



County Hall  
Cardiff  
CF10 4UW  
Tel: (029) 2087 2000

Neuadd y Sir  
Caerdydd  
CF10 4UW  
Ffôn: (029) 2087 2000

## AGENDA

<b>Committee</b>	CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE
<b>Date and Time of Meeting</b>	TUESDAY, 17 DECEMBER 2019, 2.00 PM
<b>Venue</b>	COMMITTEE ROOM 4 - COUNTY HALL
<b>Membership</b>	Councillor Lee Bridgeman (Chair) Councillors Cunnah, Joyce, Morgan, Naughton, Parkhill, Phillips, Taylor and Singh  Patricia Arlotte (Roman Catholic representative), Carol Cobert (Church in Wales Representative), Karen Dell'Armi (Parent Governor Representative) and Matthew Richards (Parent Governor Representative)

*Time approx.*

- |          |  |         |
|----------|--|---------|
| <b>1</b> | <b>Apologies for Absence</b>   | 2.00 pm |
|          | To receive apologies for absence.  |         |
| <b>2</b> | <b>Declarations of Interest</b>  |         |
|          | To be made at the start of the agenda item in question, in accordance with the Members' Code of Conduct.                       |         |
| <b>3</b> | <b>Minutes</b>   |         |
|          | To approve as a correct record the minutes of the 8 <sup>th</sup> October 2019 (to follow)                                     |         |
| <b>4</b> | <b>Early Help and Prevention Briefing</b> (Pages 3 - 18)   | 2.05 pm |
|          | To enable the Committee to be brief on the progress being made in the implementation of the Early Help and Prevention Service. |         |
| <b>5</b> | <b>Regional Adoption Service Annual Report</b> (Pages 19 - 66)   | 2.35 pm |
|          | To enable Members to review the Annual Report of the Regional Adoption Service.  |         |

By receiving this Agenda Pack electronically you have saved the Authority approx. £4.96 in printing costs

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- |           |   |         |
|-----------|---|---------|
| <b>6</b>  | <b>Corporate Parenting Advisory Committee Annual Report 2018-19</b><br><i>(Pages 67 - 112)</i>  | 2.50 pm |
|           | To enable Members to review the Annual Report of the Corporate Parenting Advisory Committee prior to being laid before Council.   |         |
| <b>7</b>  | <b>Young Offenders Progress Report</b> <i>(Pages 113 - 124)</i>   | 3.00 pm |
|           | To enable Members to review and assess the progress being made in supporting young offenders.   |         |
| <b>8</b>  | <b>Children's Services Quarter Two Performance Report</b> <i>(Pages 125 - 166)</i>  | 3.30 pm |
|           | To enable Members to review and assess the performance of Children's Services in supporting Children & Young People being looked after.   |         |
| <b>9</b>  | <b>Way Forward</b>  | 4.10 pm |
|           | To review the evidence and information gathered during consideration of each agenda item, agree Members comments, observations and concerns to be passed on to the relevant Cabinet Member by the Chair, and to note items for inclusion on the Committee's Forward Work Programme. |         |
| <b>10</b> | <b>Forward Work Programme</b> <i>(Pages 167 - 174)</i>  | 4.20 pm |
|           | To allow Members to confirm agenda items for the next 5 consecutive regular Committee Meetings.   |         |
| <b>11</b> | <b>Urgent Items (if any)</b>  |         |
| <b>12</b> | <b>Date of next meeting</b>   |         |
|           | The next scheduled meeting of the Committee is on Tuesday 14 January 2020 at 4.30 pm.   |         |

**Davina Fiore**

**Director Governance & Legal Services**

Date: Wednesday, 11 December 2019

Contact: Mandy Farnham,

02920 872618, Mandy.Farnham@cardiff.gov.uk

***This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg***

**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

17 December 2019

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**NEW DELIVERY MODEL FOR AN INTEGRATED EARLY HELP AND  
PREVENTION SERVICE FOR FAMILIES, CHILDREN AND YOUNG  
PEOPLE – BRIEFING**

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**Purpose of the Report**

1. As part of the Children & Young People Scrutiny Committee 2018-19 Work Programme, the Committee agreed to receive a report on the a review of the Headline Actions set out in the Directorate Delivery Plan 2019/20, in particular the Committee requested a verbal briefing (copy of presentation attached at **Appendix A**) on the. new delivery model for an integrated early help and prevention service for families, children and young people.

**Background**

2. The new delivery model for an integrated early help and prevention service for families, children and young people was launched by June 2019 that brings together a variety of multi-agency provision across three distinct services; Family Gateway, Family Help and Family Support with the aim of reducing the impact of adverse childhood experiences on well-being.
3. The Cardiff Family Advice Service is under the Housing and Communities Directorate. Children's Services is directly responsible for the 'Family Support' element, although robust joint working is required in order to deliver a fully integrated service.

**Issues**

4. The Social Service Directorate Delivery Plan summarises its strategic Directorate Priorities, which includes - **Early Intervention, Prevention and Well-being** - Children, young people and adults are supported to live safely and independently within their families and communities with the lowest appropriate

level of intervention. Within this priority is a specific action to complete a service review of the Youth Offending Service and review the effectiveness of interventions by the service to offending / re-offending rates.

5. The Directorate Delivery Plan sets out over four quarters the key milestones to complete the review:
  - Q1 - Recruitment process for the Family Support element of the Cardiff Family Advice Service (CFAS) completed  
Staff training programme for the team developed and delivered
  - Q2 - Continuous improvement and development ensured through robust support and challenge; work undertaken with the Institute of Public Care to ensure connectivity and fluidity between the various components of the service
  - Q3 - Robust tools to measure outcomes implemented to effectively measure the impact of the support and interventions delivered by the Family Support team.  
Awareness raising undertaken for all Children's Services staff re: the resources available within the CFAS and how best to access those for families
  - Q4 - Safeguarding concerns that currently go direct to the Multi Agency Safeguarding Hub incorporated into the CFAS

### **Scope of Scrutiny**

6. This report enables the Committee to review, assess and comment of the progress being made in undertaking the new delivery model for an integrated early help and prevention service. In particular Members may wish to inquiry whether, the key milestones highlighted in the Directorate Delivery Plan have been met, as well as whether there have been any challenges or obstacles in undertaking the review.

### **Way Forward**

7. Councillor Graham Hinchey (Cabinet Member for Children & Families) Claire Marchant (Director of Social Service), Deborah Driffield (Interim Assistant Director), Jane Thomas (Assistant Director Housing and Communities) and



Avril Hooper (Operational Manager Early Help), will present the briefing to the Committee, and will be available to answer any questions Members may have.

8. This report and verbal briefing will also 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.

### **Legal 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 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**

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 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.

**Davina Fiore**

Director of Governance and Legal Services

11 December 2019



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# Cardiff Family Advice and Support Launch

## Croeso / Welcome



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



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# Cyngor a Chymorth i Deuluoedd Caerdydd

## Cardiff **Family Advice and Support**

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## Service Development

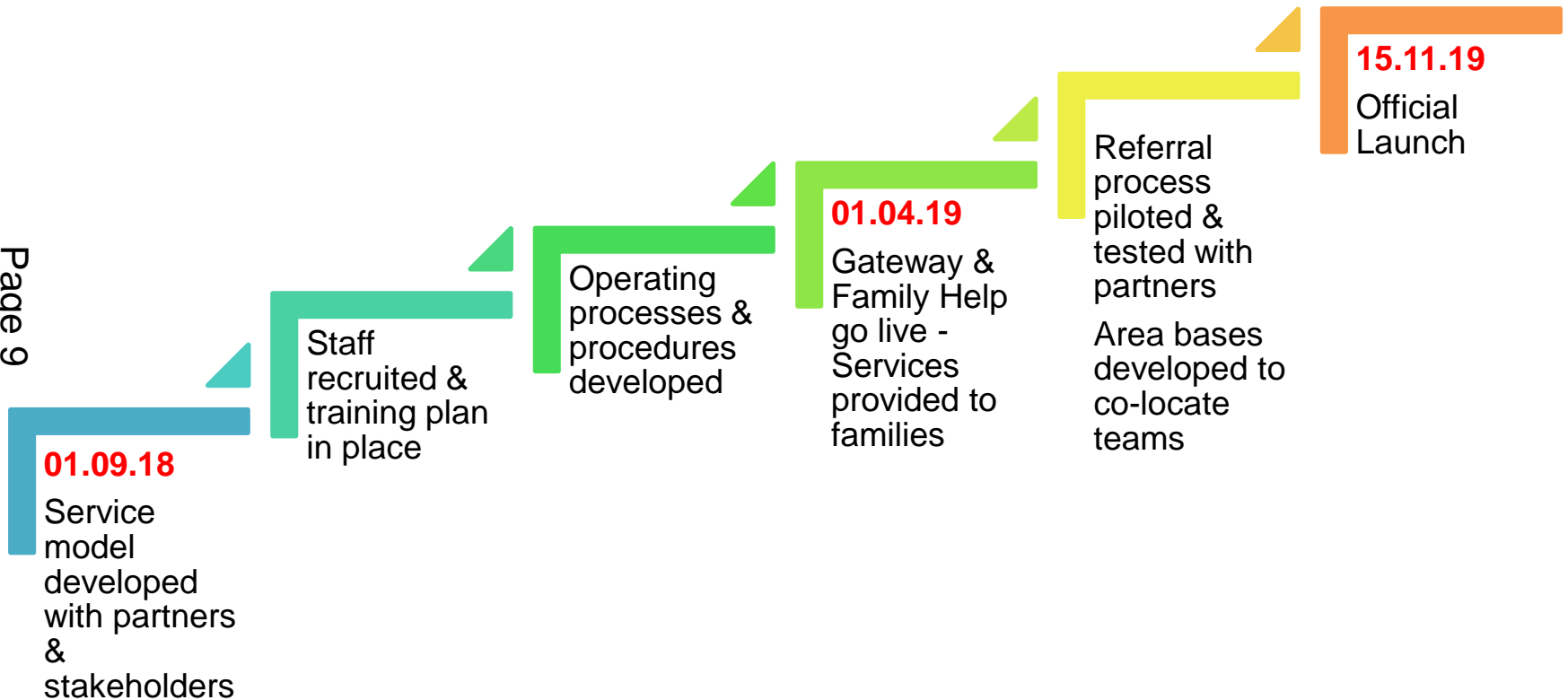
Page 8

**Avril Hooper – Operational Manager, Early Help**

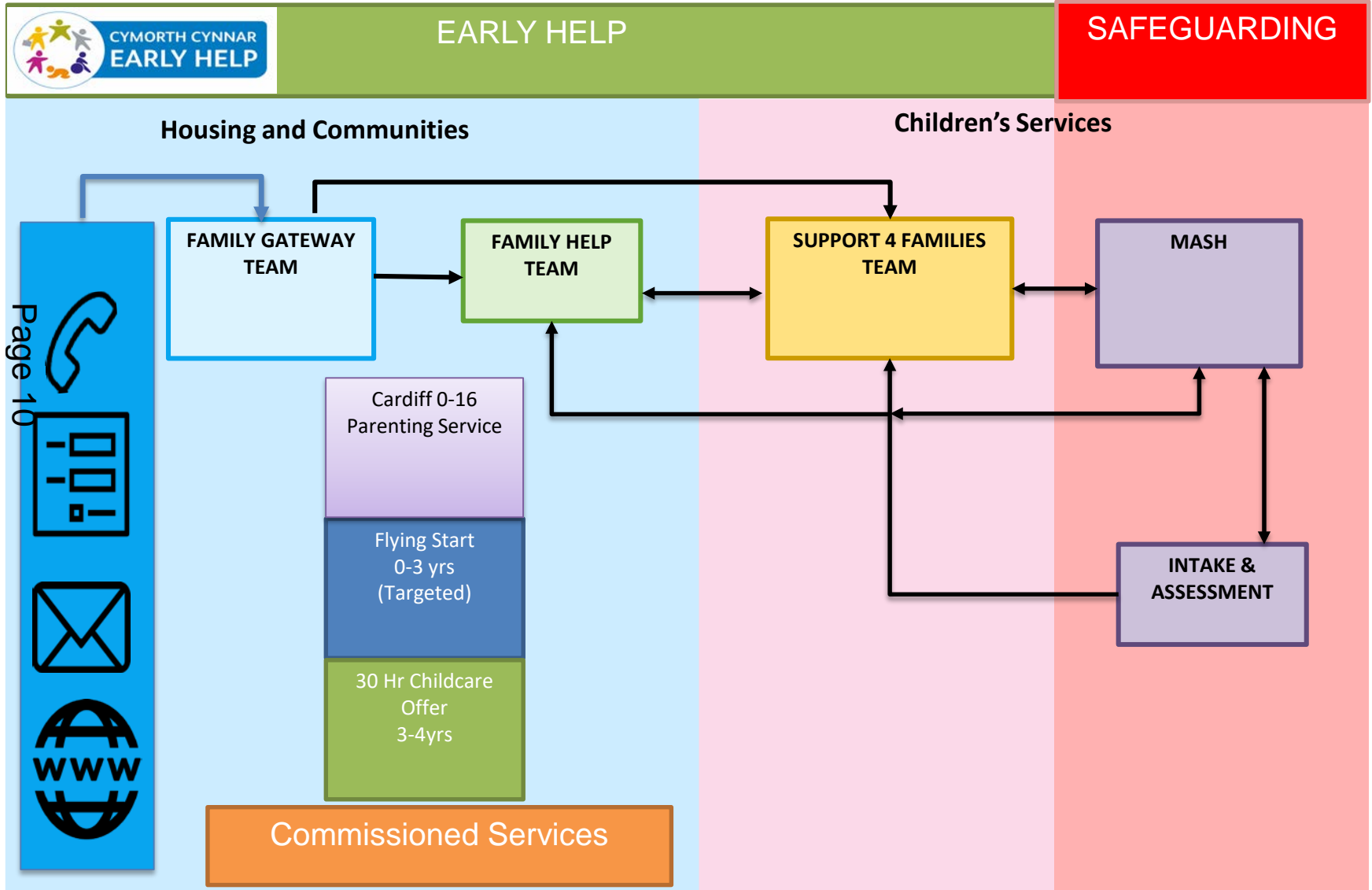


Gweithio dros Gaerdydd, gweithio gyda'n gilydd  
Working for Cardiff, working together

# Journey so far



# The Operating Model



# Key Metrics



1st April 2019 – 31st October 2019

## Family Gateway

- **5,212** Calls received
- **4,200** People supported
- **1036** Children having Wellbeing contact assessment
- **448** Referrals to Cardiff Parenting 0-18
- **238** Referrals to Family Help
- **162** Referrals to Support 4 Families
- **4** Referrals to MASH

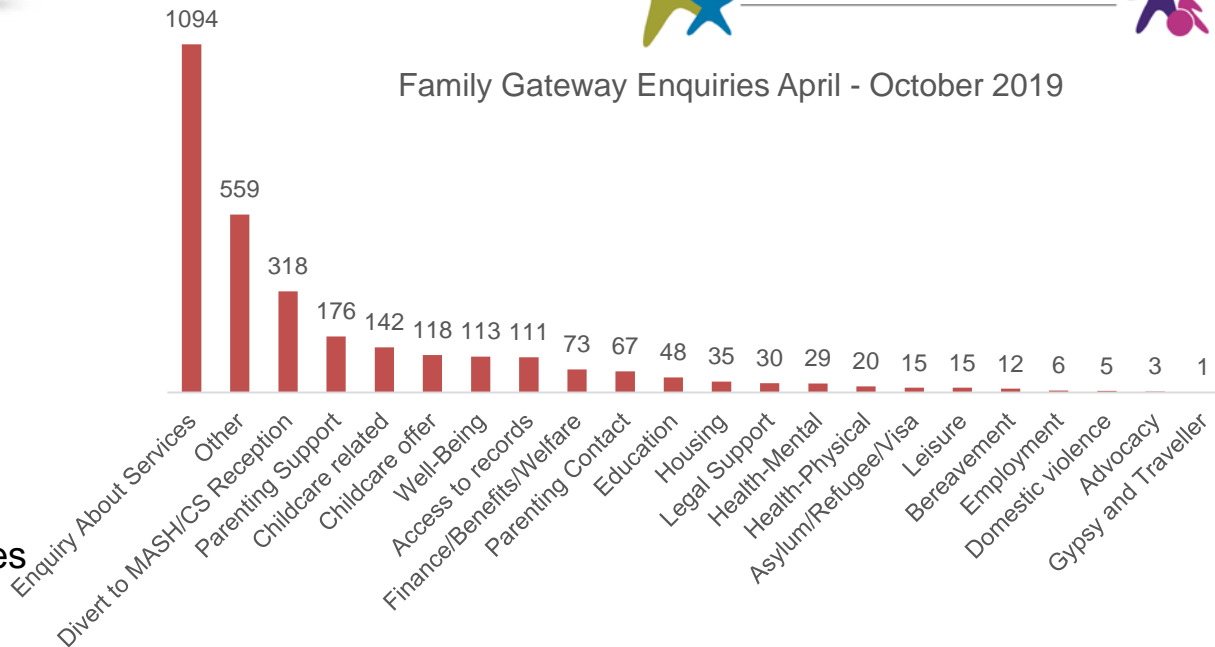
## Family Help

- **887** People supported
- **911** Home Visits
- **171** Referrals from MASH
- **377** Cases closed with evidence of positive distance travelled

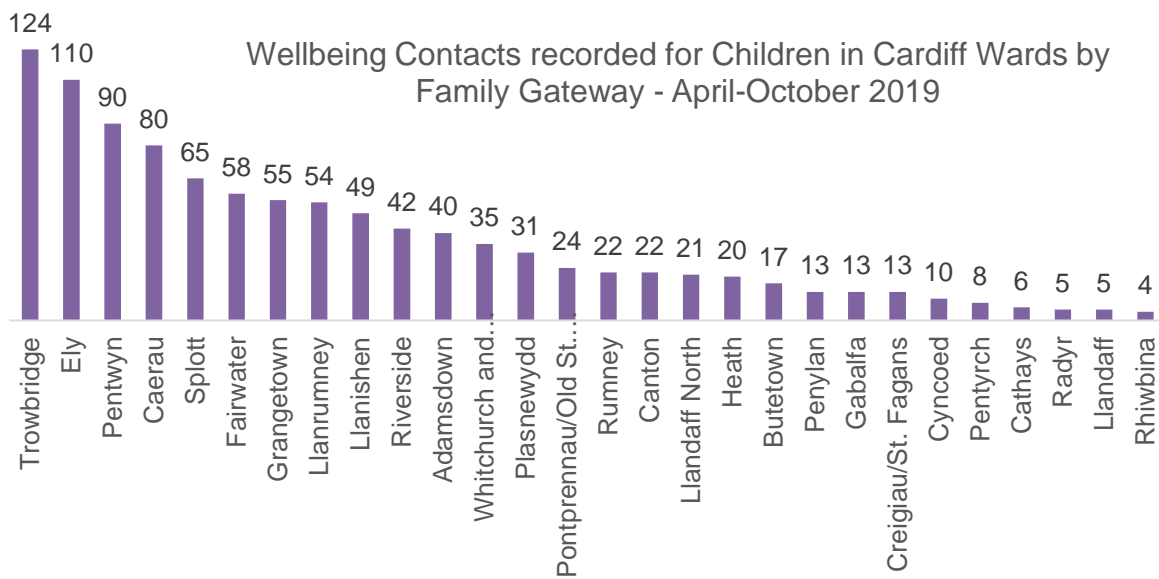
## Support 4 Families

- **1190** People supported
- **252** Cases stepped down from I&A
- **235** Referrals received from MASH
- **495** Assessments undertaken

Family Gateway Enquiries April - October 2019



Wellbeing Contacts recorded for Children in Cardiff Wards by Family Gateway - April-October 2019



# Key Metrics

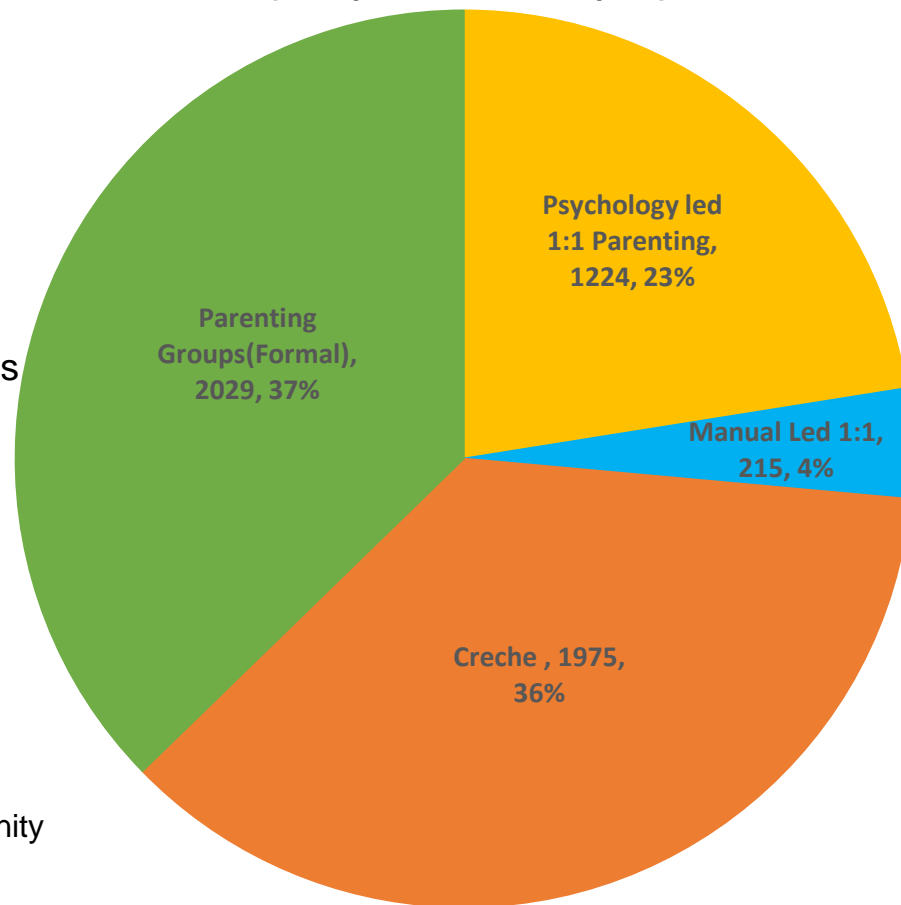


## Cardiff Parenting Services - 0-18 & Flying Start

1st April 2019 – 31st October 2019

- 1212 Referrals received in total (FS & 0-18 services)
- 102 One to One Parenting Interventions Completed
- 341 Home visits attended
- 65 Parenting Group programmes started
- 528 Individuals enrolled on group programmes
- 352 Individuals completing group programme (75% or more attendance)
- 300 Individuals with evidence of distance travelled
- 344 Crèche sessions (< 2 hours) provided to enable parents to access programme
- 2,496 Contacts at Stay & Play Groups
- 4,849 Parent group contacts in total
- 3,125 Non-term time contacts in total (Community Trips/Fun days/Family Play sessions/Money Advice)

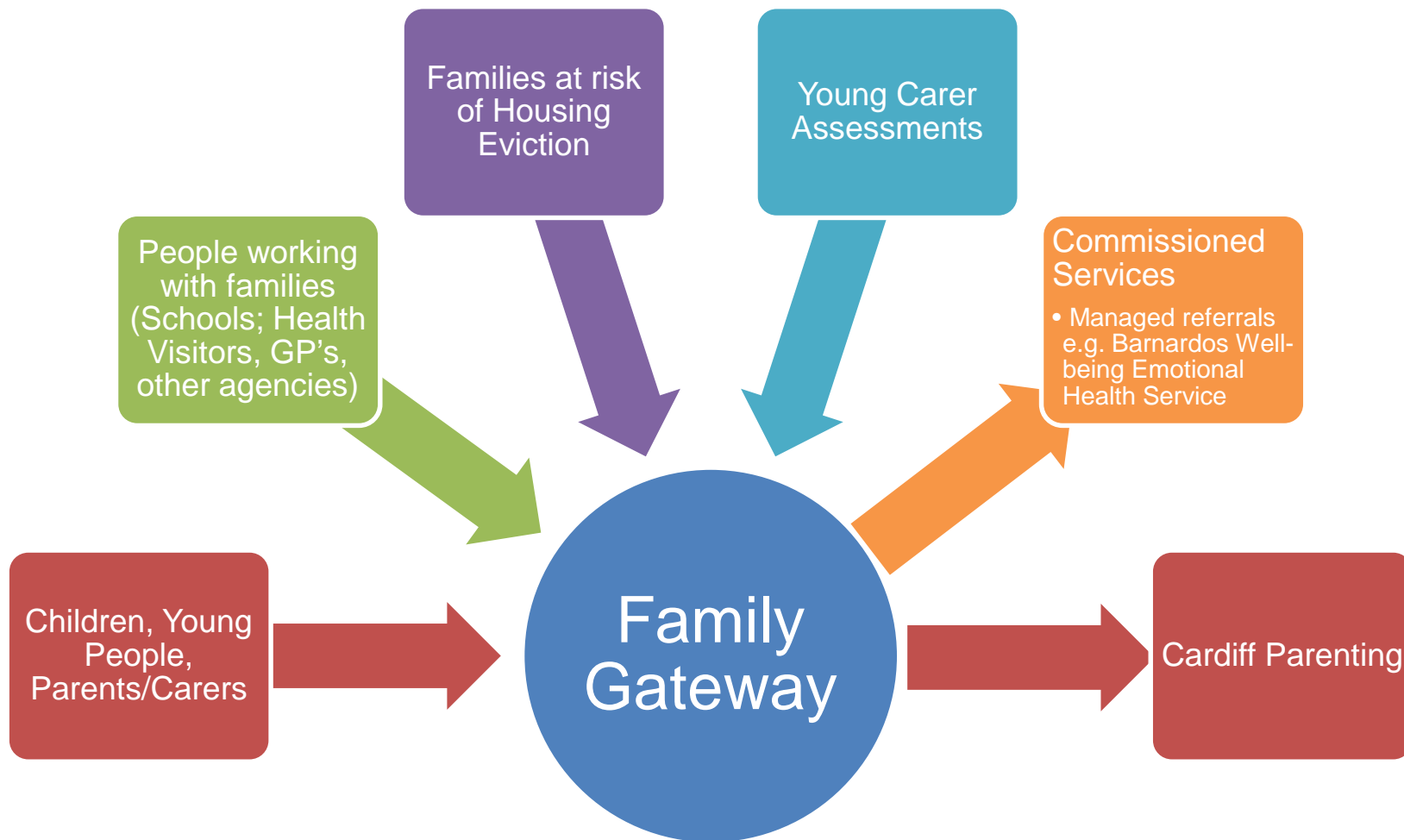
Total number of Contacts by Parenting Services  
(Except Informal drop-in)



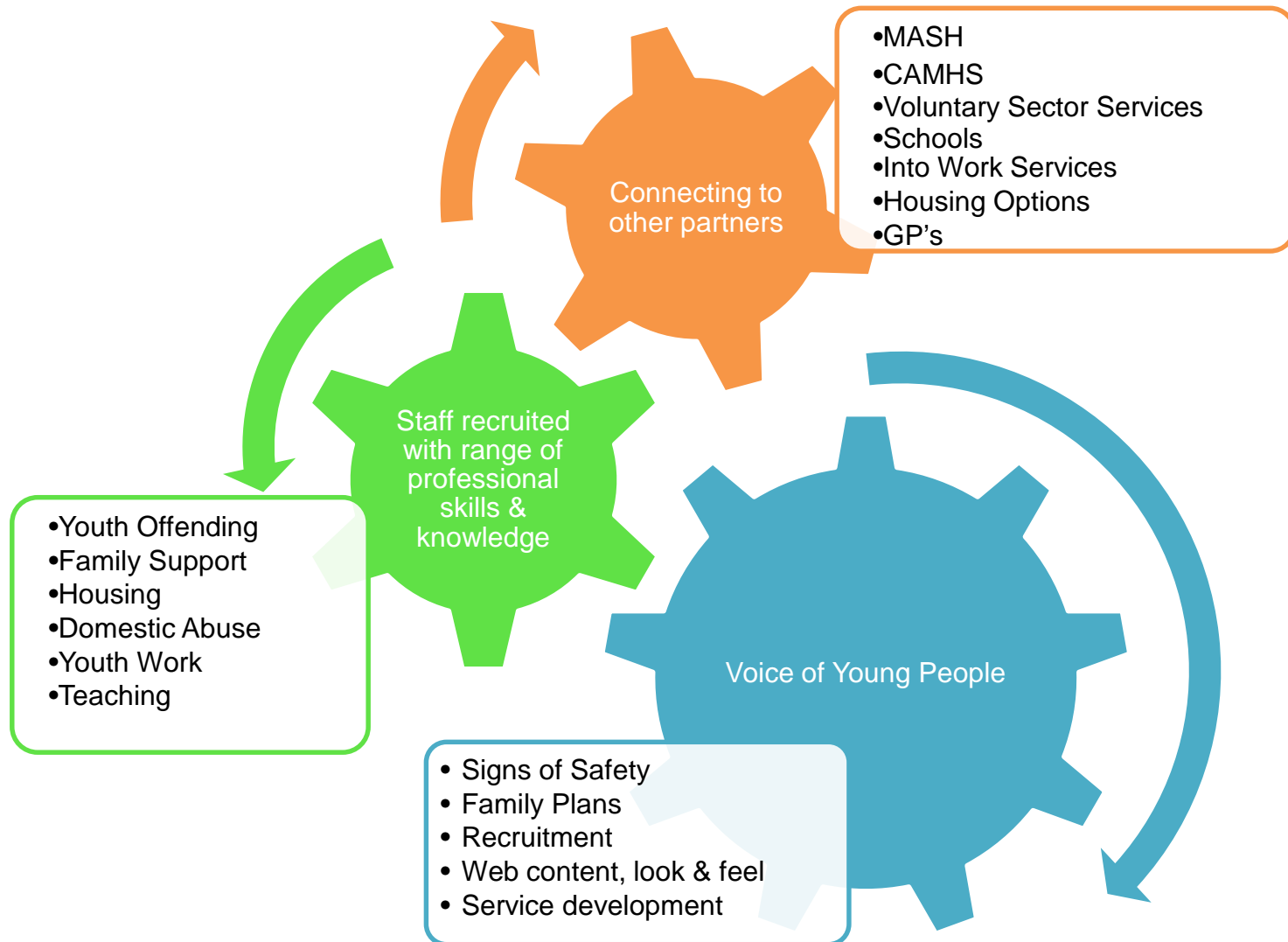


# Family Gateway Referrals

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# Approaches to Service Development

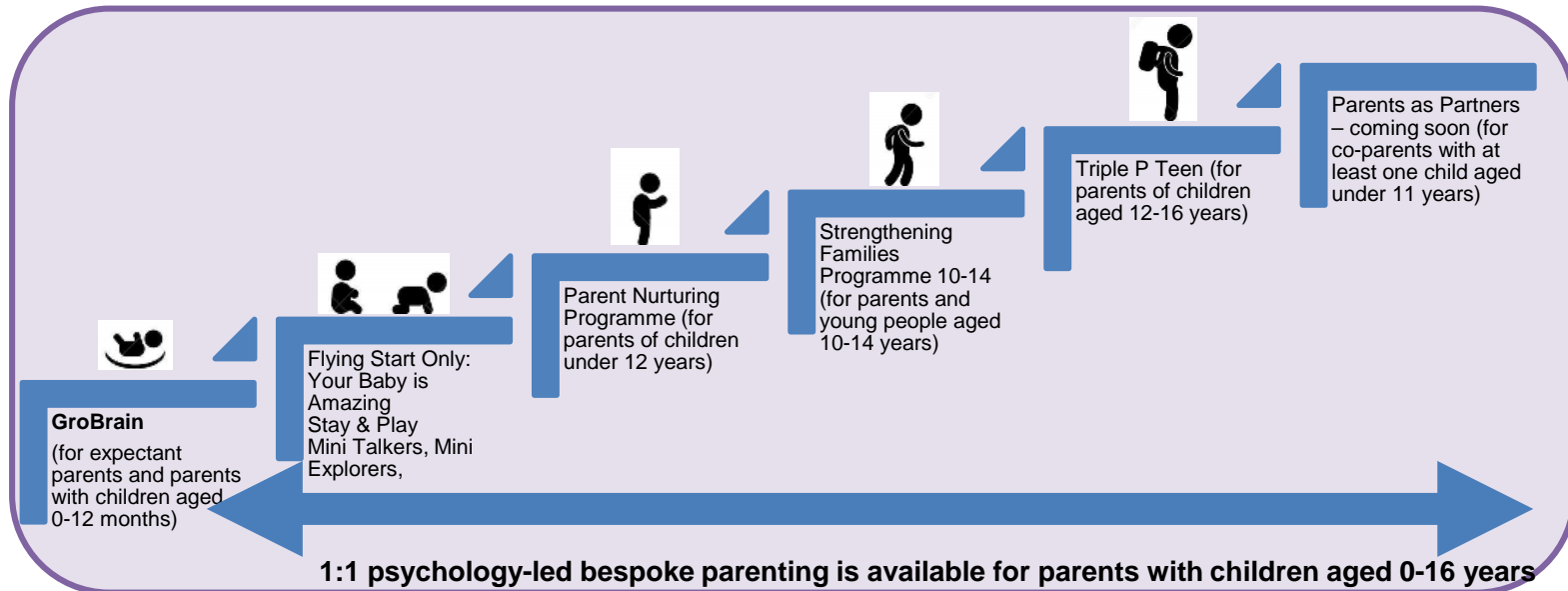


# Cardiff Parenting



Working with parents to improve parenting confidence, skill, well-being, resilience and family relationships

Page 15  
What is it?



Who can access it?

## Flying Start Parenting

- For parents/carers of children aged up to 3 years 11 months, living in a Flying Start postcode.
- Flying Start Health Visitors, parents and other professionals can refer directly to Flying Start Parenting colleagues or via the Family Gateway

## Cardiff Parenting 0-16

- Any family with a child or young person aged 0-16 (or up to the age of 25 in the case of a vulnerable young person) living in Cardiff.
- Referrals for the service can be made through the Family Gateway



CYMORTH CYNNAR  
EARLY HELP

# Area Based Teams

## Ely & Caerau Childrens Centre

Family Help Advisers

Support4Families

Cardiff Parenting

Flying Start

Early Years & Disability Inclusion

## Rumney Hub

Family Help Advisers

Support4Families

Cardiff Parenting

Into Work Service

Housing Benefit Service

# Children Services new locality working model

## North Locality

Temp OM : Natasha Hilderley

### Team Managers

Hayley Price  
Jane Jansen  
Elizabeth Hale

## East Locality

Temp OM : Natasha Hilderley

### Team Managers

Lisa Kenniford  
Angela Hart  
Catherine Neil

## South Locality

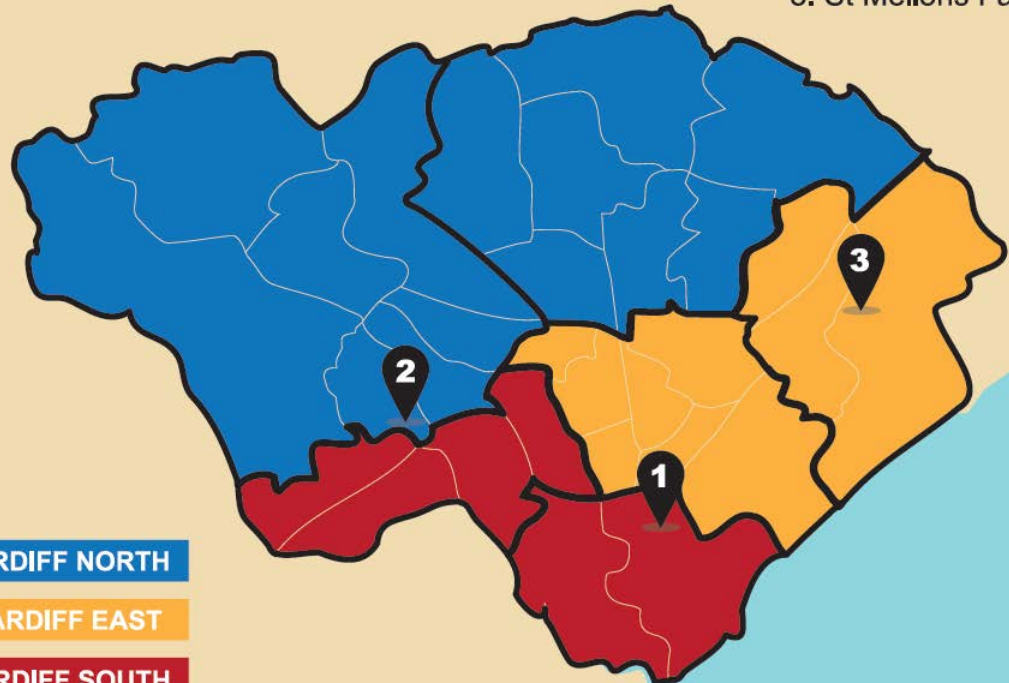
Temp OM : Shirley Saunders

### Team Managers

Gail Smith  
Julie Gregory  
Laura Harper

## Children Services Locality Map

1. County Hall
2. Hafan Gobaith
3. St Mellons Families



CARDIFF NORTH

CARDIFF EAST

CARDIFF SOUTH

# Looking Ahead

- Quality Assurance
- Distance travelled tools
- Service user engagement/Customer experience
- Young Peoples participation standards
- Co-location of:
  - Emotional Mental Health Workers
  - SWP Police Community Support Officers (6<sup>th</sup> Jan 2020)

**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**17 December 2019**

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**VALE, VALLEYS & CARDIFF REGIONAL ADOPTION SERVICE – ANNUAL  
REPORT 2018-2019**

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**Purpose of the Report**

1. The purpose of this report is to provide the Committee with a copy of the Vale, Valleys and Cardiff (VVC) Regional Adoption Collaborative's Annual Report 2018/19 (copy attached at **Appendix A and Appendix 1, 2, 3**). The report sets out the key information about the Regional services together with monthly and quarterly performance information for the period 2018 – 2019.

**Background**

2. As a key part of the implementation of the Social Services and Well Being Act (Wales) 2014, the National Adoption Service for Wales has been created to bring together existing local government services into a three tier system, with partnership arrangements for services provided in other sectors, to co-ordinate and deliver adoption services in a different way. These tiers are:
  - local authority level – where all local authorities will continue to identify and meet needs of children for whom adoption is the most appropriate plan;
  - regional level – where five local authority collaboratives have been created to deliver agreed adoption functions and develop operational links, as appropriate, with voluntary sector and other services to develop and improve service delivery; and at

- national level – a small team to co-ordinate and drive improvement and consistency, while maintaining strategic and planning links with Voluntary Adoption Agencies (VAAs) and the delivery of certain national functions.
3. The Vale, Valleys & Cardiff Adoption Collaborative (VVC) brings together the adoption services of the Vale of Glamorgan Council, Merthyr Tydfil County Borough Council, Cardiff Council and Rhondda Cynon Taff County Borough Council. It is one of the five regional Collaborative's which form part of the National Adoption Service in Wales (NAS) .The Vale of Glamorgan Council host the Regional Collaborative.
  4. In March 2015 Welsh Government published the (Joint Adoption Arrangements) (Wales) Directions 2015, known as “ The Directions Powers “, which prescribe the regional areas and the governance structure for the service at a national and regional level. The merger of the adoption services within the region in June 2015 was the culmination of much co-ordinated effort and joint working on the part of all partners in progressing the plan to implement the service.
  5. The Annual report brings together into one document a review and analysis of the activities of the collaborative, together with a number of performance measures which monitor performance in relation to the key stages in the adoption process for children with particular emphasis upon the overall timeliness off the process. The report also provides the annual review of the service as required by Regulation 22 of the Local Authority Adoption Service (Wales) Regulations 2007 and section 15 (c) of the Adoption and Children Act 2002 (joint Adoption Arrangements) (Wales) Direction 2015.
  6. The report, copy attached at **Appendix A** focusses on the following areas of the regions work:
    - a. Service Development and Governance
    - b. Service Functions



- c. Family Finding
  - d. Recruitment & Assessment of Adopters
  - e. Adoption support
  - f. Adoption Panel
  - g. Complaints and Compliments
  - h. Conclusion and 2019-20 priorities
7. A copy of the Region's performance data for each Local Authority in the Collaborative, together with monthly and quarterly data for the year is attached at **Appendix 1** to the Annual Report. A copy of the Recruitment assessments is attached at **Appendix 2** and information on Adoption support is attached at **Appendix 3**.
8. The Regional report also acts as the Regions Annual Report to the Director of Operations for the National Adoption Service, the Management Board and Joint Committee.
9. The Committee scrutinised the 2017/18 Regional Adoption Service proposals in December 2018. Members welcomed the 2017/18 Annual Report and agreed to commend it to the Management Board and Joint Committee. In a letter to the Head of Service in the Vale of Glamorgan, the Committee made a number of comments (see **Appendix B** and a full response was provided, copy attached at **Appendix C1 & C2**).
10. The Collaboration's Annual Report for last year, 2018- 2019, included a number of specific improvements and priorities for implementation during the year, these are listed below.
- a. The priorities we have set for 2018-19 focus upon completing the actions arising from the Best Value Review which have been endorsed by the Management Board. Particular emphasis for the remainder of the year will focus upon driving up the conversion rate of adopter enquiry to application with the intention of increasing the rate of adopter approvals. Some systems have already been put in place to improve our initial response following the recent

appointment of the Marketing and Recruitment Co-ordinator and so it is hoped that these can be developed further once the additional resources in Recruitment and Assessment are in place.

- b. The other focus of activity and priority for VVC during this current year has been managing the recent relocation of the service to Barry. In order to achieve as smooth a transition as possible and to minimise service disruption, this has required careful planning and preparation by VVC staff and the development of some new systems of working to meet the needs of the whole region. The permanent location will have benefits longer term but the service is still in a settling in period so it is important that our priorities remain delivering our core business and service improvements

### **Scope of the Scrutiny**

11. The report will provide the Members with the opportunity to review the progress made in the management and operation of the Regional Adoption Service. Members may wish to evaluate the following aspects of the reports:
  - a. How well has the VVC Regional Service progressed against the targets and performance measures;
  - b. The progress that the VVC Region has made in addressing the improvements and priorities highlighted in paragraph 9.
  - c. What are the plans for the future for the VVC Region.

### **Way Forward**

12. Angela Harris, Regional Adoption Manager, VVC, will present the report on the implementation and performance of the regional collaborations following which they will all be available to answer questions Members may have. Councillor Graham Hinchey, Cabinet Member for Children and Families, Claire Marchant, Director of Social Services and Deborah Driffield, Assistant Director Children's Services will also be available to answer any questions.

## **Legal Implications**

13. 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/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**

14. 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. These financial implications will need to be considered before any changes are implemented. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

## **RECOMMENDATIONS**

That Members review the information contained in **Appendices A, 1, 2 & 3** together with any additional information provided at the meeting and submit any comments, concerns or recommendations about the services to the Cabinet Member for discussion with the Regional Manager.

**Davina Fiore**

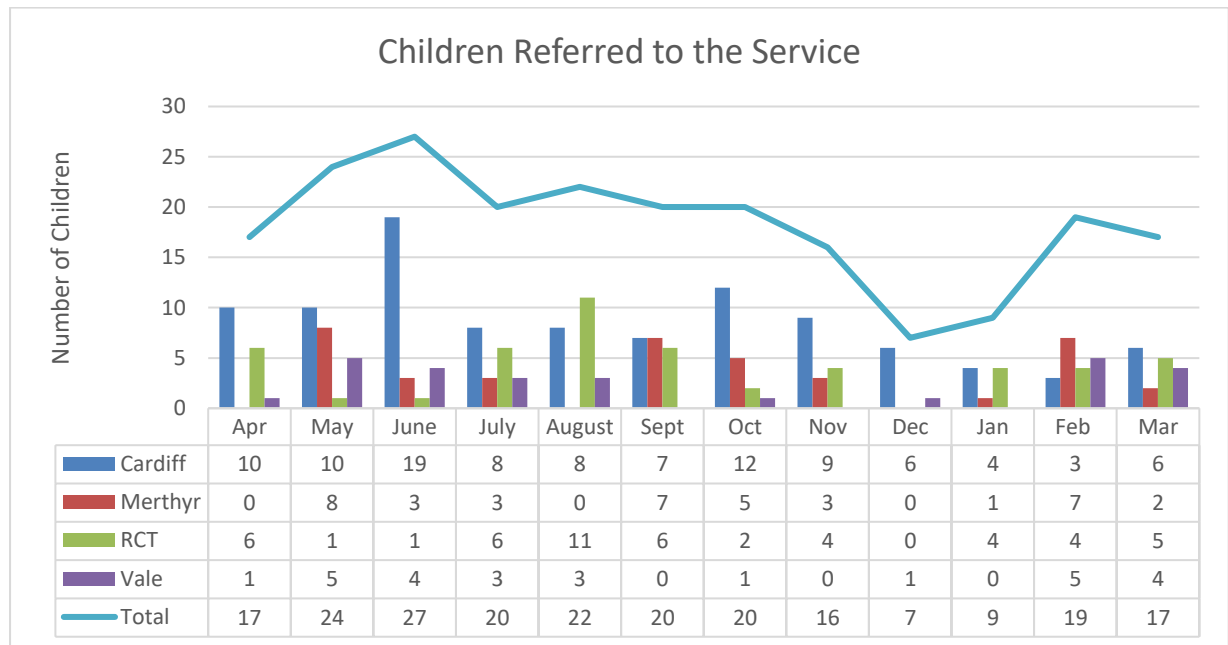
**Director of Governance and legal Services**

**11 December 2019**

## Appendix 1 – Family Finding

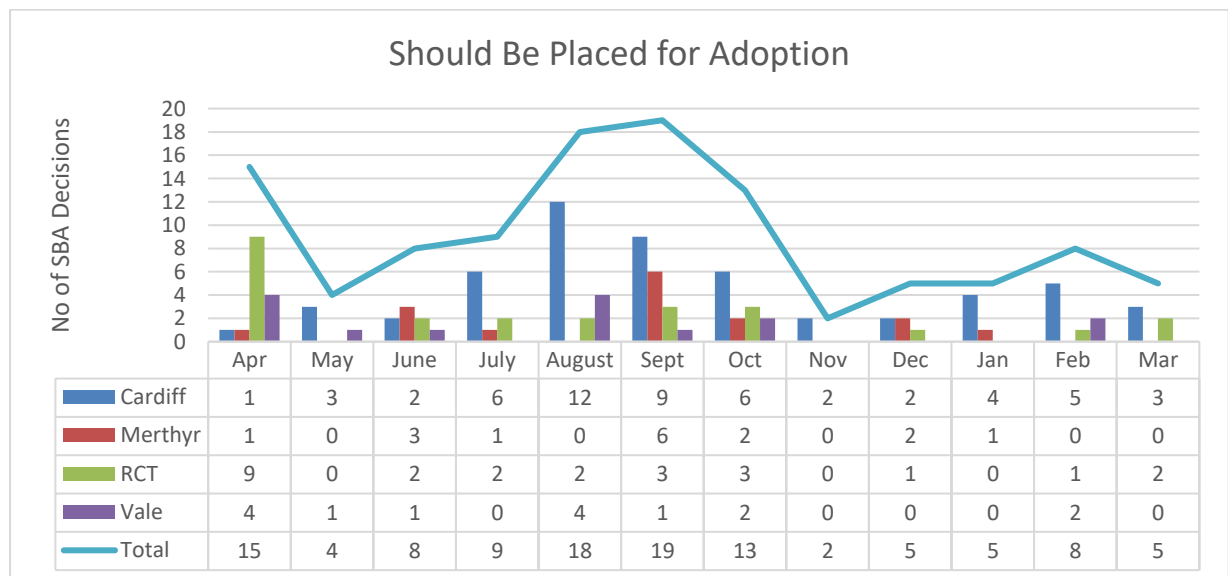
### Children Referred.

During the period April 2018 and March 2019, 218 children were referred to the Service.



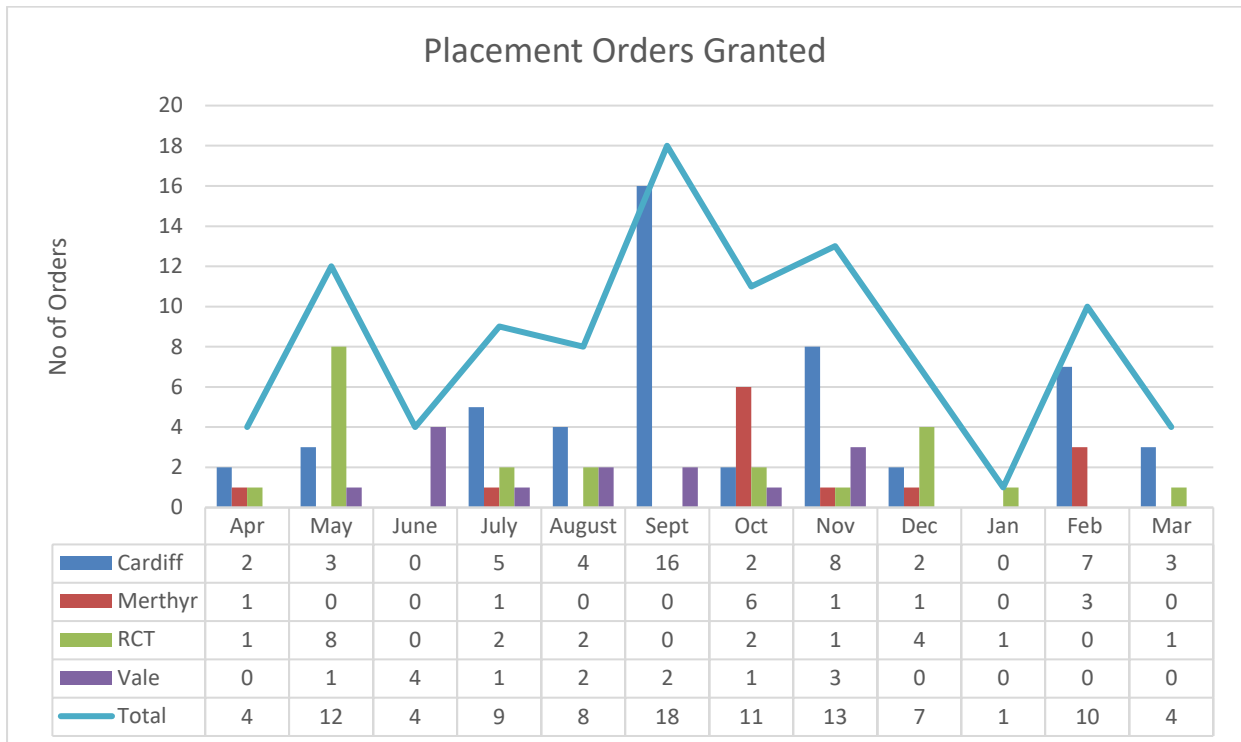
### Number of “Should be placed for Adoption” decisions

During the reporting period, 111 SBA decisions were made in relation to children referred to the Service.



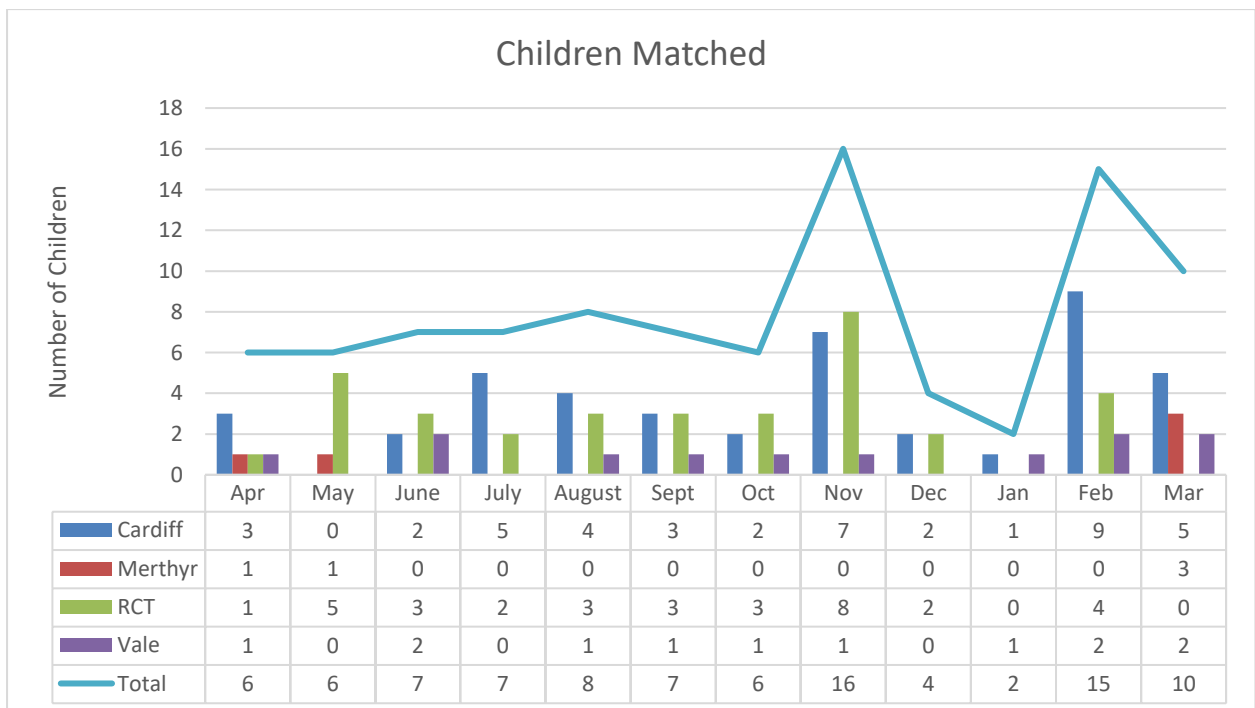
## Placement Orders granted

During the reporting period, 101 Placement Orders were granted.



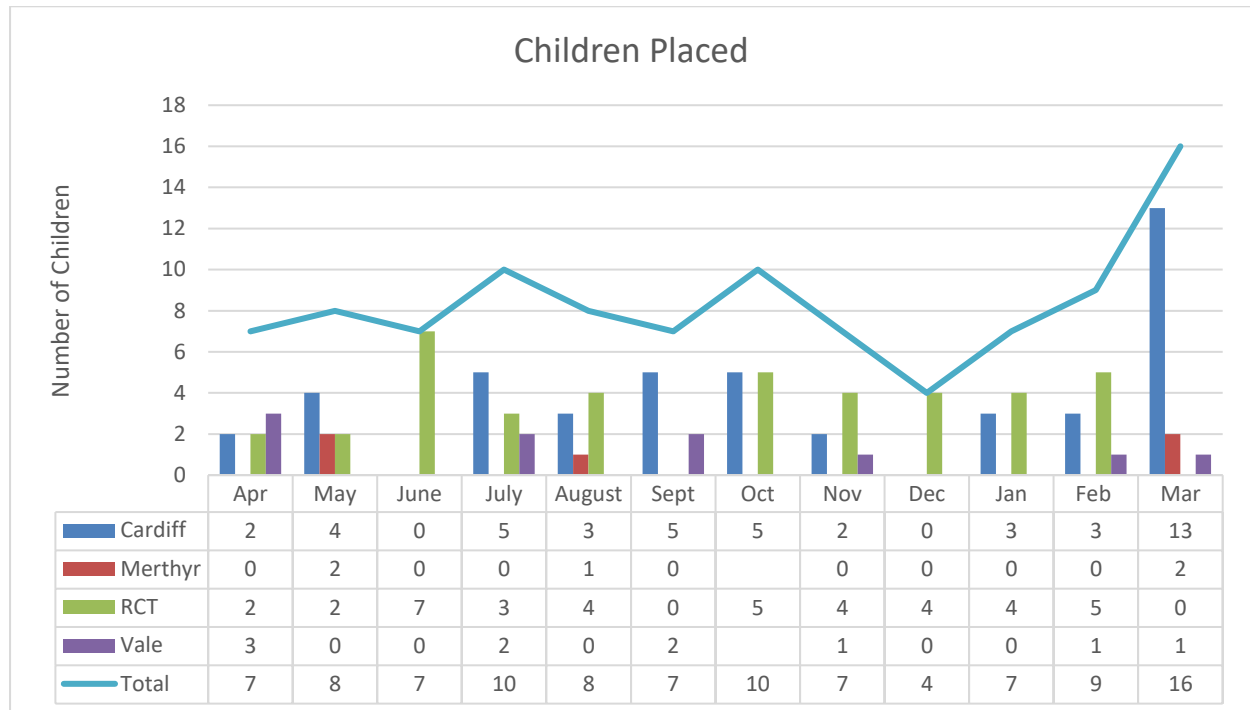
## Children Matched

94 children were matched with prospective adopters during the reporting period.



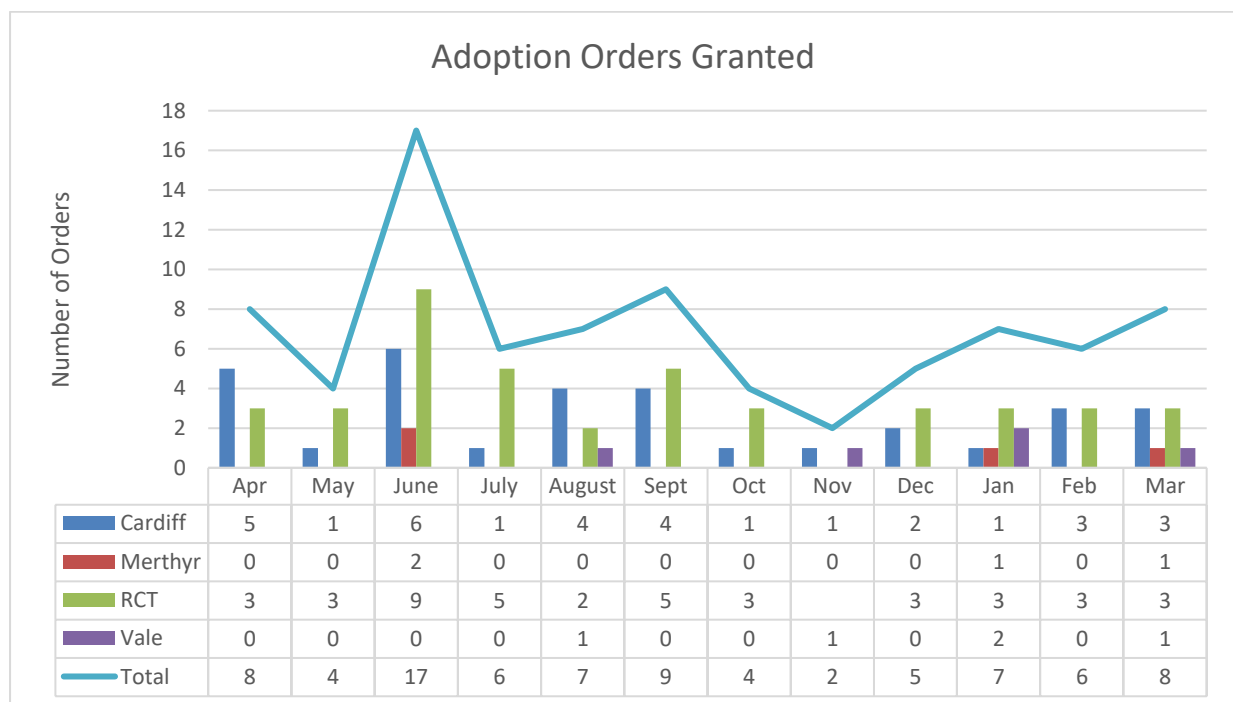
## Children Placed

100 children were placed with adopters during the reporting period.



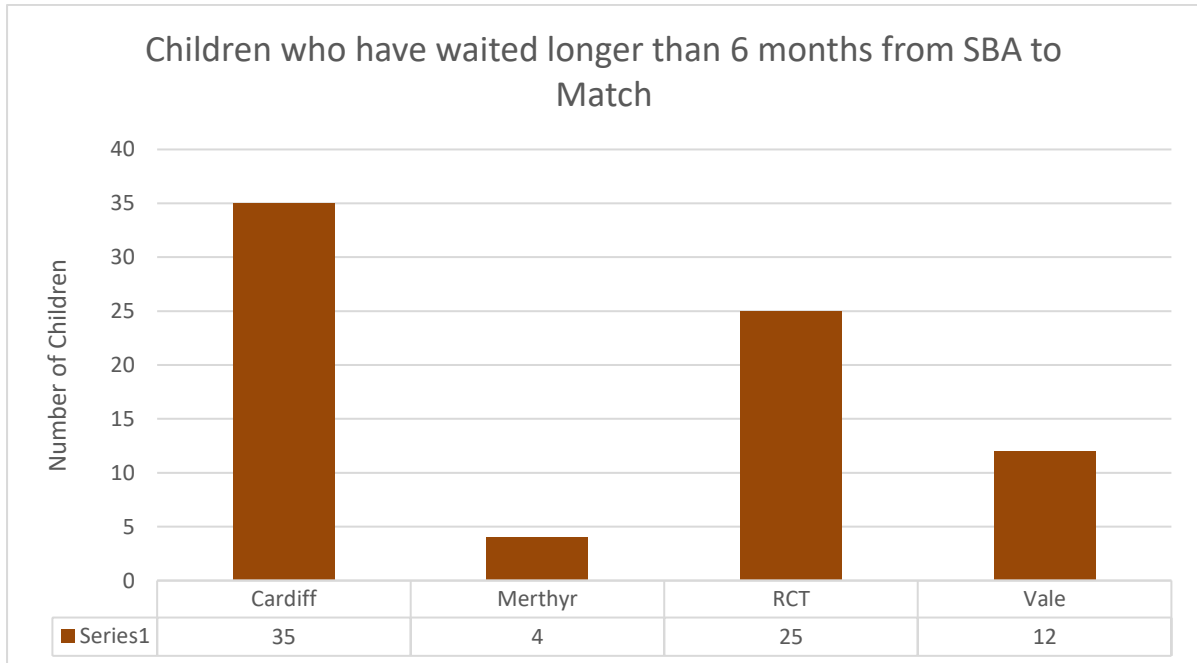
## Adoption Orders Granted

83 Adoption Orders were granted during the reporting period.



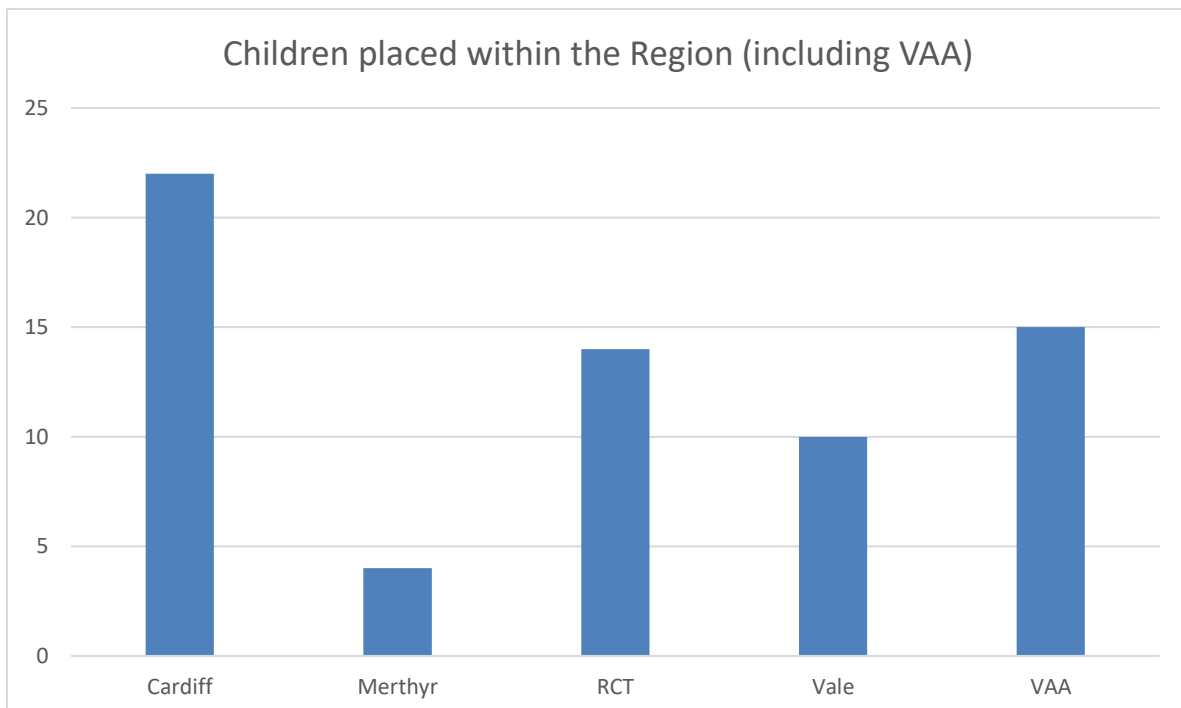
### Children who have waited longer than 6 months from SBA to Match

76 Children waited longer than six months from the date of the "Should be placed for Adoption" decision and the children being matched with prospective adopters in the reporting period.



### Children placed in the Region

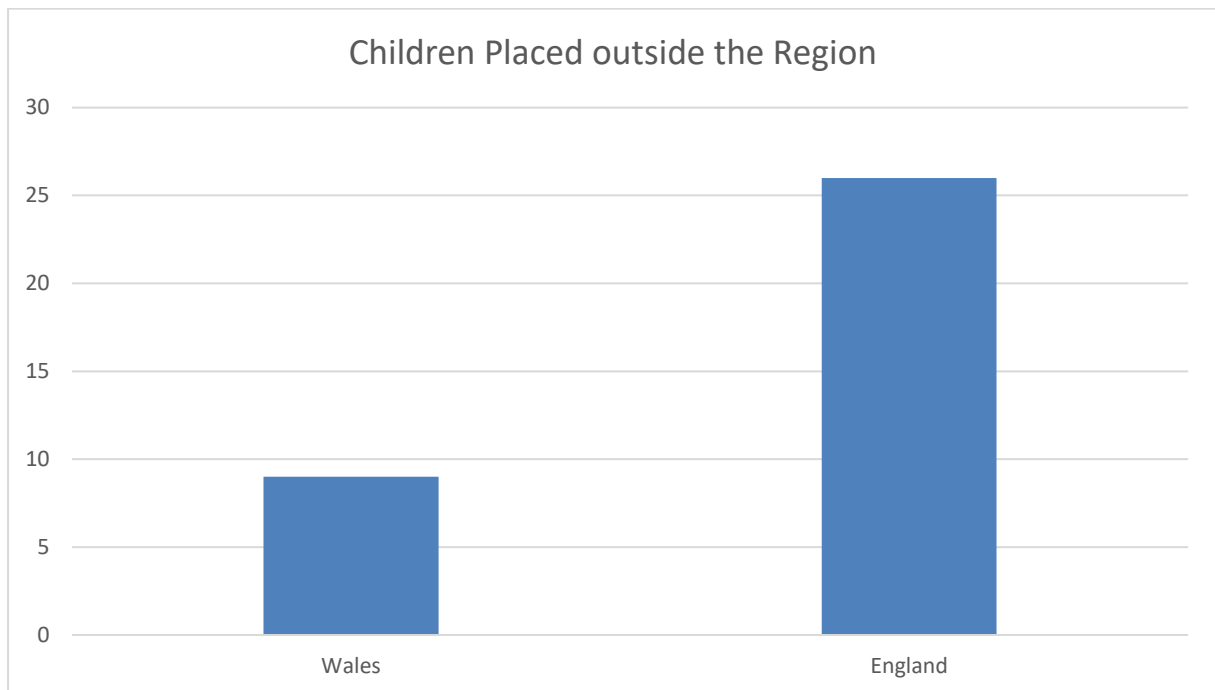
64 children were placed with adopters living in the region. 15 children were placed with VAA adopters within the region.





### Children placed outside of the Region

35 children were placed outside of the region, 9 of which were placed with adopters living in Wales.

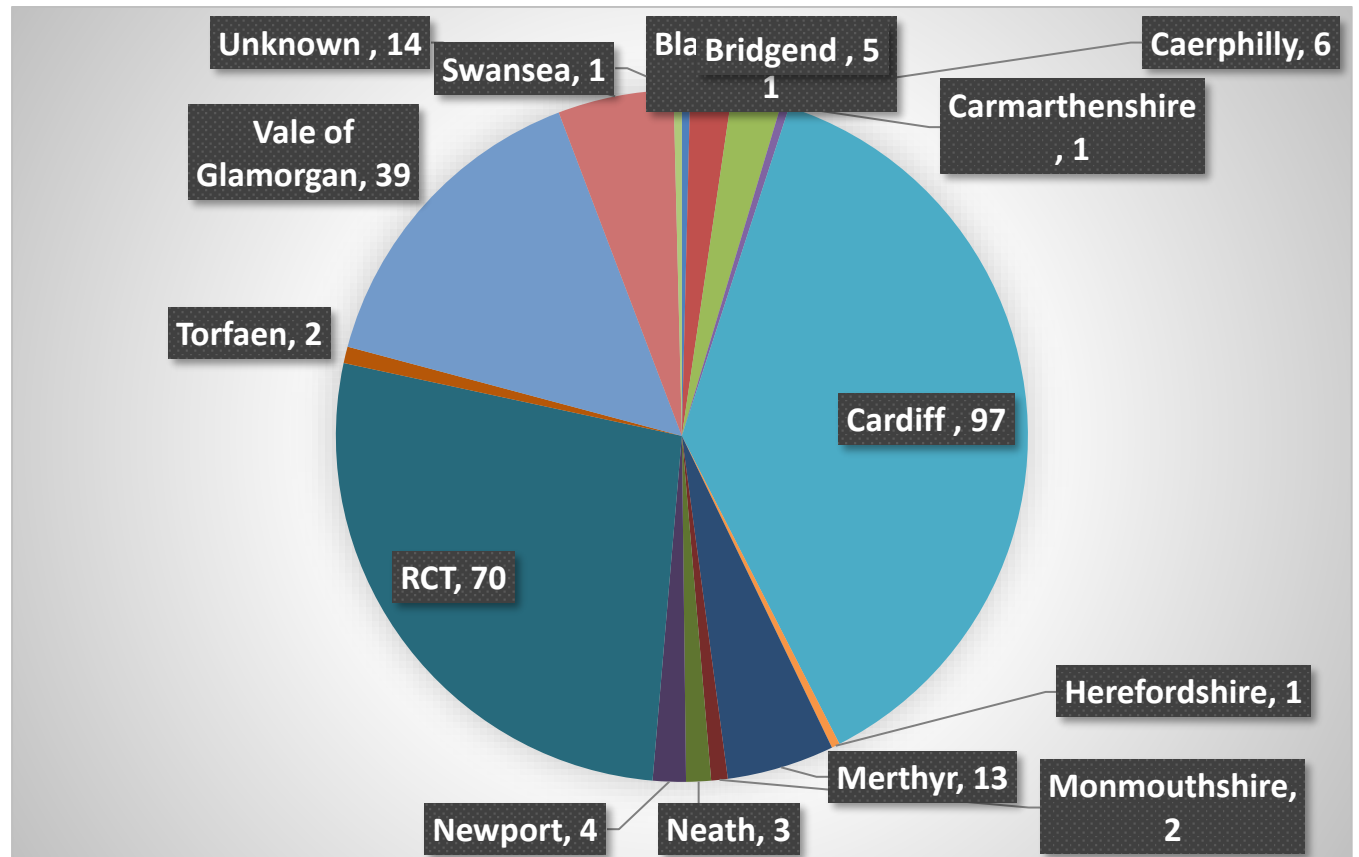


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## Appendix 2 – Recruitment & Assessment

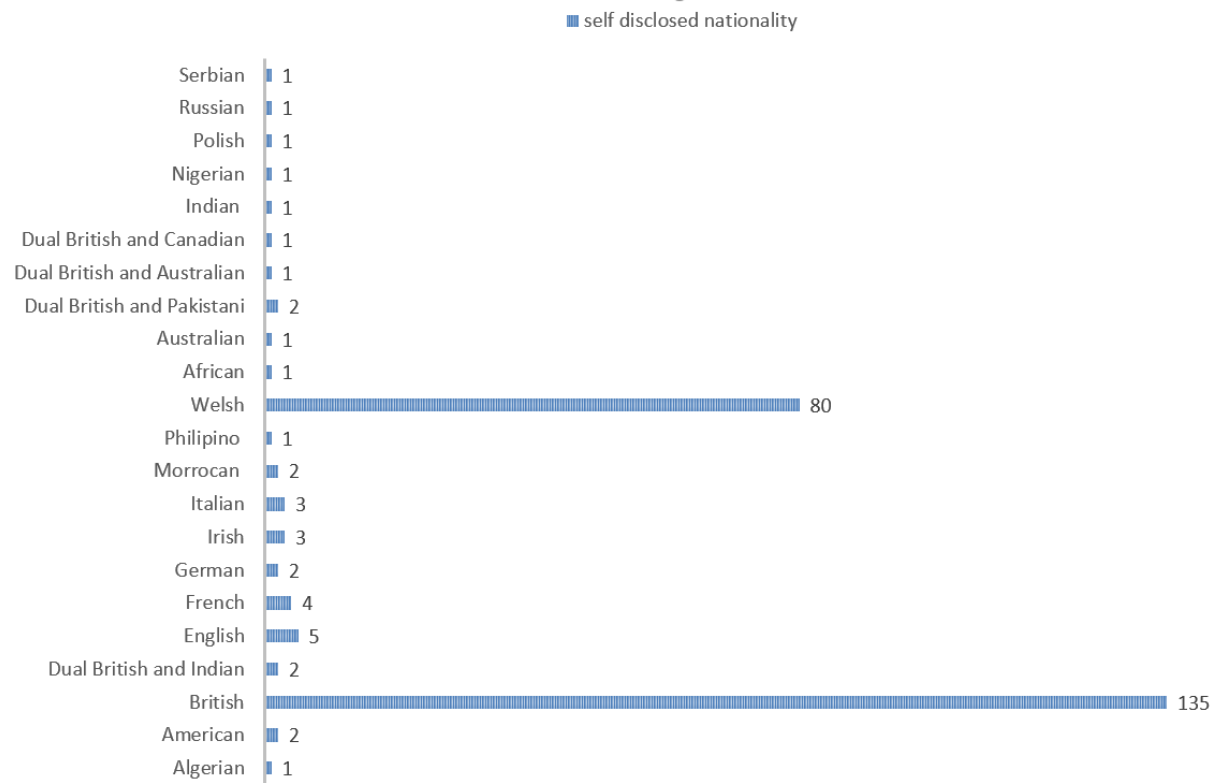
### Enquiries

219 enquiries were received from people living within our region. In addition, 26 enquiries were received from people living outside our area.

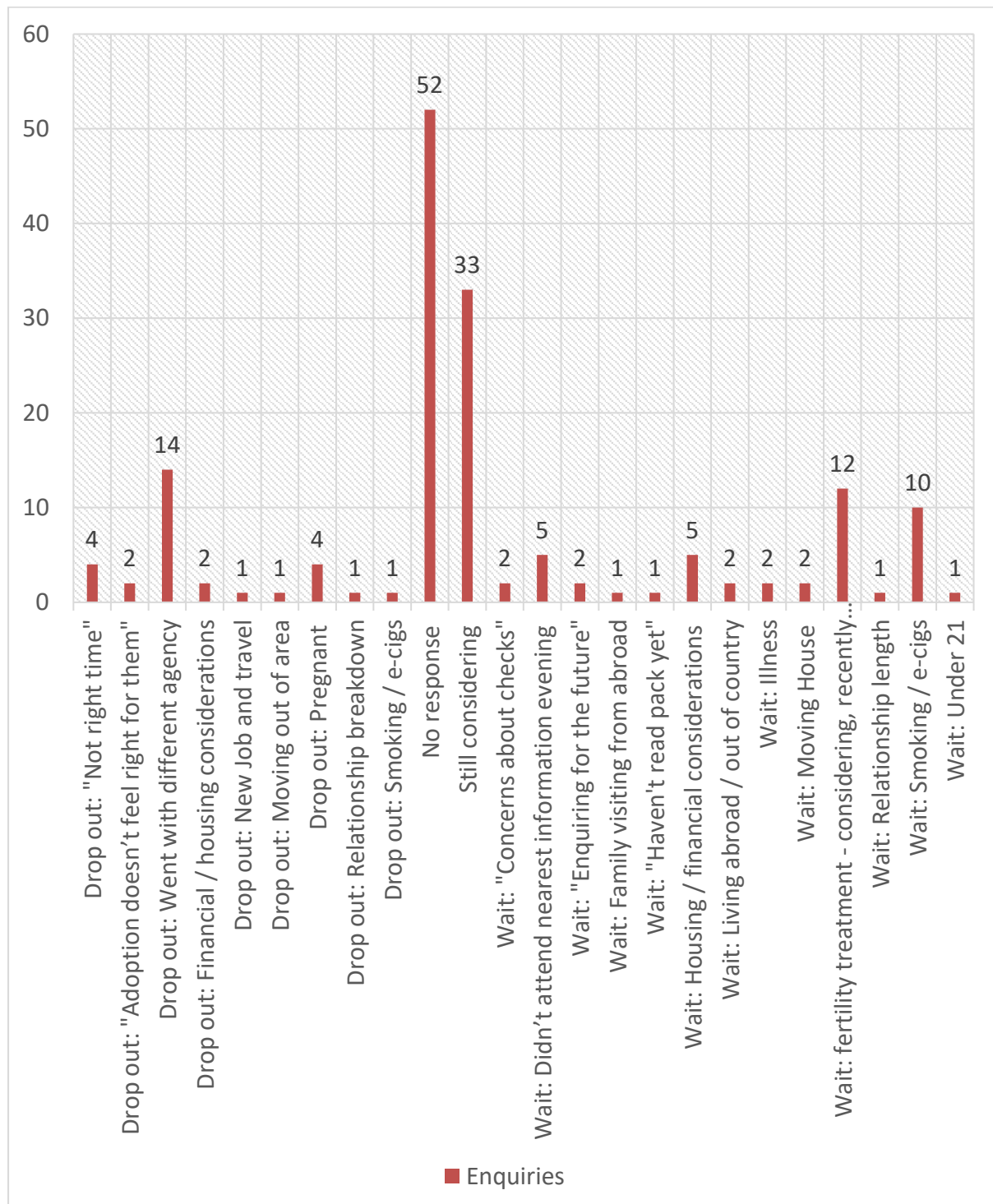


## Self-disclosed Nationality

53% of respondents identified themselves as British and 31% of respondents identified as Welsh.

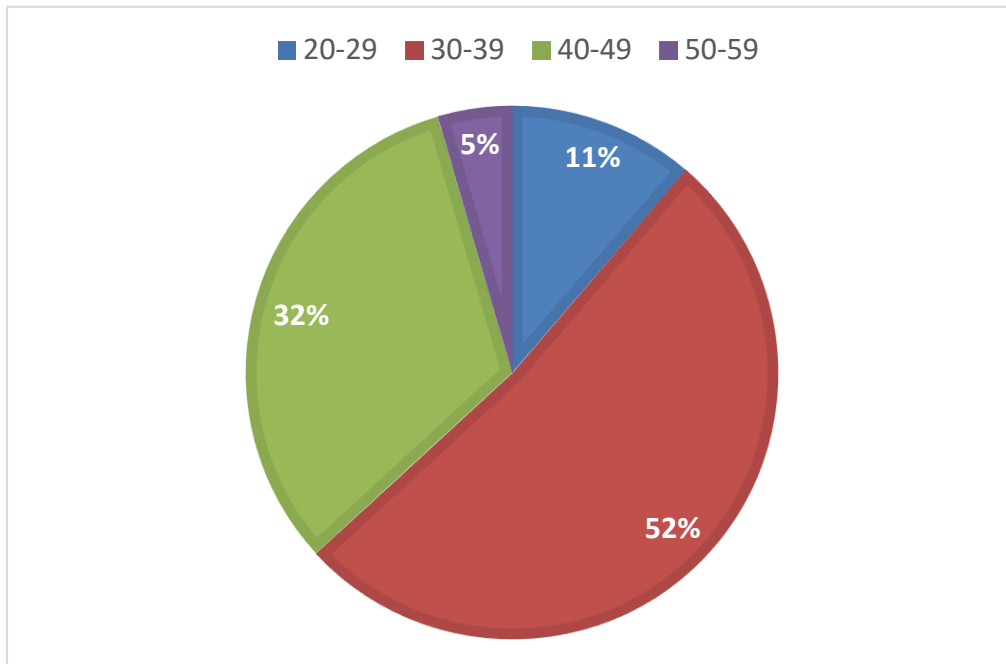


## Self-disclosed Follow up - reasons for delay or withdrawal from adoption process

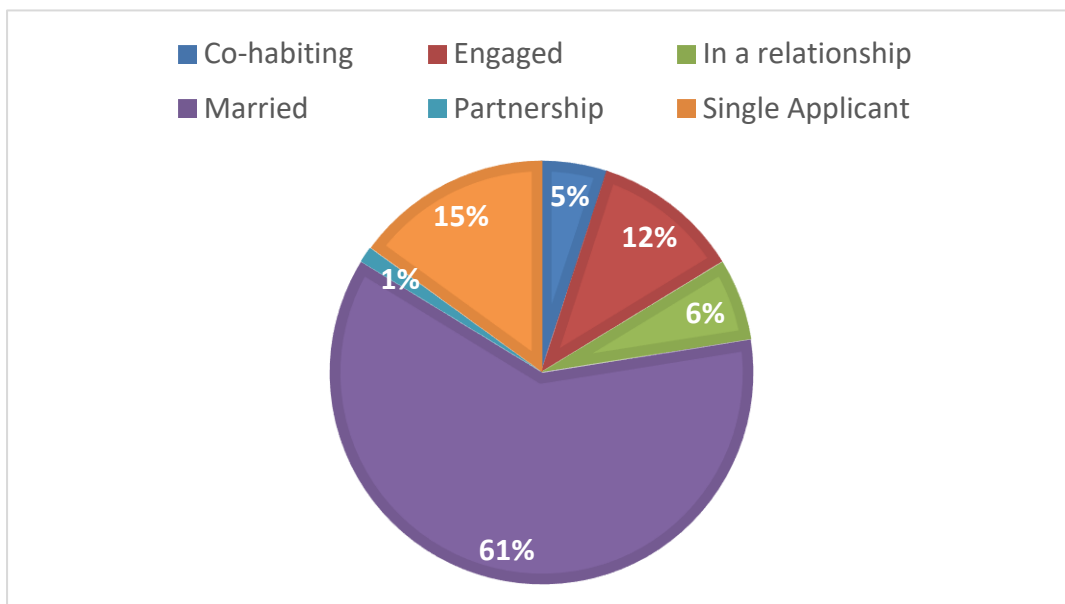


## Example of demographic reporting 2019 (April 2019)

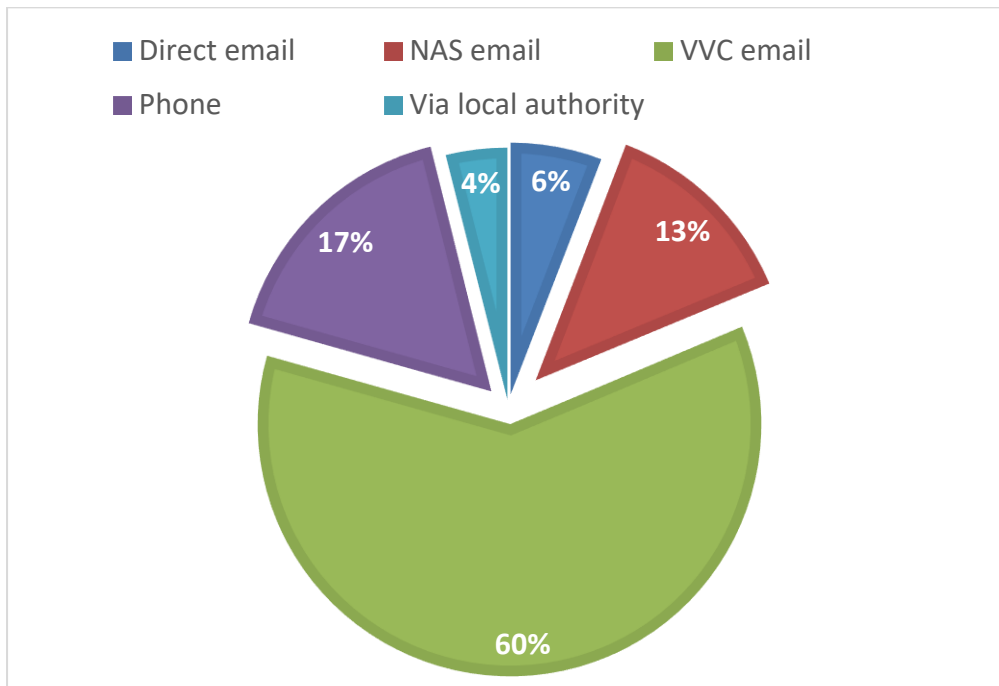
### Age: April 2019 – Present (19/09/19)



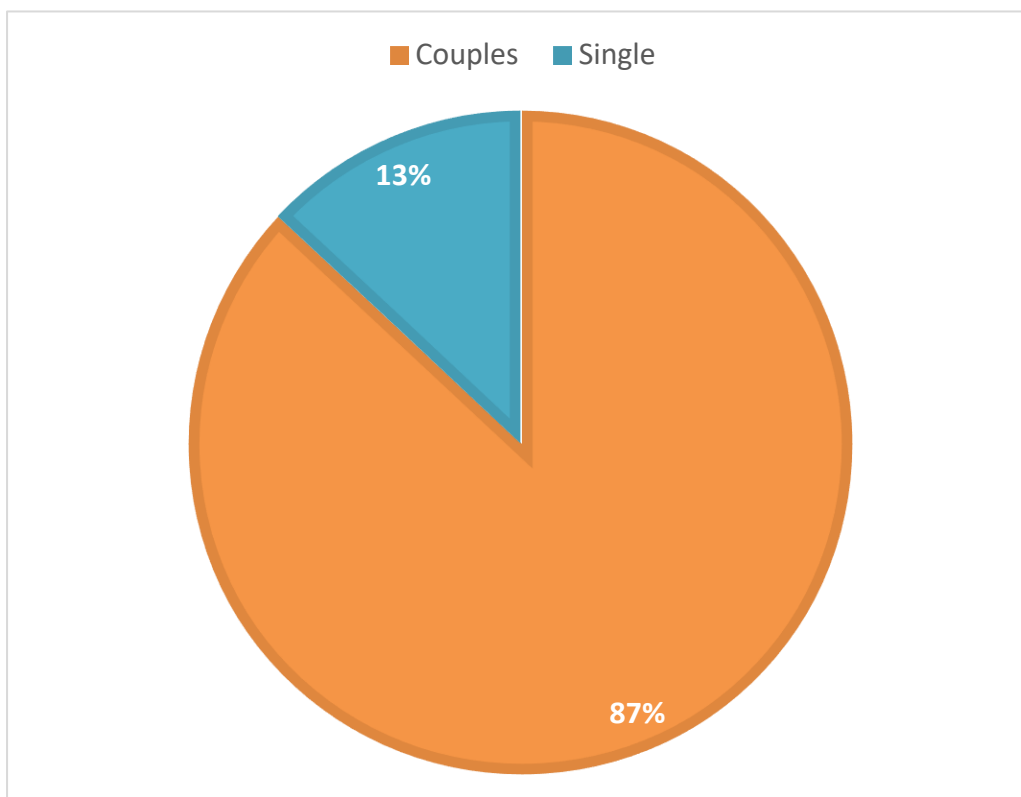
### Relationship Status: April 2019 – Present



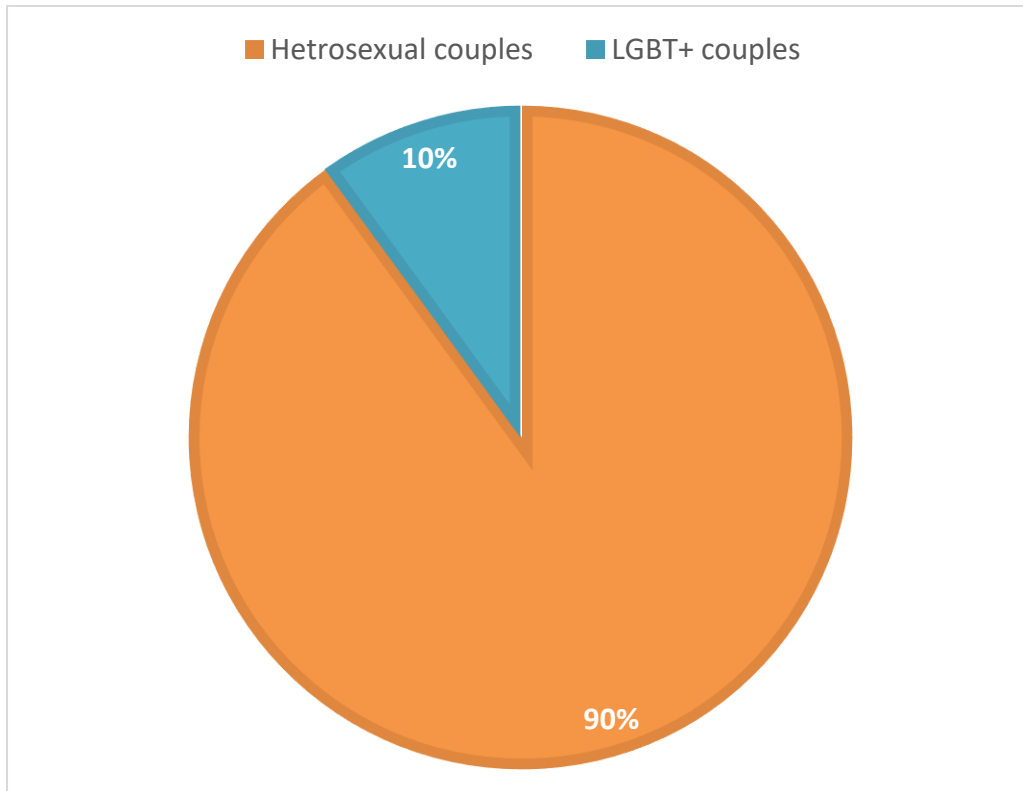
### How they contacted us: April 2019 – Present



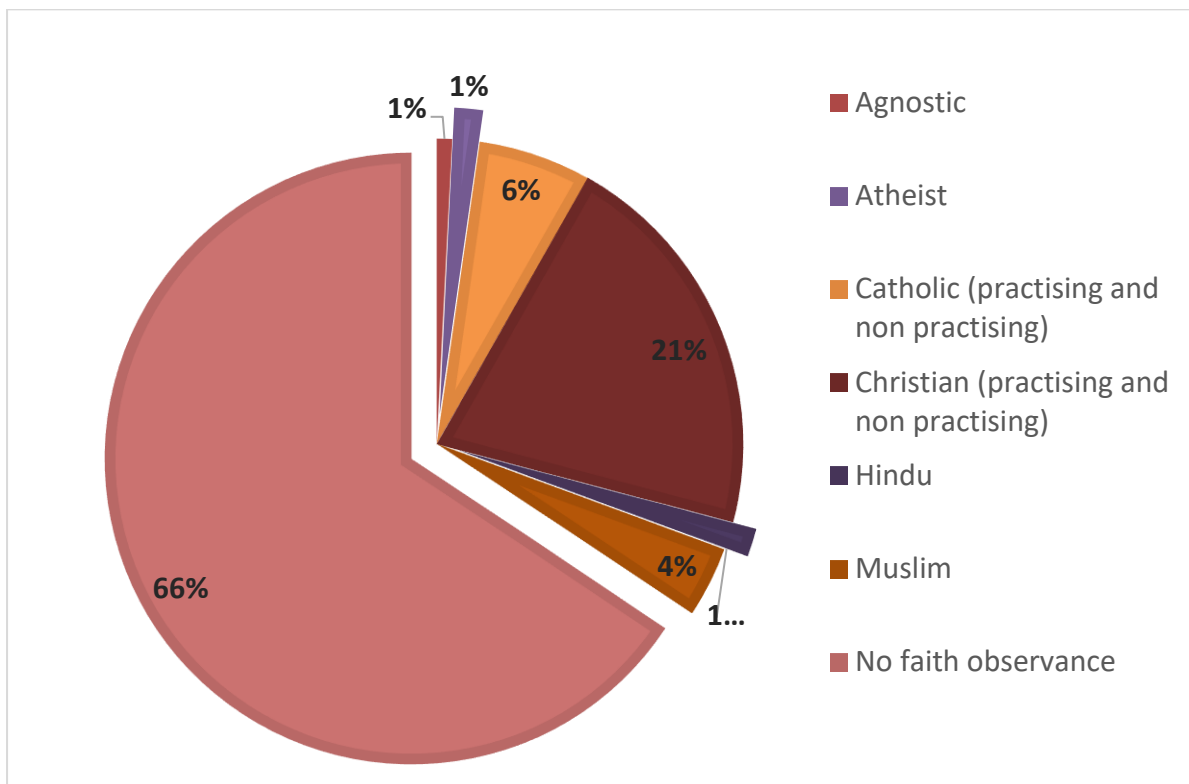
### Couples and Singles: April 2019 – Present



**Couples: self-reported LGBT+ and Heterosexual: April 2019 – Present**

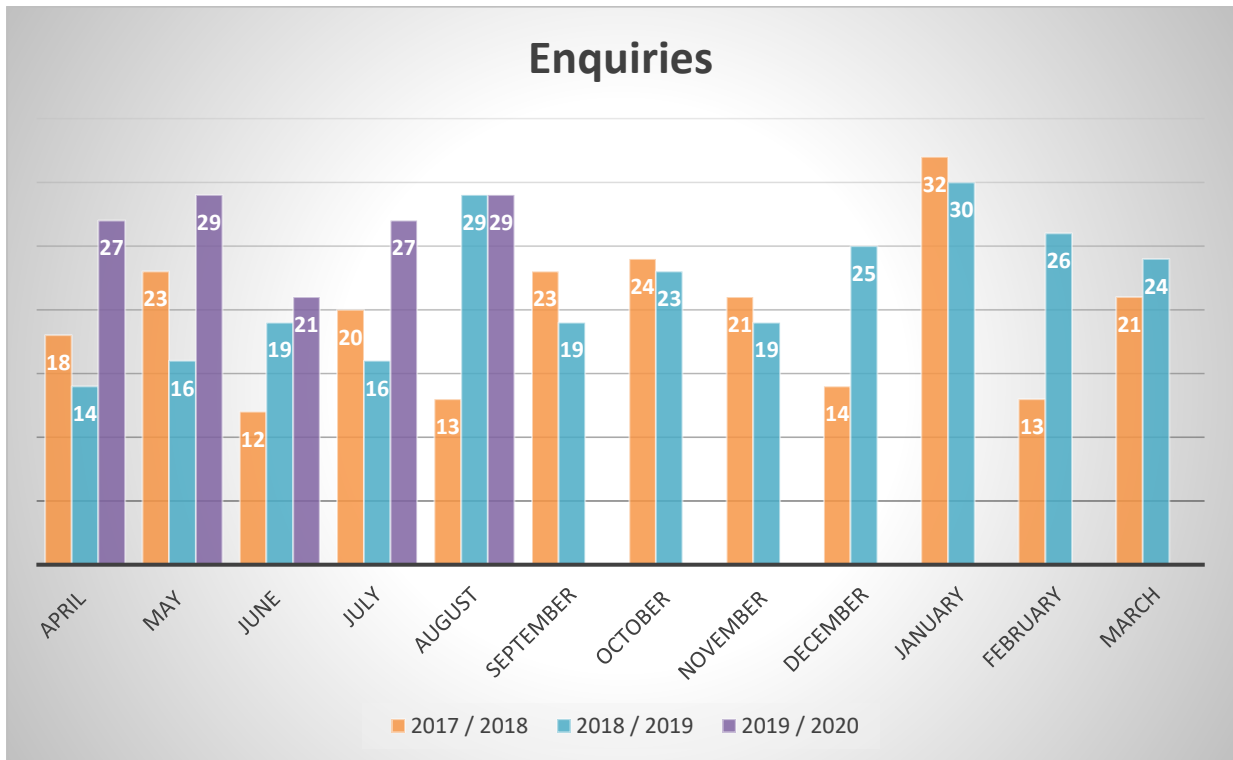


**Self-reported Faith: April 2019 – Present**

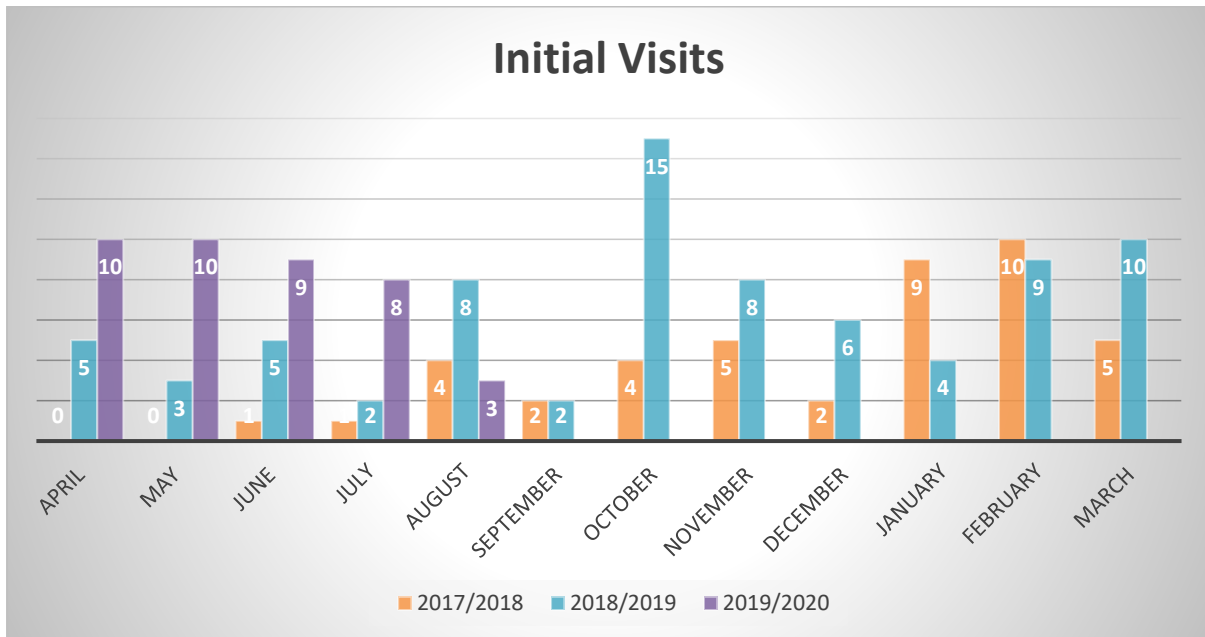




### Three Year comparison of Recruitment 2017-19 – number of enquiries

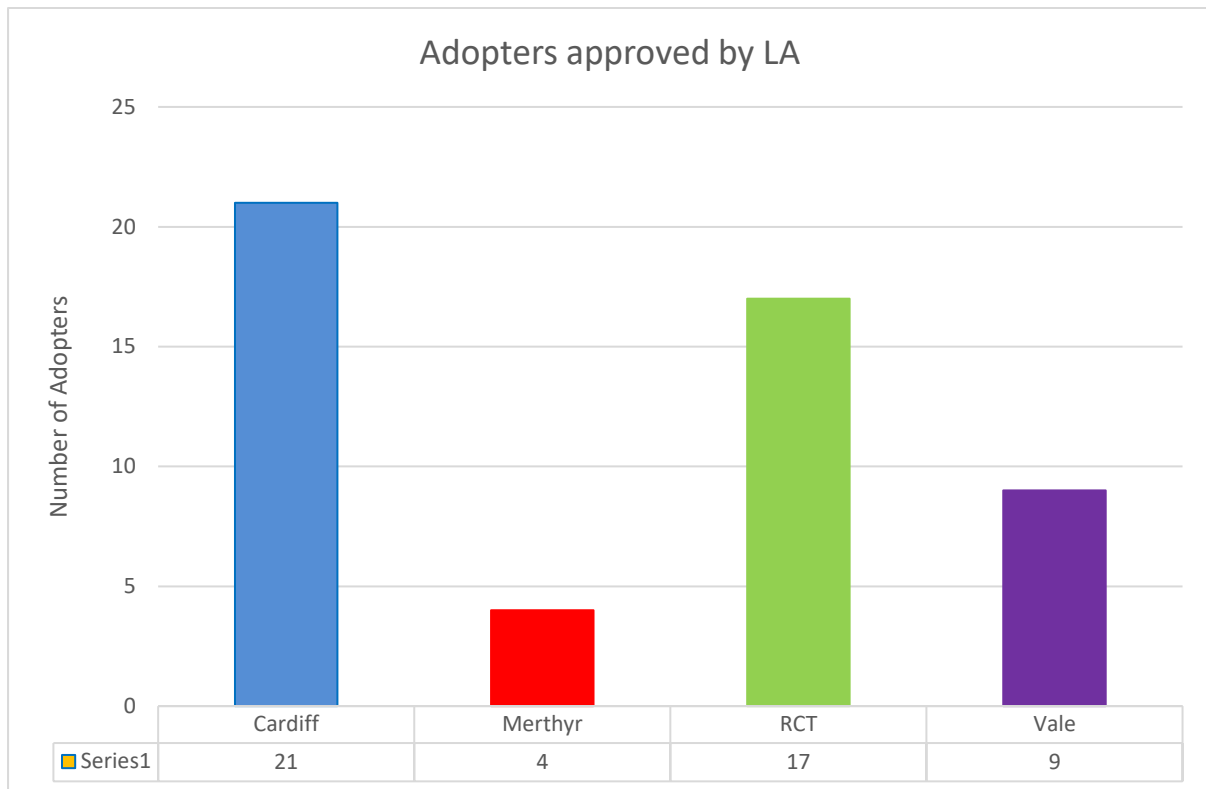


### Three Year comparison of Recruitment 2017-19 – Initial Visits



## Adopters Approved

51 Adopters were approved during the reporting period.



## Appendix 3 – Adoption Support

### Referrals to the Service

Referrals by L.A.		Comparison with 2017-18 data	Average by L.A. over 4 years (2015-2019)
Cardiff	35	43	33
Merthyr	3	4	5
RCT	23	23	23
Vale	16	11	14

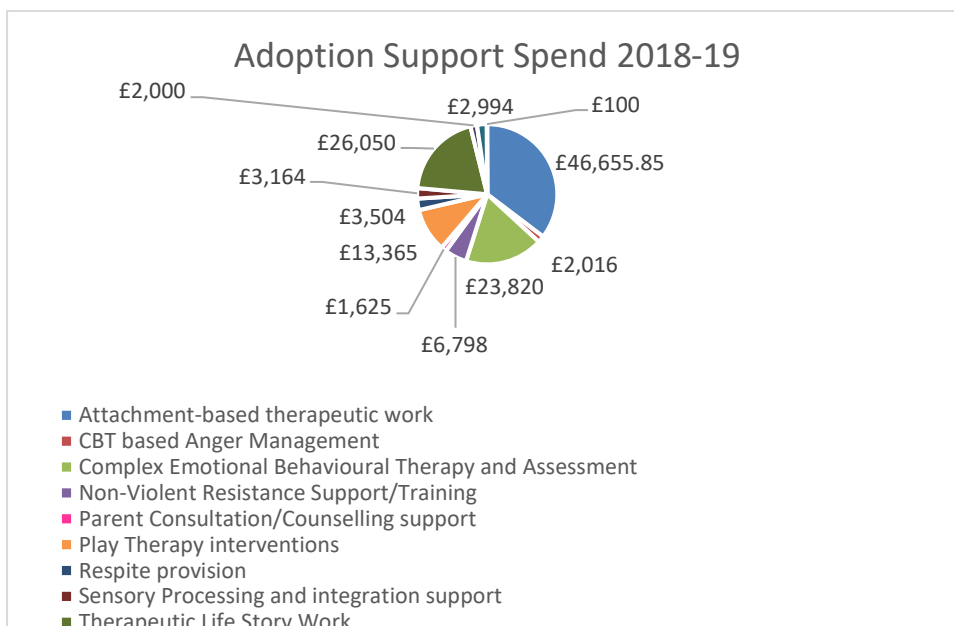
### Total Expenditure

Spend by L.A.		Comparison with 2017-18 data	Average by L.A. over 4 years (2015-2019)
Cardiff	£75,145.85	£33,382.65	£43,155.41
Merthyr	£2,015	£6,718	£4,042
RCT	£24,785	£20,595.80	£27,072.41
Vale	£30,046	£52,024.10	£31,468.47

### Average expenditure by Local Authority

Cardiff	£2,177.36
Merthyr	£2,309.71
RCT	£2,028.30
Vale	£2,275.87

### Types of commissioned provision



## Other Adoption Support Services

### Access to Birth Records

Referrals by L.A.		Comparison with 2017-18 data
Cardiff	21	26
Merthyr	4	0
RCT	19	16
Vale	5	6

### Intermediary Services

Referrals by L.A.		Comparison with 2017-18 data
Cardiff	10	20
Merthyr	3	4
RCT	15	20
Vale	9	10

## **VALE, VALLEYS AND CARDIFF ADOPTION COLLABORATIVE (VVC)**

### **ANNUAL REPORT FOR 1 APRIL 2018 TO 31 MARCH 2019**

#### **1. BACKGROUND**

- 1.1** Vale, Valleys and Cardiff Adoption Collaborative (VVC) as part of the National Adoption Service in Wales (NAS), provides a regional adoption service to the Vale of Glamorgan Council, Merthyr Tydfil County Borough Council, Cardiff Council and Rhondda Cynon Taff County Borough Council.
- 1.2** This is VVC's fourth annual report and covers the period 1 April 2018 to 31 March 2019 although due to the reporting cycle some areas have been updated with current service information. This report seeks to combine the reporting requirements set out in regulation and the governance arrangements for the region in one report.

**Appendix 1** to the report sets out key performance data in respect of children by quarter and local authority.

**Appendix 2** provides information in respect of adopter enquiries.

**Appendix 3** provides information in respect of Adoption Support.

#### **2. SERVICE DEVELOPMENT AND GOVERNANCE**

- 2.1** The managerial structure of the service during the period has remained the same although the Family Finding Manager's post became vacant in November 2018 due the temporary manager leaving her employment and long term sickness on the part of the permanent post holder. This resulted in the Adoption Support Manager managing two teams until a permanent replacement was recruited in August of this year. The Business Support Manager also left in November 2018 but this post was successfully recruited from the agency cover put in place to cover the position.
- 2.2** During 2018, the service was enhanced with agreement to employ additional Social Work capacity, partly as a recommendation of the Best Value Review but also following acknowledgement by VVC Management Board of the need to increase capacity to recruit adopters. This has resulted in an additional five

Social Work posts; one in Adoption Support, four in Recruitment & Assessment and the appointment of a Marketing & Recruitment Co-ordinator on a fixed term contract. Two of the Social Workers appointed did not begin employment until this financial year. Successful appointments have been made to all posts and VVC continues to attract significant interest in terms of potential applicants.

- 2.3** The Business Support Team within the Collaborative has experienced some disruption both last year and into this year in terms of managerial cover, long term sickness and staff turnover. Temporary arrangements have been put in place which will enable a review of the business support functions to be undertaken.
- 2.4** At the latter part of the year, Welsh Government awarded a grant of £2.3M to improve the provision of adoption services in Wales. This grant has been allocated on a regional basis to support national and regional priorities. VVC Management Board agreed to utilise the grant to support the provision of life journey work, better planning for children being placed for adoption and improve services to birth parents with the result that a further 2.5 Specialist Social Worker posts are being recruited to within the region to support these areas. Two unqualified posts to support adoptive families and adopted children and young people are also being recruited to which will link directly to new initiatives being developed nationally by Adoption UK. In addition 10.5 Direct Work Practitioners to support life journey work for children being placed for adoption have been allocated from the grant monies across the four local authorities.
- 2.5** As outlined in the previous report, the service relocated permanently to the Dock Offices in Barry in September 2018. The move was achieved with minimal disruption to service delivery and staff have adapted well to the change. Agile working and remote working arrangements are in place to reduce the amount of travel time across the region.

- 2.6** The actions recommended by the Best Value Review of the service has resulted in some changes to the governance arrangements for the region. The Action Plan developed to take forward these actions has been met.
- 2.7** The Best Value Review of the service recommended a review of the Legal Agreement underpinning the Collaborative. This review was completed by the Regional Manager and the Vale of Glamorgan Legal Department and agreed by the Vale of Glamorgan Cabinet in April 2019. The revised Legal Agreement confirms the changes made to the governance structure and allows for a review of the Agreement every five years. These revisions have been agreed by the partner agencies.
- 2.8** The significant change in governance arrangements is that VVC Management Board has moved to meeting on a quarterly basis and a new tier of governance in the form of an Operational Group has been established. The composition of the Management Board has remained the same and chairing arrangements rotate on an annual basis. The Director for Cardiff Council is the current chair. The overall remit of the Management Board is unchanged and the Board continues to play a key role in monitoring the performance of the regional service highlighting areas for improvement.
- 2.9** The Operational Group comprises of senior managers in each of the four local authorities which meets on a quarterly basis with the regional managers within VVC. Terms of reference and a Business Plan for the Operational Group have been developed to further monitor performance against key priorities. Operational matters, policy and practice issues can also be remitted from the Management Board for consideration by this Group.
- 2.10** The overall governance of the region is via a Joint Committee. Meetings were held in June and December 2018 as per the requirements. The Joint Committee is comprised of one elected member from each of the authorities and is currently chaired by the member from the host authority. The Joint Committee approved the annual accounts, budget and annual plan for the Collaborative.

- 2.11** The budget for the Collaborative is managed by the Vale of Glamorgan and is monitored closely by the Management Board and Joint Committee. The end of year position reported a slight underspend in the budget for 2018-19 which was subsequently returned to partners. 2018-19 marked the fourth year of operation for the Collaborative and as there had been no change to the apportionment of the financial contributions made by each partner since its inception, the Best Value Review recommended that the original funding formula be reviewed and updated. Work was therefore undertaken during the year by the four partner authorities to look at the best option and it was agreed that a funding formula based on activity and usage of each partner would be a more realistic as a way of apportioning costs.
- 2.12** In order to avoid large swings in contributions it was considered appropriate for part of the apportionment to be based on a fixed charge of 20% for each partner with 80% of the costs being classed as variable and based on activity/demand being placed on the service. The factors agreed to be used in determining activity are the numbers of children looked after, referrals into the service, children placed for adoption and requests for adoption support. The calculation will be based on the average previous 3 years' activity in order to smooth out any peaks and troughs in demand. This new method of contribution was put in place from 1 April 2019.
- 2.13** The annual audit undertaken by Bridgend and Vale Internal Audit Shared Service in respect of the Collaborative again concluded that the effectiveness of the internal control environment within the service was sound and "Substantial Assurance" could be placed upon the management of risks.
- 2.14** The NAS provides a further tier of performance monitoring through the provision of quarterly and annual performance data which meet the requirements of the NAS Performance Framework. VVC has complied with all reporting requirements during the period and has developed a more comprehensive spreadsheet to capture the measures, which increase each



year. Due to the expiry of the existing contract, NAS has commissioned Data Cymru to develop a new Performance Framework which will enable data to be more easily uploaded by regions and will provide easier access to performance reports. This new system was trialled during the latter part of the year by the service. The Business Manager and Regional Adoption Manager have been part of a national Steering Group set up to oversee the development of the new Framework which will become fully operational during 2019-20.

- 2.15** The Director of Operations for NAS attended VVC Management Board in January 2019 to present the VVC's Mid-Year Report and met with the Head of Service for the Vale of Glamorgan and the Regional Adoption Manager in June 2019 to discuss VVC's End of Year Report. This Report was subsequently presented to VVC Management Board in July 2019. Reference is made to the overall findings in this report.

### **3. SERVICE FUNCTIONS**

- 3.1** VVC has continued to deliver services via three functional teams and staff specialise in one service area which focuses accountability and improves consistency. Performance against each of these functions is outlined under the following sections of the report alongside areas of development.

### **4. FAMILY FINDING**

- 4.1** Family Finding and its' associated activities remains a key area of activity for the region and the ability to place children effectively and promptly underpins all other activities. As the largest regional Collaborative the level of demand placed upon this area and our ability to meet the needs identified remains challenging.
- 4.2** The number of children referred for adoption totalled **218** which marks a decrease on the previous year. Significantly **43%** of those referrals were withdrawn during the period which represents an increase on 2017-18 and

may be indicative of the commitment to develop alternative permanency plans for children. This in many instances does not equate to a decrease in workload for the Family Finding Team as a lot of work has usually been undertaken to progress the adoption plan prior to it being discontinued. VVC placed **100** children for adoption during the year, a **16%** increase on the previous year and a very pleasing result for the region. **65%** of the placements were made within the region, **9%** elsewhere in Wales and **26%** outside of Wales. **25%** of the placements made were for children in sibling groups.

- 4.3** At the end of the year there were **101** children subject of a Placement Order awaiting an adoptive placement which is less than the previous year. An analysis of these children at the end of quarter 1 this year indicates that **35** of these children have additional factors i.e. aged 4 plus, BME, complex needs or a part of a sibling group which makes being able to secure appropriate matches more challenging.
- 4.4** The region has recorded **103** Placement Orders being made during the year which is an increase by one on the previous year. The number of Adoption Orders made is **83** which is a **17%** increase on the previous year.
- 4.5** The measure in relation to the timeliness of the process from becoming looked after to being placed for adoption has been highlighted as a concern by the NAS End of Year Report as this indicates that on average children were placed within **17.1** months. The report highlights that this demonstrates 'a fall in performance and a move away from the national benchmark of 13 months or less'. The NAS report also states that the VVC average of **10.8** months from Placement Order to placement from adoption is an increase from the previous year and again a move away from the benchmark of six months. Within the region **31%** of children were placed within this timeframe.
- 4.6** The level of placement breakdown continues to be low with two placement disruptions during the year, one of a six year old girl who was placed for 10 months and the adopters felt that they could not continue with the placement. The second breakdown was a four year old boy who was removed by the placing authority due to concerns regarding his care.

- 4.7** The number of birth parents referred to the service for counselling fell during the year to **212** in line with the reduction in children being referred to the service and of this number, **103** parents took up the service. This area continues to present a deficit in our current service and it is therefore hoped that the additional part time post to focus upon birth parents will bring about some improvement.
- 4.8** Performance in relation to the provision of Life Journey Material for children being placed for adoption has seen a downturn during the year and the improvements made during the previous reporting period do not appear to have been sustained. This information is currently collated by local authorities who reported that only **46%** of children were recorded as having life journey materials at the second adoption review. In April 2018, NAS introduced an additional performance measure to record the provision of Life Journey Materials at matching. VVC was able to collect data for one quarter from local authorities so internal mechanisms have been put in place to record this information. NAS has via some additional monies from Welsh Government provided a grant to the region to promote and develop Life Journey Work. This has enabled VVC to provide additional staff time for a part time member within the Family Finding Team to raise awareness of this work amongst the childcare teams and with adopters and deploy the NAS toolkit and direct work materials across the region. As part of the new monies this year, the region has recruited a full time Life Journey Work Co-ordinator who will take up post on 1 October 2019. It is anticipated that this post alongside the Practitioner posts within the local authorities will serve to drive up practice significantly in this area.
- 4.9** During 2018, Welsh Government undertook a tendering exercise to secure a new Adoption Register in Wales. Linkmaker was awarded this contract and the new Adoption Register Wales (ARW) became operational in March of this year. ARW provides a matching service for children and adopters so all children subject of a Placement Order and all approved adopters have to be entered onto the Register.

- 4.10** VVC'S Family Finding Manager states "Valleys and Cardiff have embraced the new Adoption Register Wales (ARW) and are working hard to ensure that information is uploaded and updated in a timely manner. A new monitoring process has been introduced to assist with this. We have found the interface is much more user-friendly and responsive and has been a successful avenue for external links. In addition the use of targeted profiling to adoption agencies across the UK continues to prove a valuable source of family finding".
- 4.11** VVC continues to utilise a range of methods to support family finding. In July 2018 38 children were profiled in a national Exchange Day event and from this identified a link for a single child and a sibling group were identified. The Welsh Adoption Activity Day in March 2019 also proved to be a very positive event as two matches for sibling groups (including those with complex needs) were identified.
- 4.12** St David's Adoption Agency and Barnardos, the two voluntary adoption agencies operating in Wales have developed a new family finding scheme, Adopting Together. Adopting Together is a new national initiative and an extension of their usual service in that it targets recruitment for specific children and provides support to those children for a year following placement. Adopting Together focuses on the recruitment of adopters for children with additional needs who have been waiting for adoptive placements over six months. This scheme has been embraced by the region and supported by VVC Management Board. Ten referrals were initially made to the scheme and six children have been placed on a spot purchase basis. The Vale of Glamorgan, as host authority is now in the process of entering into more formalised contractual arrangements with the scheme on behalf of the partner authorities ensuring that referral to the scheme is a key consideration in our family finding process.

## **5. Recruitment & Assessment of adopters**

- 5.1** The recruitment of a sufficient supply of adopters to meet the needs of children waiting is a significant and ongoing challenge both nationally and regionally. This has been highlighted in the NAS Annual Report for 2018-19

as during this period **212** adoptive placements were approved in Wales and yet there were **338** children waiting who had not been placed and almost a third of these were in VVC.

- 5.2.** The region received **259** enquiries from prospective adopters in total for the year 2018-19 which represents a **7%** increase on the previous year and which the NAS End of Year Report acknowledges is “encouraging and continues an upward trend”. The graphs contained in Appendix 2 highlight that this trend has continued into this financial year with **155** enquiries having been received to date. This is encouraging and hopefully indicative of the work which has been undertaken by the Marketing and Recruitment Co-ordinator in raising the profile of VVC and our needs.
- 5.3** The Marketing and Recruitment Co-ordinator was successfully recruited in August 2018. Since that time the Marketing Co-ordinator has focused upon a number of key areas of activity.
- 5.4** All enquiries from prospective adopters are responded to within two working days and well within the timescale of five days set by NAS. Enquirers are followed up within a week if no response has been received and at a month to ascertain if they wish to proceed further. Further follow up is conducted as agreed with the enquirer if they remain undecided. All initial visits are undertaken by the Marketing Co-ordinator and a Social Worker from the team providing a consistent, timely and professional response. Shortly after her appointment, the Marketing Co-ordinator undertook an analysis of all the enquiries received by VVC from April 2018 and developed a comprehensive spreadsheet which now captures a range of data in terms of our adopter demographic. VVC is now able to report on a range of indicators by geographical area and the reasons why prospective applicants delay or drop out of the process is being collated. This information is being utilised to inform and target our recruitment activity and is detailed under Appendix 2.
- 5.5** The work developed within VVC has been showcased at a national level as part of a national review of enquiries commissioned by NAS at the latter end

of 2018 and has been hailed as a model of good practice. The Marketing Co-ordinator has spent time professionalising VVC's website, our range of written information and developing our marketing materials. Close working links have been developed with COWSHED, the nationally commissioned marketing agency to develop a Marketing & Recruitment Plan for the region and VVC is actively involved in the national Marketing Subgroup. In conjunction with COWSHED, links have been established with Communications Departments in each of the partner authorities.

- 5.6** VVC has been represented at national campaign activities such as the National Eisteddfod and Pride. VVC has also engaged in more localised marketing activity at the Vale of Glamorgan Show, the Barry 10K run and Llantwit Major and Barry Pride. The Marketing Co-ordinator and Recruitment & Assessment Manager has presented the work of VVC to the Vineyard Church on two occasions and have provided a stand at IKEA and a Wedding Fair. Adverts have been placed in local free publications in each of the local authority areas, in cinemas and links have been made with fertility clinics within the region.
- 5.7** VVC's Marketing Co-ordinator is responsible for updating and managing VVC's website and has recently obtained agreement to develop VVC's usage of Facebook and Instagram as a means of raising our profile. This is likely to become live in October of this year
- 5.8** As part of the Welsh Government grant allocation to improve adoption, three of the other regions have decided to use part of the money to establish capacity for marketing within their services. North Wales already had a post within their service but this had been vacant for some time. VVC's Job Description and Person Specification has been circulated to those regions to assist in their recruitment process and provide consistency across Wales.
- 5.9** In terms of performance, the number of enquiries, response times and conversion rates is regularly reported upon to NAS as part of our performance monitoring. The Marketing Co-ordinator plays a key role in this and the

requirements to monitor this activity will increase with the implementation of the two stage model. It is too early to assess if the role has had a direct impact upon conversion rates although attendance at Information Evenings has increased this year with **86** people attending to date compared with **72** attendees for the whole of previous year.

- 5.10** The region approved **51** adopter households in the year compared with **46** in the previous year. A further five were recommended for approval but not ratified until April 2019 and five withdrew following concerns which had arisen as part of the assessment process. The approved adopters comprise of 36 first time adopters, 9 second time, 1 third time approval, 8 foster carers and 2 inter country. The increase in approvals has continued into this year with 35 being approved to date.
- 5.11** The increase in adopter approvals is acknowledged as a move in the right direction but falls short of the target of 100 approvals set by VVC Management Board and is a long way off the NAS projection of circa 160 placements which it forecasts will be needed to place children currently waiting.
- 5.12** In relation to VVC's overall performance in relation to the timeliness of assessments the picture has improved. The timescales from initial enquiry to approval has decreased from **13.5 months** to **11.3 months** and the timescale from application to approval has improved with an average of **5.8 months** overall, which is below the national benchmark.
- 5.13** During the early part of 2019, Welsh Government amended the Adoption Agencies (Wales) Regulations 2005 to introduce a two stage assessment process for prospective adopters. The implementation of these amendments have now been postponed until 1 January 2020. The Regional Adoption Manager has been part of a national Policy & Practice Group commissioned to develop a Good Practice Guide to accompany the Regulations and training has recently been provided for the whole team on the new requirements. The two stage process allows for a period of two months initially for training,

preparation and checks to be undertaken on prospective adopters and a further four months for the assessment to be completed. This model has operated in England for some time and it is likely to significantly impact on performance until the system is embedded in practice. A range of new performance measures have been developed to capture compliance with each part of the process.

- 5.14.** As indicated in the previous report, VVC receives a high numbers of non-agency adoption referrals, the majority of which are from step parents wishing to adopt their step child. These numbers are collated by NAS. Again this is an area which poses significant challenges for the service as the need to prioritise the recruitment of adopters for children waiting to be adopted has resulted in a backlog. Significant efforts have been made to reduce this waiting list with the result that only a relatively small number remain unallocated.
- 5.15.** The team remain very committed to developing the service and the fourth day of training for prospective adopters is now well established alongside the preparation course on a bi-monthly basis. The team provided training for second time adopters twice during the year and are also keen to develop training for family and friends of adoptive families. The need to provide training in a tighter timescale with the two stage model that is to be implemented in Wales may require the frequency of training courses to increase and so some preliminary discussions have taken place with our neighbouring regions to see if this could be facilitated jointly.
- 5.16.** Training has also been provided for the team on inter country adoption and adoption law in an effort to address the knowledge gap within the service particularly from those staff new to working in adoption. Representatives of the service also attended a national event with NAS and the Inter Country Adoption Centre (IAC) based in London and as a result a service level agreement for Wales with IAC has been agreed.



## 6. ADOPTION SUPPORT

- 6.1** Adoption referrals have remained at a consistent rate for the past couple of years. The proportion of referrals by local authorities have also remained consistent.
- 6.2** The total expenditure on Adoption Support Services for the reporting year was **£131,991.85**. The average spend per child is **£2,205.87** and is consistent across the local authorities. Cardiff's expenditure is considerably higher than previous years and includes a figure of approximately £15k on a high package of support for two children agreed over a two year period. Analysis of the figures over the past four years shows a correlation between the number of referrals in one year and the subsequent funding agreements received in the following year. On average **40%** of children referred from Cardiff and RCT go on to receive funding requests, meaning **60%** are managed with in-house support or sign-posting to other services. This figure is slightly higher for the Vale and much lower for Merthyr, although there is a very small data sample in Merthyr to draw from.
- 6.3** The largest costs are for attachment-based therapeutic work, complex emotional and behavioural therapeutic work and therapeutic life story work. These are our most frequently commissioned service and are in line with the types of need our children present with. We anticipate that although the need for therapeutic life story work remains high at present, over the coming years with the investment in Life Journey Work across Wales this demand will reduce as the quality of the support being provided at an earlier stage improves. The spend on Non-Violent Resistance support we anticipate reducing in coming years as we are able to offer this course in-house now, reducing the reliance on an external service. This year there has also been no spend on post-adoption parenting courses as we have been able to deliver the 'Nurturing Attachments' course in-house rather than commission another course for families.

- 6.4** 49 referrals for Access to Birth Records for adopted adults were received during the reporting period. This remains consistent with the rate of referrals from previous year.
- 6.5** 37 referrals for Intermediary Services. This is a decrease when compared to 2017-18 statistics. In 2017-18 the service saw a significant increase in the allocations of those waiting to access their birth records which subsequently led to an increase in follow-on intermediary requests from adopted adults.
- 6.6** Allocation times have significantly improved for both access to birth records and intermediary services. Historically waiting times for access to birth records cases could be up to a year and intermediary cases up to 2 years. With investment in a designated part-time post for this work in addition to the adoption support team maintaining full staffing these waiting times have been able to reduce and currently there is no-one waiting more than 2 months for either service. It remains a significant strength of our service that intermediary requests are being supported as not every region in Wales has been able to offer this service and where they do, there remains lengthy waiting times.
- 6.7** As at 31<sup>st</sup> March 2019, the service has **905** open Letterbox cases. Of this, **700** are considered “active”. The number of “active” cases has continued to rise in recent years with increased success in engaging both birth parents and adoptive parents. This is greatly aided by the investment of a part time post designated for this work. However, additional support is provided through our Duty system and our Business Support team to ensure that the workload is managed.
- 6.8** The Adoption Support team has developed an improvement plan which focuses upon providing opportunities for upskilling staff to reduce reliance upon externally commissioned services, training for adopters and improved overall provision. This plan is kept under review and plans are in place to facilitate specialist training within the team utilising some of the slippage money arising from Welsh Government grant. In addition, the plan also focuses on maintaining our current universal services of; a monthly toddler group for adopted families and twice yearly fun-day. It is anticipated that when the

specialist posts embed in to the service then further improvements will be noted.

- 6.9** In the reporting period, NAS commissioned Adoption UK to engage in a further “Adopter Voice” consultation with adoptive families. The consultation focused upon key priorities for development at a national and regional level, namely; life journey work, contact, post adoption support, mental health and education. VVC adopters were invited to participate in a regional forum, 15 families attended and 17 responded to an online consultation. The findings of the consultation exercise were presented in a regional report and provided to VVC Management Board. It is of significance that the proportion of families had adopted with the last three years presented a more positive view of the service received and were clear about where they could go to access to support.

## **7. ADOPTION PANEL**

- 7.1** The Collaborative has continued to operate a joint regional Panel from two sittings held on a fortnightly Monday and Wednesday basis. Work has been undertaken to merge the Panel Members and the Panel activity to enable the Panel to operate on a more unified basis.
- 7.2.** Panel business has remained at a high level during the year with 47 Panel meetings being held and one scheduled meetings being cancelled due to quoracy.
- 7.3** Maintenance of the central list of Panel members continues to pose challenges in terms of maintaining a sufficient number of Social Work members. This issue has been raised by the VVC and some new Social Work representatives have been identified and are in the process of being vetted.
- 7.4** Panel training was not held during the year but is planned with the introduction of the new 2 stage model.

## 8. COMPLAINTS & COMPLIMENTS

**8.1** VVC has received the following complaints during the period:

1. Complaint from an Assembly Member regarding delay in providing post adoption support package for an adoptive family.
2. Complaint from adopters of a sibling group regarding a delay in their assessment being undertaken for an older sibling.
3. Complaint from adopters regarding a delay in being informed of a data breach which had come to light during Court proceedings for a subsequent sibling and delays in the matching process for that sibling.
4. Complaint from an Assembly Member regarding removal of a child placed for adoption with one of his constituents. This was transferred to the placing authority for investigation.

All the complaints investigated by VVC have been resolved at stage 1 of the Vale of Glamorgan Complaint Process.

Two of the complaints highlight issues with the placement of siblings, but the concerns were significantly different and as such, it is not possible to draw any specific conclusions.

**8.2** Regional staff continue to receive positive feedback on the service provided in terms of assessment of adopters, participation in adoption support activities and for the general service provided. This however, tends to be very individualised and so the service has begun to develop a more formalised feedback process. Work has been undertaken with the Vale of Glamorgan Participation Officer to develop questionnaires to be used during the assessment process. A questionnaire has been developed which will be distributed following the adopter preparation training and these returns will be collated.

## **9. CONCLUSION AND 2019-20 PRIORITIES**

- 9.1** The priorities identified during the previous report in terms of completing the actions arising from the Best Value Review and managing the relocation of the Service to Barry have been met.
- 9.2** The other priorities in respect of VVC's performance relate to our core business and these will remain during the current year. As the largest regional Collaborative, VVC has the largest number of children awaiting adoptive placements and the biggest challenge in adopter recruitment. We envisage that these priorities in particular will be our main focus.
- 9.3** In terms of regional performance, the work undertaken by the regional Marketing Co-ordinator has had a positive benefit and we now have a rich set of data in respect of adopter enquiries and demographics in which to inform our recruitment strategy.
- 9.4** Positive performance has been noted in terms of increasing the number of placements made, the number of adopters approved and improved timeliness of the assessment process. VVC has seen a dip in the performance in the provision of Life Journey Work and the take up of services by birth parents, but it is hoped that the new posts identified as a result of the Welsh Government grant will go some way to improve this across the region.
- 9.5** The priorities for the service going forward are to ensure that the new service provisions are embedded into regional practice to improve consistency and service delivery. The other key priority is ensuring that the two stage model for the assessment of adopters is implemented fully and the impact upon regional performance is monitored closely.

**Angela Harris**  
**Regional Adoption Manager**  
**September 2019**

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My Ref: Scrutiny/Correspondence/MJH

12 December 2018

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Dear Angela

The Members of Cardiff Council's Children & Young People Scrutiny Committee would like to thank you for providing them with a copy of the Vale, Valleys & Cardiff Adoption Service's Annual Report, and answering the Members questions.

The Committee also wished to thank, Councillor Graham Hinchey, Cabinet Member for Children & Families, Claire Marchant, Director of Social Services and Deborah Driffield Interim Assistant Director Children's Services, for their attendance and the answers to the Members questions.

The Committee wished to be kept informed on the impact on service provision resulting from the changes to the service, particularly the move of the service to the Vale of Glamorgan.

The Committee welcomed the report and agreed to commend it to the Management Board and Joint Committee for their approval. During the way forward the Members identified a number of points which they felt I should write to you about.

The Committee requested some additional information following some of their questions, namely:

- The reason for the footprint of the Vale, Valleys and Cardiff region
- The profile of adopter inquiries, to help identify hard to reach groups
- Further details of the work that the Marketing Co-ordinator will be undertaking, together with the future plans after the end of the fixed term appointment.

I hope that the comments, advice and requests for information, detailed above, will be of use and support in the adoption of children across the region and in particular in Cardiff, and I look forward to a positive response to this letter within a month.

Yours sincerely

A handwritten signature in black ink, appearing to read 'L. BRIDGEMAN', with a long horizontal line extending to the right.

**COUNTY COUNCILLOR LEE BRIDGEMAN**  
**Chairperson – Children and Young People Scrutiny Committee**

CC Councillor Graham Hinchey, Board Member  
CC Clair Marchant, Board Member



County Councillor Lee Bridgeman  
Chairperson  
Children and Young People Scrutiny Committee  
County Hall  
Cardiff  
CF10 4UW

Dear Councillor Bridgeman

### **Vale, Valleys & Cardiff Adoption Collaborative ( VVC) Annual Report 2017-18**

I refer to your letter dated 12 December 2018, following the presentation of VVC's Annual Report to your Scrutiny Committee. I understand that your Committee has requested some additional information in respect of the following areas:

I will address these as follows:

- 1. The reason for the footprint of the Vale, Valleys & Cardiff region.*

From the enquiries I have made, I understand that this was the footprint that local government members agreed at the time as part of the establishment of the National Adoption Service (NAS). The regional areas which make up the five regional Collaboratives are now prescribed in Schedule 1 of the Adoption and Children Act 2002 (Joint Adoption Arrangements) (Wales) Directions 2015, thus ensuring that our current footprint is set in regulation.

- 2. The profile of adopter enquiries, to help identify hard to reach groups.*

Our Marketing Officer is now beginning to collate enquires by geographical area and is beginning to build up some data in respect of their demographic. The information enclosed provides a summary of this work during the last quarter of 2018. This information will be used to inform our Marketing Plan.

- 3. Further details of the work the Marketing Co- Ordinator will be undertaking together with future plans after the end of the fixed term appointment.*

#### **Vale, Valleys and Cardiff Adoption**

**1<sup>st</sup> Floor, Dock Office, Subway Road, Barry, Vale of Glamorgan, CF63 4RT  
Mabwysiadu yn y Fro, y Cymoedd a Chaerdydd  
Llawr 1af, Swyddfa'r Dociau, Subway Road, Y Barri, Bro Morgannwg, CF63 4RT**

**[www.adopt4vvc.co.uk](http://www.adopt4vvc.co.uk)**

**Correspondence is welcomed in Welsh or English/Croesawir Gohebiaeth yn y Gymraeg neu yn Saesneg**


The Marketing Co-ordinator was appointed in August 2018 on a two year fixed term basis. This is a new role for the service and is currently unique in Wales. The need to develop a marketing approach to the recruitment of adopters has been acknowledged as a priority by NAS. NAS have developed a national working group to drive forward this approach nationally and regionally and VVC's Marketing Officer therefore represents VVC on this group. She is also working closely with Cowshed, a marketing company commissioned by NAS to assist regions in developing their Marketing Plans.

The initial focus of the role has been to develop a professional, consistent and timely response to enquiries so these are followed up promptly after a week and then after a month if no further response is received from the enquirer. The Marketing Co-ordinator attends initial visits with Social Workers, Information Evenings and also part of the mandatory training to enable prospective applicants to have a consistent link with the service. She has updated VVC's website, our information packs and develop links with local authority Comms Departments. An initial Marketing Plan has been drawn up which focuses upon raising the profile of the service via attendance at specific events, direct advertising, continuing to update the website to make it more accessible, seeking positive adopter stories and sharing these via NAS social media channels.

The work undertaken by the Marketing Co-ordinator and effectiveness of the role in increasing adopter applications will be monitored closely and progress reports will be provided to VVC Management Board to determine whether the role will be made permanent at the end of the fixed term period.

I trust this addresses the points you have raised in addition to my attendance at Committee.

Yours Sincerely



Angela Harris  
Regional Adoption Manager

**Vale, Valleys and Cardiff Adoption**  
**1<sup>st</sup> Floor, Dock Office, Subway Road, Barry, Vale of Glamorgan, CF63 4RT**  
**Mabwysiadu yn y Fro, y Cymoedd a Chaerdydd**  
**Llawr 1af, Swyddfa'r Dociau, Subway Road, Y Barri, Bro Morgannwg, CF63 4RT**

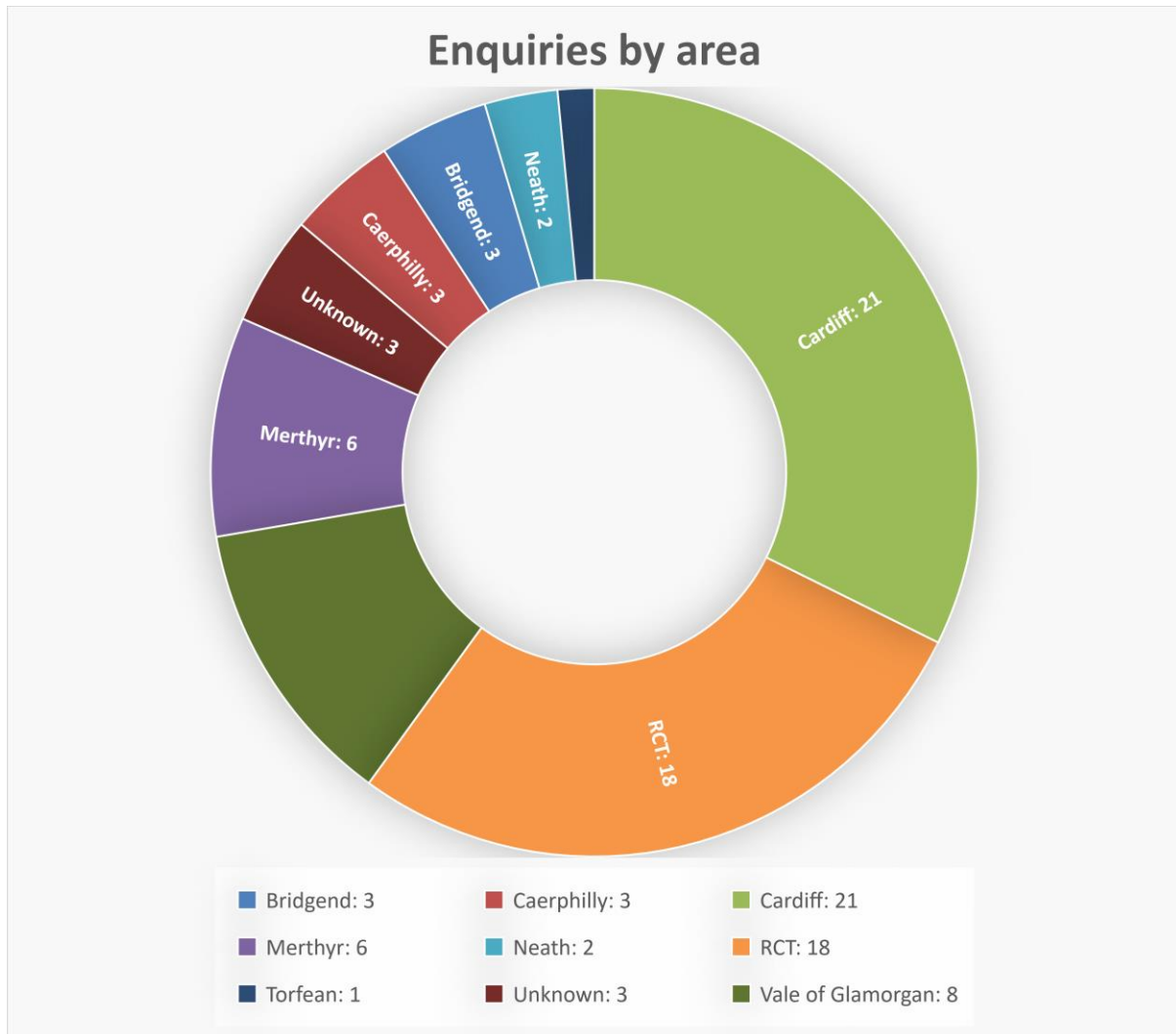
[www.adopt4vvc.co.uk](http://www.adopt4vvc.co.uk)

**Correspondence is welcomed in Welsh or English/Croesawir Gohebiaeth yn y Gymraeg neu yn Saesneg**

## Statistics (October – December 2018)

### Enquiries

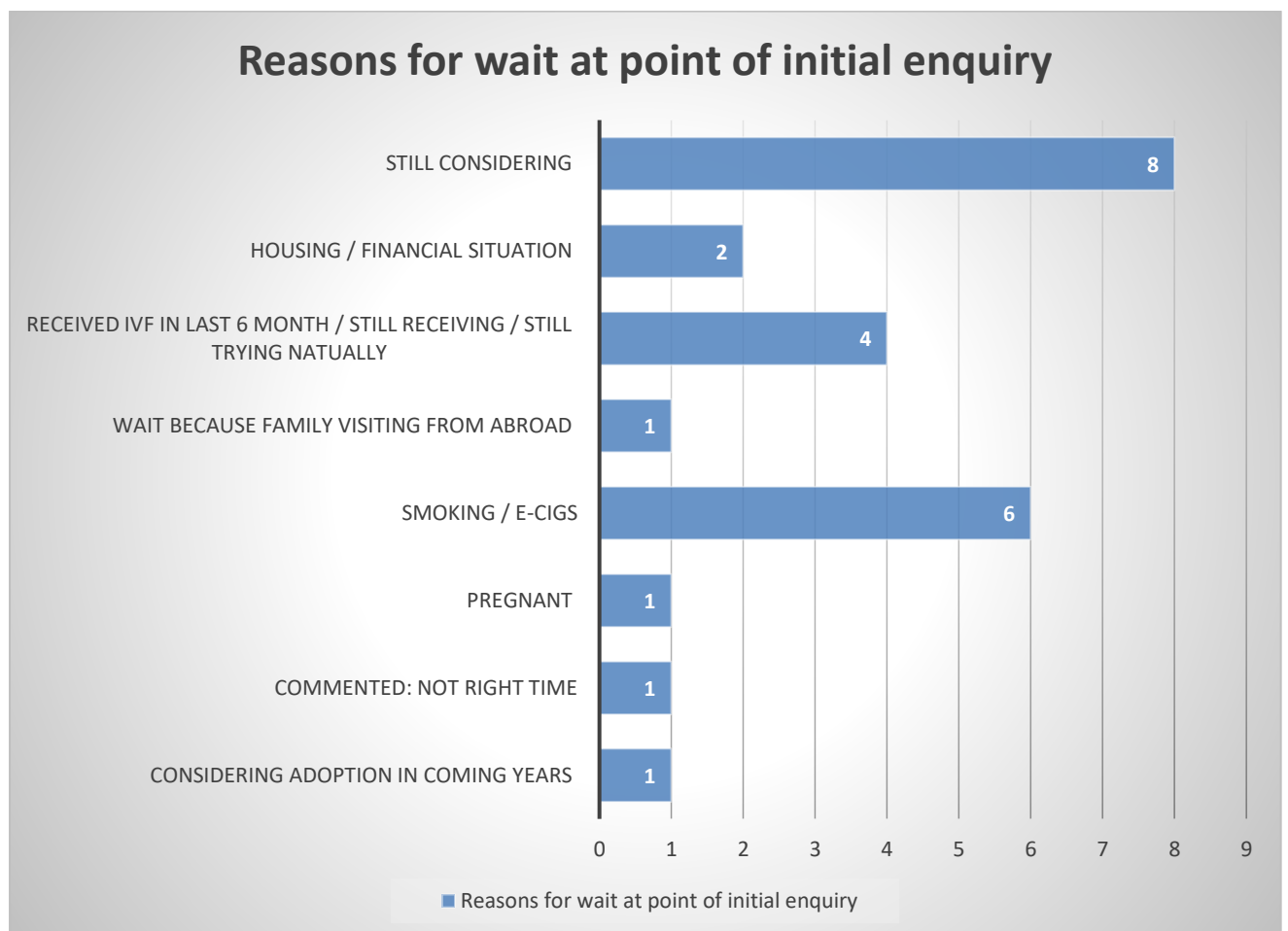
65 couples / singles made an enquiry between October – December 2018.



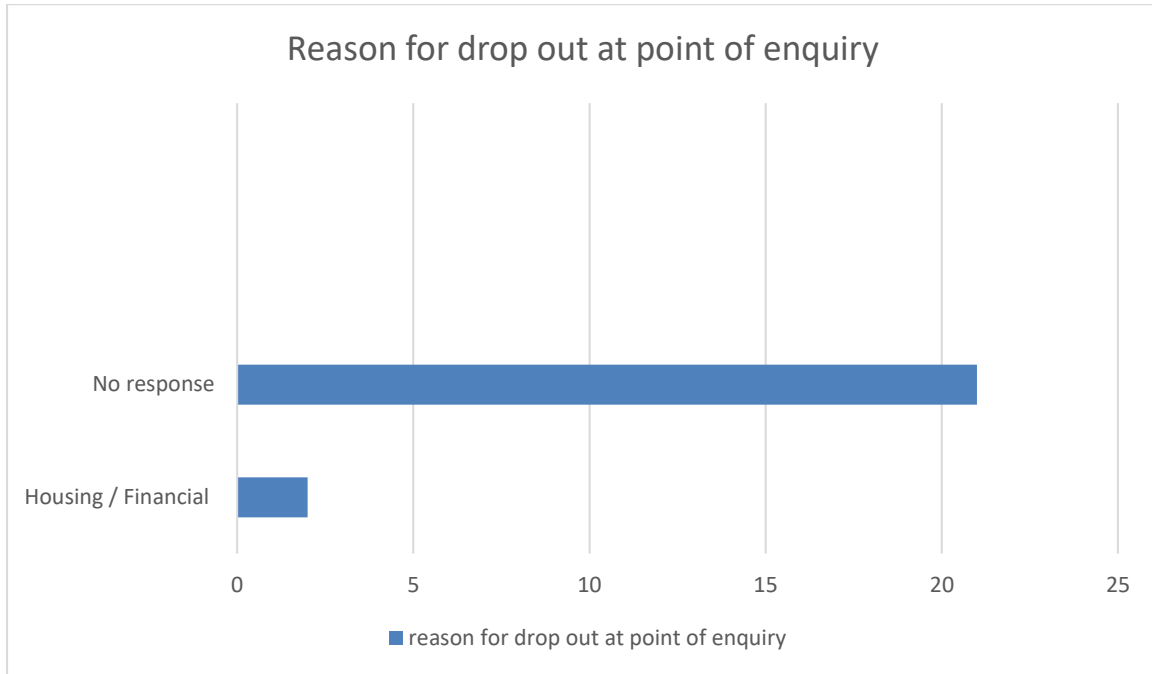
35% of the enquiries responded after receiving an information pack and follow up:

- The 45 people made up: 18 heterosexual couples, 4 same sex couples, 1 single applicant
- Of the 45 people: 1 Algerian, 2 British Pakistani, 1 British Indian, 1 African, 14 Welsh, 22 British, 4 didn't state
- Of the 45 people: 8 Christian, 5 Muslim, 28 no faith , 4 didn't state

Of all 65 enquiries the reasons for wait were:



Of all 65 enquiries the reasons for drop out were:



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**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**17 December 2019**

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**CORPORATE PARENTING ADVISORY COMMITTEE – ANNUAL REPORT  
2018-2019**

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**Purpose of the Report**

1. As part of the Children & Young People Scrutiny Committee 2018-19 Work Programme, the Committee agreed to receive the Annual Report of the Corporate Parenting Advisory Committee for 2018/19. This report provides the Members with the opportunity to receive and review the report (copy attached at **Appendix A**).

**Background**

2. A Corporate Parenting Panel was established in Cardiff during 2007 as a good practice mechanism to support the discharge of the Council's responsibilities. That Panel had no statutory role or formal decision making powers.
3. In 2014 the Corporate Parenting Panel and the Children and Young People Scrutiny Committee undertook a joint Inquiry to consider:
  - Ways to raise the profile of corporate parenting.
  - The role of the Panel.
  - Lines of accountability.
4. As a result of the recommendations arising from the inquiry, a formal Corporate Parenting Advisory Committee was created to replace the Panel. The Committee met for the first time on the 8th of October 2014. 2017/18 marked the first significant change in membership. That change in

membership was a result of the May 2017 Local Government elections. The current Membership is now in its second year, with a small number of changes in individuals during the period.

## **Issues**

5. Cardiff Council's Corporate Parenting Advisory Committee are collectively responsible for ensuring that all children who are looked after by the Council receive the best possible care and support. That they are appropriately safeguarded and achieve the best possible chances in life.
  
6. The annual report (copy attached at **Appendix A**) presents the Advisory Committee's main activities during 2018/19. It begins with background information that is helpful in understanding the Committee's function, purpose and the scale of its responsibilities. Following sections summarise activity. These sections include:
  - Director's Summary
  - The Population
  - A record of meetings and attendance.
  - Summary of 2018/19 Business.
  - The Annual Programme and the Corporate Parenting Strategy.
  - Inspection and Annual Reports received.
  - Monitoring Performance.
  - Conclusion and Key areas for Development
  
7. The Advisory Committee considered the draft annual report at its meeting on 18 November 2019 and approved the report to be laid before Council.

## **Scope of the Scrutiny**

8. The Report will provide the Members with the opportunity to review the advisory Committee's activities during the year and their linkage to the Committee's terms of reference.. Members may wish to evaluate the following aspects of the reports:



- a. The effectiveness of the Advisory Committee in ensuring that the elected members and officers, as corporate parents, are working together to protect and promote the interests of children who are looked after;
- b. The Advisory Committee is ensuring the principles set out in the United Nations Convention on the rights of the child are central to corporate parenting and its work.
- c. That the Terms of Reference of the Advisory Committee require any amendment.

### **Way Forward**

- 9. Councillor Sarah Merry, Deputy Leader and Cabinet Member for Education, Employment & Skills, Councillor Graham Hinchey, Cabinet Member for Children and Families, Joint Chairs of the Corporate Parenting Advisory Panel, Claire Marchant, Director of Social Services and Deborah Driffield, Assistant Director Children's Services will introduce the report and will be available to answer any questions.

### **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/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**

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. These financial implications will need to be considered before any changes are implemented. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

### **RECOMMENDATIONS**

That Members review annual report, attached in **Appendices A**, together with any additional information provided at the meeting and submit any comments, concerns or recommendations to the Director of Social Service prior to the report being laid at Council.

**Davina Fiore**

**Director of Governance and legal Services**

**11 December 2019**

Cardiff Council

# Corporate Parenting Advisory Committee

## Annual Report 2018/19

## Chair's Foreword

I am delighted to introduce the 2018/19 Annual Report of the Corporate Parenting Advisory Committee. I have been proud to chair this important committee again this year. As Deputy Leader of the Council and Chair of the Committee I would like to thank my fellow committee members for their focus and hard work to ensure the wellbeing of our looked after children and care leavers.

I would also like to thank those managers and young people who have presented to or advised the committee during the year. They have taken time and effort to share and impart their knowledge and understanding of issues, solutions, good practice and achievement. We as committee members are grateful for those insights.

As you will see from the report the committee has completed a busy work programme during the last year. Highlights have included hearing detailed feedback from young people through the Bright Spots Your Life Your Care survey – we held dedicated extra meeting to hear from young people themselves.

Committee Members have also committed time to their role between meetings undertaking individual work streams and visiting services. Those activities have influenced the questions asked, the visits made and items requested on future agendas. Of particular interest this year were examples of good practice in schools and how that can be shared. A considerable amount of work went into clarifying the vision for the Committee, with the development of a revised terms of reference for the year ahead. This will be vitally important moving in to the next year when the current Corporate Parenting Strategy comes to an end and the Committee has an opportunity to redevelop that important document.

I look forward to chairing the committee again in 2019/20 and for us all continuing to work as corporate parents to nurture, respect and to be as ambitious for our looked after children and young people as we would for our own children.

### **Councillor Sarah Merry**

Chair of the Corporate Parenting Advisory Committee

## Director's Overview

This Annual Report continues to build upon a shared commitment by all members, officers and partners. Never before has it been so crucial to work in collaboration with all partners to achieve the best outcomes we can for the children and young people of Cardiff. So there is a strong focus on developing stakeholder relationships that help to enhance self-determination, support and service delivery across the child's journey throughout the report.

Our looked after children population continues to grow which poses a number of challenges. Whilst collectively we are seeking to manage this, we are doing this under the context of the Delivering Excellence in Childrens Services Programme which is the delivery

vehicle for the Children's Services Strategy. The strategy sets out our 3 year vision that reframes how children and young people receive care and support through creating enabling systems and practice that works for them and with them across their journey.

There have been a number of positive developments in 2018/2019 with Committee members driving forward the agenda in a dynamic way via various member work streams. This has resulted in the sharing of good practice between schools and has supported the early intervention / prevention agenda aimed at keeping children at home safely. A key priority throughout the work of the committee was focusing on listening to and including children and young people. Bright spots facilitated this by consulting with our looked after children. This highlighted the need for greater sufficiency of high quality placements, a reduction in out of area placements and a need to strengthen early intervention/prevention which is a cross-cutting priority.

We have continued to develop our services and support for teenagers including our edge of care service which has expanded and regionalised in recognition of its good practice and most importantly, positive outcomes in keeping young people within their family networks. The vision for the Corporate Parenting Committee this year will dovetail with the new Children's Services Strategy, building on the positive progress made so far and striving to deliver excellence for our looked after children and their families by working collaboratively with all key stakeholders including parents and communities.

Furthermore, the forthcoming children and young persons co-produced Corporate Parenting Strategy will ensure that meaningful participation is at the centre of its development. The strategy will be based on the voices of children and young people and what matters to them and will pay attention to their strengths as well as their needs. Most importantly it must make a real difference to the lives of the children and young people of Cardiff.

**Claire Marchant**  
Director of Social Services

## Introduction

Cardiff Council's Corporate Parenting Advisory Committee are collectively responsible for ensuring that all children who are looked after by the Council receive the best possible care and support. That they are appropriately safeguarded and achieve the best possible chances in life.

This report presents the Committee's main activities during 2018/19. It begins with background information that is helpful in understanding the Committee's function, purpose and the scale of its responsibilities. Following sections summarise activity. Those sections include:

- A record of meetings and attendance.
- Engagement activity.

- The Annual Programme and the Corporate Parenting Strategy.
- Inspection and Annual Reports received.
- Activity in Monitoring Performance.

The report is structured around the main elements of the terms of reference which are summarised in the diagram on the last page of this report.

## Background

### Corporate Parenting

The term “corporate parenting” indicates that the local authority has the same interest in the progress and attainment of looked-after children as a reasonable parent has for their own child.

The Welsh Local Government Association Corporate Parenting Workbook states:

*“...good corporate parenting only happens when elected members and officers are working together to protect and promote the interests of looked-after children”.*

The overarching objective of the Corporate Parenting Advisory Committee as stated in the terms of reference is:

*“To seek to ensure that the life chances of looked after children, children in need and care leavers are maximised in terms of health, educational attainment, and access to training and employment , to aid the transition to a secure and productive adulthood”.*

### Children’s Rights

The rights of children and young people must be upheld in accordance with the Social Services and Wellbeing (Wales) Act 2014, the Children Act 2004, Children Act 1989, the United Nations (UN) Convention on the Rights of the Child 1991, and the Human Rights Act 1998.

The UN Convention on the Rights of the Child infers that:

- All departments and all levels should put children’s interests first (article 3).
- Special attention should be given to any children who are suffering discrimination (article 2).
- The active and informed participation of children as citizens and rights holders should be promoted (article 12.)

## Extracts from the United Nations Convention on the Rights of the Child

### Article 3

1. In all actions concerning children, whether undertaken by public or private social welfare institutions, courts of law, administrative authorities or legislative bodies, the best interests of the child shall be a primary consideration.
2. States Parties undertake to ensure the child such protection and care as is necessary for his or her well-being, taking into account the rights and duties of his or her parents, legal guardians, or other individuals legally responsible for him or her, and, to this end, shall take all appropriate legislative and administrative measures.
3. States Parties shall ensure that the institutions, services and facilities responsible for the care or protection of children shall conform with the standards established by competent authorities, particularly in the areas of safety, health, in the number and suitability of their staff, as well as competent supervision.

### Article 2

1. States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
2. States Parties shall take all appropriate measures to ensure that the child is protected against all forms of discrimination or punishment on the basis of the status, activities, expressed opinions, or beliefs of the child's parents, legal guardians, or family members.

### Article 12

1. States Parties shall assure to the child who is capable of forming his or her own views the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child.
2. For this purpose, the child shall in particular be provided the opportunity to be heard in any judicial and administrative proceedings affecting the child, either directly, or through a representative or an appropriate body, in a manner consistent with the procedural rules of national law.

These principles are central to Corporate Parenting.

## Governance

A Corporate Parenting Panel was established in Cardiff during 2007 as a good practice mechanism to support the discharge of the Council's responsibilities. That Panel had no statutory role or formal decision making powers.

In 2014 the Corporate Parenting Panel and the Children and Young People Scrutiny Committee undertook a joint Inquiry to consider:

- Ways to raise the profile of corporate parenting.
- The role of the Panel.
- Lines of accountability.

As a result of the recommendations arising from the inquiry, a formal Corporate Parenting Advisory Committee was created to replace the Panel. The Committee met for the first time on the 8th of October 2014. 2017/18 marked the first significant change in membership. That change in membership was a result of the May 2017 Local Government

elections. The current Membership is now in its second year, with a small number of changes in individuals during the period.

### Terms of Reference

As a Committee, the Corporate Parenting Advisory Committee has a remit:

- To advise and make recommendations to the Cabinet or Council (pursuant to s.102 (4) of the Local Government Act 1972) with regard to the discharge of corporate parenting functions.
- To ensure that Corporate Parenting has a role and status within the Council.

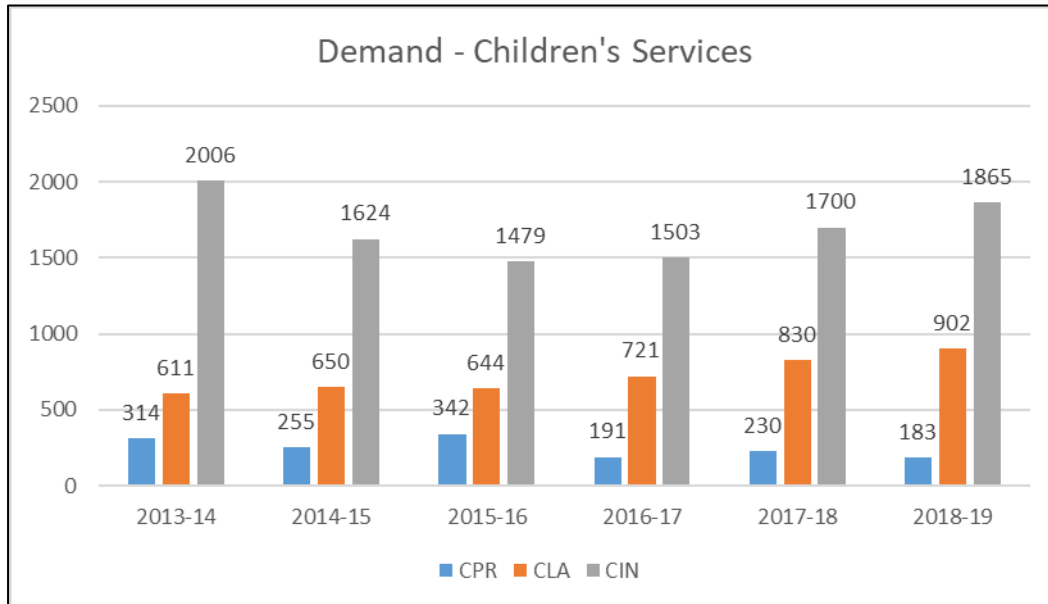
During 2018/19 the Committee operated within the following terms of reference, first approved by full Council on the 24 July 2014:

- |   |   |
|---|---|
| a) To actively promote real and sustained improvements in the life chances of Looked After Children, Children in Need, Care Leavers and children and young people in the criminal justice system and to work within an annual programme to that end;                | g) To receive all relevant Children's Services inspection and annual reports, including: Children's Homes Quality of Care Report; Case Practice Reviews, Fostering Annual Quality of Care Report; Adoption Annual Quality of Care Report; 4C's Commissioning; Out of Area Annual Report; Annual Report of Brighter Futures (with education); Children's Complaints reports; and Advocacy Annual Report; |
| b) To develop, monitor and review a corporate parenting strategy, and ensure its effective implementation through work plans and corporate parenting training programmes;   | h) To report to the Cabinet at least twice a year;  |
| c) To seek to ensure that the life chances of Looked After Children, Children in Need and care leavers are maximised in terms of health, educational attainment, and access to training and employment, to aid the transition to a secure and productive adulthood; | i) To make recommendations to the Cabinet where responsibility for that function rests with the Cabinet;  |
| d) To recommend ways in which more integrated services can be developed across all Council directorates, schools and other stakeholders to lead towards better outcomes for Looked After Children, Children in Need and care leavers;                               | j) To report to the Children and Young People's Scrutiny Committee as necessary;  |
| e) To ensure that mechanisms are in place to enable Looked After Children, Children in Need and care leavers, to play an integral role in service planning and design, and that their views are regularly sought and acted upon;                                    | k) To recommend the appointment of co-opted Committee Members for approval by Council;  |
| f) To ensure performance monitoring systems are in place, and regularly review performance data to ensure sustained performance improvements in outcomes for Looked After Children, Children in Need and care leavers;  | l) To develop and undertake a programme of consultation, listening and engagement events with Looked After Children and care leavers, as well as visits to services providing support and advice to Looked After Children, Children in Need and care leavers;   |
|   | m) To submit an Annual Report on the work of the Committee to Full Council.   |



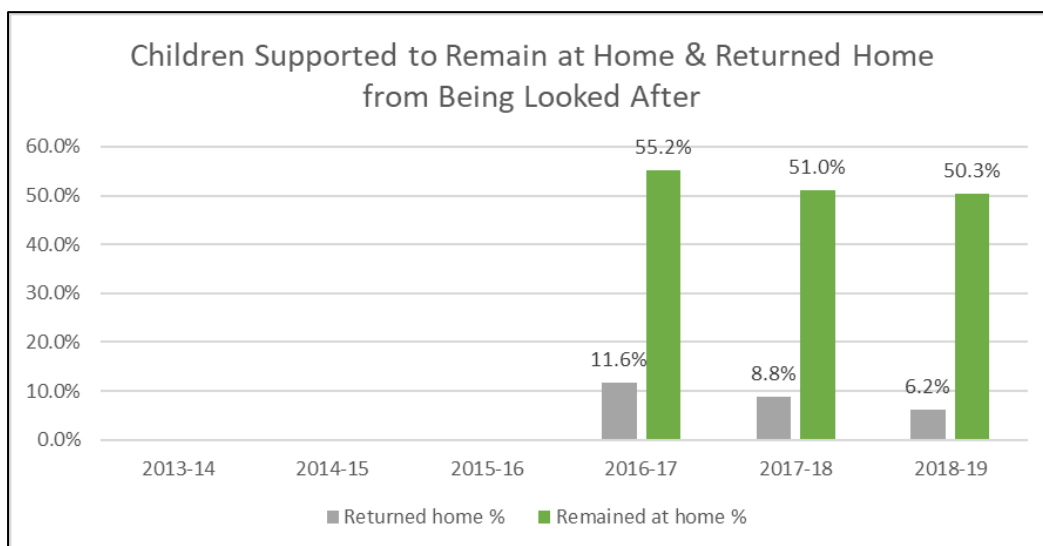
# The Population

At 31st March 2019, there were **902 looked after children in Cardiff.**



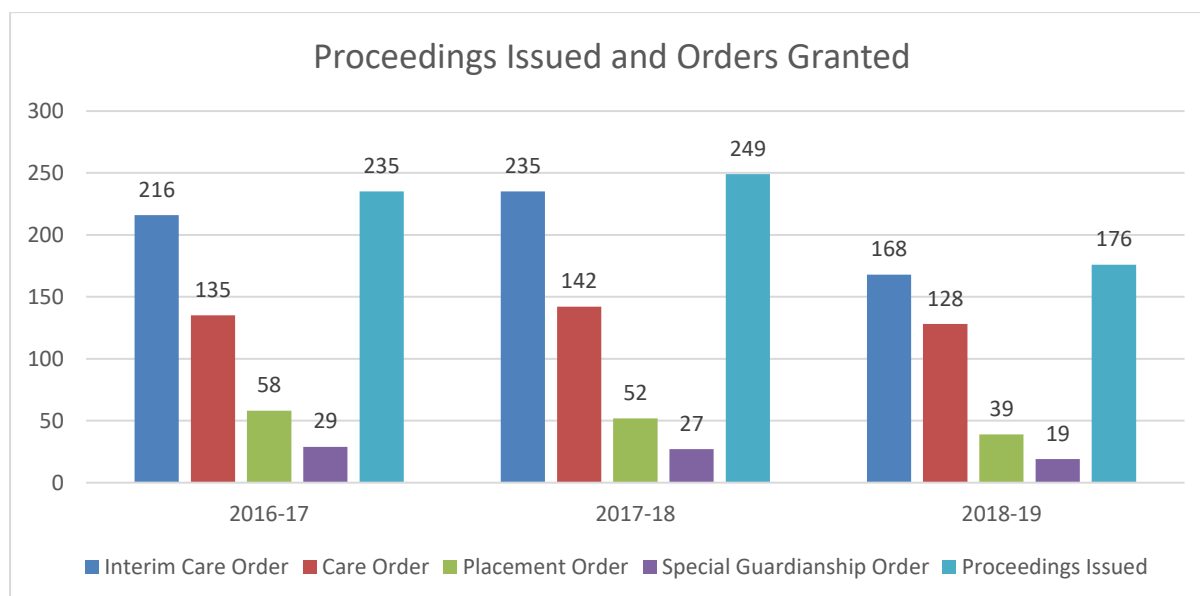
Of the 1,810 children with a Care and Support Plan at 31<sup>st</sup> March 2019, **911 were being supported to live at home** and were therefore not being looked after.

Of the total number of 1,093 children who were looked after during the 2018/19 year, **68 returned home.**

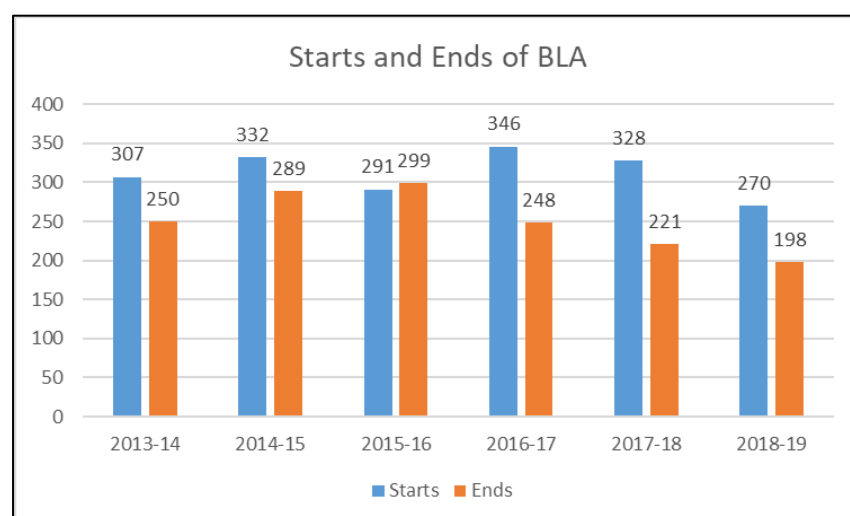


In addition to the 68 children who were returned home from care, **141 children were in the care of their parents**, but remain subject to a Care Order, and **102 children were placed with relative carers.**

These figures reflect the strong emphasis the judiciary currently have on placing children within the family under the auspices of a Care Order.



During 2018/19, **176 Care Proceedings** were issued. Some proceedings would have concluded from the previous year (2017/2018) in this timeframe and some will be ongoing (post April 2019) and therefore not reflected above.



56.7% (380/670) of looked after children in regulated placements **were placed in Cardiff** at 31<sup>st</sup> March 2019.

68.7% (460/670) of looked after children were in **external provider placements** at the 31<sup>st</sup> March 2019.

At the 31<sup>st</sup> March 2019, Children's Services had **86 in house foster carers** providing **158 approved places**.

There were **494 fostering placement requests in total during the year**. 95 children were placed in house. 96 were sibling group requests.

10 mainstream carers successfully **progressed through the assessment process** to be approved, arising from **150 enquiries** received during the year.

In addition to this Children's Services had 74 approved **kinship / connected person's carers**, 4 in house **When I Am Ready carers**, 20 **supported lodgings providers** and 8 **Private Fostering arrangements** commenced.

62 **Connected Persons** were presented to panel with 34 new approvals.

At the end of 2018/19 Children's Services had 70 residential placements in total. **64 children were in external residential placements**,

Children's Services were solely responsible for funding 58 of those residential placements with the remaining 12 receiving contributions from Education, Health, or both. The average weekly cost per child was £3,966, although this ranged from £1,800 to £7,800. Contributions from Education ranged from 3% to 14% and Health ranged from 4% to 20% of the weekly cost - the percentage of the contribution was based upon factors such as how much the provider charges for education and therapy costs, the number of weeks in the school terms, the period of therapy, continuing health care needs and whether the child was statemented.

9.56% of children experienced **more than 3 placements**. The ceiling target is not to exceed 9% which we were in line with. Cardiff strive to ensure all children are in the right placement and that children are returned to Cardiff from out of area placements where appropriate for their needs. As a result, some children experienced moves but this was in line with their best interests and is not due to placement breakdown.

**15.96%** (91 / 570) of looked after children experienced **non-transitional school moves** in 2018/19.

**Primary school attendance** for looked after children was **96.9%** in 2018/19, compared with 96.6% in 2017/18 and remained just short of the 98% target.

**Secondary school attendance** for looked after children was **89.9%** in 2018/19, compared to 94.1% in 2018/19, and fell short of the 93% target.

8.2% (32/38) of looked after children achieved **Key Stage 2** core subject indicators (CSI) in 2018.

814.3% (7/49) of looked after children achieved Level 2+ threshold at **key stage 4** in 2018.

Of the total number of **care leavers**, **19.9%** (65 / 327) experienced **homelessness** during the year.

Of the children who were **care leavers** in 2016/17, **40%** (38/95) were engaged in **education, training or employment** one year after leaving care.

# Attendance

## Meetings

During the 2018/19 municipal year, five committee meetings were held. These included four scheduled meetings and one extra meeting dedicated entirely to a specific item - the findings of the Bright Spots survey of all Cardiff looked after children aged 4 - 18.

The scheduled meetings were held on the 17th of July 2018, 16th of October 2019, 29th of January 2019 and 2 April 2019. The extra meeting was held on the 18 September 2018.

\*The April 2018 meeting is also reported here. This reflects a change in the reporting period from financial year (April to end of March) to Municipal year (May to end of April). Should the April 2018 not have been reported here it would not have been included in any annual report.

## Membership

Membership of the Committee is decided at the beginning of each year by full Council. Seats are allocated on a politically proportionate basis. The Committee is chaired by the Deputy Leader of the Council and includes 3 Cabinet members. There were two changes of individual membership during the 2018/19 term. During 2018/19 members of the Committee were as follows:

COUNCILLOR REPRESENTATIVE		ATTENDANCE	
		Meetings: Possible	Meetings: Actual
Sarah Merry Chair	Labour (Deputy Leader, Cabinet Member for Education, Employment and Skills)	6	6
Cllr Sue Lent Deputy Chair	Labour	6	5
Cllr Timothy Davies Sadly passed away during the term	Conservative		
Cllr Sean Driscoll **	Conservative	1	1
Cllr Fenella Bowden **	Independent	4	4
Cllr Graham Hinchey	Labour (Cabinet Member for Children & Families)	6	6
Cllr Shawn Jenkins	Conservative	6	6
Cllr Ashley Lister	Labour	6	6
Cllr Bablin Molik	Liberal Democrats	6	6
Cllr David Walker*	Conservative	1	1
Cllr Chris Weaver	Labour (Cabinet Member for Finance, Modernisation & Performance)	6	6

\*Members who left the Committee during the year. \*\*New Members of the Committee.

Meetings were also attended by a core group of senior managers from Children's Services Education and Cardiff and Vale University Health Board along with a young person. They attended in the capacity of advisors to respond to questions. Invited guest speakers presented to the Committee. Further information is provided on those discussions in the following section of this report.



# Summary of 2018/19 Business

## Engagement

The Committee's terms of reference require its members to hold events and undertake visits. To ensure mechanisms are in place to enable looked after children, children in need and care leavers to play an integral role in service planning and design and to act upon feedback. The Committee may recommend the appointment of co-opted Committee Members for approval by Council.

It should be noted that listening, consultation, and engagement permeates throughout the Committee's programme, as detailed in further sections of this report. Especially noteworthy are activities noted within the items titled Children's homes quality of care reports (Regulations 32 visits), the Annual quality assurance report for children's homes (Reg 33) and the Complaints & representations report. Through all of those items the voice of the child should be heard. Importantly, Independent Reviewing Officers (IROs) have a statutory responsibility to act directly as corporate parents to every child who is looked after and take full account of each child's wishes and feelings. Their Manager is required by the Committee's terms of reference to report regularly to the Committee's meetings.

The following table lists the direct engagement mechanisms used by the Committee during 2016-17. Further details on each item are provided below.

Mechanism	Dates	Detail
1. Care leaver representative advisor	April 2018 July 2018 September 2018 January 2019	Attended meetings to advise the Committee.
2. Events	October 2018 May 2019	Bright Sparks award ceremony. Fostering Fortnight
3. Member visits	June 2018 November 2018 February 2019 August 2018	Crosslands Children's Home St Teilos Church in Wales School Hywel Dda Primary School Swan Centre
4. Presentation from National Youth Advisory Service (NYAS)	2 April 2019	Details below
5. Additional meeting - Bright Spots: Your Life Your Care Survey of Cardiff's Looked After Children.	18 September 2018	Findings and Next Steps

## **1. Attendance of advisors at meetings**

It was agreed in the previous year that two young people should be invited to attend the meetings as regular advisors. This was recommendation from the 2016/17 annual report and fulfilled recommendations which arose from the 2016 care leavers listening event.

During 2018/19 one young person attended all but the last meeting in the year. The second young person indicated that they were no longer able to attend.

## **2. Events**

### **Bright Sparks**

The 2018 Bright Sparks awards ceremony was an outstanding success. Bright Sparks started in 2006 and has been an annual event since. Over 200 children, young people and their carers attended along with the Cabinet Member for Children & Families and the Director of Social Services. The event was organised by Looked After Young People and Care Leavers, many of whom took part in entertaining the audience with their individual skills which ranged from a cat walk show to singing and dancing. This year a new special award was introduced in memory of a young person who had passed away.

## **3. Fostering Fortnight**

The Operational Manager for Specialist Services provided members with information about Fostering Fortnight (14-25 May 2018), which aimed to promote fostering in Cardiff. Members were advised that various events would be taking place including a display in County Hall reception, a radio advert and the launch of a focus group. Merchandise was available and Members were welcome to get involved.

Members suggested that it would be good to get support from Members of Parliament and Assembly Members and to use social media to promote the event. Officers advised that that there will be lots of social media activity. Members suggested that there could be a stand at Council in May and that it would be good to have a roadshow at schools in the future.

Members were advised that there will be a re-launch of the Foster Carers' Charter during the fortnight, and Members were invited to be involved.

## **4. Member visits**

Councillor Bowden advised Members that she and Councillor Merry had attended Hywel Dda School in February 2018. Members noted that the school serves as an exemplar of the work that needs to be done around Children who are looked after and those on the edge of care.

Members were advised that there are designated teachers who oversee children who are looked after. Those teachers meet on a regular basis and share good practice to maintain the same standards across all schools in the city. The resulting discussion enquired if children sometimes have to move school due to the location of foster carers, and about the uniformity of decisions to exclude children. In response to which Members were informed that there are 'patches' of foster carers in certain areas, and that the Welsh Government

has issued guidelines in relation to exclusion, but there is not a common threshold within Wales. Within Cardiff the Local Authority does challenge schools about their decisions.

Members were further interested in visiting or finding out more about St Teilo's Church in Wales School, Rumney Primary School, Crosslands children's home, the Multi-agency Safeguarding Hub (MASH) and the Adolescent resource centre ARC, and were subsequently able to visit Crosslands Children's Home, St Teilos Church in Wales School, Hywel Dda Primary School and the Swan Contact Centre during the year and received a presentation about the ARC.

## **5. Presentation from National Youth Advisory Service (NYAS)**

During April 2019 NYAS presented to the Committee. The presentation informed members that NYAS provide the following services:

- The Professional independent advocacy service
- The Active offer
- The Independent visiting service
- An Appropriate adult service
- Participation
- and Additional NYAS Services

### **Extract from the report**

'The child has the Right to express his or her opinion freely and to have that opinion taken into account in any matter or procedure affecting the child'. UNCRRC Article 12.

Members were informed that NYAS received 350 referrals between April 2018 and March 2019. Themes included the following issues:

- Support and representation at meetings
- Placement
- Contact
- Leaving care
- Education
- Health

It was reported that the Bright Sparks Club of young people had facilitated participation in the following initiatives:

- The ARCF annual Director of Social Services event.
- Welsh Government IV Service development.
- The development of Children Looked after resources.
- The Council's UNICEF Child friendly City initiative.
- Cardiff and Vale health Board consultation.
- The Amnesty Children's Rights Leaflet.



Additional work and development by NYAS had included the following:

- NYAS Cymru
- IV Standards
- Mental Health and Well-Being Project
- Unity Project
- Peer Advocacy /Peer Mentoring
- Parent Advocacy

In response to questions, Members were advised that referrals were usually made by social workers, but also by education and a young person's solicitor. It was explained professionals act in a best interests capacity, but young people sometimes have very different views as to what is in their best interests and therefore require an independent advocate. They were also informed that there were 15 Peer Advocates across all Welsh local authorities funded by the Welsh Government. Members were advised that the normal referral route to the Mental Health and Well-being project operated by NYAS was through the National Healthline, however they were able to accept local referrals which would normally come through the office in Caerphilly.

## **6. The Bright Spots Programme and associated 'Your Life, Your Care survey' – Next Steps**

During September 2018 the Committee held an extra meeting in their schedule dedicated entirely to receiving the findings of the Bright Spots Survey.

The Bright Spots programme was launched in 2013 as a joint partnership between Coram Voice and the Hadley Centre for Adoption and Foster Care Studies at the University of Bristol. Funded by the Hadley Trust, the programme had worked with local authorities across England and had now been extended to Wales with Cardiff Children's Services participating. The programme aimed to identify and improve the well-being and care experiences of looked after children and young people through a participative approach which sought to identify and promote 'bright spots'. They defined "Bright spots" as the policies and practices that have a positive influence on children and young people's well-being. The indicators were broken down into four domains: Resilience, Recovery, Relationships and Rights. The survey asked children age-appropriate questions about their carer, social worker, friends, where they live, how they feel and the things they get to do. The survey was completed by children aged 4-18 aided by trusted adults who could help them complete the survey honestly.

## Key Findings



- **77%** of children (8-11yrs) and young people (11-18yrs) felt their lives were improving
- **75%** of Young people (11-18yrs) liked school
- **0%** of boys felt that their carers didn't take an interest in their learning and only **12%** of girls did.



- **A Third** of young children (4-7yrs) felt that no-one had explained why they were in care. Children's understating increased with age but 29% of young people (11-18yrs) also wanted more information about why they were in care.



- **19%** of children (8-11yrs) and **24%** of young people (11-18yrs) had no face to face contact with either parent
- About **one in ten** young people (11-18yrs). Being friendless puts young people at greater risk of anxiety and depression
- None of the children aged 4-7 years had low well being but **2** children (8-11yrs) and **17** young people (11-18yrs) gave response that suggested low well-being

During the meeting, members discussed a number of aspects of the findings including, differences in perceptions of wellbeing between the genders and how that relates to young people more generally. Members expressed concerned in relation to the number of placements and social worker changes experienced by some young people. They were saddened by the information provided which expressed that some young people felt that they were not given second chances, that the reason they were in care had not been explained to some, and a particular reference to a child not having friends. Officers responded to each of the concerns highlighting the need for greater numbers of foster care placements, a better range of accommodation provision and more social workers to respond to the large increase in the number of children being looked after in the last three years. Officers explained that social workers have to have very difficult conversations with young people, and sometimes for a variety of reasons decisions are made not to explain straight away to young people about why they are in care. There is now a psychologist attached to the team who provides advice and guidance to Social Workers to ensure children's needs are understood, they have access to the right support for them and that decisions can be communicated in the right way

## Extracts from the report

The Bright spots report made the following recommendations:

### Recommendation 1

*Regularly review contact arrangements and ensure children and young people understand why decisions have been made. Some children/young people felt they were having too much contact, and others not enough.*

### Recommendation 2

*Improve support to looked after young people who are experiencing bullying.*

### Recommendation 3

*Connect with the youngest children to make sure they feel included in decisions and understand why they are in care and actively plan opportunities for children and young people to be trusted and feel involved in decision making.*

**Recommendation 4**

*Be aware of gender differences when care planning and provide opportunities to improve young people's feelings about their appearance and body image.*

**Recommendation 5**

*Encourage carers to see the benefits of spending time with children and young people outdoors (e.g. beaches, woods).*

**Recommendation 6**

*Talk to foster carers and young people to understand why 13% of young people were unable to access the Internet from their placements.*

The presentation to the Committee outlined the response that Children's Services will be taking to each of these recommendations.

## The Annual Programme and the Corporate Parenting Strategy

The Committee's terms of reference required it to develop and work within an annual programme to actively promote real and sustained improvements in the life chances of looked after children, children in need, care leavers and children and young people in the criminal justice system. The terms of reference also required the Committee to develop, monitor and review a corporate parenting strategy, and ensure its effective implementation through work plans.

A Corporate Parenting Strategy was drafted by managers in Children's Services in consultation with colleagues in Education and the University Health Board during 2015-16. The strategy was formally endorsed by the Council's Cabinet on the 19<sup>th</sup> of May 2016, and published as paper documents as well as a separate summary document. Both have been available in English and in Welsh since 2016-17. The term of the strategy will come to an end in 2019. At which time the current strategy will be superseded.

During 2017/18 the Committee agreed a structure for their work programme. This was structured around themes in the Strategy. Members stepped forward to lead and take responsibility for individual work-strands, and operational managers were assigned to support Members. The Member's Work Programme continued into 2018/19 and was structured as follows:

<b>Theme</b>	<b>Member</b>	<b>Officer</b>
<b>Prevention</b> I. Effective early intervention and prevention.	Cllr Bablin Molik	OM Strategic Safeguarding and Partnerships

2. Safely reducing the number of looked after children.		Operational Manager Targeted Services /Operational Manager Youth Offending Service with interim responsibility for Preventative services /Operational Manager Safeguarding
<b>The experience of looked after children and outcomes</b> 3. Promoting permanency  4. Providing high quality placements.  5. Provide young people leaving care with appropriate preparation for adult life, taking account of all of their needs including their wellbeing.	Cllr Graham Hinchey	Operational Manager Specialist Services and Team Managers
<b>Specialist services</b> 6. Continue to improve services for children with disabilities, including short break care.  7. Improve and support the emotional health and mental wellbeing of looked after children.	Cllr Sue Lent	Operational Manager Targeted Services  OM Strategic Safeguarding and Partnerships
<b>Education</b> 8. Improve the education attainment and achievement for all looked after children.	Cllr David Walker / Cllr Fenella Bowden	Education Achievement Leader
<b>The role of the Corporate Parenting within the Council</b> 9. Strengthening the role of the Corporate Parenting Advisory Committee within the Council.	Cllr Ashley Lister	Operational Manager Youth Offending Service with interim responsibility for Preventative services

In addition to their self-directed work and visits, the Committee received a number of presentations and reports to add to their knowledge of corporate parenting with an opportunity to ask questions. The following items were presented to the Committee during 2018-19, and are structured around the themes of the work programme:

## Work-stream: Prevention

### Member updates:

- The lead member for the work stream met with a range of operational managers to gain greater insight into the subject of prevention, the issues and associated work.

- The Cabinet Member for Children & Families informed the Committee that the 11th of October Cabinet approved a new delivery model for Family Help and Support in Cardiff. It allows a fundamental change in how the Council channels Children's Services enquiries through the Multi-Agency Safeguarding Hub (MASH).
- The work stream lead for the Prevention strand requested and received a Briefing Report explaining the rise in the number of looked after children, and a presentation about Adolescent Services.

<b>Presentations / Reports</b>	<b>Dates presented</b>	<b>Guest speaker</b>
1. Children's Services - Adolescent Services Presentation & Performance Report	29 January 2019	Team manager

## **I. Services - Adolescent Services Presentation & Performance Report**

During January 2019 a report and presentation were provided to the Committee outlining the remit, current activity and performance of the three teams within Children's Services which focus specifically on working with adolescents. Those teams are the Adolescent Resource Centre (ARC), Think Safe! Team, and the 11+ Case Management Team.

### **Extract from the report**

The report and presentation explained that the ARC provides intensive integrated therapeutic support and planned overnight short breaks to young people and their families who are at risk of being looked after. The service works in partnership with key organisations including the Health service, Education, the Youth Offending Service and Housing.

The Think Safe! Team provide specialist intervention for children who are most at risk of Child Sexual Exploitation and was expanding to deliver preventative work and to address other forms of exploitation.

The 11+ Case Management Team offers relationship based social work with a specific adolescent approach.

The report outlined the core values, current performance, case studies, criteria, referral and transfer points, caseloads, interventions, strengths, areas for development and proposed next steps.

### **Extract from the report**

Cardiff Children's Services recognises that working with adolescents requires a bespoke and different approach. Evidence shows:

- There is a cohort of young people in their teenage years for whom the risk of family breakdown is high.

- In the unlikely event that these young people become looked after, our experience suggests that they are more likely to require specialist fostering or residential placements in order to safely manage the entrenched challenging behaviour that many of these young people display.
- There is limited availability for such placements locally and consequently these young people are most likely to be placed at a distance from Cardiff.
- These placements face huge financial cost on the local authority, not to mention the emotional costs to these young people of being placed away from family and friends and their community.
- Adolescents need workers who are available, consistent and who are able to meet their changing needs. Young people and their families need a timely response in order to help them feel supported, to change behaviour and prevent escalation with the aim of reducing crisis and develop families' ability to manage.
- It is essential to work 'with adolescents to help keep them safe rather than doing it 'to' them.
- The Early Help Strategy and Social Services and Wellbeing Act (2014) reiterate that intervention as early as possible would produce better outcomes for children, young people and their families

The presentation further explained that support is provided to young people and their families for as long as they need it. That the support takes the form of specialist interventions which are delivered intensively. The workforce is stable, able to build good rapport and committed to working with teenagers to create long term change. Areas for development were outlined along with next steps.

Members of the Committee discussed the importance of supporting care givers and acknowledging their importance in circumstances that can often be challenging for them. Multi-agency links and information sharing, including that with the Youth Offending Service and CAMHS were discussed.

A new strategy is currently being developed.

## **Work-stream: The Experience of looked after children and outcomes**

### **Member updates:**

The lead member for the work-stream provided Members of the Committee with updates. In relation to improving outcomes for Children they advised that there was a lot of work in progress across Children's Services at the present time. Around 20 Managers attended a meeting around promoting permanency. The number of Foster Carers still needs to be increased but positive feedback has been received regarding the Council Tax

Reduction Scheme. Plans are in place to potentially have 5 homes by the end of 2019. Overall they were of the view that things were progressing well.

<b>Presentations / Reports</b>	<b>Dates presented</b>	<b>Guest speaker</b>
1. Scrutiny Out of Country Inquiry Report	17 July 2018	Chair of the Scrutiny Committee
2. Bright Start Traineeship Scheme Presentation	*24 April 2018	Manager of the service
3. Safe Reduction of Looked After Children: A Verbal Update on the Ministerial Advisory Group	2 April 2019	Assistant Director of Social Services

### **1. Scrutiny Out of Country Inquiry Report**

During 2017/18 Cardiff's Children and Young people Scrutiny Committee undertook a task and finish inquiry examining out of county placements. The Inquiry was chaired by Cllr Lee Bridgeman, Chairperson of the Children & Young People Scrutiny Committee. On the 17<sup>th</sup> of July 2018 Cllr Bridgeman attended the Corporate Parenting Advisory Committee to present the findings. The report had been presented to Cabinet on 5 July and comments from Cabinet were expected in October.

The Inquiry reviewed the evidence gathered from a number of sources and reported key findings under the following headings:

- Impact on Children being looked after
- Strategic operations
- Social Worker workforce
- Placements

19 recommendations were made to Cabinet.

The Committee were invited to comment, seek clarification or raise questions on the information received. Members commended the report. During discussion Members expressed concern that inconsistency in education can be disruptive to those placed out of county and remembered information provided to them previously by a psychologist that evidence suggests a child or young person is more likely to suffer from mental health issues if there have been a number of different placements throughout their time in care. Members noted the increased funding allocated into the 2018-19 Social Services budget of to help with the increased demand for services to vulnerable people. The majority had been allocated specifically to Children Services to assist with the significant rise in the number of children being looked after.

### **2. Bright Start Traineeship Scheme**

During April 2018 Members received a presentation on the Bright Start Traineeship Scheme. The presentation described what the scheme is, how it works, training and support provided and the benefits to young people.

Members were interested in opportunities to expand the reach of the service. In response to questions, Members were informed of the following. That there are currently around 25 traineeships. There are 20 young people on a waiting list for a traineeship at the moment and it is important to match opportunities with individuals. Members were informed that the length of placements can vary between 2 weeks and 8 months. Some feed into the Council's corporate apprenticeship role. Most placements are for 3 months, but all placements are reviewed on a monthly basis. At that time only 2% of traineeships lead to a permanent job, but often the placement was a stepping stone to paid employment elsewhere. The Council continued to receive funding from the Welsh Government (WG) and had chosen to spend the grant on this scheme. As well as this, a proportion of the St David's Day fund was spent on the traineeships. There was sufficient funding at that time to expand the team and thus expand support to young people up to the age of 25.

### **3. Safe reduction of looked after children: A verbal update on the Ministerial Advisory Group**

At the April 2019 meeting, Members were provided with a verbal update on the work of the 'Improving Outcomes for Children Ministerial Advisory Group'.

The Ministerial Action Group is a Welsh Government program of change that aims to improve services for children and families in need of help and support by taking a collaborative partnership approach in the following ways:

- It oversees the development of Welsh Government policy
- helping to identify potential gaps in policy
- generating ideas
- providing advice about what appears to work best in practice
- monitoring the impact of the Improving Outcomes for Children program
- ensuring approaches to improving outcomes for children are aligned and effective at a national, regional and local authority level.

The programme is split into three key areas for action:

- Safely reducing the number of children in need of care
- Making sure there are sufficient placement options of a high quality for children who are looked after or are leaving care
- Supporting children who are looked after to have the best possible journeys through care and into adulthood.

Members were advised that locally the Children's Services strategy was in the final stages of development and reflects all of those priorities. Members were advised that the first phase of the Welsh Government program had now concluded. That phase one dealt with the role of the Independent Reviewing Officer and the associated standards and good practice guidelines. Phase two was currently in progress and focused on securing sufficient high quality placement options for children who are looked after or leaving care. It was noted that representatives from the Welsh Government would be visiting all local authorities to explore this issue. Among the subjects to be discussed would be a desired reduction in the number of children looked after, out of area placements, placements outside of Wales and children and young people accommodated due to parental learning difficulties.



Discussion broadened beyond the number of children and young people becoming looked after to those remaining in care when alternative outcomes could be considered, the work being undertaken to increase the number of foster carers and use of Early Intervention Service to reduce the numbers of young people going into local authority care.

## Work-stream: Specialist Services

### Member updates:

The lead member for the work-stream provided Members of the Committee with updates about progress being made in relation to the Disability Index, Direct Payments, Continuing Health Care funding, transitions and the referral process between the Multi-Agency Safeguarding Hub and the Child Health and Disability Teams.

<b>Presentations / Reports</b>	<b>Dates presented</b>	<b>Guest speaker</b>
1. Youth Offending Service Enhanced Case Management Model Presentation	29 January 2019	Operational Manager

### I. Youth Offending Service Enhanced Case Management Model Presentation

During January 2019 the Committee were informed that the Cardiff Youth Offending Service had been participating in trial of the Enhanced Case Management Project (ECM). The trial had been in place since October 2017, during which Forensic Psychologists had used a trauma recovery model to recommend appropriate interventions as part of a multi-agency approach for 10 young people. ECM is supported by the Youth Justice Board, Welsh Assembly Government and NHS Wales Forensic Adolescent Consultation and Treatment Service (FACTS) and had previously been trialled by Youth Offending Teams in Flintshire, Carmarthen, Blaenau Gwent and Caerphilly. Positive outcomes had been observed in the form of improved emotional resilience, improved self-confidence, reduced breach of conditions and reductions in offending rates for young people. Case Managers had been supportive of the approach and felt that it had identified the root cause of behaviour, tailor made interventions based on need, and that the early indications were that it had a positive impact.

Members sought clarification of the nature of the interventions, and were advised that it involved timeline work, looking at key events, dealing with personal issues and thereafter support to obtain employment. Members asked why the approach was not available to all young people and were advised that it is currently being trialed for those who meet a referral criteria of having complex needs and those who are serious repeat offending behaviour.

## Work-stream: Education

### Member updates:

The lead Members for the work stream provided Committee Members with regular updates which included informing them that a session had taken place around improving the education attainment and achievement of looked after children. The session had been well-attended and successful. They were of the view that sharing between schools should be systematic and that work in Scotland could provide examples of good practice.

They visited and met with representatives from the Youth Offending Service, Cardiff University, and the Education Collaborative. Those discussions led on to future items on the Committee's agenda and informed the selection of member visits.

<b>Presentations / Reports</b>	<b>Dates presented</b>	<b>Guest speaker</b>
1. Looked After Children Inclusion at St Teilo's Church in Wales High School (An example of good practice)	16 October 2018	Deputy Head Teacher
2. Children Looked After (CLA) Friendly Schools Training Update	29 January 2019	Looked After Children in Education Coordinator
3. *Cardiff Virtual Tracker is detailed below under the Monitoring Performance theme	17 July 2018	Achievement Leader
4. *Education performance reports (x2) are listed below under the Monitoring Performance theme	-	Achievement Leader

### 1. Looked After Children Inclusion at St Teilo's Church in Wales High School (An example of good practice)

The deputy head teacher of St Teilo's Church in Wales High School was invited to the October 2018 Committee meeting to share the school's experience as an example of excellent practice in supporting children who are looked after. The deputy head teacher explained that the success of the school is founded in its mission to ensure that all space at the school is a learning space, a healing space and a sacred space. This is deeply embed in all that the school does. The ethos and culture of school is restorative and non-punitive. Pupils and staff are encouraged to help and nurture each other and contribute to the mission. It was further explained that the school is in the fortunate position to be well resourced and is currently operating with a balanced budget. In these circumstances they are in a position to employ staff and prioritise funds. In turn very little needs to be spent on alternative provision.

Three poems written by young people, sharing the stories of how they came to spend time in care were read to the Committee. Committee members were moved by the stories.

The deputy head teacher advised Members that Local Authorities should look beyond results and encourage and praise those who provide meaningful care to young people. It is important to stress that we are all Corporate Parents and are here to serve our young people.

Members were impressed with the descriptions and ethos and wished to see the practice shared and transferred to other schools. Members highlighted that some schools are still reticent to accept children who are looked after and that they wished to see improvement. This presentation was impactful and went on to be raised in discussions throughout the year.

## **2. Children Looked After (CLA) Friendly Schools Training Update**

During January 2019 the Committee received an update in relation to training Children Looked After Friendly Schools. Members were advised that the Level 1 training has been rolled out to teachers and they are to cascade the information and training within their own schools. Members were advised that about 67% of schools had taken up the training up to that date and that the training will be expanded to school governors in due course. Members sought clarification about the levels of training and were advised that there were two additional levels, level 2 is training for senior leaders and level 3 is a more in depth programme. The take up of level 2 has been good.

## **Work-stream: The Role of Corporate Parenting**

### **Member updates:**

- The lead Member for the work stream identified that guidance to Elected Members on their role as Corporate Parents was outdated. They wrote to the Welsh Government with the suggestion that an updated version of the guidance is produced. They were pleased to subsequently inform the Committee that the Welsh Government will be reviewing the guidance to Elected Members.
- The lead Member for the work stream discussed the Terms of Reference with the Chairperson and Senior Management within Children's Services to ensure that the work of the Committee is both realistic and undertaken. The group updated the Committee's Reference for implementation in the 2019/20 year.
- Members discussed the number of meetings and suggested that meetings should be increased to six a year. Members were content for an extra meeting to added in September 2018 for Officers to present the Bright Spots Survey and Action Plan.
- Members expressed concern that only a third of elected members had undergone the mandatory training. Committee Members asked that all Elected Members be reminded of the need to complete this training. The lead member for this work stream stressed the importance of all Committee Members encouraging colleagues to attend. Members indicated that they would raise awareness of training through Political Whips.

<b>Presentations / Reports</b>	<b>Dates presented</b>	<b>Guest speaker</b>
1. The 2017-18 Corporate Parenting Advisory Committee Annual Report	16 October 2018	-
2. Review of Terms of Reference and Meeting Frequency	16 October 2018	Committee & Member Services Manager
Review of Terms of Reference	2 April 2019	
3. Forward Plan	2 April 2019	-
4. Social Services and Well-being (Wales) Act 2014, Part 6 - Looked After and Accommodated Children (Briefing Paper)	2 April 2019	Assistant Director of Social Services

## **1. The 2017-18 Corporate Parenting Advisory Committee Annual Report**

During October 2018 Members discussed the draft Annual Report for 2017-18. It was agreed that the report would be provided to Cabinet. It was also decided that the report would be timetabled for October each year and that the timeframe being reported would change from reporting the meetings which occur during the Financial year (April to end of March) to those occurring during the Municipal year (May to end of April).

## **2. Review of the Terms of Reference and Meeting Frequency**

During October 2018 Members of the Committee considered whether they wish to review the Terms of Reference adopted by the Committee in 2014. In addition the agenda item responded to the suggestion made at the 17 July 2018 meeting which suggested that the frequency of meetings should be increased. Members were advised that the Democratic Services Committee were undertaking a review of Elected Role Descriptions to include developing a Role Description for both the Chair and Members of the Corporate Parenting Advisory Committee.

Members discussed the frequency of meetings, the amount of business currently on the agenda and further work they wished to undertake. In conclusion, the Committee resolved that a subgroup would be established to review the Terms of Reference, and that the frequency of meetings would be increased to 6 per year. Members further discussed attendance at meetings and the need to ensure that all elected Members have received the required training.

At the April 2019 meeting Members discussed and approved the submission of the revised Terms of Reference to Full Council for ratification subject to further amendment.

### 3. The Forward Plan

A copy of the forward plan based on the terms of reference and suggestions from officers was circulated to Members, who also suggested topics of interest for inclusion. It was suggested that a review of the current work streams for members of the Committee should be undertaken in line with the development of the future Corporate Parenting Strategy when the current version comes to an end in September 2019.

### 4. Briefing Paper: Social Services and Wellbeing (Wales) Act 2014, Part 6 – Looked After and Accommodated Children

At the April 2019 meeting Members were provided with a briefing paper outlining of Part 6 of the Social Services and Well-being (Wales) Act 2014.

The paper informed Members that the Social Services and Well-being (Wales) Act came into force on 6 April 2016 and has reformed social services legislation. Part 6 of the Act provides for looked after and accommodated children in Wales, including children and young people who are leaving or who have left care. The paper outlined the principal duties of a local authority in looking after any child and the purpose of the legislation, including the following extract which has been embedded in its revised terms of reference.

#### Extract from the report

Local authorities, when exercising their social services functions, must act in accordance with the requirements contained in the associated code of practice. This provides guidance on the duties.

Any person exercising any functions in relation to a looked after or accommodated child or young person, or in relation to those leaving or who have left care must:

- ascertain and have regard to the child or young person's views, wishes and feelings, so far as is reasonably practicable.
- have regard to the importance of promoting and respecting the child or young person's dignity.
- have regard to the characteristics, culture and beliefs of the child or young person (including, for example, language).
- have regard to the importance of providing appropriate support to enable the child or young person to participate in decisions that affect them (to the extent to which this is appropriate in the circumstances, particularly where the child or young person's ability to communicate is limited for any reason)

Any person exercising functions under any part of the Act in relation to a child who has, or may have, care and support needs, or in respect of whom functions are exercisable under Part 6, must also:

- have regard to the importance of promoting the upbringing of the child by the child's family, in so far as doing so is consistent with promoting the child's well-being.
- where the child is under the age of 16, ascertain and have regard to the views, wishes and feelings of those with parental responsibility for the child, in so far as doing so is consistent with the well-being of the child, and reasonably practicable - Section 6(4)

The report further made reference that in exercising their functions relating to looked after and accommodated children, local authorities are required by section 7, to have regard to Part I of the United Nations Convention on the Rights of the Child. Individuals must feel that they are an equal partner in their relationship with professionals. Local authorities must ensure that these children are advised of the availability of independent advocacy services and are supported to access those services. This section relates specifically to items in the terms of reference that are reported in the Engagement section of this annual report.

## Inspection & Annual Reports

The Committee's terms of reference require all relevant Children's Services inspection reports and annual reports to be presented to the Committee. The reports are specified in the terms of reference. The following table lists the reports presented during 2017-18. Further details on each item are provided below.

<b>Inspection Reports and Annual Reports</b>	<b>Meeting</b>	<b>Subject</b>
1. Children's Services and Education Services inspection and annual reports	29 January 2019	Crosslands Inspection Report
2. Children's Homes Quality of Care Reports	*24 April 2018 17 July 2018 16 October 2018 29 January 2019  *24 April 2018 17 July 2018 16 October 2018 29 January 2019 2 April 2019	Crosslands Children's Home Regulation 32 visits  Ty Storrie Short Break Service Regulation 32 visits
3. Annual Quality Assurance Report	None (reported September 2019)	Ty Storrie Short Breaks Crosslands Children's Home
4. Case Practice Reviews	16 October 2018 29 January 2019	
5. Fostering Annual Quality of Care Report (Reg 42)	None (May 2018)	- Fostering Fortnight reported above under Engagement.
6. Regional Adoption Service Annual Report (Briefing Paper)	29 January 2019	Vale, Valleys & Cardiff Regional Adoption Service annual report

7. 4C's Commissioning	None	-
8. Out of Area Annual Report	July 2018	Scrutiny Committee Report
9. Annual Report of Brighter Futures (with education)	None	Brighter Futures was disbanded prior to the 2015-16 year.

## 1. Children's Services inspection reports

All children's homes must be registered with the Care and Social Services Inspectorate Wales (CSSIW) who regulate and inspect adult care, childcare and social services for people in Wales.

CSSIW inspectors inspect registered services to check that they provide safe care, which respects peoples' rights, enhances their quality of life, and that there is compliance with Regulations and Minimum Standards.

The Inspection report of Crosslands Children's Home was presented to the Committee in January 2019. Crosslands Childrens' home was the only home directly delivered by Cardiff Council at that time. Crosslands is registered with CSSIW to accommodate up to 6 young people aged 11 to 17 years.

The reports was considered exempt from publication as it contained exempt information of that described in paragraph 12 of Part 4 and paragraph 25 of Part 5 of Schedule A of the Local Government Act 1972.

## 2. Children's homes quality of care reports (Regulations 32 visits)

Regulation 32 of the Children's home (Wales) Regulations 2002 requires monthly visits by an independent person and written reports on the conduct of the home. The Corporate Parenting Advisory Committee received the Regulation 32 reports by virtue of its role in representing the responsibility of the authority as a corporate parent.

The regulation 32 reports for two services were presented to the Committee during 2018/19. They were for Crosslands children's home and the Cardiff Short Breaks Service at Ty Storrie.

The reports outlined visits which included interviews with residents, managers and staff, inspections of the premises, inspection of the daily log of events and inspection of the record of complaints.

The reports in respect of this item were considered exempt from publication as they contained exempt information of the description contained in Paragraph 12 of Part 4 and Paragraph 21 of Part 5 of Schedule 12A Local Government Act 1972.

## 3. Annual quality assurance report for children's homes (Reg 33)

Regulation 33 reports provide a review of the quality of care offered by Children's Home from the perspective of the service provider, in accordance with the requirements of Regulation 33 of the Children's Homes (Wales) Regulations 2002. Registered Managers are required to operate and maintain a system for monitoring, reviewing and evaluating the

quality of care as set out in the regulations. The aim of producing the report is to inform and drive improvements in the quality of care provided to the young people living in the home.

The 2018-19 Annual Quality Assurance Report (Regulation 33 report) for Crosslands Children's Home and Ty Storrie Cardiff Short Break Service was presented to the Committee in September 2019 and will therefore be reported in the Committee's next annual report.

#### **4. Case practice reviews**

During October 2018 and January 2019 the findings of an Extended Child Practice Review were presented to the Committee in accordance with the Committee's terms of reference. The discussions extended over two meetings, with greater detail being presented at the second meeting to fully reassure Members that they had full oversight.

The Committee were informed that a referral for a practice review can be made by any professional involved in a case, where they believe that lessons can be learned from the outcome. Members of the public can also make a referral. The review contained a number of recommendations and an associated action plan. A number of the actions had already been completed.

Members noted that this was a complex case where a number of other police force areas and local authorities were involved. In response to comments and questions from Members about the length of time it had taken to publish this report, officer advised that Safeguarding Board arrangements have now been strengthened and extended to improve the timeliness for reporting case practice reviews. Members sought clarification as to the number of Child Practice Reviews conducted, what is outstanding and discussed some specific recommendations contained within the Child Practice Review presented to them.

#### **5. Fostering annual quality of care report**

The fostering annual report was not presented to the Committee during this timeframe. Details of the annual Fostering Fortnight events are reported above under Engagement.

#### **6. Regional adoption service annual report**

The requirement to provide an annual review of the Adoption Service is set out in Regulation 22 of the Local Authority Adoption Service (Wales) Regulations 2007 and section 15 (c) of the Adoption and children Act 2002 (Joint Adoption Arrangements) (Wales) Directions 2015.

The National Adoption Service was launched in November 2014 to bring together local, regional and national organisations and activities as a key part of implementing the Social Services and Well Being Act (Wales) 2014. The Adoption Service is probably most accurately described as a network of interdependent services operating at local, regional, and national levels through local government and the voluntary sector. Five local collaboratives are responsible for developing and improving adoption services across Wales. Cardiff Council is part of the Vale, Valleys and Cardiff (VVC) Adoption Collaborative which



also includes the Vale of Glamorgan Council, Rhondda Cynon Taf County Borough Council, and Merthyr Tydfil County Borough Council.

Members were provided with the Vale, Valleys and Cardiff (VVC) Regional Adoption Collaborative's Annual Report for 2017/18 along with the covering report which was presented to the Council's Scrutiny Committee during December 2011. This was the Collaborative's third annual report and covered the period 1 April 2017 to 31 March 2018. The report set out the key information about the regional services together with monthly and quarterly performance information.

The report focused on the following areas of work:

- a. Service Development and Governance
- b. Service Functions
- c. Family Finding
- d. Recruitment & Assessment of Adopters
- e. Adoption support
- f. Adoption Panel
- g. Complaints and Compliments
- h. Conclusion and 2018-19 priorities

### **Extracts from the report**

#### **Conclusions and 2018/19 priorities**

A Best Value Review provided a real opportunity to look at the strengths and weaknesses of the service and to look at potential remedies to address some of the presenting difficulties. The findings of the Review validated the earlier work undertaken by VVC detailing capacity and resourcing issues and options.

The service has been proactive in developing some new initiatives during the year to more effectively support adopters and prepare them for placement. There is also evidence that the increased permanent resource in Adoption Support is having a positive effect and reducing pressures on the service. The priorities set for the 2017-18 have been met in part but some are ongoing.

The increased number of children being placed for adoption during the period, the number being adopted and the reduced time taken to place a child for adoption from Placement Order are positive improvements. Some improvement has also been noted in the provision of Life Journey materials for children placed and in respect of the take up of birth parent counselling. These improvements must however be considered against the increase in the number of children waiting for placements and the number waiting over six months to be placed. This set against the decrease in approvals of adopters and delays in timely recruitment of adopters makes recruitment an ongoing and clear priority for the service.

The priorities we have set for 2018-19 focus upon completing the actions arising from the Best Value Review. Particular emphasis for the remainder of the year will focus upon driving up the conversion rate of adopter enquiry to application with the intention of increasing the rate of adopter approvals.

The Committee resolved to note the content of the report.

### **7. 4C's commissioning**

No reports were presented during 2018-19.

### **8. Out of area annual report**

This item was presented in the form of the Scrutiny Out of Country Inquiry Report at the 17th of July 2018 meeting. Details are provided above on page 20 of this report.

### **9. Annual report of Brighter Futures**

Having achieved its objective of improving the relationship between Children's Services and Education Services, The Brighter Futures group was disbanded before 2017-18.

Alternative arrangements have been in place since before the start of 2017-18. Those arrangements now include:

- Regular joint Education and Children's Services senior management meetings.
- Education representatives sit on the Out of Area Panel.
- Education representatives attend a Social Services Managers Meeting to review Out of Area placements.
- Monthly meetings between managers in the Looked After Children Service and the Looked After Children Education Team.
- Termly training sessions for Looked After Children Designated Teachers.

## **Monitoring Performance**

The terms of reference for the Committee require the Committee to regularly review performance data and ensure performance monitoring systems are in place to achieve sustained improvements. The following table lists the reports presented during 2017-18. Further information on the reports is provided below.

Performance reports	Dates presented	Subject
1. Regular Education report	*24 April 2018  17 July 2019  16 October 2018	Education Performance of Cardiff Looked After Children 2016 -2017  Virtual Tracker  Education Update - Provisional 2018 Results
2. Independent Reviewing Officer (IRO) Performance Report	29 January 2019	The role, function and activity of the Independent Reviewing Officer Service
3. Children's Services Performance report	24 April 2018 17 July 2018 16 October 2018 29 January 2019	<ul style="list-style-type: none"> <li>• Quarter 3</li> <li>• Quarter 4</li> <li>• Quarter 1</li> <li>• Quarter 2</li> </ul>

	2 April 2019	
4. Children's Complaints and Compliments reports	24 April 2018 17 July 2018 16 October 2018 29 January 2019 2 April 2019	<ul style="list-style-type: none"> <li>• Quarter 3</li> <li>• Quarter 4</li> <li>• Quarter 1</li> <li>• Quarter 2</li> <li>• Quarter 3</li> </ul>
5. Advocacy Report	2 April 2019	Reported above under the Engagement section.

## **1. Education Performance of Cardiff Looked After Children 2016 - 2017**

During April 2018 Members were provided with an overview of the Performance of Cardiff Looked After Children in 2016-17. Education managers were of the view that whilst there had been some improvements, overall the results for looked after children remained too low when compared with their peers. In particular Key Stage 4 was a concern, with none of the cohort of looked after children who were educated outside of Cardiff achieving the L2+ threshold. However it was acknowledged that this year's cohort had particularly complex needs. 81% of the children had Special Educational Needs (SEN) and 25% had become looked after within the last two years. The challenging events they will have experienced before becoming looked after and the disruption of becoming looked after will have impacted on their ability to achieve their full potential.

Officers explained that the best place for looked after children are Cardiff Schools. There is a virtual tracker for looked after children, which contains a profile of the child, their history of placements and test results. Information is also gathered from Children's Services records to keep the information up-to-date. The names of looked after children are given to Challenge Advisors in schools on a termly basis and followed-up if a child is not progressing. Education professionals have improved communication with Children's Services, and have also provided training to School Governors. A Mentoring programme has been developed in partnership with local businesses in the commercial sector.

Members highlighted St Teilo's C.W. High School as being an example of good practice and a desire to find out more about how it achieves results. A representative from St Teilo's school attended the October 2018 meeting which is reported above under the Education work stream on page 22.

The Committee requested a presentation on the virtual tracker at a future meeting. This is detailed below.

## **2. Cardiff Virtual Tracker**

At the July 2018 meeting members received information about the virtual tracker. Members were informed that the Virtual Tracker is a central system that tracks the educational progress of children who are looked after. This includes information about attendance, absence, exclusions and attainment.

Members welcomed the use of the tracker and made reference to the need for good information sharing and joint working.

### 3. Education Update - Provisional 2018 Results

Members were provided with the provisional educational attainment results for 2018 at their October 2018 meeting.

They were advised that outcomes across the city were still improving against previous results and especially those in the school that has the largest number of looked after children and which is considered an example of best practice. There is still room for improvement, and it is important that there are good lines of communication with young people to provide the necessary support and encouragement.

Members were keen to know what those pupils who were reported in Key Stage 4 are doing now and whether they are being supported. Members were advised that the data on progression was good, the data forms part of the Cardiff Commitment data. Members noted that whilst it is easy for a school to pride itself its good well-being policy, they do however still need to be challenged to ensure that they are doing what is best for their children. Officers advised that the virtual tracker help professionals understand where the issues are so that they can be challenged.

### 4. Independent Reviewing Officer Monitoring report

During January 2019 the Committee received the Independent Reviewing Officers (IRO) Monitoring Report and presentation.

IROs have a responsibility to act directly as corporate parents. Local authorities are required by law to appoint an IRO to every child who is looked after. They monitor care plans, convene and chair reviews for children subject to care orders or accommodated voluntarily in placements with foster carers, residential homes, secure establishments, living with kinship carers or placed for adoption. Their role is to ensure that each care plan clearly sets out the help, care and support each child needs and takes full account of each child's wishes and feelings.

The report included an overview of the Independent Reviewing Service IRO role and purpose of the service, including an explanation of the service's duty to report to the Regional Safeguarding Board. The report also included looked after children performance information.

#### Extracts from the report

Recent Practice Standards produced by the Association for Fostering and Adoption (AFA) Cymru and the Welsh Government for reviewing Looked After Children summarises the role of the IRO:

- *The IRO's role is to monitor, that is keep an overview of the child's case, not just at formal review meetings, but between review meetings as well.*
- *During the reviewing process the IRO has a duty to look at how the child has been looked after and how the care plan is progressing*

- *As the IRO does not have the power to overrule the Local Authority decision making process, there has to be some way of showing that they are concerned about the progress of a child or young person's case or a decision made in relation to a care and support plan. The local authority should have a dispute resolution process by which IRO's can make senior managers in the local authority aware of their concerns, with a view to resolving them. If that internal process does not work, then the IRO may refer to CAFCASS Cymru.*

Independent Reviewing Officers have specific responsibility to escalate concerns about Looked After Children through a dispute resolution process. If the concern cannot be resolved within the line management structure, the process allows escalation to the Chief Executive and ultimately to the Children and Family Court Advisory and Support Service (CAFCASS Cymru) to consider legal action if necessary.

The presentation highlighted the following key updates for 2018:

- The looked after children population as of the end of October 2018 was 882 (an increase from 796 in October 2017). This was a 10% increase.
- There had been an increase in younger children being looked after.
- The number of unaccompanied Asylum seeking children remained broadly the same as the previous year (16 children).
- The number of children who had had 3 or more moves had decreased slightly.
- Timeliness of looked after reviews had reduced slightly (at the time 89.5%) – linked to staffing and a rise in children.
- 130 children were placed at home with parents under a Care Order. A 34% rise.
- There had been an increase to 303 children in out of area placements. Rising from 222 in 2017.

### **Extracts from the report**

*“Within the recent Practice Standards and Good Practice Guide developed by the Association for Fostering and Adoption (AFA) Cymru and the Welsh Government for reviewing Looked After Children, it was remarked that “In Cardiff IROs always end the review with celebration of what has gone well and what has been achieved, writing these down so that the child or young person can take them away from the meeting with them”.”*

*“The IROs have liaised with other Local Authorities and gathered examples of good practice in this area to contribute to effective communication and engagement with Looked After Children. Some examples provided have used apps, phones and other devices with has proved very successful in improving engagement and communication. Early discussions have been held in respect of developing or appropriating an app to engage young people”.*

*“Next Steps:*

- *Initiate recruitment for a temporary IRO position.*
- *Work with Human Resources to address the long term sickness issues.*
- *Embed Signs of Safety across all areas of work.*
- *Contribute to overall Safeguarding Action Plan and identify key areas for development.*
- *Undertake training with IROs around Protocols.*
- *Prioritise the participation and engagement of children & young people within their Looked After Reviews”.*

In response to questions, members of the Committee were advised that the service is fully stretched. The increased workload of IROs is associated with the significant increase in the number of looked after children over the past 2 years. This increase is reflected across the UK, and is due to a combination of factors including poverty, deprivation and neglect. The increased caseload has resulted in a fall in the number of reviews being conducted on time. All extensions to review timescales must be approved by the Operational Manager and this only happens in exceptional circumstances. A pressure bid has been submitted for more IROs to address this.

## 5. Children's Services performance report

During the April 2018, July 2018, October 2018, January 2019 and April 2019 meetings, reports were provided for Quarter 3, Quarter 4 of 2016/17, Quarter 1, Quarter 2 and Quarter 3 of 2017/18. The purpose of these reports was to help the Committee to understand the factors that impact on outcomes for children in need, looked after children and consider opportunities for improving outcomes. The format of the reports changed during this year to receiving the reports in the same form as they are presented to the Council's Scrutiny Committee.

### Extracts from the reports

*At Quarter 3 2017/18 Children's Services were projecting a £4.090 million overspend at month 9. This continued to be a challenge, particularly in view of the need to protect children and the associated costs of children being looked after. The anticipated savings shortfall of £867,000 largely related to the phasing of early help initiatives. Also, the savings proposals linked to preventative measures were only serving to restrict further growth (cost avoidance) rather than producing the actual cost reductions that would have been assumed in the budget.*

*By Quarter 4 performance was mixed, the Assistant Director advised that the Committee could be reassured by the current performance of the service, particularly when taking demand pressures into account. At 31st March 2018, there were 830 looked after children, 83 of whom started to be looked after during the quarter. The decisions to accommodate these children had been scrutinised and the Committee were reassured that the decisions were appropriate.*

*The Quarter 1 report highlighted that Children Services had received a significant rise in demand up 29% in 2 years. But Cardiff was not an outlier in terms of the proportion of Looked After Children in its population. Performance in respect of timely wellbeing assessments had declined from 71% (367 / 520) in quarter 4 to 66% (503 / 761), reflecting the 46.3% increase in the number of assessments completed (761 compared with 520 in Quarter 4). This was in the context of a 10% increase in the number of contacts requiring assessment (653 in Quarter 1 from 593 in Quarter 4 2017/18). The number of wellbeing assessments that were incomplete at the end of Quarter 1 was 330 from 401 in Quarter 4, of which 34 and 60 respectively were out of time. Close monitoring was continuing to be undertaken in Quarter 2 to attempt to limit the impact of the increase in demand on timeliness of completion. A number of initiatives were being developed.*

*At quarter 2 it was reported that the following were working well:*

- Improving performance in timeliness of Well-being Assessments.*
- Good performance in managing sickness absence.*
- Positive Care Inspectorate Wales Inspection Report of Crosslands Children's Home.*

- The Commissioning Strategy was under development and advanced planning of new residential provision.
- Positive engagement with workforce and partners to understand priorities had occurred.
- A Workforce strategy had been developed
- Decision making panels had been implemented

But managers were worried about the following:

- Levels of agency workforce and variable caseloads.
- High numbers of looked after children and associated pressures on placement provision.
- Low numbers of child protection registrations.
- Numbers of children waiting for adoption 12 months after Order made.
- Fitness for purpose of current staffing structures.
- Low numbers of children looked after returned home from care during the year.

By quarter 3 it was reported that the following were working well:

- Good performance in managing sickness absence – Children’s Services are the only service area across the Council exceeding sickness absence targets
- Positive engagement with workforce and partners to understand priorities.
- Workforce strategy developed.
- Care planning and decision making panels implemented.
- Signs of Safety refreshed and embedded – positive Signs of Safety Celebration Event highlighting progress across all Children’s Services teams.
- Positive relationship and feedback received from Child and Family Court Advisory and Support Service (CAFCASS) and Judiciary.
- Soft launch of the Prevention Service in Youth Offending Services has nearly doubled the prevention case referrals received.
- Recruitment of agency social workers to permanent positions.
- Developing a more coherent approach to Children Services and working as a team.

But managers were worried about the following:

- Management of demand and complexity of caseloads.
- Over reliance on agency workers.
- High numbers of looked after children and low numbers of children looked after returned home from care during the year.
- Lack of appropriate placement provision and over reliance on independent foster carers
- Low rate of child protection registrations.
- Numbers of children waiting for adoption 12 months after Placement Order made.
- Performance of Independent Reviewing Officer service.
- Fitness for purpose of current staffing structures.
- Oversight of actions from Child Practice Reviews (CPRs).
- Policies and procedures require updating.
- Threat of judicial review in relation to age assessments for unaccompanied asylum seekers.
- Finance system for fostering payments is at end of life and needs supporting.

Plans were in place to:

- Develop a 3 year strategy and implementation plan “Improving outcomes for all our children”.
- Deliver a recruitment and retention strategy.
- Implement Early Help Gateway with an emphasis on prevention.
- Develop the Commissioning and Market Position Strategy.

- Create a culture that is strength based, rights based and outcome focused with the child at the centre.
- Continue embedding Signs of Safety.
- Implement a quality performance framework.
- Develop a clear pathway for the “Childrens’ Journey”.
- Evidence that all activities make a positive difference to the lives of the children and young people.
- Improve oversight of Child Practice Reviews (CPRs) action plans.
- Undertake an independent review of Independent Reviewing Officer and Looked After Children’s Services.
- Update policies and procedures.
- Address age assessments.
- Implement the finance module of the current case management system.
- Develop local safeguarding arrangements to ensure effective multi-agency working.

Members noted that the Corporate Parenting Advisory Committee’s Terms of Reference require the Committee to ensure performance monitoring systems are in place, and regularly review performance data to ensure sustained performance improvements in outcomes for Looked After Children, Children in Need and care leavers. They were reassured that performance is monitored on a weekly basis and manager intervention occurs when necessary.

The Committee noted the content of the quarterly reports at each meeting. Among the resulting topics that they discussed was the overspend in the Children’s Services budget and the difficulties in predicting the number of children entering local authority care and therefore requiring spend over a period of time. They also discussed the reliance on agency staff and the national difficulties in recruiting social work staff to full time contracts, and number of referrals from the Police.

## 6. Complaints & representations report

During the April 2018, July 2018, October 2018, January 2019 and April 2019 meetings, reports were provided for Quarter 3, Quarter 4 of 2016/17, Quarter 1, Quarter 2 and Quarter 3 of 2017/18. The reports summarised complaints, compliments, subject access requests and representations activity, including details of independent investigations, ombudsman investigations, identified themes and learning.

### Extracts from the reports

As at the end of **quarter 3 2017/18** the service was working with 2606 children and young people and of those:

- In total, the service received 20 complaints (0.7%), of which, 2 related to Looked after Children (0.07%). None were directly from the young person.
- In total, there were received 7 compliments (0.2%).

By the end of **quarter 4 2017/18** the service was working with 2787 children and young people and of those:

- In total the service received 41 complaints (1.4%), of which, 13 related to Looked after Children (0.4%). 4 were directly from the young person.
- In total, the service received 22 compliments (0.7%).



At the end of **quarter 1 2018/19** the service was working with 2,643 (2,787 in Q4) children and young people and of those:

- In total, the service received 52 complaints (2%), of which, 14 related to Looked after Children (0.5%). 4 were directly from the young person.
- In total the service received 46 compliments (1.7%).

As at the end of **quarter 2 2018/19** the service was working with 2,643 (2,787 in Q4) children and young people and of those:

- In total, we received 40 complaints, of which, 11 (27.5%) related to Looked after Children. 3 (7.5%) were directly from the young person.
- In total, we received 20 compliments.

As at the end of **quarter 3 2018/19**, the service were working with 2,717 children and young people and of these:

- In total, we received 40 complaints, of which, 4 related to Looked after Children (10%). One was directly from the young person.
- In total, we received 32 compliments.

The Committee noted the content of the reports.

## Conclusion

2018-19 may be summarised as a year of renewed vigour, building on the process of establishment which begun in the previous post-election year.

During 2018/19 Committee Members engaged in a significant range of activity within and outside of meetings. Members' interest, their accumulation of knowledge and their considered evaluation, began a process of driving forward the Committee's agenda in a more dynamic way. In particular, individual Member activity during the undertaking of the work-streams directed wider sharing of knowledge across the Committee, drove the selection of Committee meeting agenda items, and the selection of destinations for Member visits.

Areas of particular interest to members during 2018/19 were:

- Encouraging the sharing of good practice between schools, to support the wellbeing of children who are or might become looked after.
- Understanding and promoting prevention.
- Reviewing the terms of reference.
- Engaging with and increasing the Corporate Parenting knowledge of Elected Members beyond the Committee.

## Moving forward into 2019/20

At the end of the previous year it was expected that the year reported here (2018/19) would be part of the process of establishing a new direction for the Committee, and that by the end of the year the Committee would have a clear vision.

That vision has been articulated by the development of a new terms of reference for the Committee which will be implemented in 2019/20. This provides greater clarity and focus in some specific areas.

### Key areas of development for the year ahead

Key areas of development to be taken forward during 2019/20 will be to realign activity to achieve the requirements of the new terms of reference. Specifically:

- Ensuring new **mechanisms are in place to promote the sustained improvements** listed (new terms of reference point b).
- Recommending ways in which more **integrated services** can be developed, with specific reference to the areas now specified (d)
- **Benchmarking and learning from best practice** (f)

Particular emphasis will need to be placed on achieving parts of the terms of reference where there was not sufficient time to address them during the last year. In particular:

- To develop and undertake a programme of **consultation, listening and engagement events** (new point c).
- To develop, monitor and review the **corporate parenting strategy** (new point h) – now that the 2016-19 is coming to an end.

At the end of 2017/18 it was also evident that there was a considerable amount of work that would need to be done both in terms of continuing to receive the volume of information required by the Committee's terms of reference and in progressing the development of the Committee's new work-streams.

Indeed it can be observed from this report that the Committee continued to receive a significant and large volume of information at its meetings.

### Key area of development for the year ahead

The Committee decided during the year to request an increase in the number of meetings from four per annum to six to accommodate the volume of work required. This was granted and was implemented from the beginning of 2019/20 year.

Further to the work undertaken at meetings, at the outset of 2018/19 it was hoped the Member-led work-streams would further transform the Committee, from one that was meeting-centred to one where Members are intrinsically involved in service development.

Members, as an outcome of the knowledge they gained in undertaking their work programmes, were more involved than ever in shaping the forward plan for the 2019/20 year. The forward plan, rather than being a cyclic repeat of items annually, shows the continued expansion and development of areas examined by Members, and reflects by virtue of the number of items included, how difficult it is to cover such a wide ranging brief within the relatively short amount of time the Committee has together.

A diagram on the next page depicts the relationship between Committee activity and the terms of reference during 2018-19.

# The relationship between Corporate Parenting Advisory Committee activity and the terms of reference during 2018-19



**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**17 December 2019**

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**REVIEW OF YOUTH OFFENDING SERVICE – BRIEFING PAPER**

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**Purpose of the Report**

1. As part of the Children & Young People Scrutiny Committee 2018-19 Work Programme, the members reviewed the Headline Actions set out in the Directorate Delivery Plan 2019/20, as a result the Committee requested a briefing report (copy attached at **Appendix A**) on the service review of the Youth Offending service.

**Background**

2. .The Cardiff Youth Offending Service (YOS) is a statutory partnership set up under The Crime and Disorder Act 1998 to work with 10 to 17 year olds with the remit of preventing offending/re-offending. YOS workers manage young people who have been sentenced to a community penalty or custody, but an increasing amount of the work of the YOS is in the area of prevention and diversion, to try and steer young people away from entering the youth criminal justice system at all. The service sits under the Operational Manager for Restorative, Edge of care and Leaving Care. There are a plans to work towards an adolescent strategy to form a cohesive approach and response to this specific cohort.

**Issues**

3. The Social Service Directorate Delivery Plan summarises its strategic Directorate Priorities, which includes - **Early Intervention, Prevention and Well-being** - Children, young people and adults are supported to live safely and independently within their families and communities with the lowest appropriate level of intervention. Within this priority is a specific action to complete a service review of the Youth Offending Service and review the effectiveness of interventions by the service to offending / re-offending rates.

4. The Directorate Delivery Plan sets out over four quarters the key milestones to complete the review:
  - Q1 - Existing interventions offered across both statutory and non-statutory work reviewed  
Plan to deliver a range of preventative interventions to schools developed  
Draft Youth Offending Service (YOS) annual work plan shared with the YOS Management Board  
Policies and procedures reviewed and updated  
YOS benchmarked against Youth Offending Services recently inspected
  - Q2 - Existing resources reviewed in line with demand on the services  
Research undertaken regarding national best practice for a range of interventions  
Prevention Service promoted across the city  
Information sharing protocols reviewed with YOS Board members
  - Q3 - Arrangements for Junior Attendance Centre reviewed  
Commissioned services review completed
  - Q4 - Recommendations from reviews implemented if applicable
5. A copy of a briefing paper on the progress across Quarter 1 and Quarter 2 actions attached at **Appendix A**.

### **Scope of Scrutiny**

6. This report enables the Committee to review, assess and comment of the progress being made in undertaking the review of the Youth Offending Service. In particular Members may wish to inquiry whether, the key milestones highlighted in the Directorate Delivery Plan have been met, as well as whether there have been any challenges or obstacles in undertaking the review. .

### **Way Forward**

7. Councillor Graham Hinchey (Cabinet Member for Children & Families) and Claire Marchant (Director of Social Service), Deborah Driffield, Interim Assistant Director Children's Services and Finn Madell, Operational Manager

Restorative, Leaving Care and Edge of Care will present the briefing report to the Committee, and will be available to answer any questions Members may have.

8. This report and briefing will also 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.

### **Legal 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 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**

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 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.

**Davina Fiore**

Director of Governance and Legal Services

11 December 2019



## **YOUTH OFFENDING SERVICE BRIEFING TO CHILDEN & YOUNG PEOPLE SCRUTINY COMMITTEE – DECEMBER 2019**

### **OVERVIEW OF THE YOUTH OFFENDING SERVICE IN CARDIFF:**

The Youth Offending Service is a statutory, multi-agency partnership established under the Crime And Disorder Act 1998 to work with 10 to 17 year olds with the remit of preventing offending/re-offending. YOS workers manage young people who have been sentenced to a community penalty or custody, but an increasing amount of the work of the YOS is in the area of prevention and diversion, to try and steer young people away from entering the youth criminal justice system at all. The service sits under the Operational Manager for Restorative, Edge of care and Leaving Care. There are a plans to work towards an adolescent strategy to form a cohesive approach and response to this specific cohort.

### Local Picture – Re-Offending Cohort – July to September 2019:

The cohort for the above period contains all young people that have received a substantive outcome or have been released from custody. The cohort has then been tracked for 6 months

- ▶ 49 young people have committed 119 offences during Quarter 2. 5 young people committed 30% of offences. Approximately 30% of offences convicted had a gravity of 5+
- ▶ 9 robberies were committed by 6 males aged between 11 and 15
- ▶ 20 drug offences were convicted being the highest offence type for the quarter. 40% (8) were for possession with intent to supply Class A drugs.
- ▶ Violence against the person offences included a manslaughter conviction with 11 offences involving offensive weapons.
- ▶ Motoring offences remain high as there are usually 2 or 3 motoring offences per conviction, this period has seen 3 driving whilst disqualified offences.

In response to the high levels of re-offending, panels have been initiated that take place monthly to review cases to ensure risks and planning are appropriate and to identify relevant resource availability.



During Quarter 2 8 young people have been serving a custodial sentence and 12 young people have been remanded into custody.

Local Picture – Prevention – July to September 2019 (Welsh Government Funded Projects):

Divert:

The project is delivering according to expectations and is going well. As added value, the contractor providing this service offers a number of programmes that the YOS can refer into such as knife-crime and interventions dealing with violence i.e. Cerridwen and Parallel Lives.

Restorative Interventions & Victim Engagement (RIVE):

The 2 RIVE Officers are delivering the service as per the overall plan, there has been a significant increase in victim participation since the last reporting period (increase of 225%).

Part of this increase is due to filling the Reparation Co-ordinator post and establishing a Restorative Interventions Group (RIG) to look at best practices in delivering bespoke reparation based on both the needs of the victim and the young person.

Prevention (ASB) Team:

The number of referrals to the project have significantly increased due to a number of factors, the impact of risks now facing young people which have changed dramatically since the project first started in 2008/2009. Risk factors young people are now facing include knife crime and other weapons, child sexual and criminal exploitation, harmful sexual behaviour and mental health. Appropriate referrals are made in these circumstances, either to services in-house in the YOS or to relevant external agencies. There has been increased partnership working/ collaboration and

joint planning with Children's Services, Education and Health where needed. The project is delivering successfully against the overall plan.

#### Harmful Sexual Behaviour:

The project is still in its first year of operation and the practitioner appointed has built up strong partnership links with Children's Services, the Youth Service, Education and Health among others. The practitioner sits on the Exploitation Professional Interest Group and regularly attends meetings with partners to develop the service and to raise awareness of the service in order for partners to be able to refer in. The practitioner also takes part in multi-agency case discussions and undertakes awareness raising session in schools, which is something we are looking to build upon further. The practitioner has also developed a number of resources to be used as part of the range of interventions offered, via group and one-to-one sessions.

#### Neighbourhood Resolutions Panels (NRPs):

The NRP Co-Ordinator is delivering the project as per the overall plan and due to the successful recruitment and training of a new cohort of volunteers are looking to increase further the number of NRPs which are held going forward. The number of young people who have gone on to re-offend following an NRP remains low due to appropriate referrals being made to internal and external partners to address identified issues, for example substance misuse, health/mental health, accommodation and education/training/employment.

### **UPDATE ON PROGRESS SINCE PREVIOUS REPORT TO THE COMMITTEE:**

#### **Quarter 1 Actions:**

#### Existing Interventions Offered Across Both Statutory and Non-Statutory Work Reviewed

Due to two Senior Practitioners retiring in the year to date, and the time it has taken to recruit two replacements, this work has not yet begun. However, now that new

Senior Practitioners have been recruited this will form part of their role going forward and it is anticipated that this work will begin in the new year and will be completed by the end of Quarter 1 2020/2021.

New initiatives this financial year include:

- A resource to support group sessions with young people on such topics as offending behaviour and substance misuse awareness;
- An overhaul of the provision of reparation activities for young people. Opportunities now include the potential for young people, following reparation activity, to access apprenticeships, work experience placements and employment opportunities.
- A forthcoming review of the Junior Attendance Centre provision.

#### Plan To Deliver A Range Of Preventative Interventions To Schools Developed

The Harmful Sexual Behaviour Practitioner has been delivering interventions in schools to those young people identified at risk of offending in this area, for example in terms of sexting, healthy relationships, issues of consent and the law and sexual health.

The Prevention Team has delivered sessions in schools across Cardiff towards the end of the summer term 2019. Topics include anti-social behaviour, knife crime, internet safety and substance misuse/County Lines. Sessions have also been delivered in St Mellons Hub.

The Prevention Team has also been invited into Mount Stuart Primary and St Mary's Primary Schools in the new year to deliver awareness sessions on anti-social behaviour and knife crime. The Team has also been invited into Radyr High School to deliver sessions on anti-social behaviour, knife crime, internet safety and substance misuse. The presentations will be tailored to the appropriate age group,.

### Draft Youth Offending Service (YOS) Annual Work Plan Shared With The YOS Management Board

The 2019/2020 Youth Justice Plan was submitted to the YOS Management Board at its meeting on 30 July 2019 and subsequently submitted to the Youth Justice Board in time for the 5 August 2019 deadline.

### Policies And Procedures Reviewed And Updated

The YOS and the Management Board have recently begun work on a statutory self-assessment audit of how the new National Standards for Youth Justice Services are being met. Part of this process includes the review of current policies and procedures and how these need to be updated in line with the priorities of the New Standards. A Quality Assurance tool is being developed to provide evidence to the Youth Justice Board about Cardiff's compliance with the New National Standards which will be presented to the YOS Management Board at its March 2020 meeting prior to submission to the Youth Justice Board in April 2020.

### YOS Benchmarked Against Youth Offending Services Recently Inspected

Managers at Cardiff YOS have met with a representative from the Youth Justice Board to look at lessons learnt from recent inspections, both in terms of good practice to emulate and poor practice to learn from. Action going forward will link into the National Standards self-assessment audit and quality assurance processes.

In addition, an external consultant was commissioned to undertake an audit of a case from each case manager and evaluate the quality of assessment, decision making, risk management, appropriateness of intervention and overall management of the case. Some areas of good practice were identified, along with an action plan going forward to implement improvements.

The YOS Management Board has commissioned one of its members from South Wales Police to benchmark the Board and we are awaiting feedback on this.

### **Quarter 2 Actions:**

#### Existing Resources Reviewed In Line With Demand On The Services

A Re-Offending Panel has been instigated which scrutinises individual cases brought before it to assess whether the risks have been identified and managed appropriately and that the interventions are tailored to meet the young person's needs. In addition, this Panel identifies any resource gaps or gaps in provision and also identifies where resources are available which could be added to support the young person and family.

#### Research Undertaken Regarding National Best Practice For A Range Of Interventions

Once the review of interventions mentioned above is completed, then research will take place regarding best practice for those interventions.

#### Prevention Service Promoted Across The City

Sexual Harmful Behaviour Practitioner has undertaken a presentation at the Professional Interest Group (PING) which comprises Children's Services, Police, Education, Youth Service and Third Sector. This generated a number of referrals to the service. In addition, the service was promoted via the Health Schools E-Bulletin, which in turn is being promoted throughout the Council, which has also generated additional referrals. The Practitioner has also given a presentation at Ely Police Station and will be undertaking a presentation at the next meeting of the YOS Management Board, which is comprised of senior members of staff from the statutory and non-statutory partners of the YOS.

The Prevention Service has undertaken a presentation to the YOS Management Board at its September meeting to raise the profile of the team and the work that is

being undertaken. The Prevention Team is also due to attend a service-wide meeting on 2 December to raise the profile of the team more widely within Children's Services and encourage multi-agency working/co-operation where there are cross over cases amongst teams.

Going forward there is an intention for the Prevention Team to undertake further presentations to the Neighbourhood Policing Teams as there is a high turnover of staff in those teams and they may no longer be aware of the work the Prevention Team undertakes. It is anticipated that once this is done this will generate further referrals to the service.

#### Information Sharing Protocols Reviewed With YOS Management Board Members

Following a session with Darren Trollope at the June Management Board meeting, there has been a refresh of the YOS Management Board, with membership increasing to include an Elected Member, the Early Help Service, Families First, Housing, Operational Manager for Looked After Children and the Chair and Vice Chair of the Youth Bench.

As part of this refresh, the Terms of Reference and Information Sharing Protocols for the Board are in the process of being reviewed. In addition, the Board is establishing an Out of Court Disposals scrutiny sub group, which will dip sample Out of Court Disposal case management decisions to give the Management Board and the Youth Bench assurance that Out of Court Disposals are appropriately applied.

Finn Madell  
Operational Manager  
December 2019



**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**17 December 2019**

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**Children's Service Quarter 2 Performance 2019/20**

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**Reasons for the Report**

1. The Director of Social Services will introduce and present the Quarter 2 performance report for Children's services. This report will enable the Committee to assess the progress being made in improving outcomes for children in need and children being looked after.

**Background**

2. The Committee undertakes a review of the performance of children's services on a quarterly. A new format of reporting was started last year following discussions with Director of Social Services, scrutiny officer and Members.

**Issue – performance reporting**

3. The ongoing development of the Cardiff Performance Management Framework has brought into line the monitoring and evaluation of progress against commitments set out in the Corporate Plan and the performance indicators set to assist in the understanding of the overall performance position of the Council. This range of performance data relating to Children's Services is contained in **Appendix A** to this report.
4. The performance report for the performance during quarter 2, July - September, attached at **Appendix A**, has been constructed to highlight areas which are working well, what the directorate is worried about and what the directorate needs to do in delivering the Strategic Directorate priorities, associated performance indicators, and commentaries

## **Scope of Scrutiny**

5. The scope of the scrutiny of this report is for the Committee Members to review the information provided to the Committee and to provide any comments, concerns or recommendations to the Cabinet Member or Director of social services.

## **Way Forward**

6. At the meeting Councillor Graham Hinchey (Cabinet Member for Children and Families), Claire Marchant (Director of Social Services) and Deborah Driffield, (Interim Assistant Director of Social Service Children's Services) will be in attendance to make a presentation and answer any questions Members may wish to ask.
7. Members may wish to review the information presented at the meeting and determine whether there are any comments, concerns or recommendations which they would like to pass on to the Cabinet Member or Director of Social Services.

## **Financial Implications**

8. There are no direct financial implications arising from this report. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. These financial implications will need to be considered before any changes are implemented.

## **Legal 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 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/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.

### **Recommendation**

The Committee is recommended to review the information provided in the report, appendix and at the meeting and provide any comments, concerns or recommendations to the Cabinet Member and Director of Social Services.

**DAVINA FIORE**

**Director of Governance and Legal Services**

**13 December 2019**

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# Children's Services Performance Report

Quarter 2 2019-20



### What's working well?

- The new '**Wales Safeguarding Procedures**' have been finalised and will be launched in partnership with Welsh Government (WG) and Cardiff and Vale Regional Safeguarding Boards place during National Safeguarding week 2019 (18<sup>th</sup> – 24<sup>th</sup> November). Assembly Ministers will be in attendance at the launch. An 'app' that will give access to a digitalised version of the Wales Safeguarding Procedures will be released simultaneously.
- A **Think Again ! Tackling Exploitation event** was held whereby young people from schools across Cardiff came together at County Hall to showcase their presentations on Child Exploitation. The event was split into two parts - with the presentations in the morning and the launch of the Cardiff Council funded YMCA Cardiff SHOT *Think Again!* report and accompanying video in the afternoon. The Think Again ! project worked with young people who had experienced child exploitation to gather their thoughts and feelings to evaluate services they had accessed as a result of their experiences. The project culminated with a creative and impactful video that won a Youth Excellence Award.
- The **Adolescent Resource Centre** is becoming a regional service with the Vale following a successful Integrated Care Fund bid, as the Vale are impressed with the provision.

### What are we worried about?

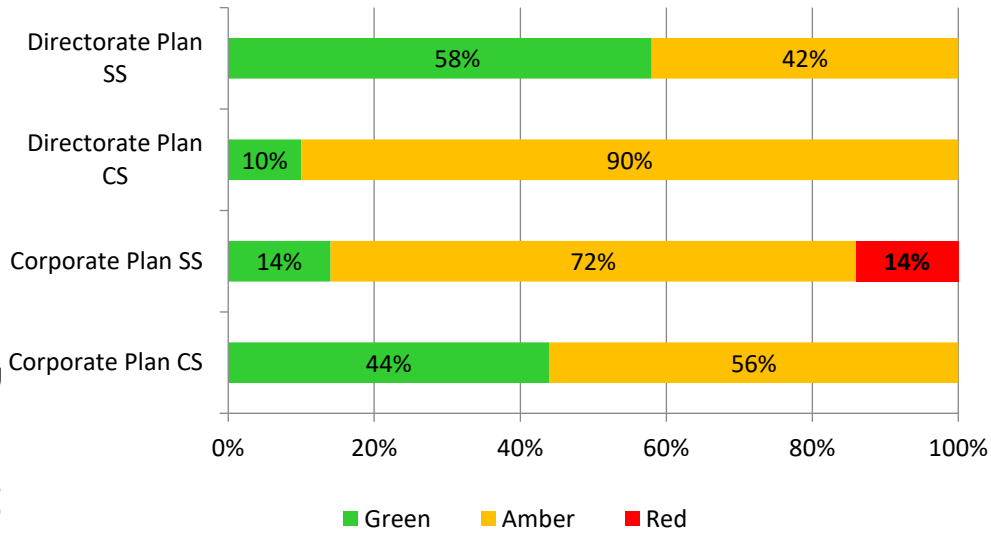
- **Recruitment and retention of social workers** – percentage of social work vacancies are not improving despite low caseloads.

### What do we need to do?

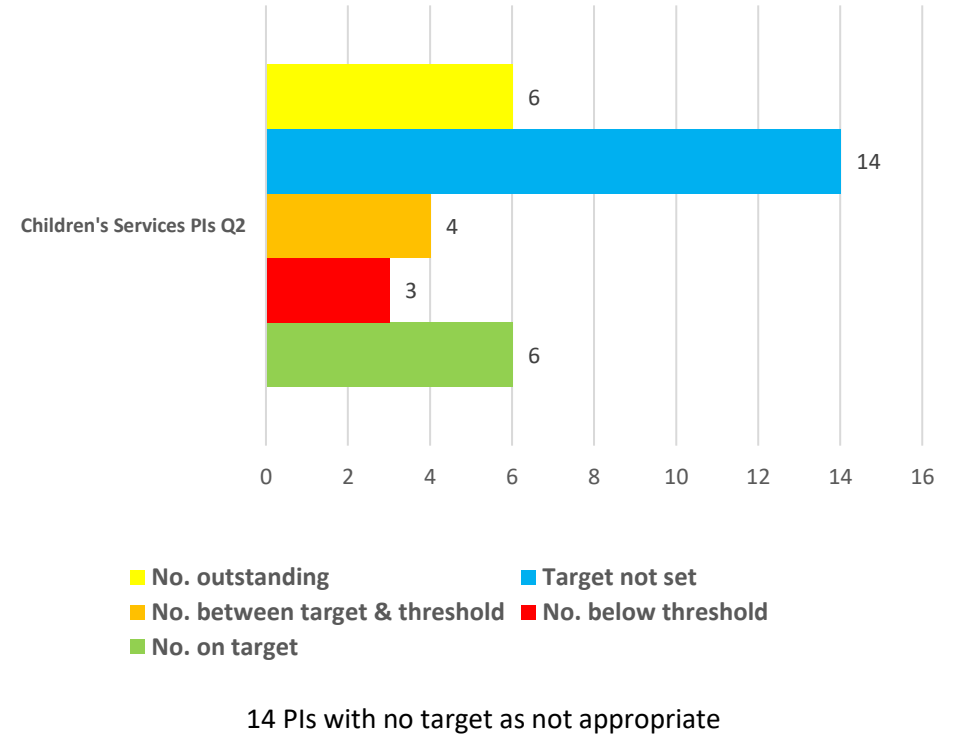
- A post to drive forward **recruitment and retention** has been created and the post-holder took up post during the quarter. Work has commenced to centralise and introduce controls around agency workers. Timescales around the recruitment process are improving and a significant number of offers of appointments have been expedited through to offer / start date. A regular Thursday afternoon interview window has been introduced to enable dynamic booking of candidates into interview slots. This has increased throughput of candidates into the time to recruit workflow. During Quarter 2 there have been 11 new starters and 13 leavers with another 14 with start dates next quarter. Next steps include pulling together assets and identifying additional requirements to build a 'Social Work Cardiff' brand, and developing a process for recruiting into hard to fill roles and talent-banking candidates with support from HR. Consideration will also need to be given to the structures within Cardiff social work teams to ensure they reflect the complexity of social work in the city.

# Quarterly Performance

## Progress against Corporate Plan & Directorate Delivery Plan Actions

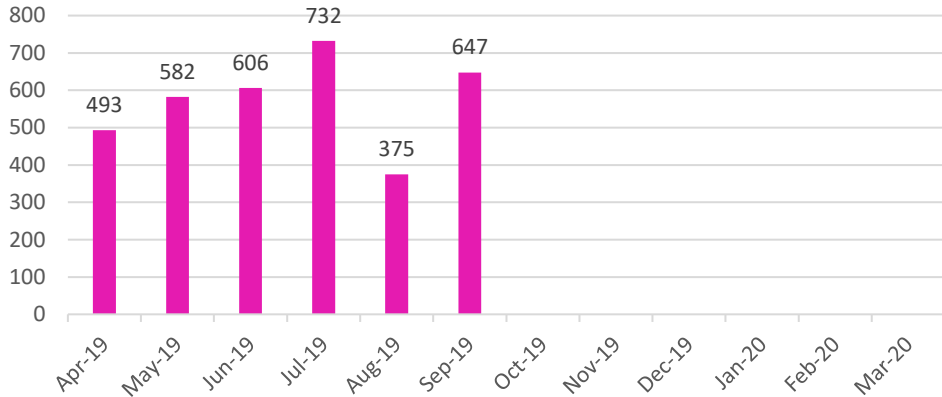


## Performance Indicator Overview Quarter 2

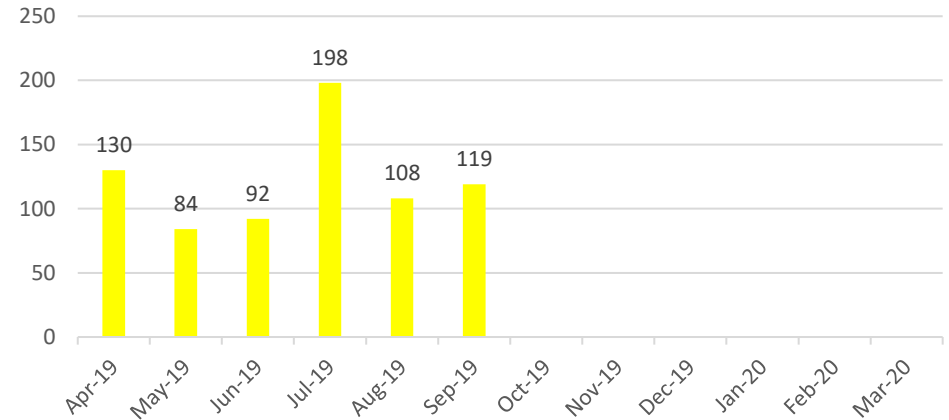


# Key Performance Indicators – Corporate Plan

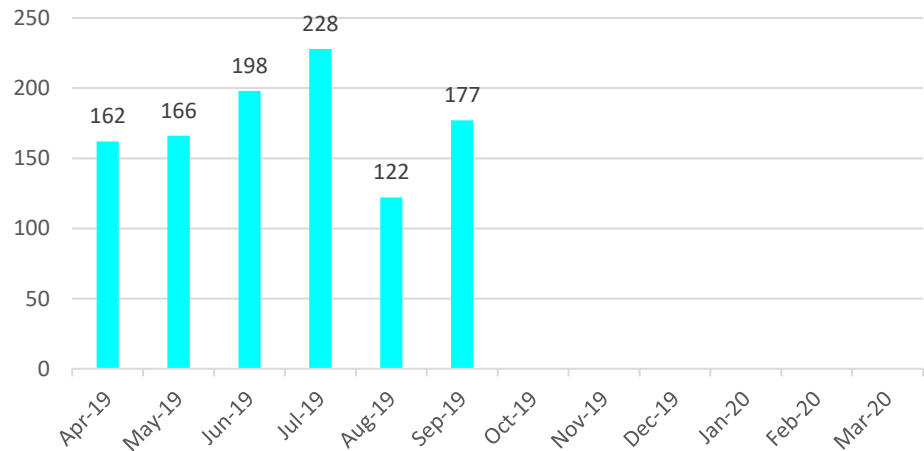
FAM KPI 01 The number of people supported through the Gateway



FAM KPI 02 The number of people supported by the Family Help Team



FAM KPI 03 The number of people supported by the Support4Families Team.



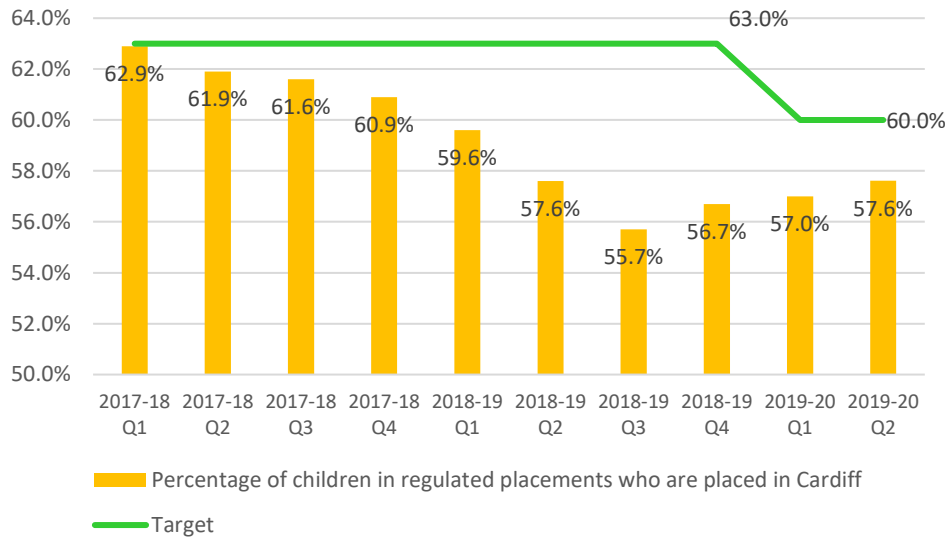
FAM KPI 01 The **number of people supported through the Family Gateway** = 1,754 = The number of enquiries and well-being contacts.

FAM KPI 02 The **number of people supported by the Family Help Team** = 425. Number of households = 219.

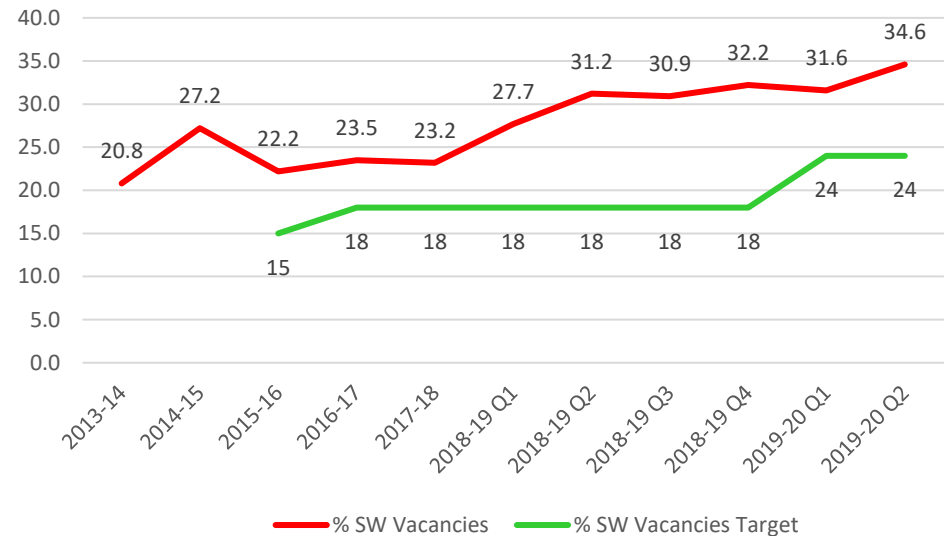
FAM KPI 03 The **number of people supported by the Support4Families Team** = 527.



CS LAC 58 Percentage of children in regulated placements who are placed in Cardiff



Staff 1 The percentage of social worker vacancies in all teams



YOS 2 The percentage of children re-offending within six months of their previous offence.

Under development.

CS LAC 58 The **percentage of children in regulated placements who are placed in Cardiff** = 57.6% (386 / 670). The PI counts only children placed within the LA boundaries and excludes children placed in neighbouring authorities close to their home area and attending Cardiff schools. Please see page 21 for a breakdown of placements.

Staff 1 = 34.6% **vacancy rate** for Quarter 2. For more detail, please see Workforce section on page 22.

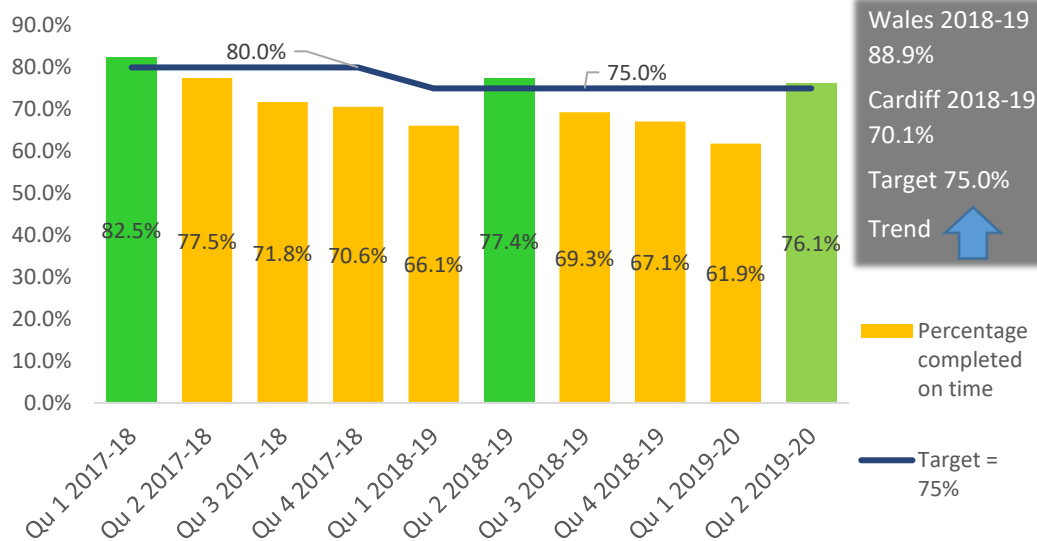
YOS 2 -The **percentage of children re-offending within six months of their previous offence**. Time lag in reporting – Quarter 1 result is pending; Quarter 2 result due 31<sup>st</sup> December 2019.

## Prevention and Well-being / Independence

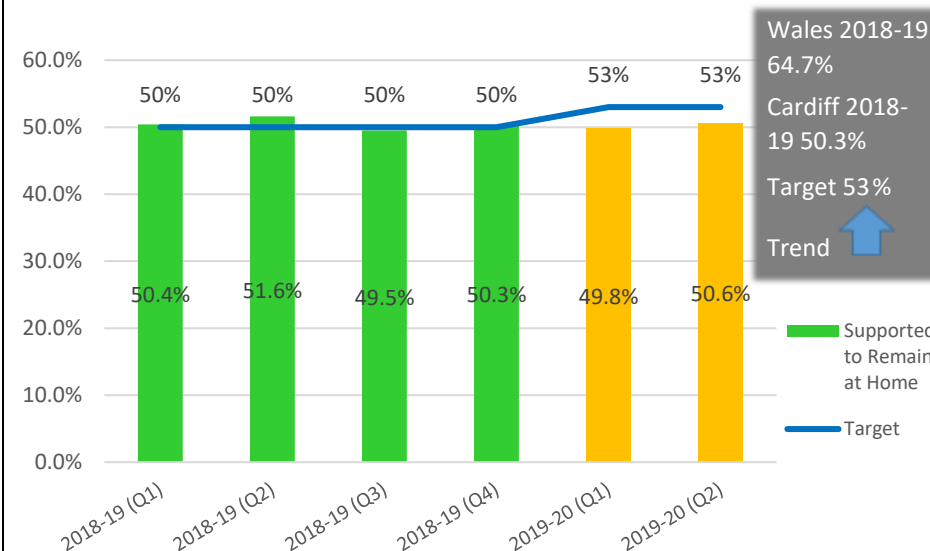
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What's working well?	What are we worried about?	What do we need to do?
<ul style="list-style-type: none"> <li>• Following the soft launch of the Family Gateway earlier this year, we are on target for the full launch early in Quarter 3.</li> <li>• Joint home visits, with the allocated social worker, are now taking place to plan the meetings with the family members which gives the families more involvement in the Family Network Meetings (FNM) process.</li> <li>• Where FNM have taken place, families are receiving these well, investing in the meeting, devising plans and have given positive feedback.</li> <li>• Young Carer Development Officer in post.</li> <li>• Youth Offending Service (YOS) reoffending panel.</li> <li>• Increasing referrals are being received by the YOS Prevention Team.</li> <li>• Further development of processes and practice to ensure consistency across the Adolescent Service (referral / assessment / closure).</li> </ul>	<ul style="list-style-type: none"> <li>• Ensuring that people receive the right support at the the right time.</li> <li>• Ensuring all young carers are aware of the pathway and support available and can access these if needed.</li> <li>• Preventative response to young people known to the Youth Offending Service and excluded from school required.</li> <li>• Staff / management changes mean there is some work to do to embed new structures and establish a coherent regional Adolescent Service.</li> <li>• High and complex caseloads of social workers in Intake &amp; Assessment and transition of cases between Multi Agency Safeguarding Hub (MASH) and Intake &amp; Assessment.</li> <li>• More work to do fully embed rights and participation in everything we do.</li> <li>• Delay in progressing development of Parent Participation Charter.</li> <li>• Work required to understand the impact of poverty on families.</li> </ul>	<ul style="list-style-type: none"> <li>• Review the flow of cases through from Early Help to statutory services.</li> <li>• Pathway to be disseminated to all partners.</li> <li>• E-learning module to be distributed.</li> <li>• Expedite arrangements with Education and the Youth Service.</li> <li>• Staff consultation on new structure to take place</li> <li>• New Operational Manager in post and taking action plan forward.</li> <li>• Implement new MASH model following agreement of partners.</li> <li>• Implement the Mind Of My Own app which will give young people an instant and convenient way to express their views, wishes and feelings, and social workers a smart way to record them.</li> <li>• New Operational Manager in post and taking this action forward.</li> <li>• Work to be taken forward through locality working.</li> </ul>

### SSWB 24 Percentage of Well-being assessments completed within statutory timescales

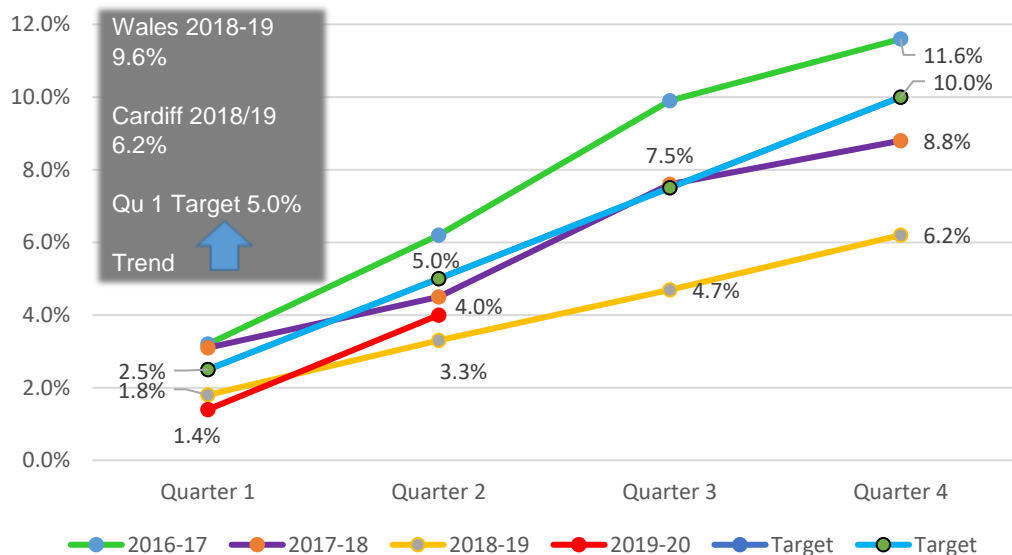


### SSWB 25 Percentage of children supported to remain living within their family



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### SSWB 26 Percentage of children looked after returned home from care during the year



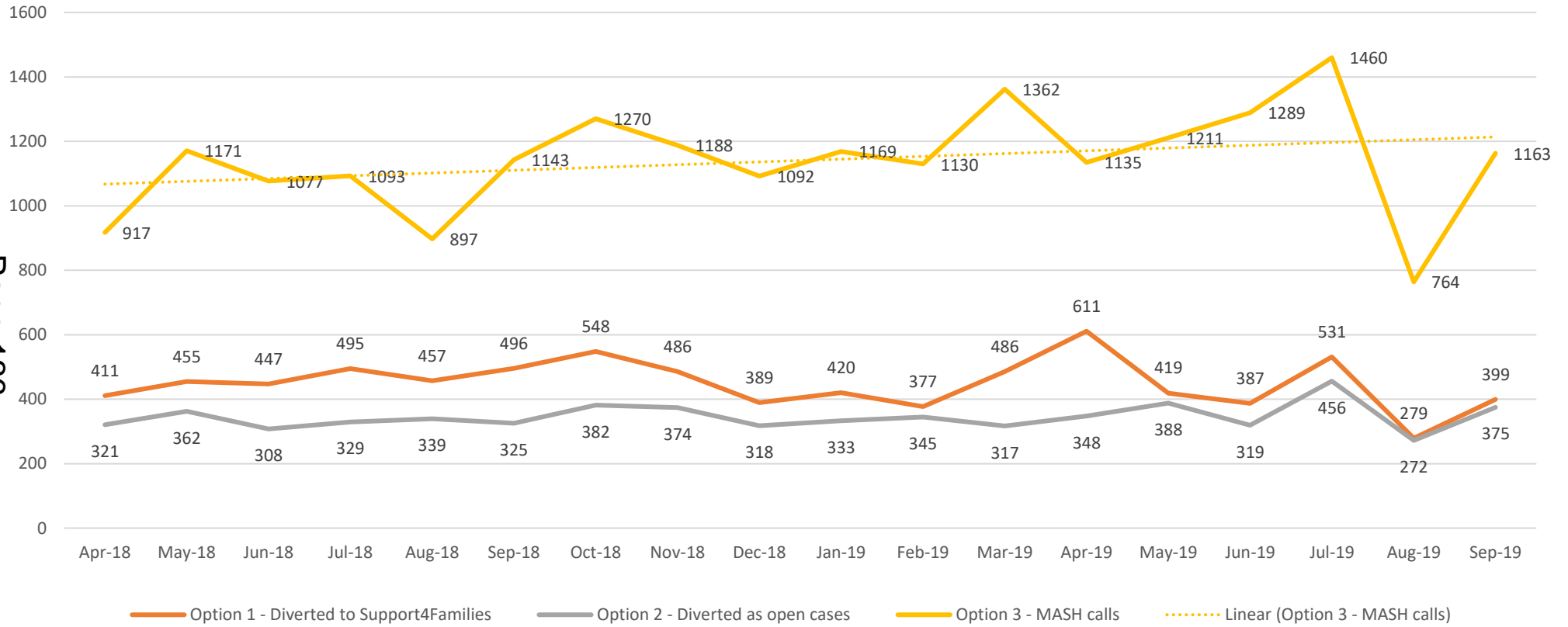
SSWB 24 =  $721 / 947 = 76.1\%$  of well-being assessments were completed within statutory timescales during Q2. Performance is above target despite a 19% increase in the number of assessments that were completed this quarter, 947 compared to 797 during Quarter 1. This is in the context of the number of contacts requiring assessment remaining stable (673 compared to 675 in Quarter 1). The number of well-being assessments that were incomplete at the end of Quarter 2 was 295 a decrease of 36% from 461 at the end of quarter 1, of which 98 and 135 were respectively out of time.

SSWB 25 = % of children supported to remain living within their family =  $960 / 1,896$ . Of the 1,896 children with a Care and Support Plan at 30<sup>th</sup> September 2019, 960 were being supported to live at home (i.e. were not being looked after).

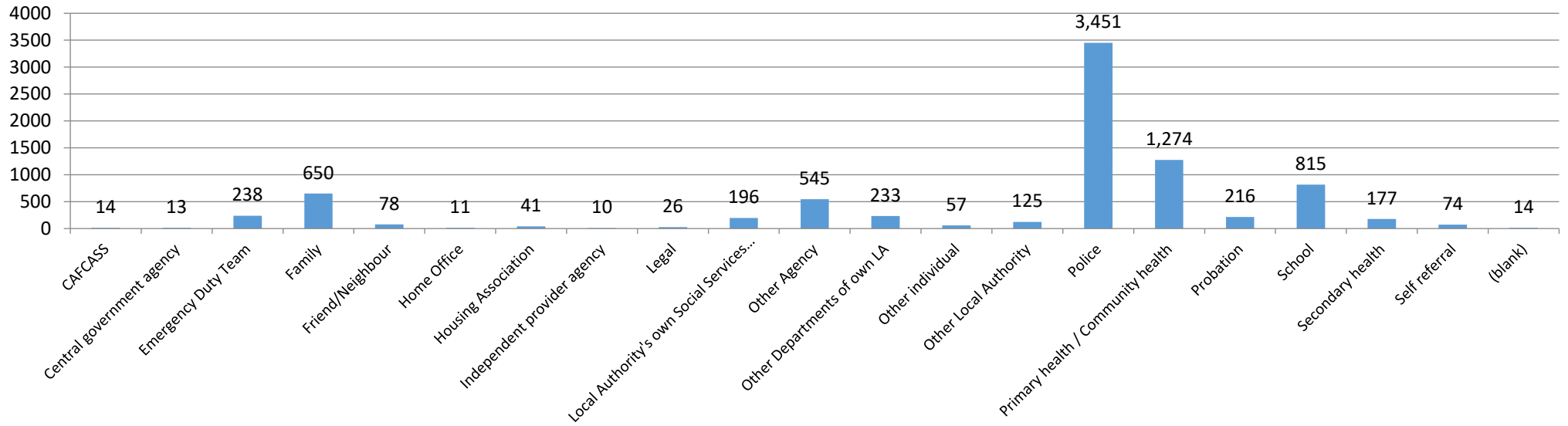
SSWB 26 = 4.0% of children looked after returned home from care during this quarter =  $41 / 1,035$ . Of the 1,035 children who have been looked after during the year to date, 41 have returned home. This PI is cumulative, and performance will improve as we progress throughout the year. In addition to the 41 children who were returned home from care, 159 children were in the care of their parents, but remain subject to a Care Order, and 113 children were placed with relative carers. It is noted that our judiciary have indicated a reluctance to discharge Care Orders, and continue to make new Care Orders as opposed to other orders, e.g. Supervision Orders.

# Support4Families and MASH diverted calls

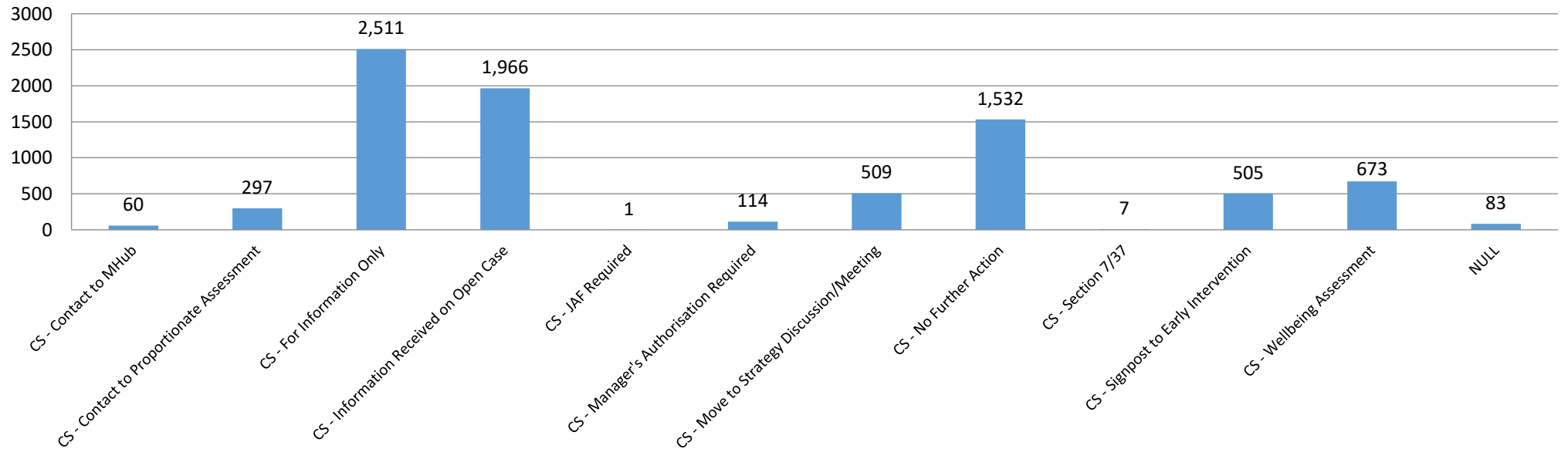
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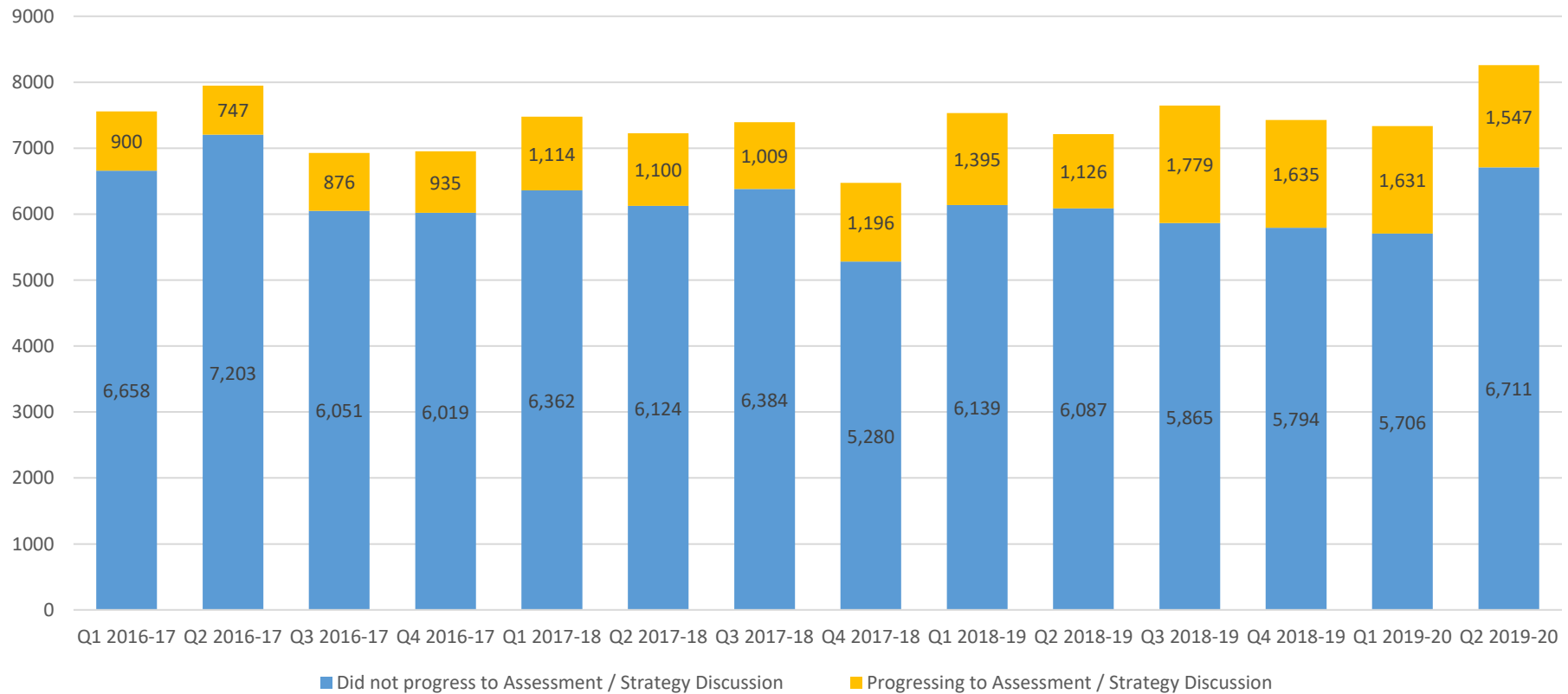
## Source of Well-being Contacts / Referrals during Quarter 2



## Outcome of Well-being Contacts / Referrals during Quarter 2



## Proportion of Contacts Requiring Assessment



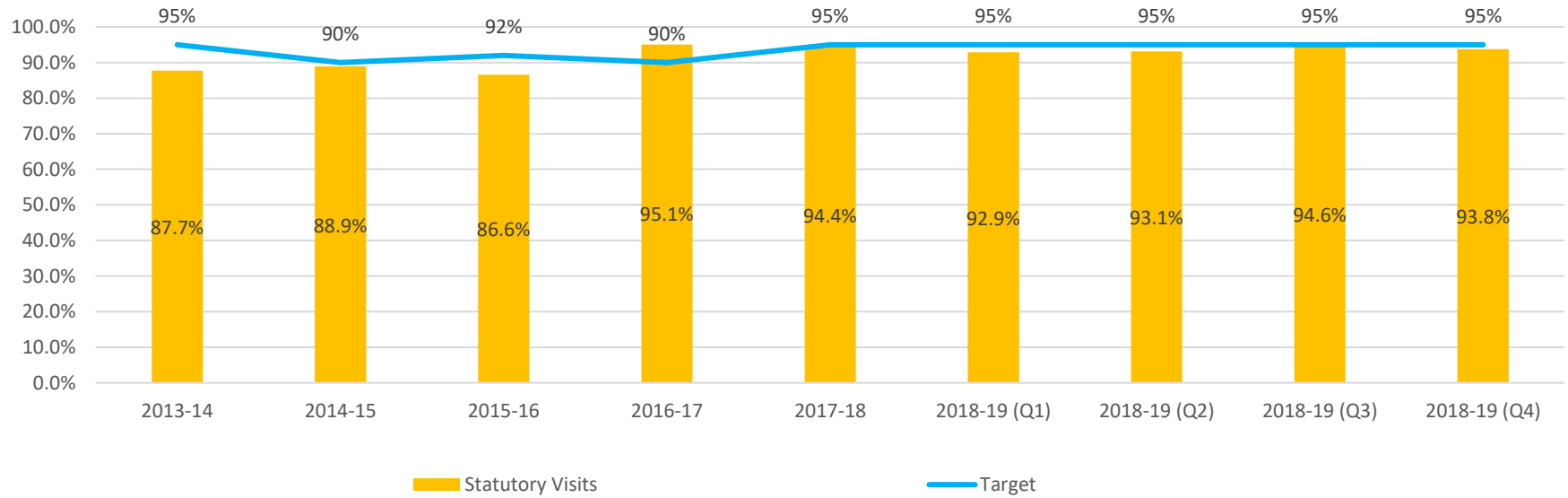
During Quarter 2, 18.7% (1,547 / 8,258) of contacts have progressed to assessment / strategy discussion, compared to 22.3% (1,635 / 7,337) last quarter.

## Assessment and outcome focused care planning / Care & Support – including Transition

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What's working well?	What are we worried about?	What do we need to do?
<ul style="list-style-type: none"> <li>• Signs of Safety briefing sessions positively received and feedback from staff is that there has been an increase in their knowledge following the briefing session.</li> <li>• Multi Agency Transition Review Interface Group (TRIG) processes are becoming embedded across service areas in Cardiff and supported by the new All Age Disability Operational Manager (OM). The newly appointed Outcome Delivery Officer Learning Disabilities will provide alignment between data analysis work for transition and 'Closer to Home' project activity, which will support a robust overview of the needs in both projects.</li> <li>• Final version of joint Continuing Care Protocol co-produced with Task &amp; Finish Group.</li> <li>• Performance in respect of timely completion of well-being assessments was on target with 76.1% being completed within statutory timescales (target is 75%).</li> </ul>	<ul style="list-style-type: none"> <li>• Need a better understanding of the impact that Signs of Safety is having on families.</li> <li>• Delay in implementation of care planning protocol.</li> <li>• Capacity to undertake direct work with children and young people of transition age and prioritise project development following departure of two transition social workers.</li> <li>• Electronic induction pack has been delayed due to issues with SharePoint</li> <li>• Capacity within the Independent Reviewing Officer Service to complete the backlog of children looked after review reports, alongside maintaining timely production of reports from recent reviews.</li> <li>• Current lack of provision in the market to secure services for Child Health &amp; Disability Team</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a reporting system to gather feedback about the impact of Signs of Safety on families.</li> <li>• Care planning protocol to be sign off early in Quarter 3.</li> <li>• Conduct an internal independent review of the specialist transition Social Worker role to mitigate against further retention issues</li> <li>• SharePoint to be set up for the Induction Pack to be made electronic for all new starters and for the policies to be made accessible for all workers.</li> <li>• SBAR in place and regularly reviewed. More detailed performance monitoring mechanism agreed with new Service Manager and implemented.</li> <li>• This work has been completely aligned with the recommissioning of domiciliary care services for adults and it features as a discrete cohort of services within the recommissioning timetable.</li> </ul>

SCC/025 The percentage of statutory visits to children looked after due in the year that took place in accordance with regulations



N.B. Data for Quarters 1 and 2 is pending



## Key Stats

During Quarter 2, the percentage of well-being assessments completed within statutory timescales = 76.1% (721 / 947)

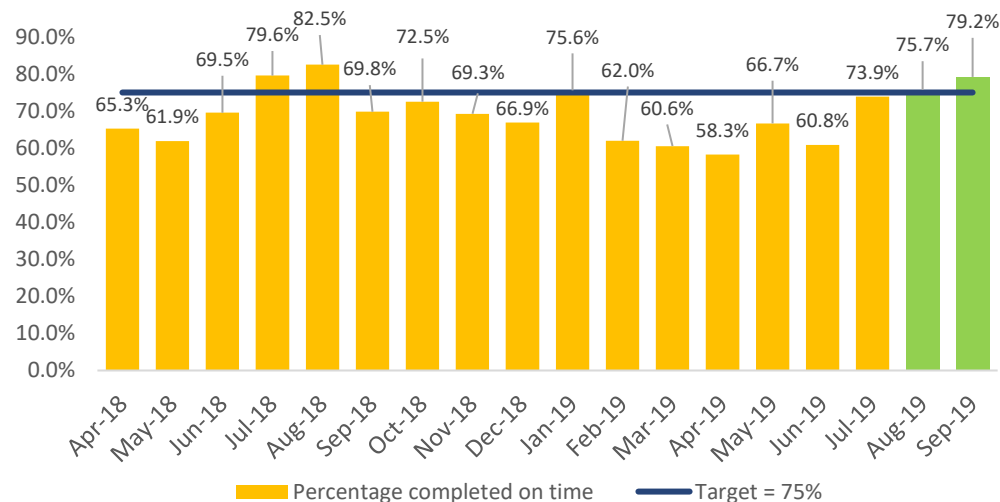
Target = 75%

The number of incomplete well-being assessments at end of Quarter 2 was 295, 98 of which were out of time.

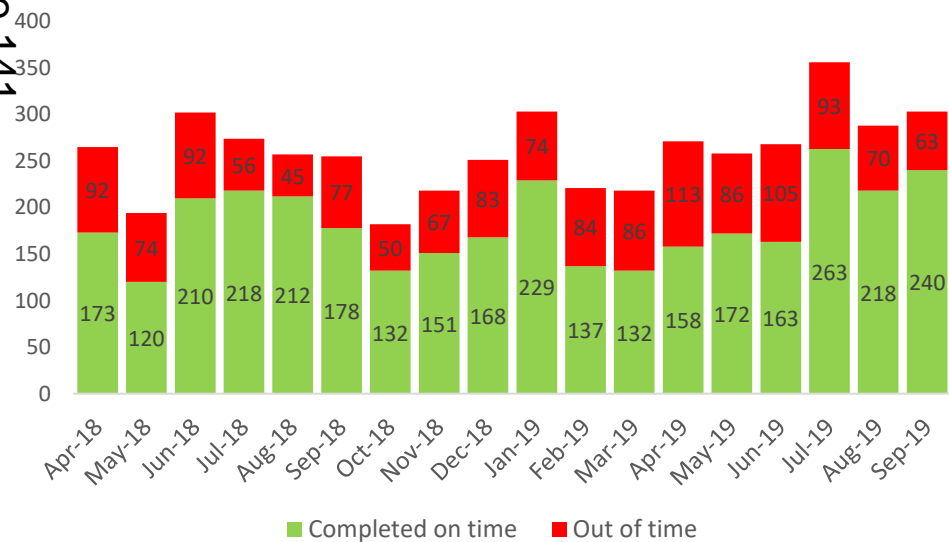
No. of children and young people in receipt of Direct Payments during Quarter 2 = 166.

Number of children and young people working towards Direct Payments at Quarter 2 = 33.

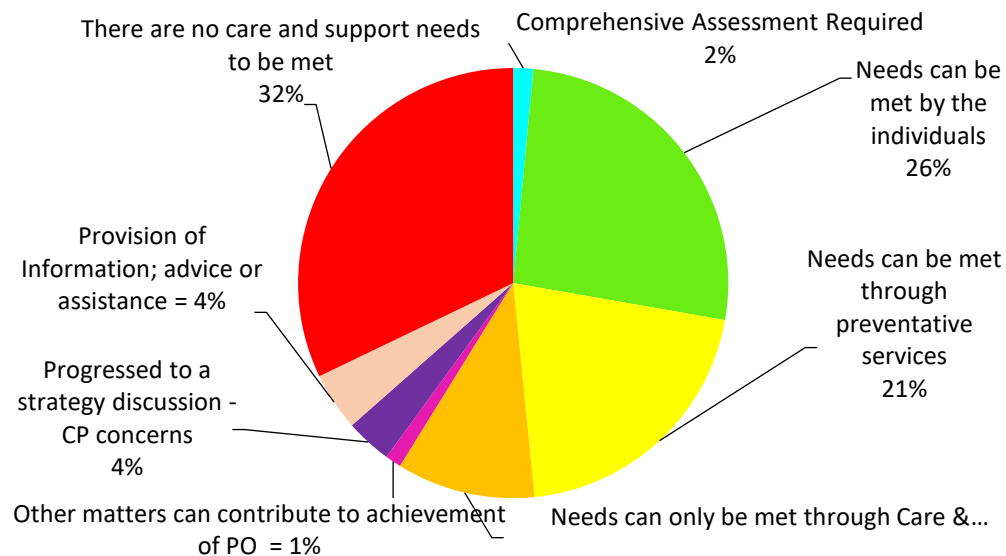
## Percentage of well-being assessments completed within statutory timescales



## Number of well-being assessments completed during the month

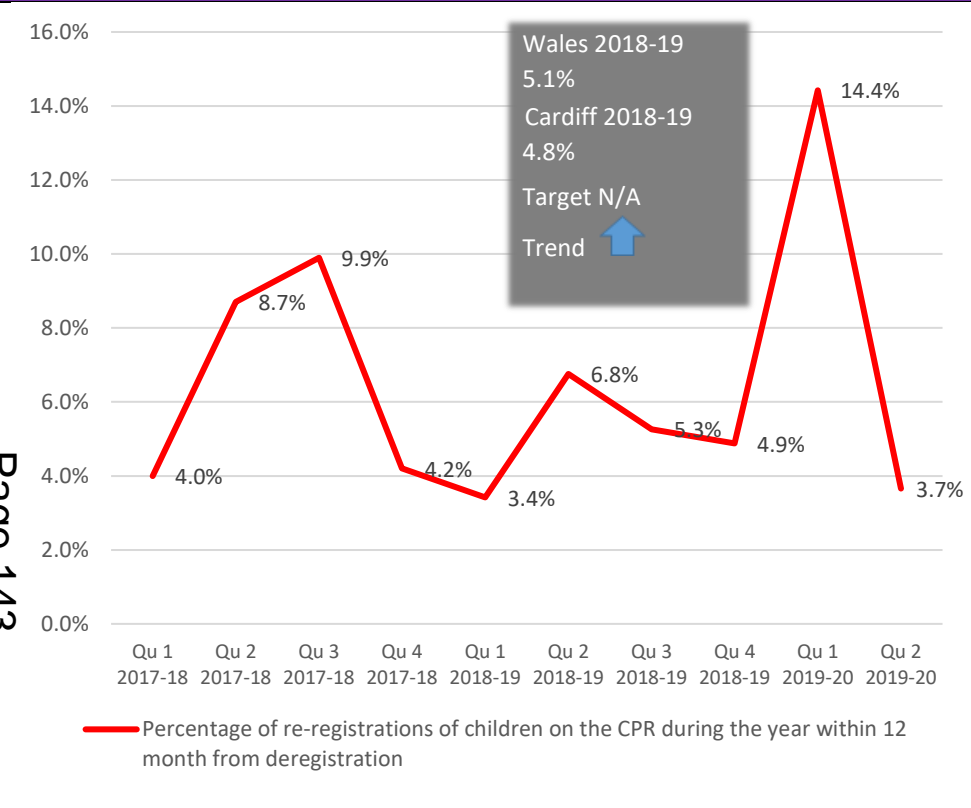


## Well-being assessments completed by outcome during Quarter 2



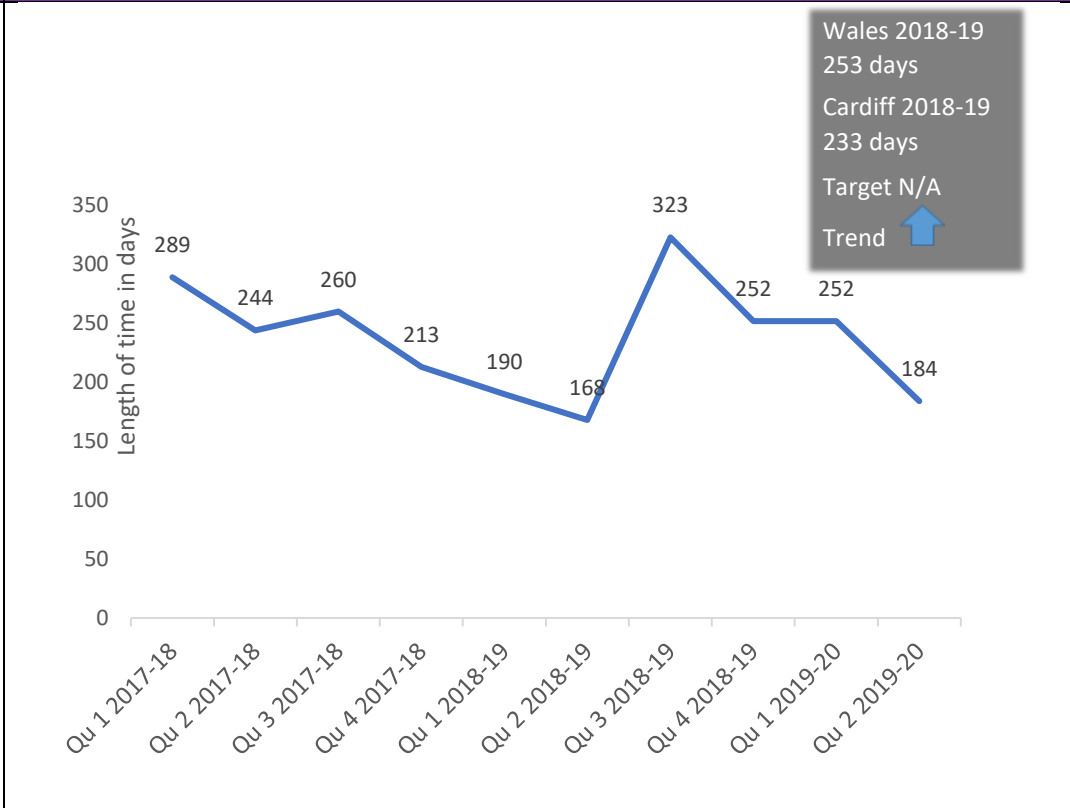
What's working well?	What are we worried about?	What do we need to do?
<ul style="list-style-type: none"> <li>• 100% of children on the Child Protection Register allocated a social worker.</li> <li>• New 'Wales Safeguarding Procedures' finalised for launch in partnership with Welsh Government and Cardiff and Vale Regional Safeguarding Boards during National Safeguarding week (18<sup>th</sup> – 24<sup>th</sup> November).</li> <li>• Partnership working with the NSPCC resulted in the NSPCC making a presentation to the Children Services Management Team during Quarter 2 to raise awareness and to informally agree how Social Services and the NSPCC can work together to safeguard children who participate in sports, leisure and entertainment activities.</li> <li>• Separate Quality Assurance Frameworks have been agreed for Children's and Adult Services. These are to be reviewed in their entirety to create one overarching Quality Assurance Framework for Social Services.</li> <li>• Reduction in the number of overdue Section 47 enquiries.</li> </ul>	<ul style="list-style-type: none"> <li>• Our developing understanding of non-familial safeguarding (contextual / exploitation).</li> <li>• Availability of reviewers and panel chairs to undertake Child Practice Reviews.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement the action plan arising from the Exploitation Strategy when it is signed off by the Regional Safeguarding Board.</li> <li>• Implement contextual safeguarding, working with Research in Practice.</li> <li>• Develop a framework to ensure there is a pool of suitably trained and experienced reviewers and panel chairs.</li> </ul>

**SSWB 27 Percentage of re-registrations of children on Child Protection Register during the year and within 12 months from deregistration**



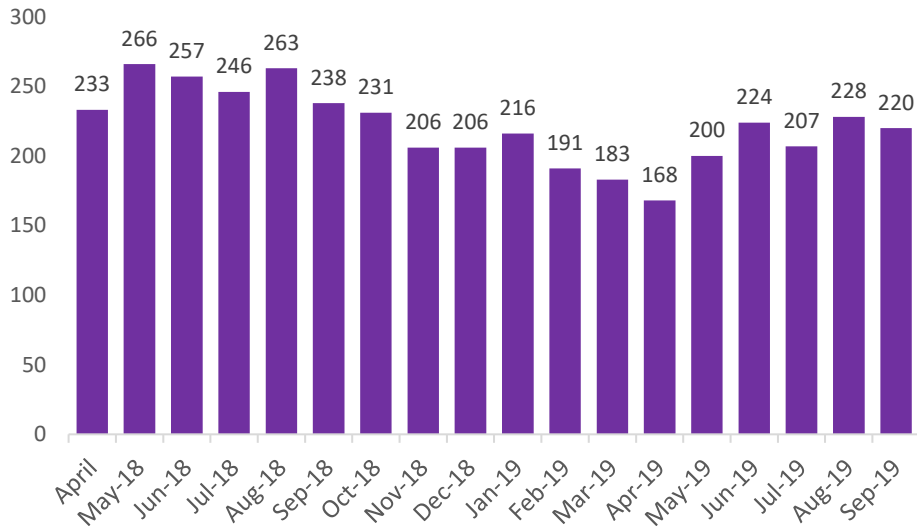
3 / 82 = 3.7%. 3 of the 82 children registered during Quarter 2 had been on the CPR within the previous 12 months.

**SSWB 28 Average length of time for all children who were on the Child Protection Register during the year.**

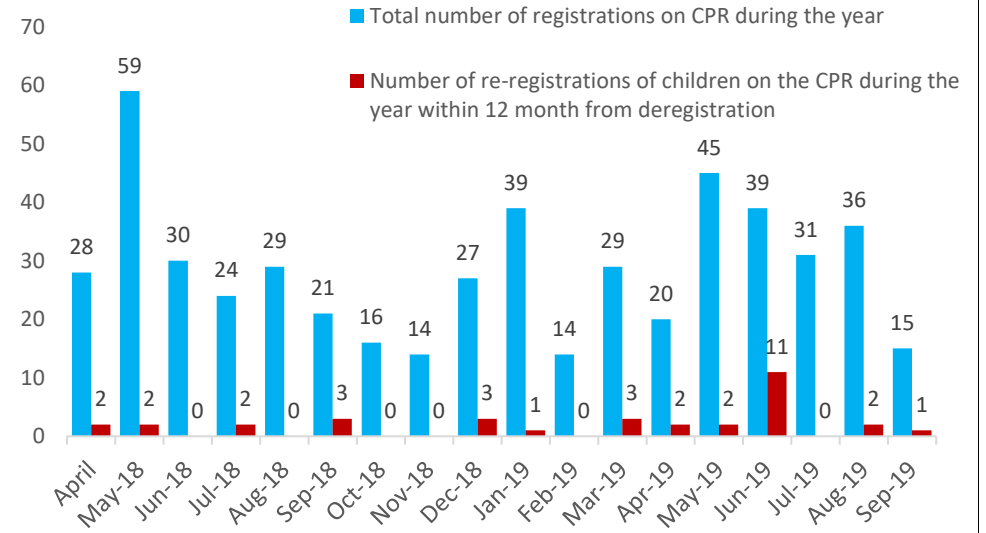


The average length of time on the CPR for the 63 children who were deregistered during Quarter 2 was 184 days.

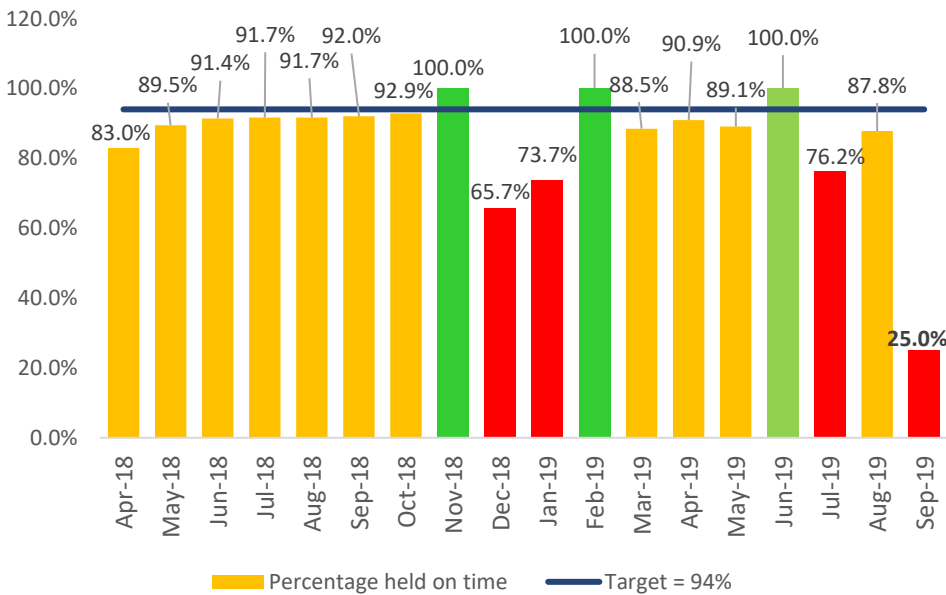
### Number of children on the Child Protection Register



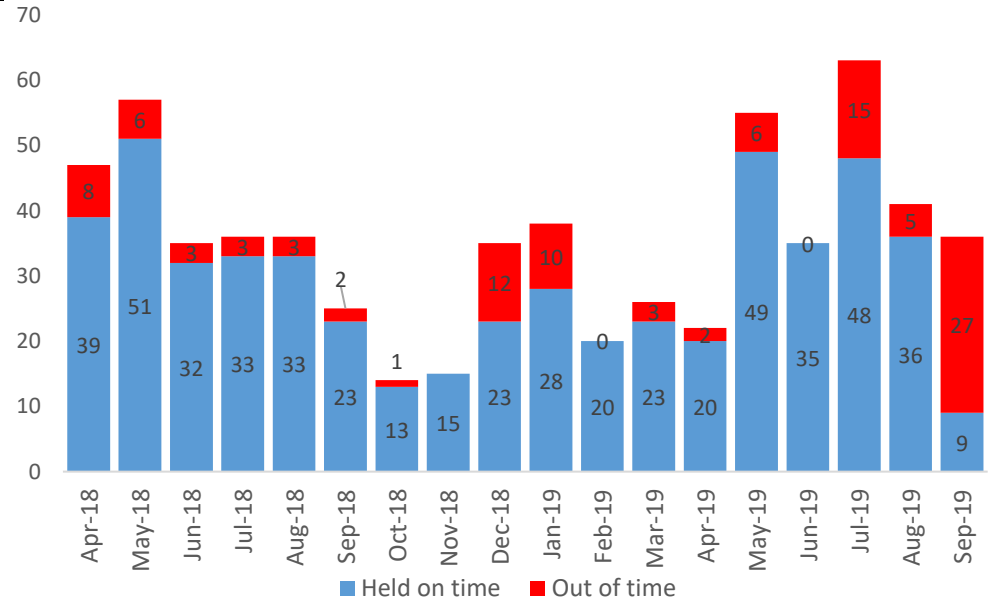
### Number of children registered and re-registered onto the Child Protection Register



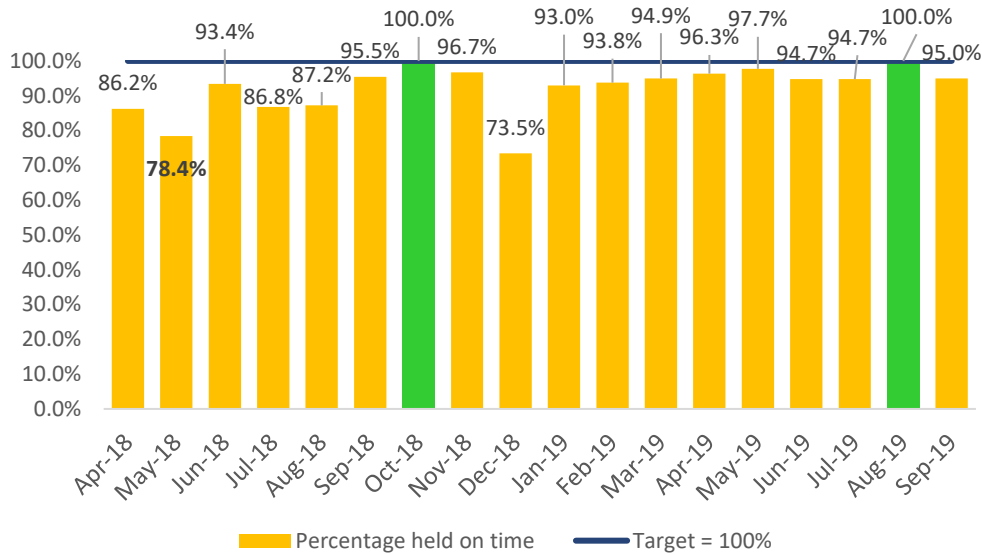
### Percentage of Initial Case Conferences held on time



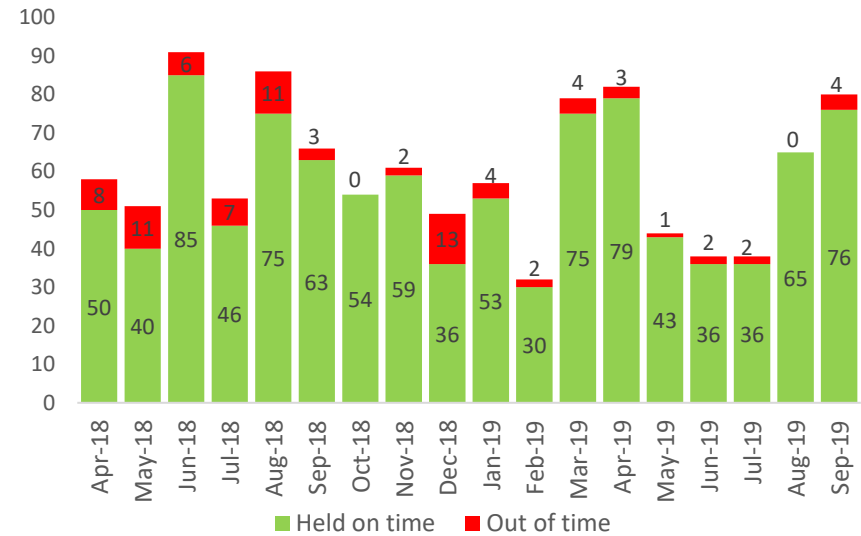
### Number of Initial Case Conferences due in month & held on time



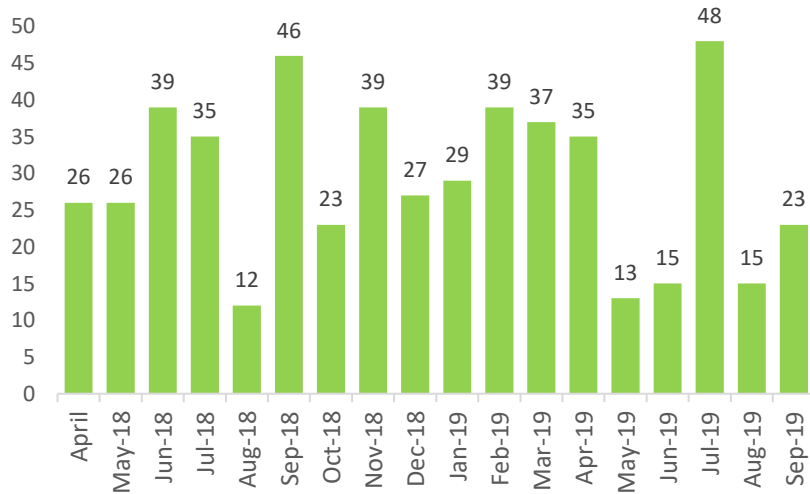
### Percentage of Child Protection Reviews held on time



### Number of Child Protection Reviews due and held on time during the month



### Number of children removed from the Child Protection Register



% of **Initial Case Conferences held on time** = 66.4% (93 / 140)

All of the 47 late conferences, have since been held. During the quarter there have been a number of staff shortages which has caused difficulties in terms of timeliness of the conferences. Operational Manager agreement was obtained for all of these conferences to go out of timescale. Child Protection conferences are being closely monitored going forward and an escalation process is being developed when there are concerns that a conference might go out of timescale.

% of **Child Protection Reviews held on time** = 96.7% (177 / 183)

6 reviews for 1 sibling group of 3 and 3 individuals were late during the quarter. Three reviews were rearranged at the request of the social worker and police, 1 review was postponed as CP chair was unable to attend. 1 was postponed due to bereavement in family. 1 was held 3 working days late. All conferences have since been held.

## Children Looked After

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What's working well?	What are we worried about?	What do we need to do?
<ul style="list-style-type: none"> <li>• Social media and online marketing is impacting on the volume of enquiries (28 full assessments ongoing at 30<sup>th</sup> September 2019).</li> <li>• Meetings have taken place with fostering agencies to discuss ongoing relationships with Cardiff and to consider opportunities for fee discounts based on volume. Quarterly meetings are scheduled going forward.</li> </ul> <p>Steering group established to take forward the development of a new residential children's home for young people aged 16-19. The National Youth Advocacy Service are developing proposals for how best to secure young people's engagement in the process.</p> <ul style="list-style-type: none"> <li>• Dedicated children's commissioning capacity has been secured on an interim basis to progress priority areas. The <b>Children's Commissioning Strategy</b> has been revised following further input from the Children's Management Team and will be presented to Cabinet in November 2019.</li> <li>• Work commenced with Education to begin the process of Education taking on responsibility for the preparation of Personal Education Plans.</li> </ul>	<ul style="list-style-type: none"> <li>• Work needs to be progressed with Black, Asian and Minority Ethnic (BAME) communities in Cardiff in relation to fostering and adoption.</li> <li>• It is important that we have oversight of all the services we are procuring and so we can ensure robust contract management going forward.</li> <li>• There are still a number of children for whom education provision is lacking.</li> <li>• High number of children placed out area experiencing delay in education provision</li> <li>• Delay in implementation of revised Pathway Plan.</li> <li>• Supply of the right type of services for our most vulnerable children, including scarcity of fostering and residential provision for children and young people with more complex needs.</li> <li>• Permanency planning for children and young people is under developed.</li> <li>• Numbers of children waiting for adoption 12 months after Placement Order made (68, 28 of whom are not yet placed).</li> </ul>	<ul style="list-style-type: none"> <li>• Targeted campaigns required for Foster Carers to reflect Cardiff's diversity especially Black, Asian and Minority Ethnic (BAME) communities.</li> <li>• All procurement activity to be undertaken through the Social Services commissioning team.</li> <li>• Continue to work with colleagues in Education to look at how we can more effectively and robustly seek to promote the educational needs of children looked after.</li> <li>• Implement new Pathway Plan document when requirement regarding Pathway Assessments has been confirmed.</li> <li>• Implement the priorities in the Commissioning Strategy, including development of emergency placement options.</li> <li>• Develop robust permanency planning arrangements.</li> <li>• We now have a clearer understanding of the children on Placement Orders where plans need to be reviewed. We also are now more effectively utilising early linking and matching tools to ensure harder to place children can be placed within families earlier.</li> </ul>

- Consistent representation on residential and resource review panels is working to ensure the children looked after are known to Education and support is shared across all services.
- Compliance with Court timescales has improved and we will continue to develop our Care Planning Practice Guidance to support social workers to progress cases through the Court process in a timely manner.
- The integration of the Bright Sparks Service into the Into Work Service is an opportunity for education and training opportunities to be expanded for children looked after. The young people have been able to access the Bike Scheme and now use their bike to attend their various work placements. One of the young people will not use public transport due to personal issues so having a bike to get around has really benefitted him.
- Dedicated team to review Placements with Parents in place. Potential for Cardiff to be part of a pilot with the Child and Family Court Advisory Support Service (CAFCASS) in relation to expediting discharge of Care Orders where appropriate to be considered early in Quarter.

## Key Stats

936 children looked after.

65 children started to be looked after in the quarter (down from 71 in Quarter 1). These children comprised 9 sibling groups and 33 individuals. The average number of children starting to be looked after was 1.55 (1.54 in Quarter 1 and 1.34 in 2018-19).

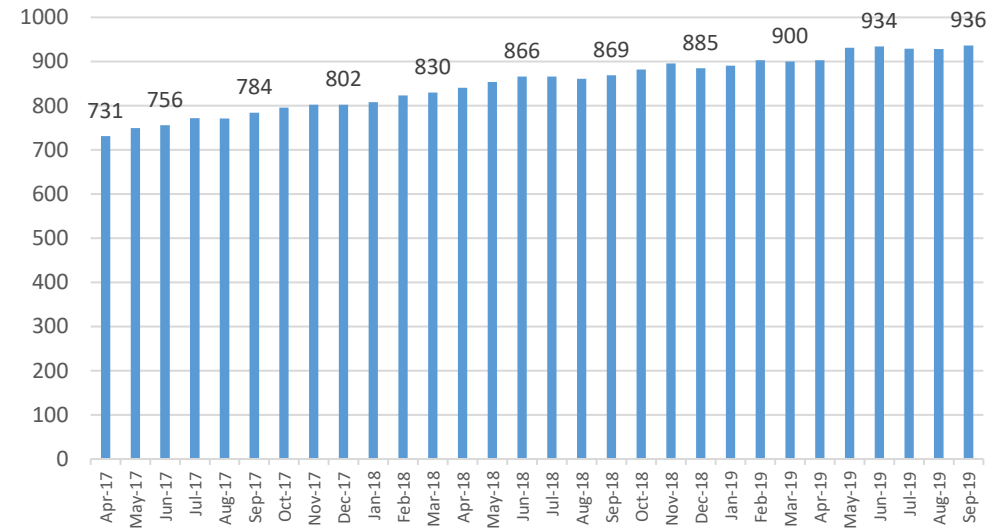
64 ends of being looked after this quarter.

386/ 670 (57.6%) children looked after in regulated placements are placed within Cardiff, increasing to 77.8% when taking neighbouring authorities into consideration.

100% of children looked after allocated to a social worker.

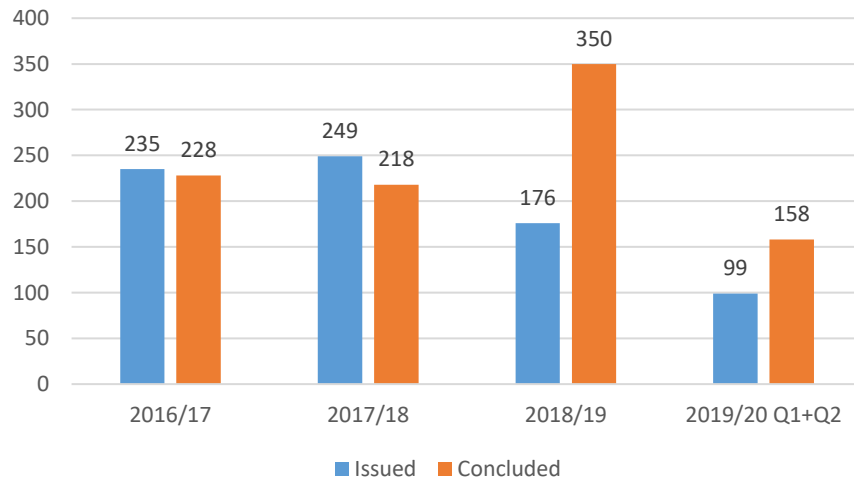
Permanence secured for 19 children through adoption since 1<sup>st</sup> April 2019.

## Number of children looked after

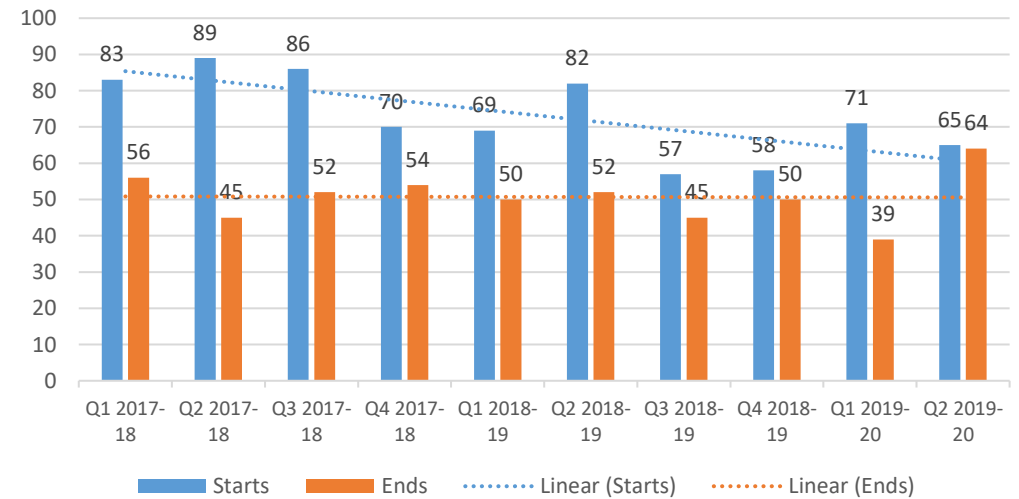


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## Care Proceedings issued and concluded during year

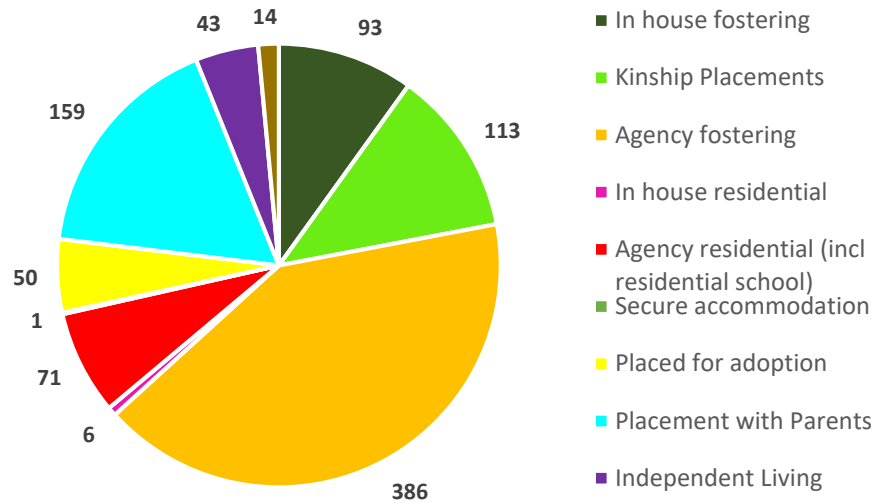


## Starts and ends of being looked after

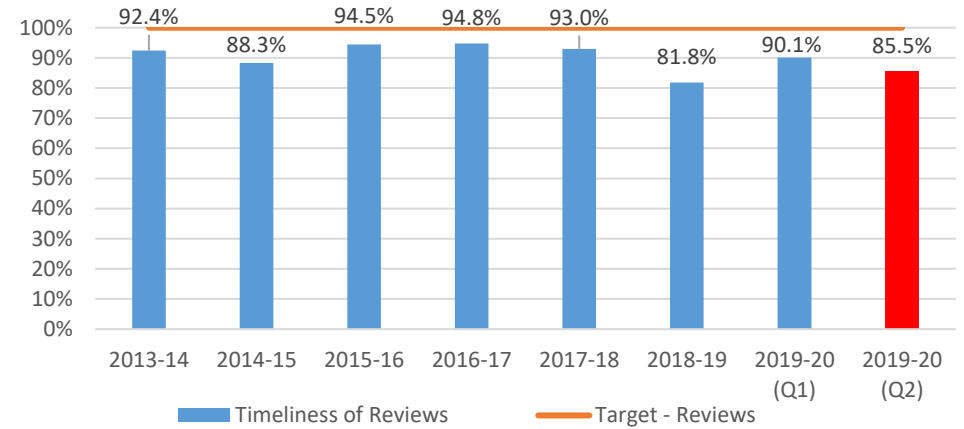




### Breakdown of placements by type – as at 30.09.19



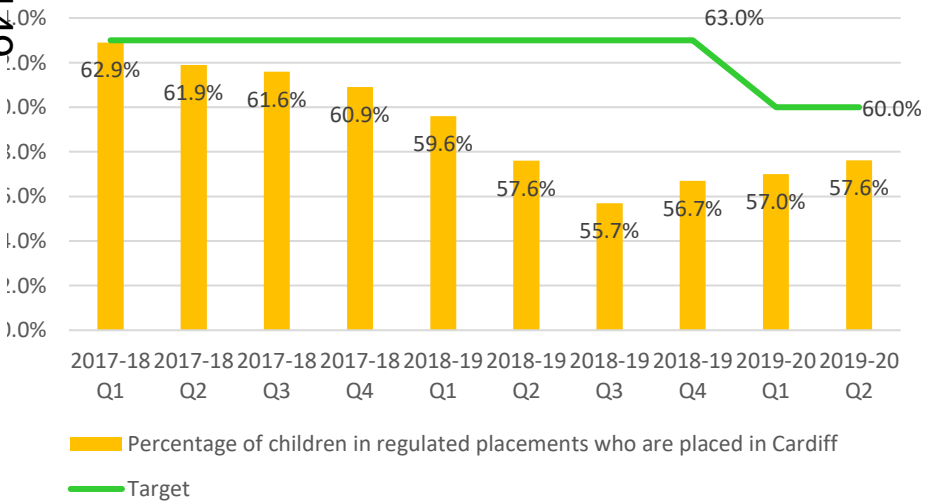
### Timeliness of Children Looked After Reviews



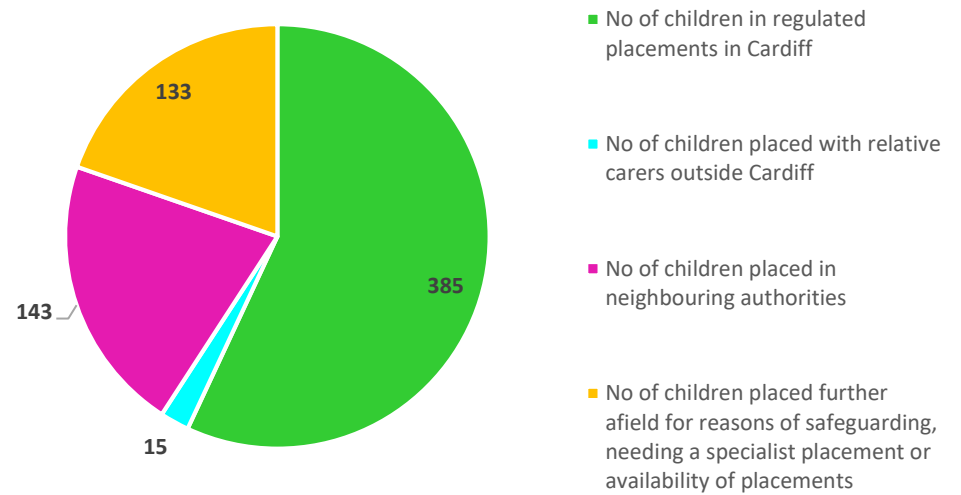
N.B. Quarter 1 and 2 2019/20 data is provisional

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### Percentage of children in regulated placements who are placed in Cardiff



### Breakdown of all children in regulated placements – as at 30.09.19



What's working well?	What are we worried about?	What do we need to do?
<ul style="list-style-type: none"> <li>Recruitment of agency social workers to permanent positions.</li> <li>Internal promotion of social workers.</li> <li>Number of students who stay with Cardiff upon qualifying.</li> </ul> <p>Working well with marketing and media colleagues.</p> <p>Mentoring staff during their first three years of practice.</p> <ul style="list-style-type: none"> <li>23 staff are being supported to follow the Continuing Professional Education + Learning (CPEL) pathway during 2019/20.</li> <li>Improved data collection in relation to workforce.</li> <li>PA service are a stable staff team; when they do leave, it tends to be for progression.</li> </ul>	<ul style="list-style-type: none"> <li>Social worker vacancies – 34.6% in Quarter 2 from 31.6% in Quarter 1. However the result of significant recruitment activity has started to become evident early in Quarter 3 with the net result of social workers starting and leaving the Council being positive for October and on an upward trajectory.</li> <li>Ability to produce reliable and comparable workforce data due to the ongoing changes in Children's Services. These include the creation of permanent posts, use of agency staff to take forward work enabled by various temporary funding streams (such as the Integrated Care Fund) and the use of agency "managed teams" to support us to meet demand pressures and our commitment to cover maternity leave and sickness absence.</li> <li>Improve exit interview data - good progress has been made on developing mechanisms to gather relevant information, and some intelligence has proved useful. However, further work is required to ensure supportive systems are in place in order to be fully informed</li> <li>Supervision audit undertaken in Quarter 4 highlighted the need for improvements in this area.</li> </ul>	<ul style="list-style-type: none"> <li>Staff in new recruitment posts to support the delivery of the recruitment and retention strategy. New secondment scheme introduced with very good progress made - additional places have been offered and taken up by unqualified staff wishing to undertake the social work degree.</li> <li>Continue weekly workforce monitoring meetings until a stable baseline position is established.</li> <li>Review structures within hard to recruit to social work teams to ensure that social work grades reflect the complexity of the the work.</li> <li>Further develop systems to capture and understand the reasons why people are leaving.</li> <li>Action plan to be developed and implemented.</li> </ul>

- Sickness levels this quarter have increased to 10.00 FTE days lost; annual forecast is 22.00 FTE days lost, which exceeds Children's Services target of 12.9 considerably and is the second highest across the council.

- Sickness is monitored in detail at weekly Children's Management Meetings. Further analysis to be undertaken to better understand the issues around long term sickness.

### Key stats

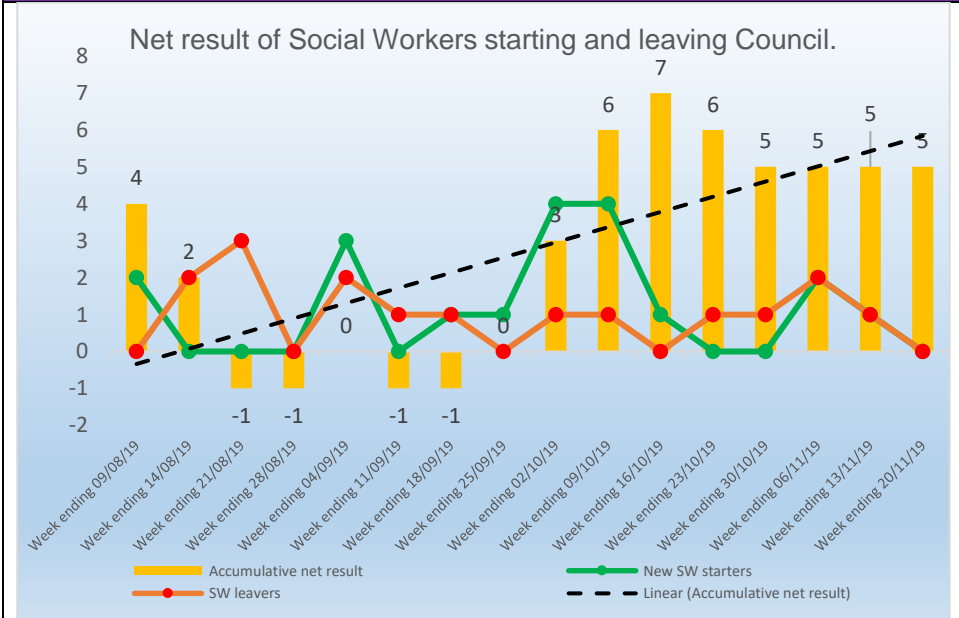
During Quarter 2:  
11 new Social Workers started filling 9 grade 7 posts and 2 grade 8 posts = 11 posts filled.

The net result of social workers starting and leaving the Council is on an upward trajectory.

1 grade 7, 9 grade 8 and 3 grade 9 Social Workers left the LA = 13 vacancies created.

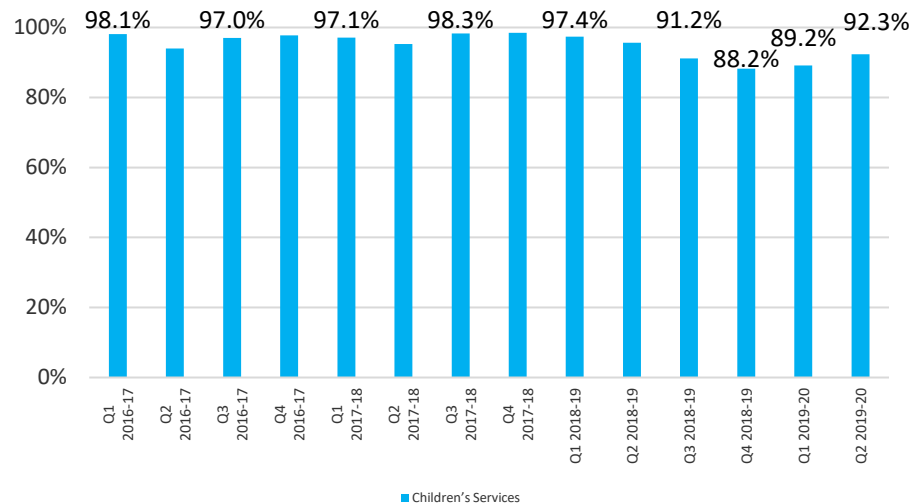
As at the end of September 2019. Average caseload 16.5 cases.  
Maximum caseload = 45 cases. Minimum caseload = 4.

### Net result of social workers starting and leaving the Council



# Sickness

## Return to work interviews



As at quarter 2, 48 / 52 return to work interviews held, 4 pending.

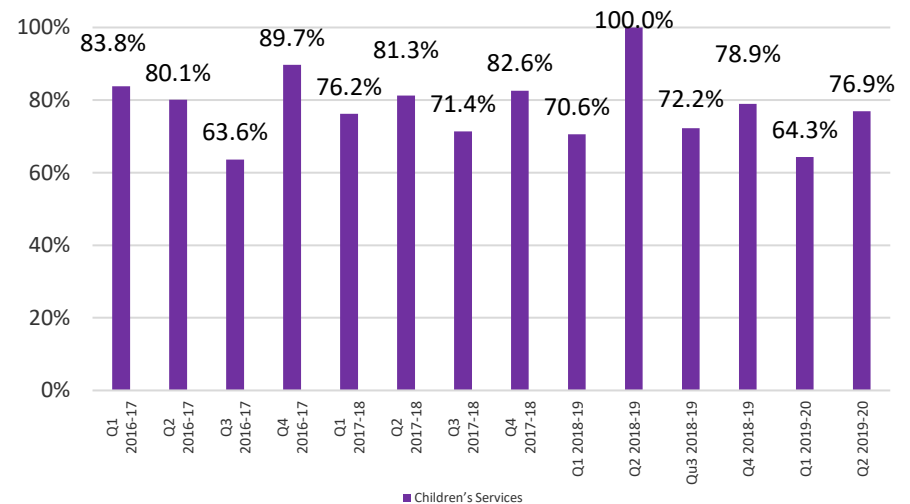
Source: Digigov

FTE Target = 12.9	Q1 2019-20	Q2 2019-20	Q3 2019-20	Q4 2019-20
CS Sickness FTE days lost per person	4.77	10.00		
CS Sickness FTE days lost per person forecast	20.52	22.00		

Qu 2's result for 2018/19 = 5.24, this year's 2nd quarter result of 10.00 shows an increase of 4.76 days lost to sickness.

Corporate HR Data

## Sickness stage interviews completed

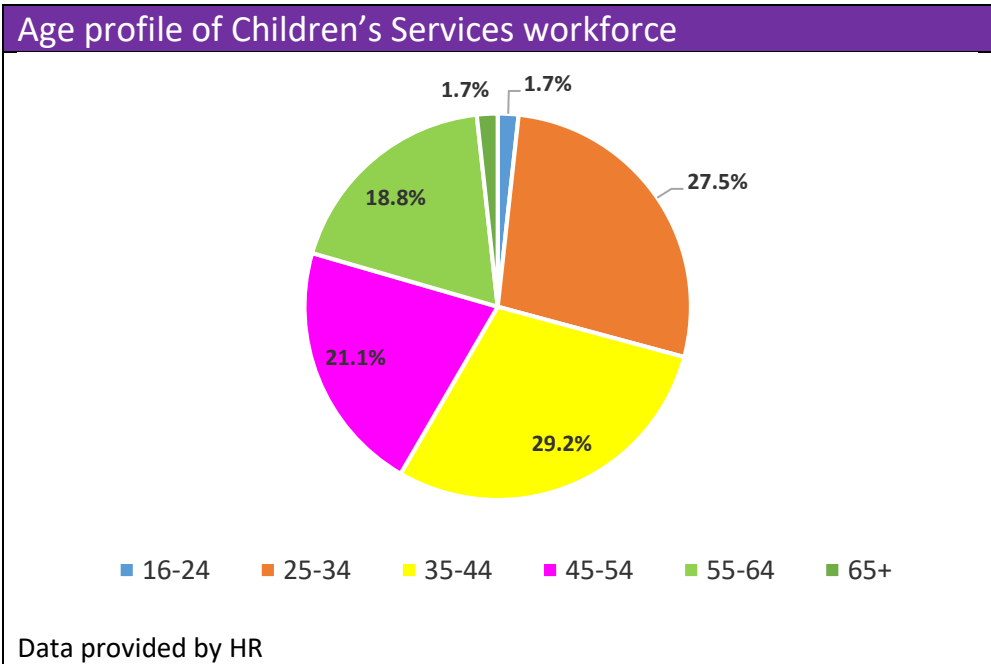
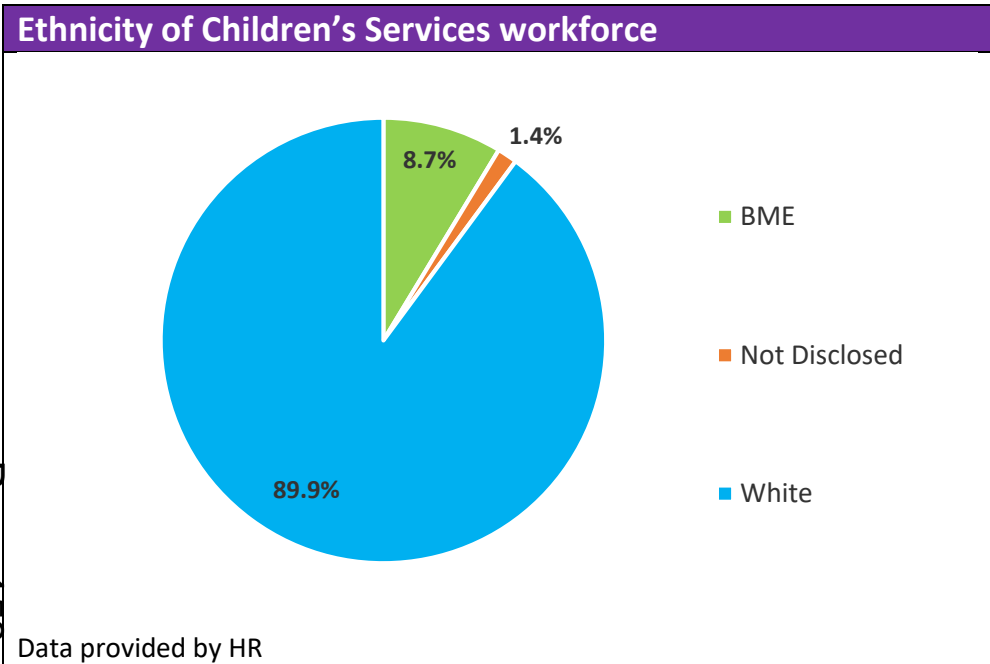


As at quarter 2, out of 13 triggers hit, 10 stage interviews were held. 1 missed, 1 was pending and 1 was not conducted (discounted).

Source: Digigov

# Profile of Children's Services staff

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As at 30<sup>th</sup> September 2019.

What is working well?	What are we worried about?	What do we need to do?
<ul style="list-style-type: none"> <li>Separate Quality Assurance Frameworks have been agreed for Children’s and Adult Services. These are to be reviewed in their entirety to create one overarching Quality Assurance Framework for Social Services.</li> <li>14 in-depth case audits completed to look at service development and learning.</li> </ul>	<ul style="list-style-type: none"> <li>Capacity to drive forward the new Quality Assurance Framework and avoid drift in delivery until vacant Quality Assurance Officer post recruited to.</li> <li>Completion of case file audits by Team Managers remains low. This makes it difficult to compare cases across teams and identify areas of strengths / weakness within case management.</li> </ul>	<ul style="list-style-type: none"> <li>Recruitment to vacant Quality Assurance Officer post commenced.</li> <li>Produce standards of expectations for each service areas to benchmark the quality of services being provided in each area.</li> </ul>

Case file audits
To be progressed
Training
To be progressed

Supervisions
To be progressed
Exit interviews
To be progressed

Social Worker's given reasons for leaving employment:

Exit Reasons	2016-2017			2017 -2018			2018-2019			Quarter 1+2 2019-2020		
	PRINCIPAL SOCIAL WORKER	SOCIAL WORKER	Total	PRINCIPAL SOCIAL WORKER	SOCIAL WORKER	Total	PRINCIPAL SOCIAL WORKER	SOCIAL WORKER	Total	PRINCIPAL SOCIAL WORKER	SOCIAL WORKER	Total
Alternative Employment	3	10	13	2	11	13	0	13	13	2	11	13
Dismissal - Long Term Absence	0	1	1	0	1	1	0	1	1	0		0
Following Maternity Leave	0	0	0	0	0	0	0	1	1	0		0
No Reason Given	0	3	3	0	2	2	0	4	4	0	3	3
Normal Retirement	0	2	2	0	2	2	0	2	2	0		0
Personal Reasons	1	2	3	2	4	6	1	7	8	1	2	3
<b>Total</b>	<b>4</b>	<b>18</b>	<b>22</b>	<b>4</b>	<b>20</b>	<b>24</b>	<b>1</b>	<b>28</b>	<b>29</b>	<b>3</b>	<b>16</b>	<b>19</b>

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# Children's Services Performance Report Quarter 2 2019-20



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



# Summary - Key Messages from the Report

## Good news:

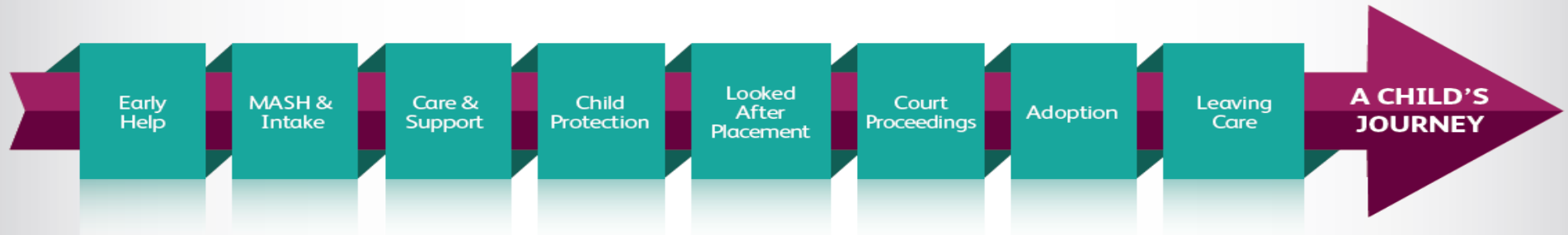
- All Wales Safeguarding Procedures finalised (and subsequently launched).
- Think Again! Tackling Exploitation event held – young people showcased presentations on exploitation. Think Again! Project culminated in a video that won a Youth Excellence Award.
- Plans are being developed for a regional Adolescent Resource Centre via ICF Funding.
- Timeliness of well-being assessments – on target (76.1%).

## Issues to monitor:

- Demand and complexity of cases.
- Lack of placement sufficiency.
- Children looked after returned home from care.
- Recruitment and retention of social workers.



# Strategic Vision

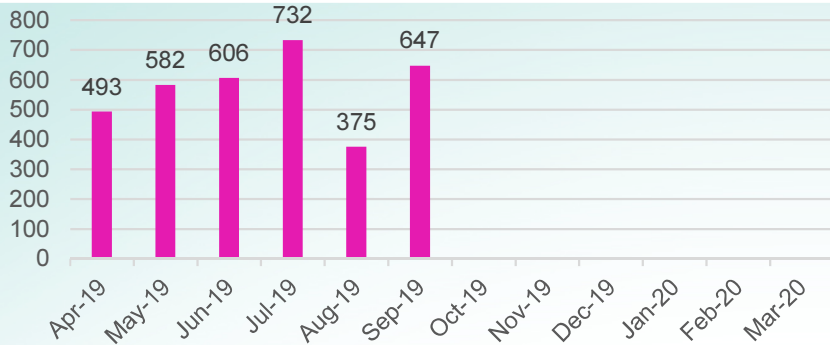


- Set of scorecards being developed to support each stage of the child's journey.
- Supported by development of core data

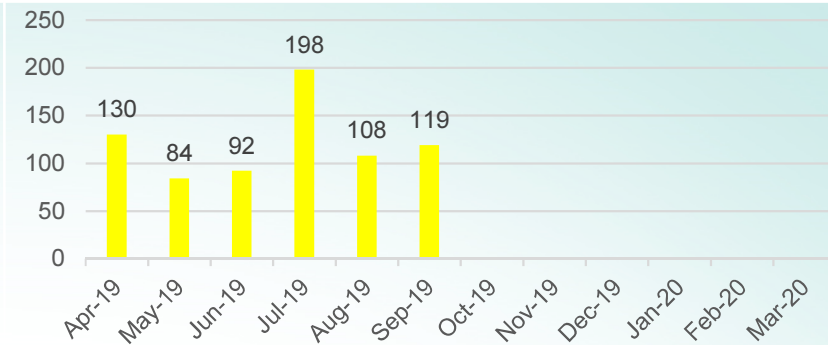


# Key Performance Indicators – Corporate Plan

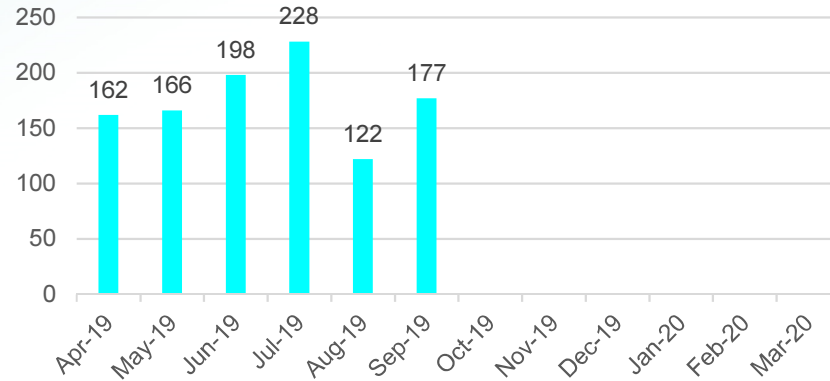
**FAM KPI 01 The number of people supported through the Gateway**



**FAM KPI 02 The number of people supported by the Family Help Team**



**FAM KPI 03 The number of people supported by Support4Families.**



FAM KPI 01 The number of people supported through the Family Gateway = 1,754 = The number of enquiries and well-being contacts.

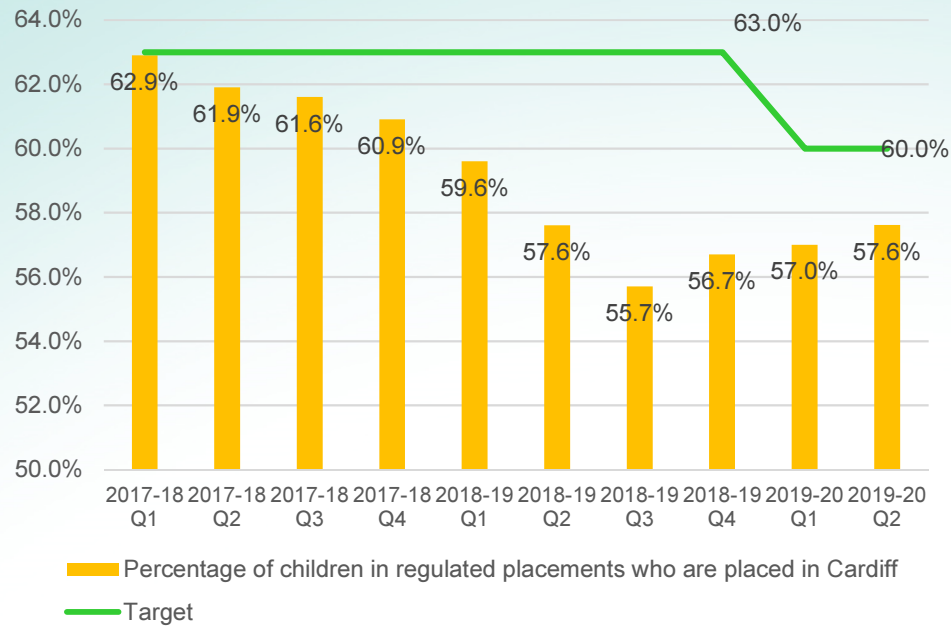
FAM KPI 02 The number of people supported by the Family Help Team = 425.  
No of households = 219.

FAM KPI 03 The number of people supported by Support4Families = 527.



# Key Performance Indicators – Corporate Plan

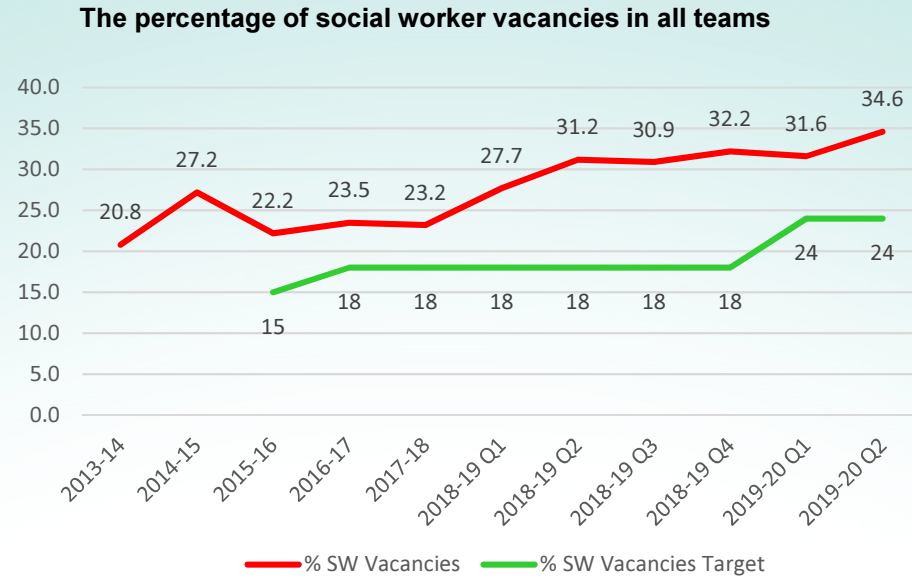
Percentage of children in regulated placements who are in Cardiff



This PI only counts children in regulated placements who are placed within the LA boundaries. When children placed in neighbouring authorities are included, the figure increases to 77.8%.



# Key Performance Indicators – Corporate Plan



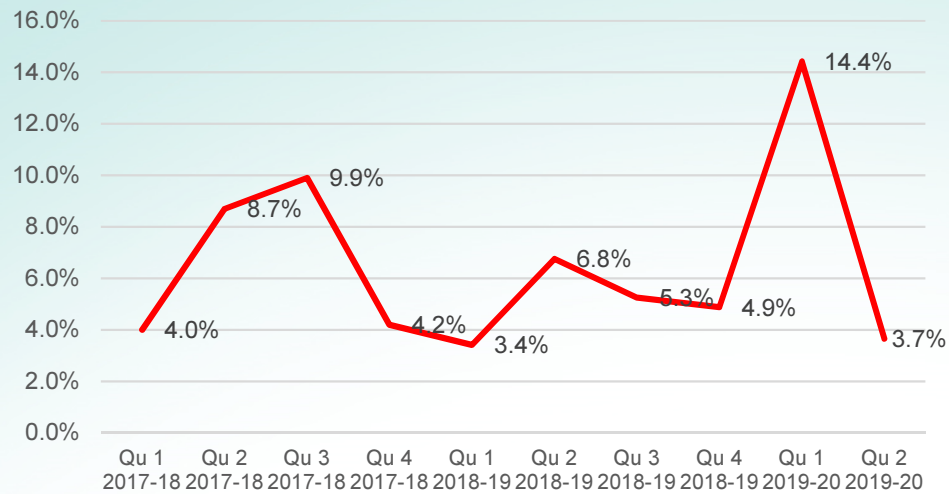
During Quarter 2 11 social worker posts were filled. The net result of social workers starting and leaving the Council is on an upward trajectory.





# Key Performance Indicators – Directorate Delivery Plan

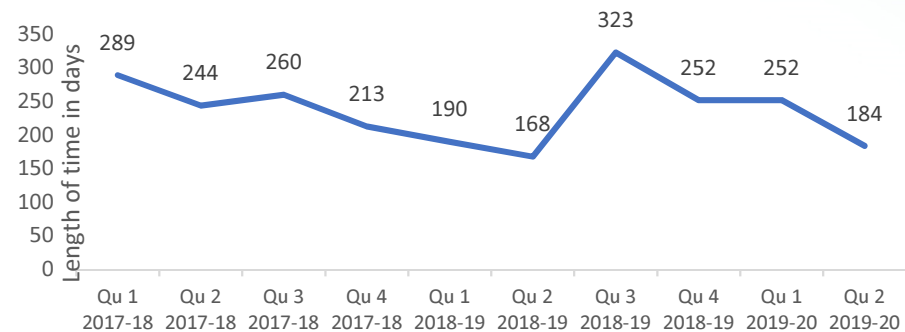
**Percentage of re-registrations of children on Child Protection Register during the year and within 12 months from deregistration**



3 of the 82 children registered during the year had been on the CPR within the previous 12 months.

The average length of time on the CPR for the 63 children who were deregistered during the year was 184 days

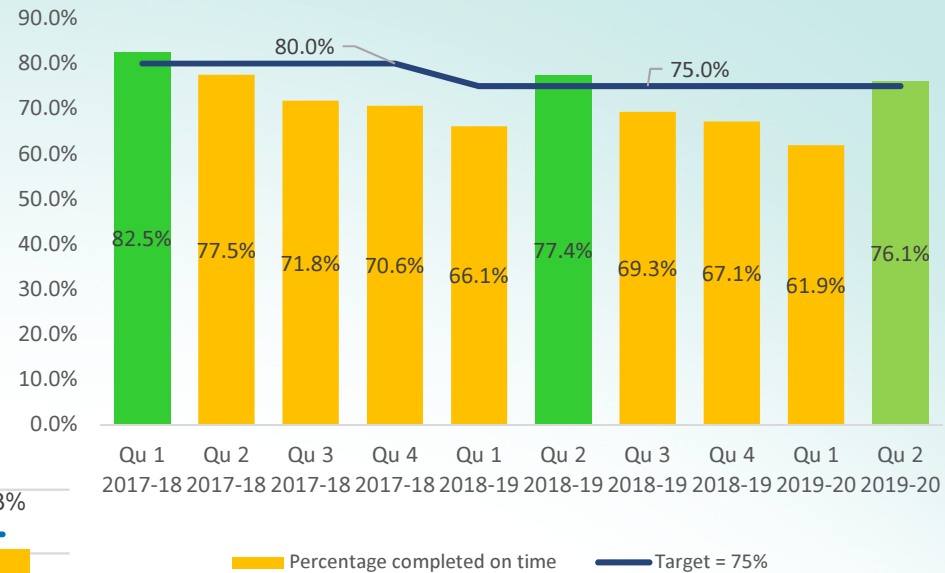
**Average length of time on the Child Protection Register for all children who were de-registered during the year**



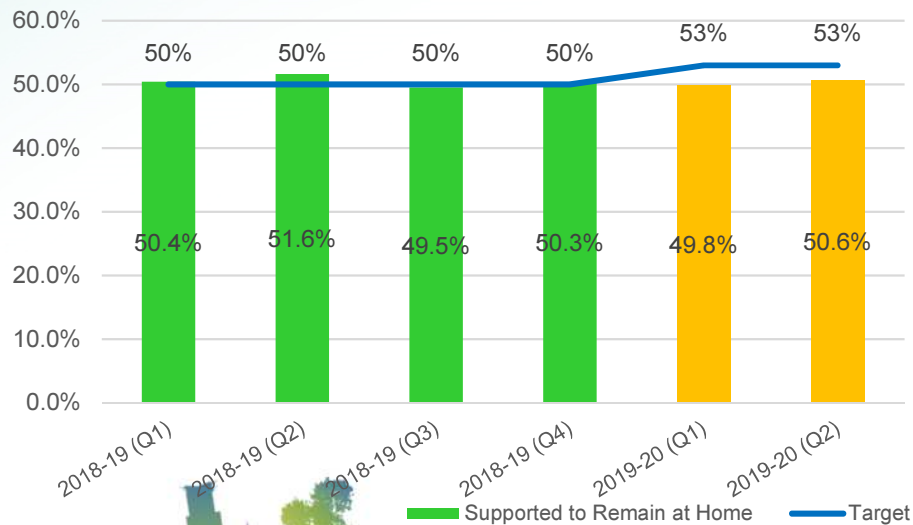
# Key Performance Indicators – Directorate Delivery Plan

Performance is above target despite a 19% increase in number of assessments completed in Quarter 2; 947 compared to 797 during Quarter 1. This is in the context of the number of contacts requiring assessment remaining stable; 673 compared to 675 in Quarter 1. 295 well-being assessments were incomplete at the end of Quarter 2 - a decrease of 36% from 461 at the end of Quarter 1; of which 98 and 135 respectively were out of time.

Percentage of Well-being assessments completed within statutory timescales



Percentage of Children supported to remain living within their family

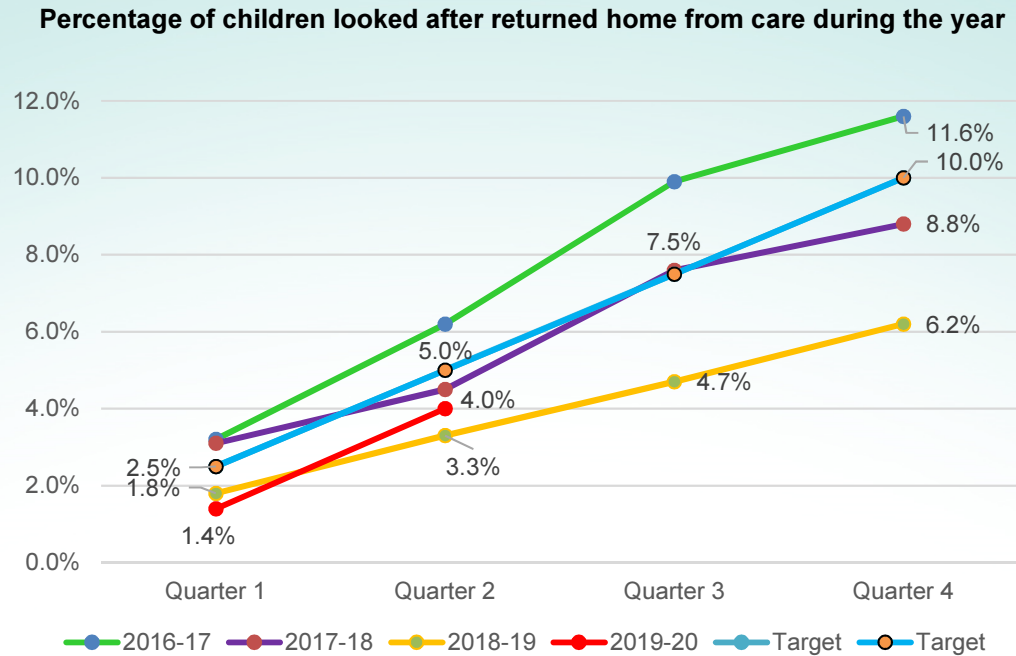


Of the 1,896 children with a Care and Support Plan at 30<sup>th</sup> September 2019, 960 were being supported to live at home (i.e. were not being looked after).





# Key Performance Indicators – Directorate Delivery Plan



Of the 1,035 children who have been looked after during the year to date, 41 have returned home. In addition to the 41 children who were returned home from care, 159 children were in the care of their parents, but remain subject to a Care Order, and 113 children were placed with relative carers. It is noted that our judiciary have indicated a reluctance to discharge Care Orders, and continue to make new Care Orders as opposed to other orders, e.g. Supervision Orders.



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**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**17 December 2019**

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**COMMITTEE FORWARD WORK PROGRAMME UPDATE**

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**Background**

1. This report calls on Members to agree the Committee's Forward Work Programme for the next regular meeting together with an indicative list for the following three months.
2. The Head of Democratic Services has requested that each scrutiny Committee agrees the latest list of items proposed for the next regular meetings and an indication of the items proposed for the following regular meeting, as set out in **Appendix A** and agree for this to be published.

**Way Forward**

3. The Committee has been developing its work programme over the summer months and has formally agreed the items for January 2020 – May 2020 at this meeting.
4. Members may wish to discuss the contents of the Forward Work Programme update attached at **Appendix A** and agree the list of items to the end of the municipal year.

**Legal Implications**

5. 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/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 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/Council will set out any financial implications arising from those recommendations.

### **RECOMMENDATIONS**

The Committee is recommended to:

- i. To review and approve the contents of the updated Forward Work Programme attached at **Appendix A**;

**DAVINA FIORE**

**Director of Governance and Legal Services**

**7 December 2019**

## CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE - DRAFT FORWARD WORK PROGRAMME

14 January 2020 – 12 May 2020

If you would like to share your experiences or views regarding the items being considered please contact [Scrutiny.viewpoints@Cardiff.gov.uk](mailto:Scrutiny.viewpoints@Cardiff.gov.uk)

Meeting Dates	Type of Scrutiny	Title and Description of Report	Invitees & Consultees	Directorate Contact Officer
(a)		(b)	(c)	(d)
14 January 2020	<b>Monitoring Performance &amp; Progress</b>	<p><b>School Annual Performance Report 2018-2019</b></p> <p>An item to review and comments on the performance of Cardiff Schools in 2018/2019.</p>	<p>Cabinet Member – Education and Lifelong Learning</p> <p>Director of Education and Lifelong Learning</p>	<p>Martyn Hutchings</p> <p>Principal Scrutiny Officer</p> <p><a href="mailto:Mhutchings@cardiff.gov.uk">Mhutchings@cardiff.gov.uk</a></p>
14 January 2020	<b>Monitoring Performance &amp; Progress</b>	<p><b>South Central Education Consortium Annual Report 2018/19</b></p> <p>An item to review, assess and comments on enable the Committee to review and assess the performance of the consortium in supporting Cardiff's schools .</p>	<p>Cabinet Member – Education and Lifelong Learning</p> <p>Director of Education and Lifelong Learning</p>	<p>Martyn Hutchings</p> <p>Principal Scrutiny Officer</p> <p><a href="mailto:Mhutchings@cardiff.gov.uk">Mhutchings@cardiff.gov.uk</a></p>
14 January 2020	<b>Pre-Decision Scrutiny</b>	<p><b>Proposals for developing the existing Cathays High School site</b></p> <p>To undertake the pre-decision scrutiny of the Cabinet proposals to develop the existing Cathays High School Site</p>	<p>Cabinet Member – Education and Lifelong Learning</p> <p>Director of Education and Lifelong Learning</p>	<p>Martyn Hutchings</p> <p>Principal Scrutiny Officer</p> <p><a href="mailto:Mhutchings@cardiff.gov.uk">Mhutchings@cardiff.gov.uk</a></p>

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(a)		(b)	(c)	(d)
TBC	<b>Pre-Decision Scrutiny</b>	<p><b>Draft Corporate Plan and Cabinet Budget Proposals 2020/21</b></p> <p>To enable Members to undertake the pre-decision scrutiny of the draft Corporate Plan and Cabinet budget proposals and to assess their impact on Children &amp; Young People in Cardiff.</p>	<p>Cabinet Member for Finance, Modernisation &amp; Performance</p> <p>Corporate Director Resources</p> <p>Cabinet Member – Education and Lifelong Learning</p> <p>Director of Education and Lifelong Learning</p> <p>Cabinet Member for Children and Families</p> <p>Director of Social Services</p>	<p>Martyn Hutchings Principal Scrutiny Officer</p> <p>Mhutchings@cardiff.gov.uk</p>
10 March 2020	<b>Monitoring Performance &amp; Progress</b>	<p><b>Children's Services Quarter Three Performance</b></p> <p>To enable Members to monitor, assess and challenge the Directorate's performance over the third quarter of 2019-20 of its key performance indicators and to include and assessment of Kinship.</p>	<p>Cabinet Member for Children and Families</p> <p>Director of Social Services</p>	<p>Martyn Hutchings Principal Scrutiny Officer</p> <p>Mhutchings@cardiff.gov.uk</p>

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(a)		(b)	(c)	(d)
<b>10 March 2020</b>	<b>Monitoring Performance &amp; Progress</b>	<p><b>Ty Storrie – Update Report</b></p> <p>A briefing report enabling Members to assess and review the progress being made in re-provision of Ty Storrie and moving to a short break rather than respite model of care.</p>	<p>Cabinet Member for Children and Families</p> <p>Director of Social Services</p>	<p>Martyn Hutchings Principal Scrutiny Officer</p> <p>Mhutchings@cardiff.gov.uk</p>
<b>10 March 2020</b>	<b>Monitoring Performance &amp; Progress</b>	<p><b>Outcome Focussed Care – Progress Report</b></p> <p>A progress report enabling Members to assess and review the progress being made in undertaking the actions highlighted in the Directorate Delivery Plan.</p>	<p>Cabinet Member for Children and Families</p> <p>Director of Social Services</p>	<p>Martyn Hutchings Principal Scrutiny Officer</p> <p>Mhutchings@cardiff.gov.uk</p>
<b>10 March 2020</b>	<b>Monitoring Performance &amp; Progress</b>	<p><b>Out of County – Inquiry report – Progress Briefing</b></p> <p>A briefing report enabling members to assess and review the progress being made in implementing the 19 recommendations contained in the Committee’s inquiry report.</p>	<p>Cabinet Member for Children and Families</p> <p>Director of Social Services</p>	<p>Martyn Hutchings Principal Scrutiny Officer</p> <p>Mhutchings@cardiff.gov.uk</p>

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(a)		(b)	(c)	(d)
<b>10 March 2020</b>	<b>Pre-Decision Scrutiny</b>	<p><b>Admissions Policy – Draft Cabinet Report</b></p> <p>To enable members to undertake the pre-decision scrutiny of the Council's draft Schools Admissions Policy.</p>	<p>Deputy Leader and Cabinet Member for Education, Employment and Skills</p> <p>Director of Education and Lifelong Learning</p>	<p>Martyn Hutchings Principal Scrutiny Officer</p> <p>Mhutchings@cardiff.gov.uk</p>
<b>April 2020</b>		<b>No Programmed meeting for this month</b>		
<b>12 May 2020</b>	<b>Monitoring Performance &amp; Progress</b>	<p><b>Children's Services Quarter Four Performance</b></p> <p>To enable members to monitor, assess and challenge the Directorate's performance over the fourth quarter of 2019-20 of its key performance indicators.</p>	<p>Cabinet Member for Children and Families</p> <p>Director of Social Services</p>	<p>Martyn Hutchings Principal Scrutiny Officer</p> <p>Mhutchings@cardiff.gov.uk</p>
<b>12 May 2020</b>	<b>Monitoring Performance &amp; Progress</b>	<p><b>Children's Disability – Progress report</b></p> <p>An item to provide an update on the progress being made in implementing the plans set out in the 2019-2020 departmental Delivery Plan</p>	<p>Cabinet Member for Children and Families</p> <p>Director of Social Services</p>	<p>Martyn Hutchings Principal Scrutiny Officer</p> <p>Mhutchings@cardiff.gov.uk</p>



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(a)		(b)	(c)	(d)
<b>12 May 2020</b>	<b>Monitoring Performance &amp; Progress</b>	<p><b>Children's Services Delivery Plan 2020-21</b></p> <p>To provide members with the opportunity to review and assess the plans for the delivery of the service</p>	<p>Cabinet Member for Children and Families</p> <p>Director of Social Services</p>	<p>Martyn Hutchings Principal Scrutiny Officer</p> <p>Mhutchings@cardiff.gov.uk</p>
<b>12 May 2020</b>	<b>Monitoring Performance &amp; Progress</b>	<p><b>Children's Service Resources – Progress Report</b></p> <p>To provide members with the opportunity to review the progress being made in addressing the actions identified within the 2019-20 Directorate delivery plan</p>	<p>Cabinet Member for Child Poverty</p>	<p>Martyn Hutchings Principal Scrutiny Officer</p> <p>Mhutchings@cardiff.gov.uk</p>

**TASK & FINISH INQUIRY**

<p><b><u>Task and Finish Group – Child Mental Health</u></b></p> <p>A final draft report is due to be approved in December and January for presentation to Cabinet in the new year.</p> <p>s.</p>	<p>Membership</p> <p>Councillor Michael Phillips – Chairman, Councillor Lee Bridgeman, Patricia Arlotte, Karen Dell’ Armi Councillor Rhys Taylor, Councillor Ashley Lister, Rose Whittle – Head of Operations &amp; Delivery, Community Child Health Cardiff &amp; Vale University Health Board Representative, Katie Simpson, CAMHS Repatriation Project Manager, C&amp;V UHB, Ffion Humphreys - Youth Council, Fahadi Mukulu – Youth Council Jenny Hughes, Senior Achievement Leader Inclusion. Finn Madell – Service Manager, Safeguarding Services</p>
<p><b><u>Task &amp; Finish Group inquiry</u></b></p> <p>The Committee has agreed to investigate the possibility of undertake an inquiry into fostering, which is due to start in the new year.</p>	