ 28 clicks to website via Twitter

	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19	Oct 19	Nov 19	Dec 19	YTD
Client Not Available	0	0	0	0	0	0	0	0	0	0	0	0	0
Proposed Unavailable	0	0	0	0	0	0	0	0	0	0	0	0	0
No Client Contact	0	0	0	0	0	0	0	0	0	0	0	0	0
Change to Commission	0	0	0	0	0	0	0	0	0	0	0	0	0
Waiting on Client Gate	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending Client Review	0	0	0	0	0	0	0	0	0	0	0	0	0
Progress to Full Assessment	0	0	0	0	0	0	0	0	0	0	0	0	0

Available External Contacts	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19	Oct 19	Nov 19	Dec 19	YTD
Local	0	0	0	0	0	0	0	0	0	0	0	0	0
Professional/Trade/Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Recommendation	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0



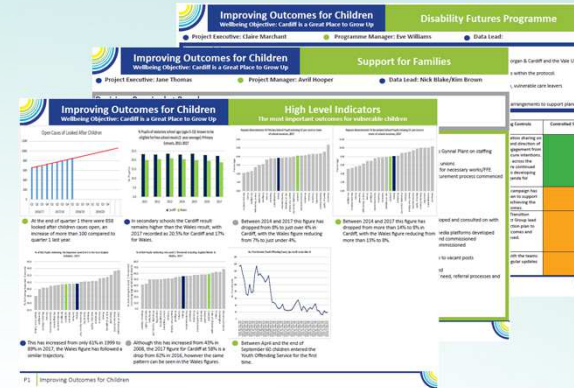
## Progress to Date – National & Regional

- Regional Development Manager for Cardiff & Vale, National Fostering Framework
- Developing regional relationships
- Introduction of National Marketing meetings
- Work stream to harmonise Fees and Allowances
- Regional launch of National Learning & Development Framework in November
- Launch of the National brand Foster Wales in May 2020 (subject to funding from WAG)



# Issues

- Capacity of team to deal with
  - Number of new applications
  - Increase in number of Kinship Carers
  - Launch of National Foster Wales brand
- No quick fix, approx. 8 months from application to foster care placement



## Next Steps

- Restructure of the service
- Digitalisation
  1. Laptops/Online inputting of daily diary and on-going engagement with foster carers
  2. Transfer onto Carefirst
  3. Move from APPS to Care Finance
- Provision of Therapeutic Support to prevent placement breakdown
- Provision of 24 hour support (lower level than EDT) from existing 24 hour services
- Reviewing the skills to foster training to ensure it is more responsive to the demand



## Next Steps

- Improved engagement with in house foster carers as part of service retention
- Proactive recruitment to improve diversity of in house carers
- Media campaign for When I'm Ready & Supported Lodgings
- Explore regional opportunities
- Consider other corporate opportunities to support our Foster Care offer



Mae'r dudalen hon yn wag yn fwriadol