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Cardiff  
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## AGENDA

**Committee** CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

**Date and Time of Meeting** WEDNESDAY, 13 OCTOBER 2021, 4.30 PM

**Venue** REMOTE VIA MS TEAMS

**Membership** Councillor Lee Bridgeman (Chair)  
Councillors Cunnah, Hopkins, Joyce, Melbourne, Molik, Phillips,  
Mia Rees and Singh

Patricia Arlotte (Roman Catholic representative), Carol Cobert (Church in Wales Representative) and Karen Dell'Armi (Parent Governor Representative)

*Time approx.*

**1 Apologies for Absence**

4.30 pm

To receive apologies for absence.

**2 Declarations of Interest**

To be made at the start of the agenda item in question, in accordance with the Members' Code of Conduct.

**3 Minutes**  
*(To Follow)*

To approve as a correct record the minutes of the previous meeting.

**4 Youth Justice Service Update** *(Pages 5 - 22)*

4.35 pm

To provide members with an update on the Youth Justice Service.

**5 Closer to home/development of accommodations options for children and young people in Cardiff** *(Pages 23 - 34)*

5.05 pm

To receive an update on the development of accommodation options for children and young people living in Cardiff.

- |                             |  |         |
|-----------------------------|--|---------|
| <b>6</b>                    | <b>Family Drug and Alcohol Court</b> ( <i>Pages 35 - 38</i> )  | 5.50 pm |
|                             | To receive an update on planning and progress of the Family drug & Alcohol Court.  |         |
| <b>7</b>                    | <b>Children's Services Performance - Q1 2021-22</b> ( <i>Pages 39 - 68</i> )   | 6.20 pm |
|                             | To receive an update and monitor progress of the Q1 performance for Children's Services.   |         |
| <b>Break 6.40 - 6.50 pm</b> |  |         |
| <b>8</b>                    | <b>School Organisation Planning: 21st Century schools: The expansion and redevelopment of Cathays High School</b><br>( <i>To Follow</i> )  | 6.50 pm |
|                             | To undertake the pre-decision scrutiny of the Cabinet proposals in relation to Cathays High School.  |         |
| <b>9</b>                    | <b>School Organisation Planning: Greenhill and ALN Paper</b><br>( <i>To Follow</i> )   | 7.20 pm |
|                             | To undertake the pre-decision scrutiny of the Cabinet proposals in relation to Greenhill and ALN paper.  |         |
| <b>10</b>                   | <b>School Organisation Planning: Cardiff Welsh in Education Strategic Plan (WESP) 2022-2032 Update</b><br>( <i>To Follow</i> )   | 7.50 pm |
|                             | To receive an update on the plan.  |         |
| <b>11</b>                   | <b>Urgent Items (if any)</b>   |         |
| <b>12</b>                   | <b>Way Forward</b>   | 8.05 pm |
|                             | To review the evidence and information gathered during consideration of each agenda item; and agree Members comments' observations and concerns to be passed on to the relevant Cabinet Member by the Chair. |         |
| <b>13</b>                   | <b>Date of next meeting</b>  |         |
|                             | The date of the next meeting of the Children and Young People Scrutiny Committee is on Tuesday 9 November 2021 at 4.30 via MS Teams  |         |

**Davina Fiore**

**Director Governance & Legal Services**

Date: Thursday, 7 October 2021

Contact: Mandy Farnham,

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

**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

**13 October 2021**

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**YOUTH JUSTICE SERVICE – UPDATE**

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**Purpose of the Report**

1. In October 2020, when agreeing the Work Programme for 2020/21, the Children & Young People Scrutiny Committee agreed that it would prioritise the Youth Justice Service as a topic for scrutiny. This followed the publication of the HMIP Inspection report in 2020.
2. **Appendix A** attached to this report provides Members with an update on progress in relation to the Youth Justice Service and a range of performance results for the Youth Justice Service for Quarter 1 of 2021/22. Attached at **Appendix B** is a case study to aid Members in their consideration of this Item.

**Background**

3. The Cardiff Youth Justice Service (YJS) is a statutory partnership set up under the Crime and Disorder Act 1998 to work with 10- to 18-year-olds and their families, to prevent anti-social behaviour, offending and re-offending. YJS workers provide intervention and support to young people sentenced to a community penalty or custody or those dealt with by an out-of-court disposal, as well as prevention and diversion work to try to steer young people away from entering the youth criminal justice system. They also offer support to victims of youth crime and anti-social behaviour.
4. The inspection, in January 2020 was led by HMI Probation and supported by inspectors from Care Inspectorate Wales, Estyn, Healthcare Inspectorate Wales, and HMI Constabulary and Fire & Rescue Services (HMICFRS).

5. Overall, Cardiff Youth Offending Service was rated as 'Inadequate' across all areas of work: leadership and staffing; working with partners such as health, education and police; and providing services to children and young people who have offended and to their victims. The inspection found improvement was required across all areas. The report made 14 recommendations. A subsequent Strategy and Action Plan "All Our Futures" was agreed and implemented.

## **Issues**

6. Since the Inspection, this Scrutiny Committee has monitored progress and improvements to the YJS, via bi-monthly updates.
7. Following consideration of YJS in July 2021, the Chair wrote to the Cabinet Member stating that Members would wish to receive an update at this meeting on the following issues. **Appendix A** attached addresses most of these issues, and a further update will be considered in December 2021:
  - Demand v Capacity
  - Partnership Working
  - Quantitative Evidence/Data
  - Substance Misuse
  - Young people vulnerable to criminal exploitation
8. A range of performance results for the Youth Justice Service are also attached at **Appendix A**. These are set out under the following headings:
  - Organisational Health (June - August 2021)
  - Youth Justice Service and Children's Services Scorecard – June 2021
  - Feedback – Victim Engagement
9. Attached at **Appendix B** is a case study of "MW" who was referred to the YJS via the Prevention service.

## Previous Scrutiny

10. At its meeting on the 30 July 2020, CYPSC considered the YJS Inspection Report and the Council's response to it<sup>1</sup>. It was agreed that the Committee would monitor developments in relation to
  - Youth Justice Board Governance and Progress
  - Performance Measures
  - Engagement and consultation with Young People and their Families/Carers
  - Improved/Joined working internally
  - Improved/Joined up working across the Partnership
  
11. As stated in Paragraph 1 of this report, CYPSC Members agreed that YJS be a priority topic for the Committee's work for the foreseeable future. Members have received updates across Children's Services (including YJS) at the following CYPSC meetings:
  - 30 July 2020 – full briefing to Committee
  - 15 September 2020 – during the consideration of the Local Authority Social Services Annual report 2019/2020
  - 12 October 2020 – during the Children's Services Update
  - 15<sup>th</sup> March 2021 – full briefing to Committee
  - 11 May 2021 – full briefing to Committee; meeting with young people in the YJS
  - 13 July 2021 - full briefing to Committee
  
12. In addition to the issues highlighted in Paragraph 8, during these briefings, Members have made comments and requested evidence in relation to the following:
  - Post 16 opportunities/NEETs/Young Homeless (September and October 2020)
  - Recruitment and retention of staff (September 2020)
  - Demand on Services (October 2020)

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<sup>1</sup> [Agenda for Children and Young People Scrutiny Committee on Thursday, 30th July, 2020, 4.30 pm : City of Cardiff Council \(modern.gov.co.uk\)](#)

- Staff Health & Wellbeing (October 2020)
- Role of the Judiciary (October 2020)
- Quality Assurance (March 2021)
- HMIP Inspection (March 2021)
- Early Help (March 2021)
- Impact of Strategic Partners (March 2021)
- The Voice of young people (March 2021)

## **Way Forward**

13. Councillor Graham Hinchey (Cabinet Member for Children & Families), Deborah Driffield (Director of Children's Services), Sarah McGill (Corporate Director, People and Communities), Graham Robb (Independent Chair, Youth Justice Board) and Angharad Thomas (OM, YJS) will be available to answer any questions Members may have.
14. Members will be able to agree any comments, concerns or recommendations that they wish to pass on to the Cabinet Member for Children & Families, Corporate Director, People and Communities, Director of Children's Services and Independent Chair of the Youth Justice Board.

## **Legal Implications**

15. 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**

16. 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 considers this report, its Appendices and information provided at the meeting and agrees any recommendations, comments or advice it wishes to offer to the Cabinet Member, Corporate Director, Director of Children's Services and Independent Chair of the Youth Justice Board.

**Davina Fiore**

**Director of Governance and Legal Services**

**06 October 2021**

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# EIN DYFODOL NI I GYD ALL OUR FUTURES



## Cardiff Youth Justice Service Performance Report Quarter 1: April – June 2021



Bwrdd Iechyd Prifysgol  
Caerdydd a'r Fro  
Cardiff and Vale  
University Health Board



Cardiff  
Caerdydd

Gwasanaeth Prawf  
Cenedlaethol  
National Probation  
Service



**GWASANAETHAU  
CYFIAWNDER IEUENCTID  
CAERDYDD  
CARDIFF  
YOUTH JUSTICE  
SERVICES**

## Organisational Health (June – August 2021)

**Posts filled:** Volunteer Coordinator (Started: 26/07/21)  
Grade 7 Case Management Post (Starting in September)

**Leavers:** Team Manager (August 2021)  
ISS Coordinator Manager (August 2021)  
2 x Prevention Workers (August 2021)

**Vacancies:** Junior Attendance Centre Officer in Charge  
Part-time Social Worker  
Team Manager  
ISS Coordinator  
2 x Prevention Workers

**Current issues:** ISS - The ISS Co-Ordinator post is being re-written to become an Intensive Interventions Co-ordinator and will soon go out to advert. There are 2 ISS workers currently off sick (ongoing resolution process at the moment so unable to comment on individuals). However, the hope will be that these posts will also be modified to become Intensive Intervention workers across the team, not just ISS.

**Staff sickness:** During this period **8** members of staff have been on sickness leave losing **346** working days as per the breakdown below: -

- Prevention & Pre-Trial Team - **3** members of staff were absent totalling **184** working days
- Early Intervention Team - **1** member of staff were absent totalling **15** working days
- Court and Case Management Team - **3** members of staff were absent totalling **131** w/days
- Business Support - **1** member of staff was absent totalling **16** working days

### Staff Supervision:

The target is 1 supervision per month (LA staff) and every other month for partnership staff (exc. Probation).

The Prevention and Pre-Trial Team Manager supervises **10** staff:

- June 21 – 6 staff received supervision, 1 staff member didn't receive supervision due to an unexpected staff absence and 3 staff are off long term (6/7 - 86%)
- July 21 – 6 staff received supervision, 1 staff member didn't receive supervision due to sickness absence and 3 staff are off long term (6/7 - 86%)
- August 21 - 7 staff received supervision and 3 staff are off long term (7/7 - 100%)

Discounting long term absence, **19** of **21** supervision sessions took place (**90%**)

The Early Intervention Team Manager supervised **8** LA staff and **5** partnership staff:

- June 21 – 5 staff received supervision, 7 staff members didn't receive supervision and 1 staff member started in late July 2021 (5/12 - 42%)
- July 21 – 5 staff received supervision, 2 staff members didn't receive supervision, 5 partnership staff have bi-monthly supervision and 1 staff member started in late July 2021 (5/7 - 71%)
- August 21 - 1 staff member received supervision, 11 staff members didn't receive supervision and 1 staff member is off sick (1/12 - 8%)

Discounting long term absence, **11** of **31** supervision sessions took place (**35%**)

The Court and Case Management Team Manager supervises **9** LA staff and **3** partnership staff:

- June 21 – 6 staff received supervision, 2 staff members didn't receive supervision due to unforeseen events, 2 staff are off long term, 1 partnership staff member receives bi-monthly supervision and 1 staff member started in mid July 2021 (6/8 - 75%)
- July 21 – 4 staff received supervision, 4 staff members didn't receive supervision due to unforeseen events, 2 staff are off long term, 1 partnership staff member receives bi-monthly supervision and 1 staff member started in mid July 2021 (4/8 – 50%)
- August 21 - 1 staff member received supervision, 7 staff members didn't receive supervision (a number were on leave), 1 member of staff left in early August and 3 staff were off sick (1/8 - 13%)

Discounting long term absence, 11 of 24 supervision sessions took place (46%)

Operational Manager supervises 5 team managers:

- June 21 – 5 staff received supervision (5/5 - 100%)
- July 21 – 4 staff received supervision and 1 staff member didn't receive supervision (4/5 - 80%)
- August 21 - 3 staff received supervision and 2 staff members didn't receive supervision (3/5 - 60%)

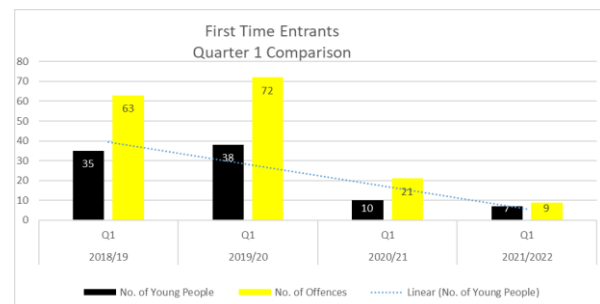
Discounting long term absence, 12 of 15 supervision sessions took place (80%)

## Local Picture

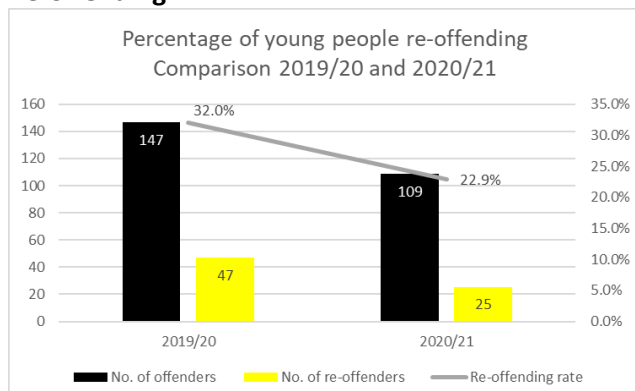
### First Time Entrants (FTE)

The local data shows there has been a 22% (9-7) reduction in the number of young people becoming an FTE when compared to Q4 and a 30% (10-7) reduction when comparing the same period in 2020/21. The graph shows the overall downward trend continues on previous years. In addition to Covid restrictions there have been other

influencing factors in the reduction of FTE's including the introduction of the Bureau process for out of court disposals. Consideration is now being given to divert young people committing weapons offences who require weapons awareness interventions. Local courts are adopting approaches prevalent in Gwent courts whereby low level driving offences are referred to the YJS for consideration of diversionary interventions.



### Re-offending



The cohort of young people receiving a substantive outcome during Jul/Aug/Sep 2020 has been tracked for 6 months to March 2021. The local re-offending rate for Q4 has increased from 7.7% in Q3 to 24.1% where 7 of 29 young people re-offended. However, the trend chart shows there has been a significant reduction in the overall number of young people re-offending when compared to the same period 2019/20.

### Use of Custody

During Q2 no young people received a custodial sentence. 2 young people were remanded into custody during this period who have been committed to Crown Court.

**Welsh Devolved Indicators – 5 young people concluded a statutory community intervention**

### **Education Training & Employment**

**School Age (Community) -60% (1).** The decrease in hours offered relates to 1 young person who is identified with special educational needs. Whilst engaging with the YJS they were excluded from school and subsequently had a reduced timetable of 10 hours per week with a plan to offer full-time hours.

**Above School Age (Community) 0% (3).** There was no change for the 3 young people above school age. However, 1 young person that was below school age at the start of their intervention and above at the end left school and secured a full-time course with Cardiff and Vale College.

### **Accommodation**

#### **% Change – Community Penalties -0% (5)**

4 young people aged 16+ were all in suitable accommodation at the beginning and end of their interventions. 1 young person aged 10-15 was deemed to be in unsuitable accommodation during their intervention due to overcrowding. However, very shortly after ending this intervention they moved to a new home that was suitable.

#### **% Change – Custody Sentences – (0).**

### **Substance Misuse**

#### **% Commencing a SM assessment within 5 days of referral date – 100% (0)**

2 young people completed a substance misuse assessment, both of which were completed beyond the 5 day target. This was due to difficulties in contacting 1 young person and the other being undertaken 2 days beyond this target.

#### **% Receiving Tier 1, 2, 3 or 4 Service within 10 days of assessment – 100% (1)**

1 young person assessed required a Tier 3 service who agreed to engage received it within 10 days of the assessment being completed. 1 young person who completed an assessment declined to engage with the service offered as was not ready.

### **Mental Health**

#### **% Commencing a MH assessment within 28 days of referral date – 100% (2)**

2 of the 5 young people concluding a statutory intervention identified mental health concerns when assessed.

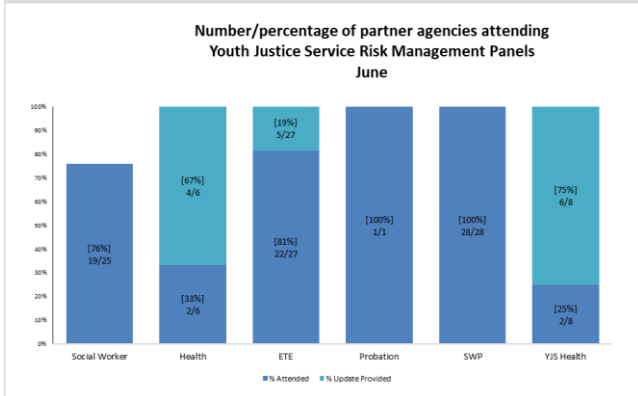
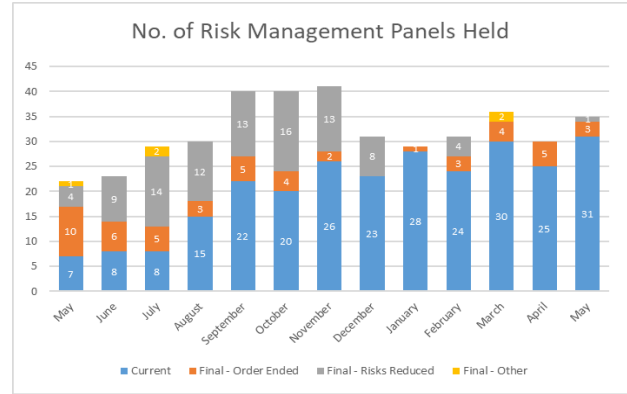
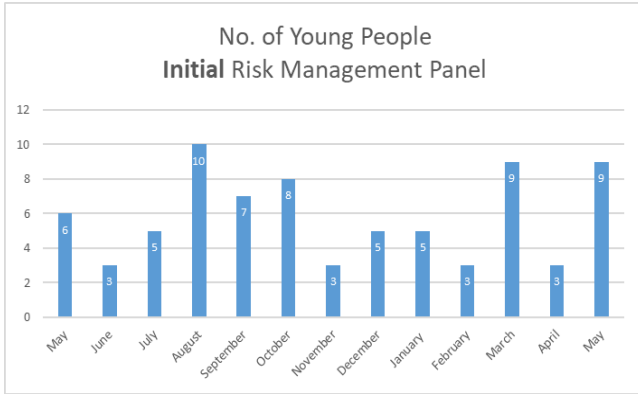
#### **% Receiving Tier 2, 3 or 4 Service within 28 days of mental health assessment – 100% (2)**

Both young people completing an assessment engaged with the relevant service level within 28 days of completing the assessment.

## **Youth Justice Service and Children's Services Scorecard – June 2021**

### **Risk Management Panels (RMP)**

There have been **11** referrals to RMP during June. **28** Risk Management Panels took place during June. As at end June **30%** (37/122) of all young people currently open to YJS were ongoing at the Risk Management Panels. The **4** cases concluding were under review for an average of **4.6** months.



**Number / percentage of cases referred to Risk Management Multi Agency Strategy Meeting with Child Sexual Exploitation (CSE) / Child Criminal Exploitation (CCE) concerns**

**54% (20/37)** of cases currently ongoing at RMP include CSE/CCE issues. **4/11** referrals made in June had CSE / CCE concerns.

**Number of cases referred to High Risk Panel**

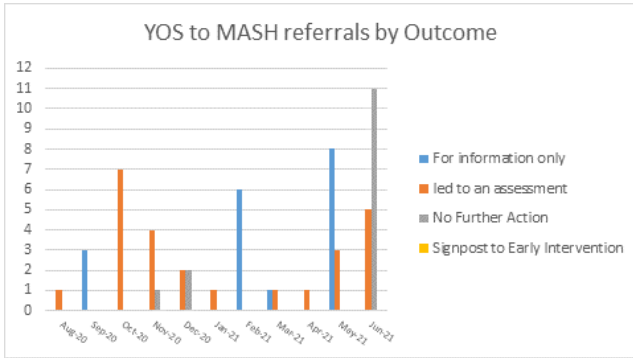
**39** young people known to YJS have been referred to High Risk Panel (since April 2020). **15** cases known to YJS currently being reviewed at HRP **8** of which are currently open. **12** cases have been re-referred and **3** cases open to YJS were referred during June.

**YJS Attendance at Children's Services Statutory Meetings**

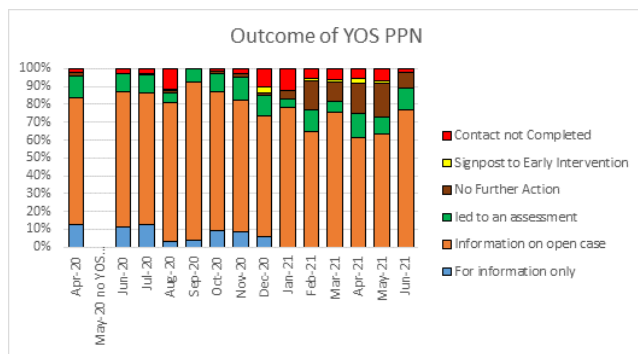
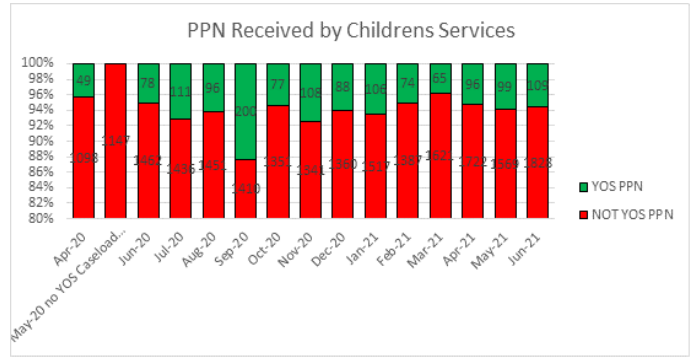
| Meeting Type   | Invites received | No. meetings attended |
|----------------|------------------|-----------------------|
| Core Group     | 2                | 2                     |
| Care & Support | 9                | 7                     |
| CP Conference  | 1                | 1                     |
| CLA            | 1                | 0                     |



**Number / percentage of cases referred to the MASH by YJS by outcome (assessment / no further action)**



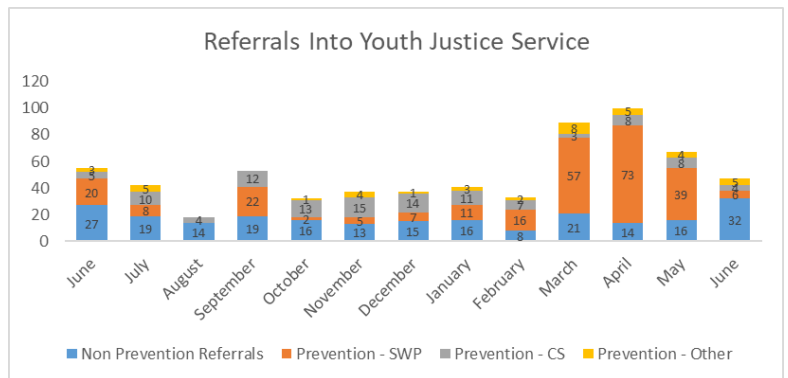
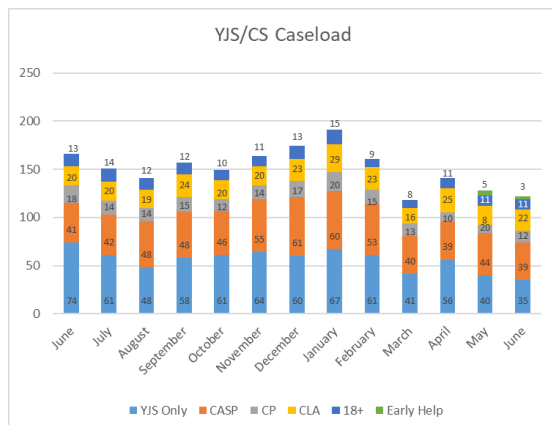
**Number of Public Protection Notifications (PPN) relating to YJS by outcome**



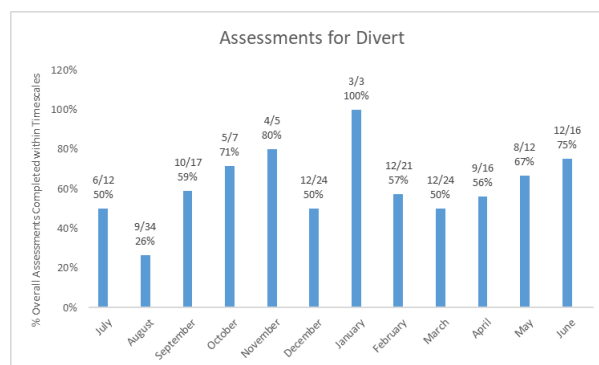
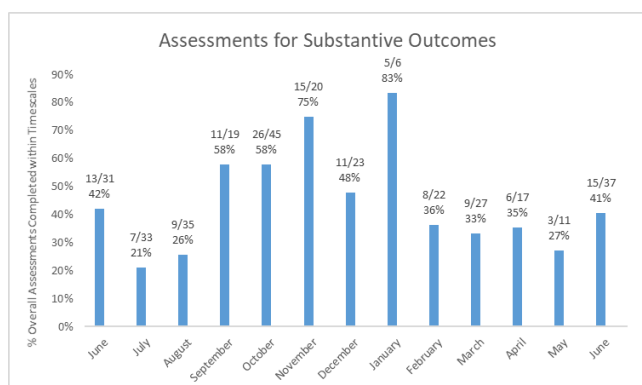
**Number of closed cases audited - A target of 2 cases per team manager per month to be reviewed after case has closed**

17/28 cases audited to date. The QA process has been reviewed and now includes a full case QA audit focussed on closed cases. Case Audit findings to date show recent training has impacted on the quality of assessments and intervention planning evidenced with the increased complexity presented by young people.

**YJS/CS Caseload and Referrals in the YJS**



## Timeliness of ASSET+ Assessments - Standard 20 Working Days



As at 20/07/2021 57 assessments were in progress with 37 in progress with the case manager and 20 awaiting countersigning.

### Average number of working days to complete assessments

| Year    | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | Total Avg. |
|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------------|
| 2020/21 | 43  | 42  | 31  | 87  | 40  | 20  | 21  | 17  | 18  | 15  | 29  | 26  | 32         |
| 2021/22 | 22  | 20  | 28  |     |     |     |     |     |     |     |     |     | 23         |

## Capacity Update

There has been an ongoing shift in referrals into the service showing a reducing number of referrals from court and significant increases in referrals for Prevention intervention, however, the risks and complexities can be seen across the board for all young people.

As the structure of the team changes a pragmatic approach to allocation of young people is being adopted. Where young people were allocated to a specific team dependent upon the referral type, allocations are now decided upon the initial levels of risk presented at the point of referral.

The recent changes to the NRM process now being co-ordinated locally highlighted that 14 young people referred were awaiting outcomes, 5 of which were referred since the changes. 5 new referrals have been completed during quarter 1 and 3 young people have received either reasonable or conclusive grounds of being at risk of exploitation.

Below is a breakdown of non-prevention referrals into the service during the period

|  |    |
|--|----|
| Out of court disposals                   | 53 |
| Remand interventions (inc. Bail Support) | 3  |
| Community court orders                   | 5  |
| Custodial court orders                   | 1  |

## Feedback – Victim Engagement

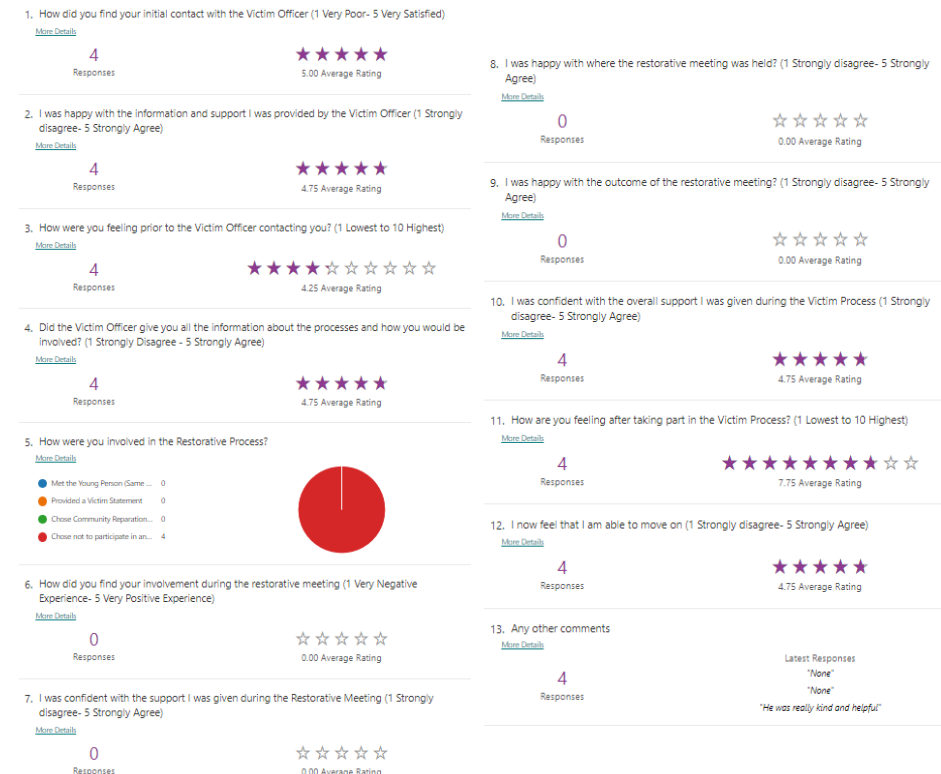
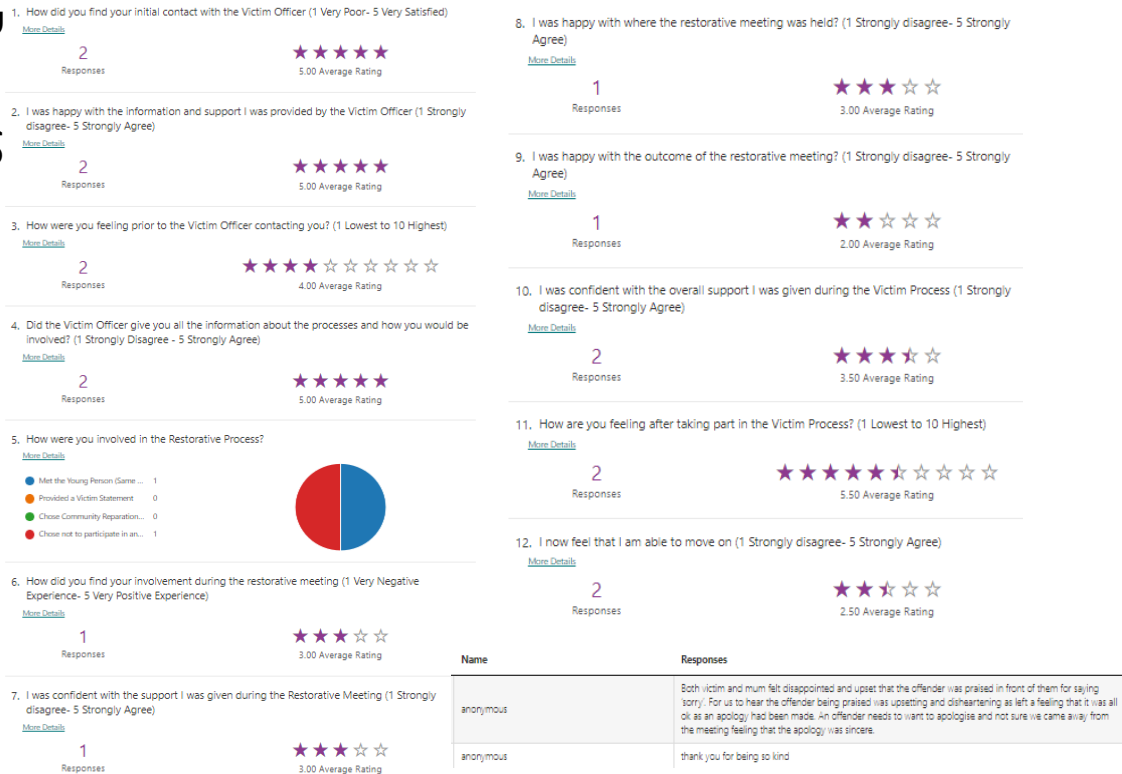
Using Microsoft Forms as the preferred method of feedback continues to provide us with valuable feedback from those affected by crime. Through regular analysing of the data obtained, we will identify any areas for development and recognise any trends that may occur. We continue to report on 2 separate sets of data to help establish whether the outcome of the young person involved with the Youth Justice Service has an impact on feedback from the harmed person.

### Statutory - Harmed Person

During this reporting period, there were 2 responses from statutory cases- a reflection of a reduction in new court orders within this period. One of the respondents chose not to participate in a restorative option although did take up an offer of further support by a partner agency and reported feeling more positive after our communication. The feedback from the second respondent was addressed and used to facilitate further training for volunteers surrounding direct restorative meetings, which the respondent was pleased about.

### Out of Court harmed person

During this reporting period, the feedback shows that the victim officer's contact had a positive impact on the 4 people who fed back. This is reflected by the overall feeling prior to any involvement being 4.25 and increasing after involvement to an average of 7.75. A theme emerging from both quarters' feedback is that the process allows respondents to feel more involved in the process of the young person's outcome. An aim for the next reporting period will be for more victims to take part in the restorative process.







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YJS Prevention case study

A 17 year old female – MW -was initially referred to the Harmful Sexual Behaviour programme via the Prevention service as there were concerns that she was using the internet to offer escorting services. The initial intervention planned was to do harm reduction and safety planning with her.

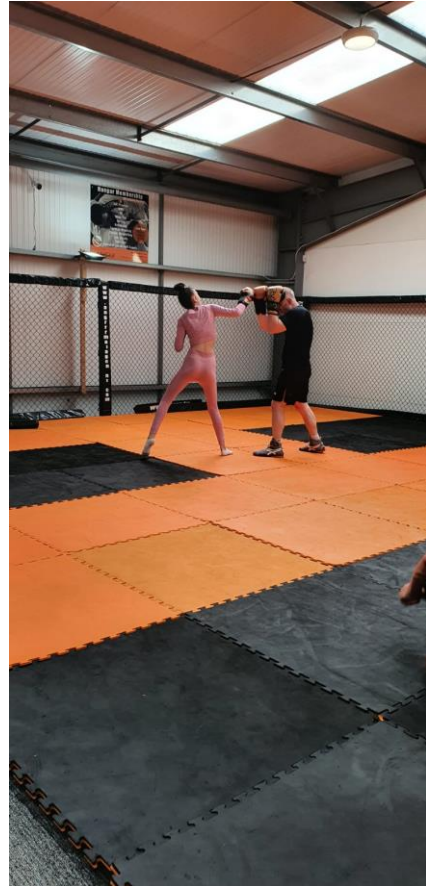
When engaging with MW it appeared that the initial concerns were not the main issue but this was a 'cry for help' as she was a victim of domestic violence from her 24 year old boyfriend. Her situation was concerning. She had poor relationships with her family as a result of her boyfriend's controlling and coercive behaviour, no mobile phone and there were 2 incidents of her boyfriend getting arrested for DV. This severely affected her mental health. She spent her days staying in with her boyfriend at his bedroom at his grandmothers. They were both unemployed with no money which caused stress between them both resulting in her boyfriend becoming violent toward her. On one occasion they had argued, he hit her and then took an overdose on Valium. When the ambulance was called MW also admitted herself into hospital as she was in crisis with her mental health and self-harming. During one occasion when her boyfriend was arrested he asked her to ask me to get him support. He gave me a phone number of a professional who offered him support in the custody suite. I called this person and we updated each other on the situation – the boyfriend was to have support with his anger management.

Away from her everyday life I identified that MW needed to repair relationships with her family, gain employment, and work on her confidence and self-esteem. In turn I believed this would improve her relationship with her boyfriend as they would spend less time together and the time they do spend together would have more quality, less stress and I hoped it would stop the DV.

From the beginning I made contact regularly with MW a couple of times a week face to face as she did not have a mobile phone. I then mediated between her and her mum over a number of weeks which eventually helped to improve their relationship. Mum then bought her a phone which has significantly supported engagement with myself and her family. I then went on to refer her to the Step into Sport scheme which she began to participate in one to one and group mixed martial arts sessions. She continues to do so and really enjoys this. The idea behind this was to engage her in a productive, healthy activity to improve her mental health, confidence and self-esteem. In between these mixed martial arts sessions I worked with the young person in the community supporting her with a CV and job applications and also a college application. After completing a CV within a week she managed to gain employment which she loves in a nightclub in town. She has also applied for college at CAVC to do travel and tourism as she has goals to be an air hostess. I also gave an opportunity to her to go to Storey Arms to do SUP boarding. She attended and loved the day out.

Due to the positive improvement in MW, she believes that she has rubbed off on her boyfriend and has motivated him to gain employment. When we see each other in the week she always tells me that the relationship is in a good place and due to having money the relationship has more quality and they go out more often enjoying themselves going on dates etc. To date there has not been any incidents with the police regarding this young person being involved in DV.

I received a text message from her mum stating 'Thank you so much I can see the old MW back lately and that is thanks to you'.



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

13 October 2021

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**CLOSER TO HOME / DEVELOPMENT OF ACCOMMODATION OPTIONS  
FOR CHILDREN AND YOUNG PEOPLE IN CARDIFF**

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**Purpose of the Report**

1. This report provides Members with a brief overview of this issue. Members will receive a presentation at this meeting regarding the development of accommodation options for children and young people in Cardiff.

**Background**

2. In 2017, this Scrutiny Committee agreed as part of its work programme to undertake an inquiry into Out of County Placements. As a result, the Committee agreed to set up Task and Finish Group Inquiry. The terms of reference were agreed as follows:
  - a) To review the provision of out of county placements, the types of provision, cost and impact on resources
  - b) To identify gaps in local provision, social services, and education that result in the need to place children out of county.
  - c) To identify the barriers to providing additional support in Cardiff and the impact on looked after children in being placed outside Cardiff.
  - d) To consider plans and proposals to provide improved provision and determine the effectiveness of these improvement in addressing Cardiff high levels of out of county provision.
  - e) To report the findings of the Committee to the Cabinet.

3. The report was presented to Cabinet on 5 July 2018, and a full response was agreed by Cabinet on 15 November 2018, copy attached at **Appendix A**. A copy of the full scrutiny inquiry report can be found by following this link:

[Agenda for Children and Young People Scrutiny Committee on Tuesday, 8th May, 2018, 4.30 pm : City of Cardiff Council \(moderngov.co.uk\)](#)

4. The scrutiny report included 19 recommendations for the Cabinet to respond to. The Cabinet response stated that six recommendations were partially accepted and 13 fully accepted.
5. This agenda item will provide an update on the work that the Council is undertaking to develop accommodation options for children and young people in Cardiff. This work is central to the Service Area's focus on shifting the balance of care and ensuring that children receive the right support, in the right place and at the right time. The recommendations of the Children and young People's Scrutiny Committee Inquiry into Out of County Placements is a key consideration in the development of accommodation options.

### **Issues**

6. A presentation will be made at the meeting and take Members through an overview of the issue and progress to date.

### **Scope of Scrutiny**

7. This briefing enables the Committee to be updated on progress against the recommendations set out in **Appendix A** and provide Members with the opportunity to input their views into any further developments.

## **Way Forward**

8. At the meeting Councillor Graham Hinchey (Cabinet Member for Children and Families); Sarah McGill (Corporate Director, People and Communities); and Deborah Driffield (Director of Children's Services) will be in attendance to make a presentation and answer any questions Members may wish to ask.
9. 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, Corporate Director and Director of Children's Services.

## **Legal Implications**

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

## **Financial Implications**

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

that goes to Cabinet will set out any financial implications arising from those recommendations.

## **RECOMMENDATION**

The Committee is recommended to review the information provided at the meeting and provide any comments, concerns or recommendations to the Cabinet Member, Corporate Director and Director of Children's Services.

**DAVINA FIORE**  
**Director of Governance and Legal Services**

**06 October 2021**





## **CABINET RESPONSE TO THE RECOMMENDATIONS OF THE CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE REPORT DATED 5<sup>th</sup> JULY 2018 ENTITLED 'OUT OF COUNTY PLACEMENTS'**

**R1** All placements must be made in the interest of the Child, minimising the impact on them, their education and well being

### **Response – This recommendation is accepted**

All placements made in Cardiff are, of course made with the interests of the child. To source the right placement, the needs of the child are matched to an appropriately regulated provider. Ideally, there would be a number of options available. However, the shortfall in high quality placements across the UK means it can be difficult to source the right home for a child, particularly in an emergency situation.

Cardiff, in common with other local authorities has experienced a significant increase in both the number, and complexity, of looked after children. The reasons for increased complexity include a range of safeguarding risks which have emerged in recent years including child sexual exploitation and human trafficking. These Adverse Childhood Experiences result in children suffering post traumatic symptoms, attachment difficulties, inability to regulate their behaviour or emotions, self-harm and suicide ideologies, violence and aggression and absconding. Children and young people require specialist care, support and therapy and accessing the right provision, for the right child at the right time is an ever increasing challenge. Care plans will sometimes require that children live away from the area in which abuse or exploitation has occurred. It is important that this option remains open to decision makers.

As identified in the report, when children are placed out of area it can place additional challenges in meeting health and educational outcomes as relationships with services in the placed in authorities may not be as well established. There are statutory arrangements under the Social Services and Wellbeing (Wales) Act (2014) to ensure that 'out of county' placements are able to meet the educational, health and social needs of looked after children to the fullest extent possible through multi-agency panel arrangements.

The potential for negative impacts on well-being outcomes of a child living away from Cardiff are mitigated through:-

- a) Statutory social work visits;
- b) Statutory reviews by Independent Reviewing Officer;
- c) Support to families to maintain positive contact;
- d) Access to, and active offer of independent advocacy;
- e) Actively planning to bring children back to Cardiff where it is appropriate to do so through a thorough monthly senior management review of the plan for every child placed in an out of area residential placement.

**R2** As Cardiff is the fast growing city and is promoting itself as a great place to grow up; placements should be made, wherever possible in Cardiff.

**Response – This recommendation is accepted**

As a general principal, better outcomes for children can be achieved when placement needs are met within the city. However, the most important factor in meeting the needs of the individual child to be safe and protected from any people who have caused them harm, so in some cases it is the best and safest option to source a placement away from Cardiff.

The service adheres to the principle that wherever possible, children should be placed within the city boundary. As outlined above, this facilitates engagement with the Corporate Parenting Policy and the range of services and support in Cardiff. Children placed in the city can more easily benefit from the local arrangements and agreements that we have established between ourselves and education, health, housing and other key partners.

Risks to achievement of positive outcomes are greater the further from Cardiff the placement as relationships with neighbouring authorities and services may be less well developed. Until recently Welsh Government applied a national performance measure regarding distance of placement from home and all councils were required to report on the number of children placed more than 20 miles from their home address. Although no set distance can be regarded as an 'absolute' in terms of being more or less acceptable, this was clearly an indication of a limit within which councils should try to operate wherever possible. The majority of our out of county children are placed within a 20-mile radius. The number of children placed beyond 20 miles, include:

- a) children in secure accommodation;
- b) children placed in highly specialist therapeutic establishments because of their specific needs;
- c) children placed for adoption;
- d) children placed in highly specialist disability facilities; and'
- e) children placed with extended family members or with foster carers who have moved out of area.

**R3** Social Services Directorate should undertake a well-being assessment of all of its Children's Services social workers over the next 12 months

**Response – This recommendation is accepted**

Securing a permanent, high quality, well supported social work workforce is the highest priority for the Social Services Directorate. There is a Workforce Strategy in place for Children's Services and a Recruitment and Retention Strategy. Both will be refreshed shortly to ensure they have the right set of short, medium and long term actions to sustainably address the workforce challenges that the service is facing. It is planned to undertake a baseline assessment of staff morale which can be measured over time as the service moves through the next phase of its change programme.

There is evidence that supervision and appraisal, both of which are key to workforce wellbeing, are taking place within timescales. 100% of Children's Services staff initiated their PPDR within timescale this year. The next priority is to quality assure the processes to ensure the balance between professional oversight, direction, and personal support and development is right. In addition, social workers have been supported to develop professionally through significant investment in signs of safety training.

**R4** Social Services Directorate must develop and fully implement a social worker recruitment and retention strategy to encourage new applicants and support to retain staff by 31<sup>st</sup> March 2019

**Response – This recommendation is accepted**

As indicated above, the development of a single and coherent workforce strategy is a key priority for the directorate and work on this has begun. A renewed and refreshed Recruitment Campaign was launched in April 2018. Since then 37 Individual Adverts (76.5 posts within the 37 adverts) have been placed with 45 interviews taking place and 34 appointments being made. In particular, the Looked After Children's Service has been successful in recruiting a new Team Manager, two new Principal Social Workers and 8 social workers being appointed, however, many of these posts have been filled by workers coming from other parts of the service. Particular pressures remain within the intake teams and children in need teams who undertake child protection investigations and court work.

The refreshed workforce strategy will set out a range of effective actions to:

- a) Review and recommend on the offer (financial and non- financial) to children's social workers in Cardiff, compared to the rest of Wales and other core UK cities;
- b) Develop a career progression scheme to support social workers from their time as students (reviewing the options for sponsorship schemes), through the consolidation phase of their practice, into senior roles within the Council;
- c) Enhance relationships with universities, and maximise practice teaching and placement opportunities;
- d) Support people already working for the Council to gain a social work qualification;
- e) Continue to review and develop skill mix to ensure that work which does not need a professionally qualified social worker is undertaken by the right person in their team.

**R5** As corporate parents, all staff and Councillors must work in collaboration with all partners to ensure the safeguarding of all children.

**Response – This recommendation is accepted**

The Council has a Corporate Parenting Strategy, progress against which is presented annually to Council. Delivery of the Council's corporate parenting responsibilities is overseen by the Corporate Parent Advisory Committee (CPAC). CPAC members each take a lead on a specific area of work, working alongside designated senior offices to develop each area. The priority areas are:

1. Effective early intervention and prevention, safely reducing the number of looked after children –
2. The experience of looked after children and outcome - Promoting permanency, providing high quality placements, provide young people leaving care with appropriate preparation for adult life, taking account of all of their needs including their wellbeing -
3. Specialist services - Continue to improve services for children with disabilities, including short break care, and improve and support the emotional health and mental wellbeing of looked after children -
4. Education - Improve the education attainment and achievement for all looked after children -
5. The role of the Corporate Parenting within the Council - Strengthening the role of the Corporate Parenting Advisory Committee within the Council -

**R6** The new management team for People and Communities, to work with the Corporate Parenting Advisory Committee to, review the structure and operation of the service to ensure that it works with all parts of the Council in undertaking their corporate parenting duties, by 31 March 2019.

**Response – This recommendation is accepted**

The Director of Social Services and Assistant Director of Children's Services are reviewing the structure and operation of Children's Social Services to ensure the operating model improves outcomes for children. The benefits of working collaboratively towards a One Council approach as part of the People and Communities directorate are evident in the work to integrate early help and family support approved by Cabinet in October 2016. These benefits of working collaboratively are also integral to the work to develop homes for children in Cardiff.

**R7** It must task officers to review the early help service and reorganise the management and control of all early intervention and prevention initiatives to enable them to be under the control of children's services within the next 12 months.

**Response – This recommendation is accepted in part.**

Cabinet approved a new model of early help and family support in October 2018 which will be managed within the People and Communities Directorate. Professional oversight and accountability for the governance of the service is with

the Director of Social Services in accordance with statutory duties for early intervention and prevention.

**R8** A strategic approach to commission placements, to improve outcomes and safely reduce the number of children being looked after, must be developed and implemented as soon as possible.

**Response – This recommendation is accepted**

The Social Services Directorate Management Team is working with the Children's Commissioning Consortium Cymru (4Cs) to develop a placement commissioning strategy by March 2019.

**R9** It tasks officers in the Social Service Directorate to review the Placement Commissioning arrangements by 31 March 2019.

**Response – This recommendation is accepted**

Work has been undertaken to ensure compliance with the 4Cs requirement.

**R10** It continues to implement the Signs of Safety framework, within the next 12 months and provide evidence of its impact.

**Response – This recommendation is partially accepted.**

Evidence from Councils where Signs of Safety has been successfully implemented and embedded indicates a longer timescale is needed to really embed transformed practice.

Phase one of the project commenced in April 2016 and focused on the introduction of the model and setting the foundations across the service. During phase one, significant progress has been made in the delivery of learning and development of all staff, focused and structured training has been delivered as well as bespoke tailored support provided to teams and individuals

A refresh of the Signs of Safety Implementation Plan is underway to ensure it is focussed on the right systemic changes to support practice improvement. Independent quality assurance work is underway to ensure there is clear evidence to support the next phase of implementation. Signs of Safety Awareness Briefings have been delivered to key partner agencies. Signs of Safety training will be

**R11** It tasks officers to review, current demand, in to the Multi Agency Safeguarding Hub to ensure the consistent use of criteria by partners

**Response – This recommendation is accepted**

The development of a Gateway for early help and family support provides an opportunity to review the operation of the Multi-Agency Safeguarding Hub (MASH) and its relationship with the children's services intake and assessment teams. Really clear criteria for accessing each part of the system, including the MASH, will be developed in the implementation phase.

**R12** Officers must ensure that the placement of 0-5 year olds, out of county, is only undertaken when it is in the best interests of the Child.

**This recommendation is partially accepted**

The placement of 0-5 year olds out of area, will only take place in exceptional circumstances and will always be in the best interests of the child.

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

**Response – This recommendation is accepted**

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

- the marketing of the service and the recruitment of foster carers;
- the operating model of Cardiff's fostering team;
- the support provided to foster carers once they have been approved;
- the need to reduce the cost of fostering to the Council by rebalancing between independent foster agencies and the in-house foster care service.

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

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

**Response – This recommendation is accepted**

The fostering project is progressing this recommendation.

**R15** Officers are to develop and implement a building programme of homes for children in Cardiff, utilising every possible agency, as an Invest to Save project, within the next 12 months.

**Response – This recommendation is accepted**

A Project Team has been established to attend to this recommendation; it reports to the Child Placement Board.

The Project is working to deliver the following objectives:

- A clear commissioning strategy for securing children’s placements in place by March 2019;
- to open new children’s homes in the City, so Cardiff children can access to the right type and level of support;
- to develop the provider market to deliver the type of provision, we require in Cardiff;
- explore all opportunities to secure the right provision in the most cost effective way, for example, an ICF proposal has been approved for the development of a ‘high needs’ home jointly with the Vale of Glamorgan.

**R16** It ensures that future annual placement budgets must reflect anticipated number of Looked After children at future year mid-point, to help ensure that Social Services do not over spend

**Recommendation – This recommendation is partially accepted**

The Council has provided significant levels of additional funding to Children’s Services in recent years with a net increase to the budget of £5.8 million (11.86%) in 2018/19. This will continue to be a priority for the Cabinet, however any specific decisions on funding must be taken as part of the overall Council budget having taken account of the available resources and the full range of spending commitments.

**R17** Savings accrued from returning children back to Cardiff are reinvested into preventative and early help initiatives

**Refer to the response to R16 above.**

**R18** Officers investigate whether Greenhill School could admit Girls to minimise out of County Placements

**Response – This recommendation is accepted in principle**

It is understood that the ‘Development of the Schools Estate ‘— will attend to the need for a higher level of suitable provision for children with additional learning needs

**R19 Action Plan** - The Cabinet Member ensures that an action plan is developed to ensure the implementation of these recommendations within an agreed timescale as part of the response to this report.

**Response – This recommendation is partially accepted**

The actions identified already form current or emerging priorities for the Improving Outcomes for Children Programme. There are detailed action plans for each of the priority areas (Workforce, Practice, Fostering and Residential placements) with timescales consistent with the recommendations of the Task and Finish Group



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

13 October 2021

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**FAMILY DRUG & ALCOHOL COURT**

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**Purpose of the Report**

1. This report provides Members with a brief overview of this issue. Members will receive a presentation at this meeting, regarding the development of a Family Drug & Alcohol Court in Cardiff and the Vale of Glamorgan.

**Background**

2. Cardiff and the Vale of Glamorgan local authorities have been selected as the pilot site for the first Family Drug and Alcohol Court. This is an alternative family court for care proceedings that is designed to provide a more sensitive approach to working with parents who struggle with drug and alcohol misuse. The focus is on trying to solve the problems that have led to the case coming before the court. This is a very exciting opportunity as the evidence suggests that this model delivers significant benefits for parents and children, as well as cost benefits for public services.

**Issues**

3. The presentation will take Members through an overview of the project and plans and progress to date.

**Scope of Scrutiny**

4. This briefing enables the Committee to be made aware of the of the project and provide Members with the opportunity to input their views into its development.

## **Way Forward**

5. At the meeting Councillor Graham Hinchey (Cabinet Member for Children and Families); Sarah McGill (Corporate Director, People and Communities); and Deborah Driffield (Director of Children's Services) will be in attendance to make a presentation and answer any questions Members may wish to ask.
6. 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, Corporate Director and Director of Children's Services.

## **Legal Implications**

7. 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.

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recommendations for decision that goes to Cabinet will set out any financial implications arising from those recommendations.

## **RECOMMENDATION**

The Committee is recommended to review the information provided at the meeting and provide any comments, concerns or recommendations to the Cabinet Member, Corporate Director and Director of Children's Services.

**DAVINA FIORE**  
**Director of Governance and Legal Services**

**06 October 2021**

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

13 October 2021

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**CHILDREN'S SERVICE QUARTER 1 PERFORMANCE 2021/22**

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**Reasons for the Report**

1. The Director of Children's Services will introduce and present the Quarter 1 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 looked after children.

**Issue – performance reporting**

2. The range of performance data relating to Children's Services is contained in **Appendix A** to this report. The following data is reported on:
  - The number of people supported through the family gateway (FAM KPI 01)
  - The number of people supported by the Family Help Team (FAM KPI 02)
  - The number of people supported by the Support4Families Team (FAM KPI 03)
  - Percentage of children in regulated placements who are placed in Cardiff (CS LAC 58)
  - Percentage of social worker vacancies in all teams (Staff 1)
  - Percentage of children re-offending within six months of their previous offence (YOS 2)
  - Demand – Family Gateway and MASH Phone Data
  - Contact/ Referrals to MASH and Family Gateway
  - Domestic Abuse at Referral and Assessment
  - Caseload Breakdown Over Time
  - Contacts Received by Children's Services that progressed/ did not progress to an assessment

- Percentage of Well-being Assessments completed within statutory timescales (CH/012)
- The Percentage of looked after children who have had three or more placements during the year (CH/043) – **new**
- Percentage of children looking after returned home from care during the year (CH/045 – was SSWB 26)
- Face to Face and Virtual Visits
- Number and percentage of re-registrations of children on Child Protection Register during the year and within 12 months from deregistration (CH/024 – was SSWB 27)
- Average length of time for all children who were deregistered from the Child Protection Register during the period (CH/035, was SSWB 28 and slight reword – “during the year”)
- Number of Children on the Child Protection Register, registrations and deregistrations
- Child Protection registration by Category of Abuse – June 2021
- % Child Protection Conferences on Time
- The percentage of Initial Core Groups meetings held on time (CH/028 – was previously only reported at year end) – **new**
- The percentage of visits to children on the CPR held on time (CH/030 - was previously only reported at year end) – **new**
- The number of children reported during Quarter 1 2021/22 where exploitation is a factor (CH/033 - was previously only reported at year end) – **new**
- Looked After Starts, Ends and Total Number of Children Looked After
- Timeliness of Children Looked After Reviews
- Agency Placements by Age
- Total children looked after by Placement type – as at 30.06.2016 (baseline number: 644)
- Total CLA by Placement type – as at 30.06.2021 (baseline number: 1000)
- Unplanned Placement Move Requests by Age
- Supervised Contacts – Swanstaff
- Percentage of Statutory visits held on time (CH/042) - **new**

- The number of young people leaving care who moved into a 'When I'm Ready' Placement (CH/055) - **new**
  - Sickness – Children's Services
  - Net result of Social Workers starting and leaving Council
3. The following Indicators (reported during 2020/21) are not included in the attached Appendix, but may have been redefined within new Indicators:
- Percentage of children supported to remain living within their family (SSWB 25)
  - Average length of time for all children who were in the Child Protection Register during the year (SSWB 28)

### **Scope of Scrutiny**

4. 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, Corporate Director and Director of Children's Services.

### **Way Forward**

5. At the meeting Councillor Graham Hinchey (Cabinet Member for Children and Families); Sarah McGill (Corporate Director, People and Communities); and Deborah Driffield (Director of Children's Services) will be in attendance to make a presentation and answer any questions Members may wish to ask.
6. 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, Corporate Director and Director of Children's Services.

## **Legal Implications**

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## **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.

## **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, Corporate Director and Director of Children's Services.

**DAVINA FIORE**  
**Director of Governance and Legal Services**

**06 October 2021**



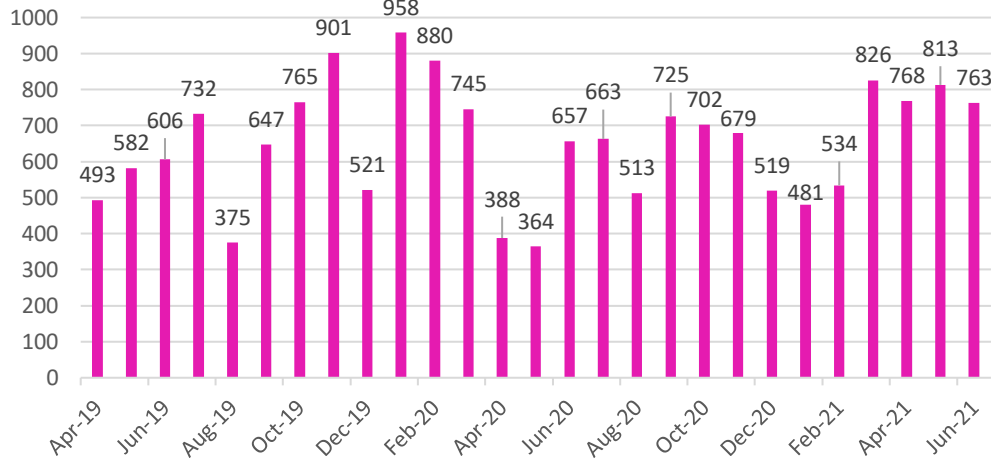
# Children's Services Performance Report

Quarter 1  
2021/22

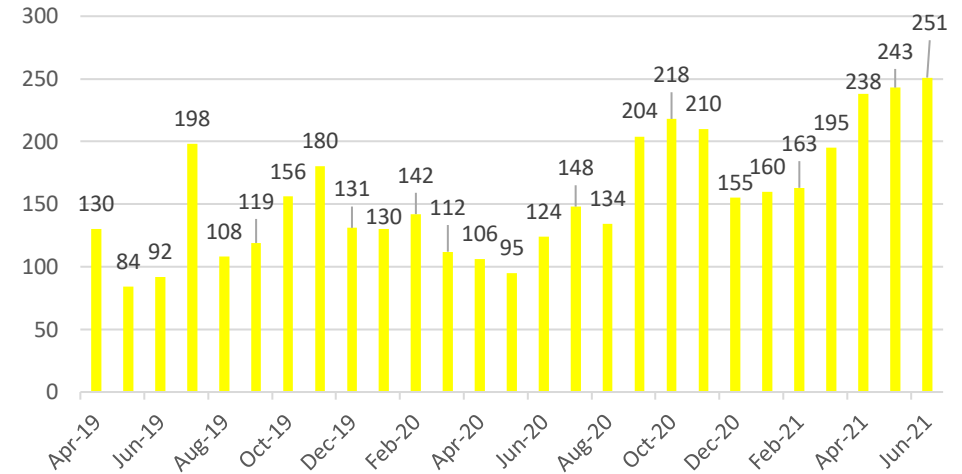


# Key Performance Indicators – Corporate Plan

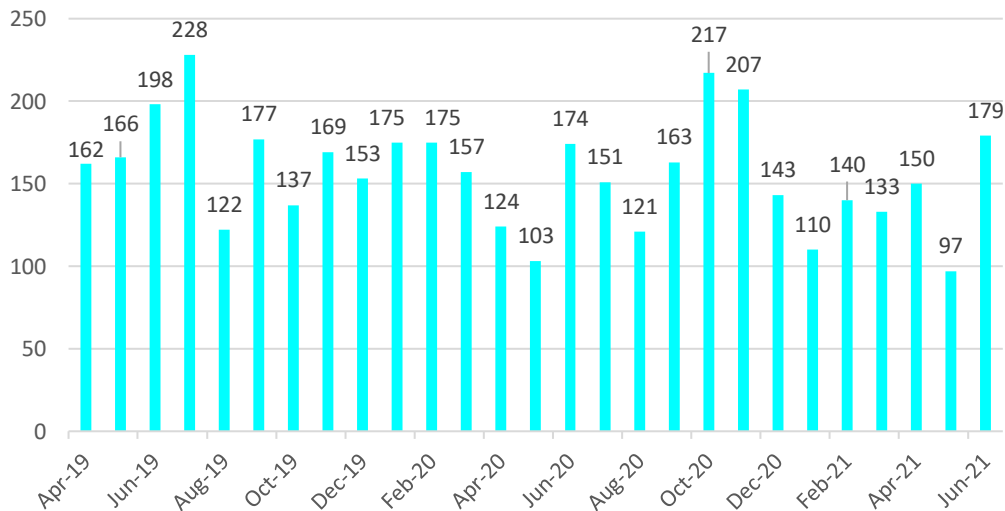
FAM KPI 01 Number of people supported through the Gateway



FAM KPI 02 Number of people supported by the Family Help Team



FAM KPI 03 Number of people supported by the Support4Families Team

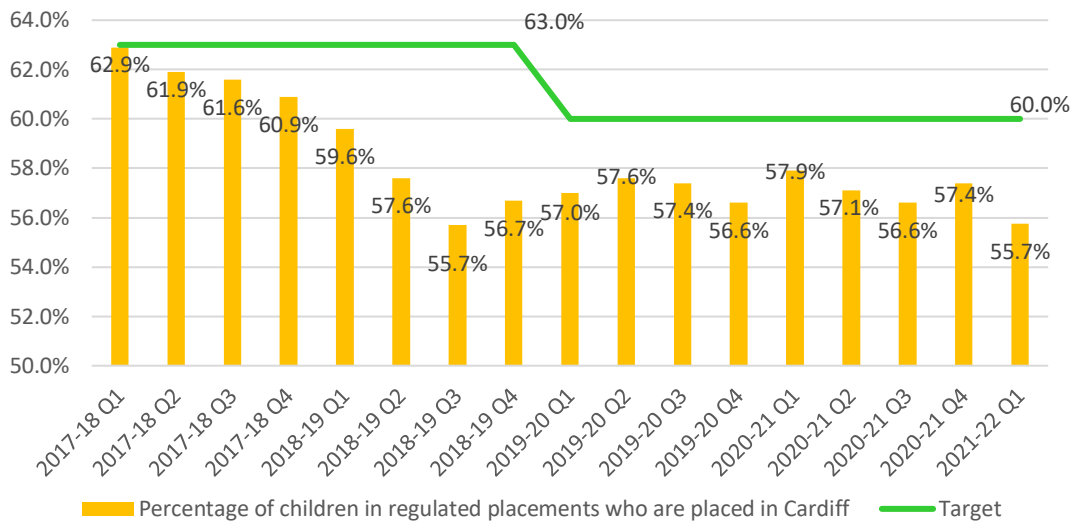


FAM KPI 01 The **number of people supported through the Family Gateway** = 2,344 during Q1. Target for Q1 = 1875. Target met. Annual Target for 2021/22 is 7500. The number of enquiries and well-being contacts.

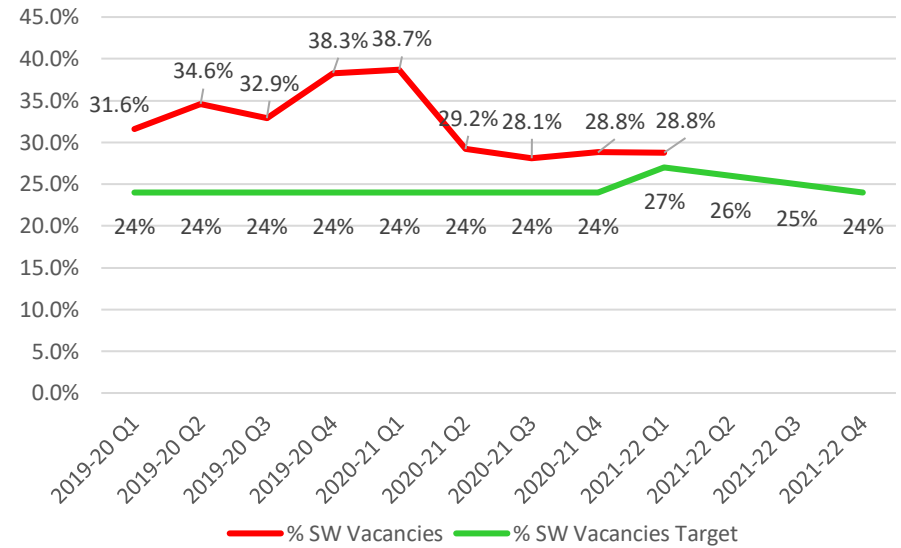
FAM KPI 02 The **number of people supported by the Family Help Team** = 732 during Q1. Target for Q1 = 375. Target met. Annual Target for 2021/22 is 1500.

FAM KPI 03 The **number of people supported by the Support4Families Team** = 426 during Q1. Target for Q1 = 500. Annual Target for 2021/22 is 2000.

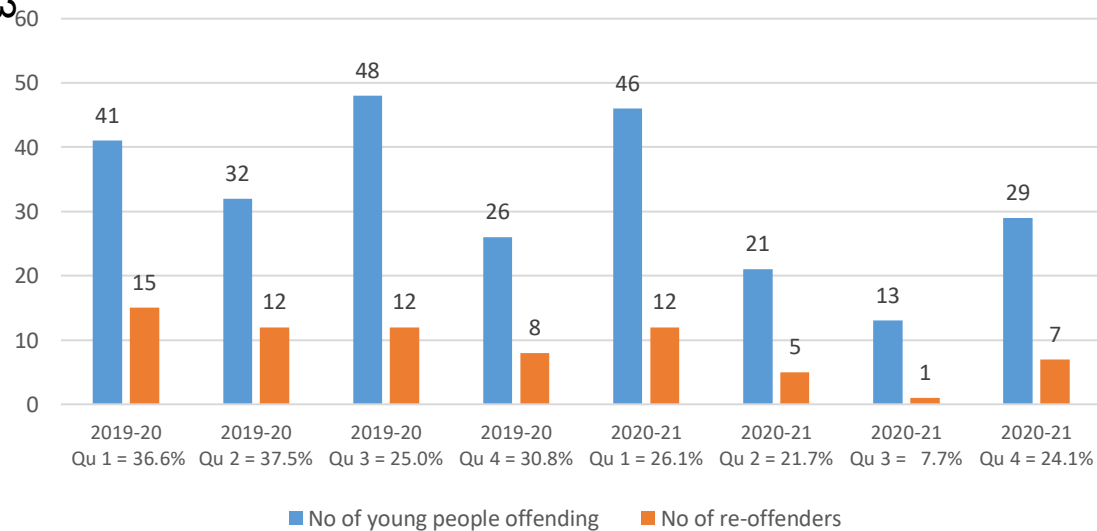
### CS LAC 58 Percentage of children in regulated placements who are placed in Cardiff



### Staff 1 Percentage of social worker vacancies in all teams



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



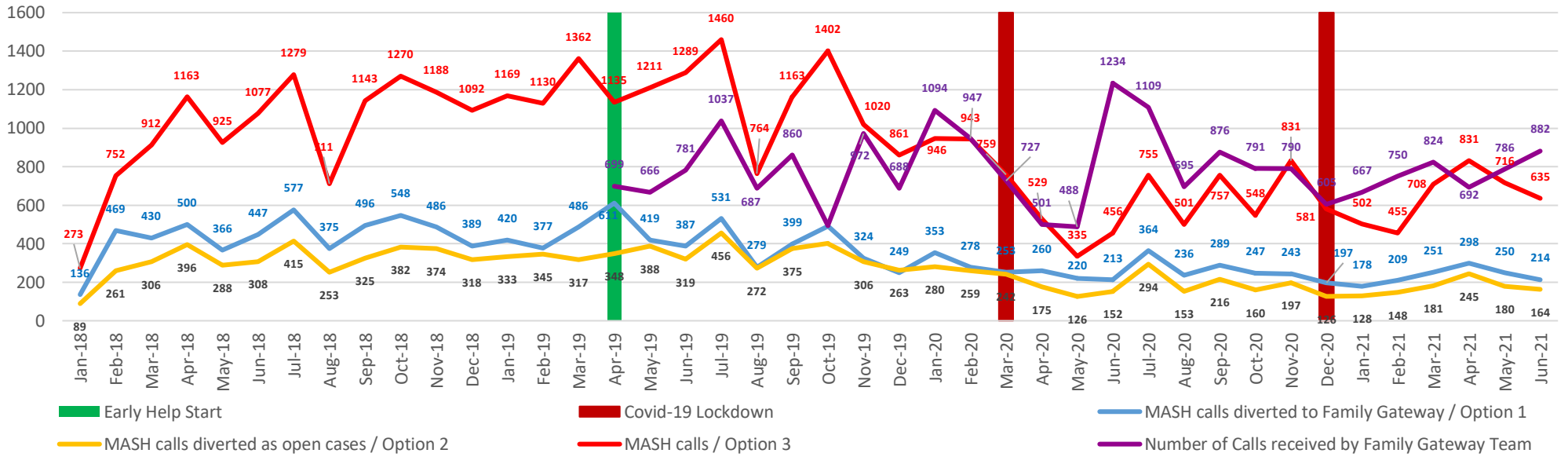
CS LAC 58 The **percentage of children in regulated placements who are placed in Cardiff** = 55.7% (397 / 713). The PI counts only children placed within the LA boundaries and excludes children placed in neighbouring authorities close to their home area and attending Cardiff schools. Please see page 12 for a breakdown of placements.

Staff 1 = 28.8% **vacancy rate** for Q1. This is the same rate as for Q4 however, 59.4 posts out of 206.5 posts were vacant and 147 posts were filled compared to 143 posts filled for Q4, an increase of 4 posts filled. Recruitment has continued as business as usual during the COVID-19 period. 16 social worker appointments are going through the recruitment process. This year we are using quarterly targets with the aim of reaching the annual target of 24% by the end of the year.

YOS 2 The **percentage of children re-offending within six months of their previous offence** = 24.1% (7 / 29). 7 out of 29 young people re-offended committing a further 10 offences. Annual outturn 2020/21 = 22.9% (25 / 109 young people re-offended). A reduction in the percentage of young people re-offending compared to last year. Annual outturn 2019/20 = 32.0% (47 / 147 young people reoffended).

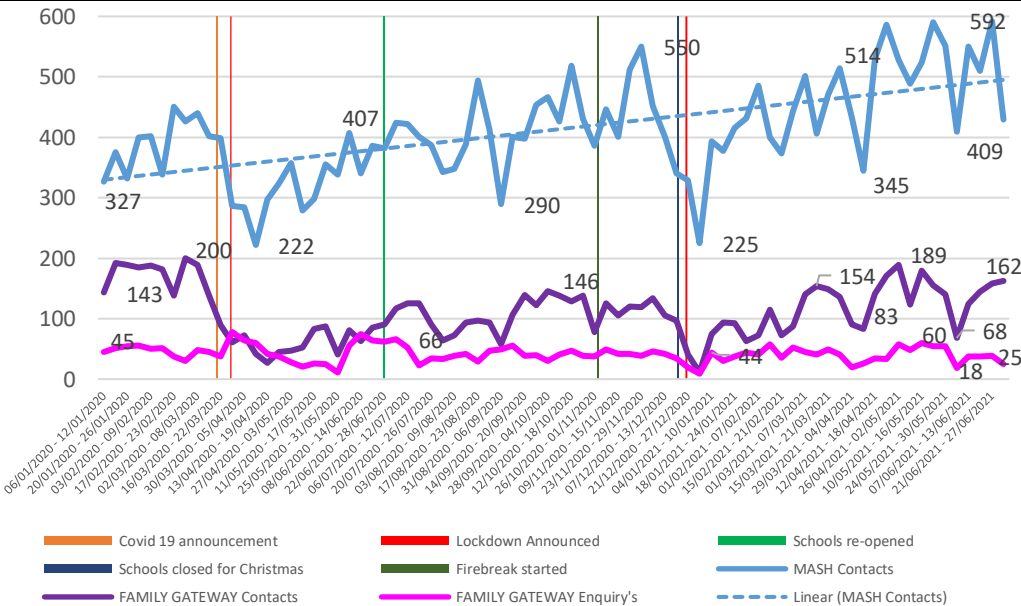
# Demand

## Family Gateway and MASH telephone data

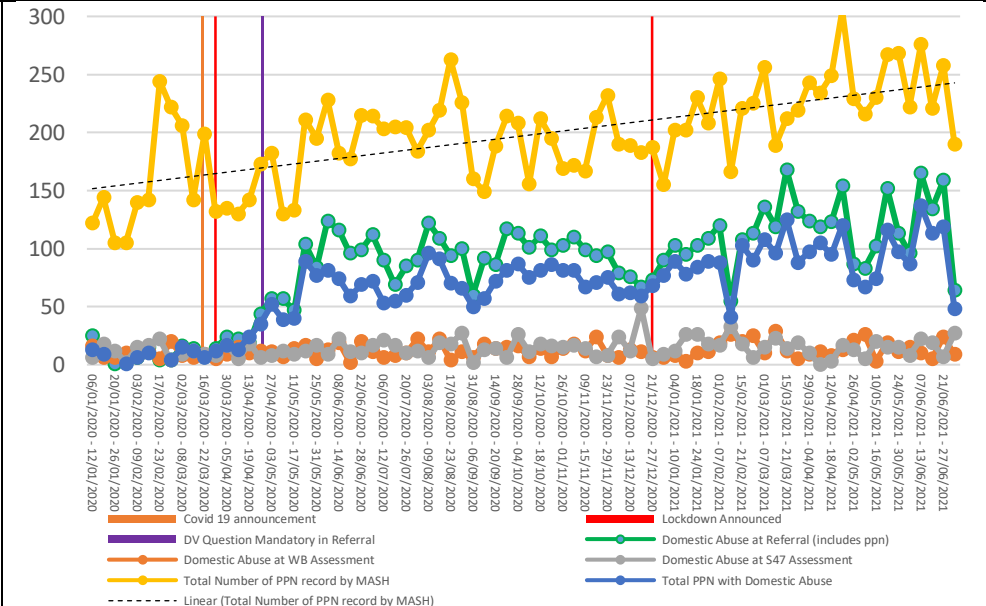


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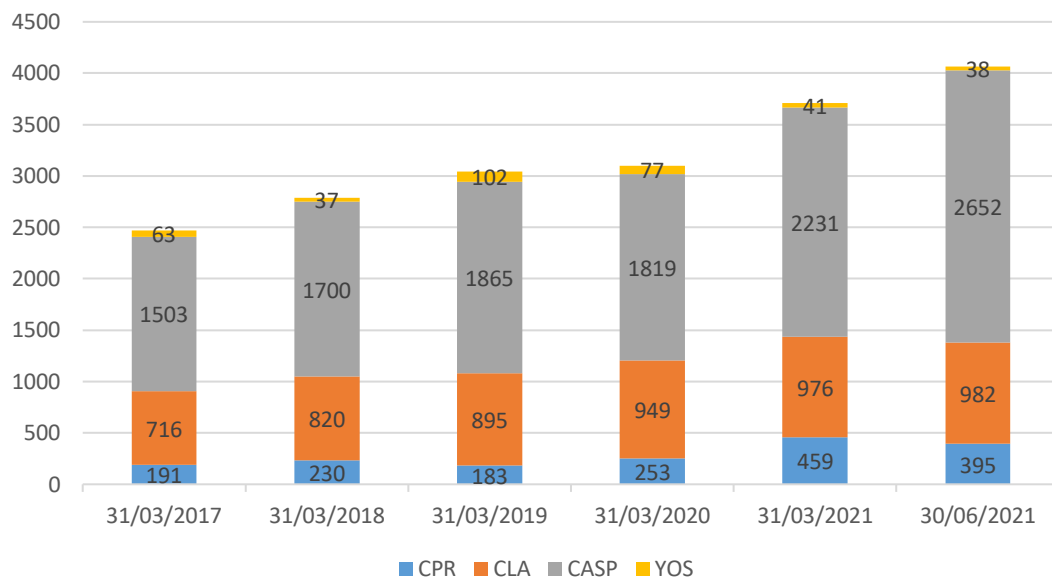
## Contact / referrals to MASH and Family Gateway



## Domestic abuse at referral and assessment



## Caseload breakdown over time

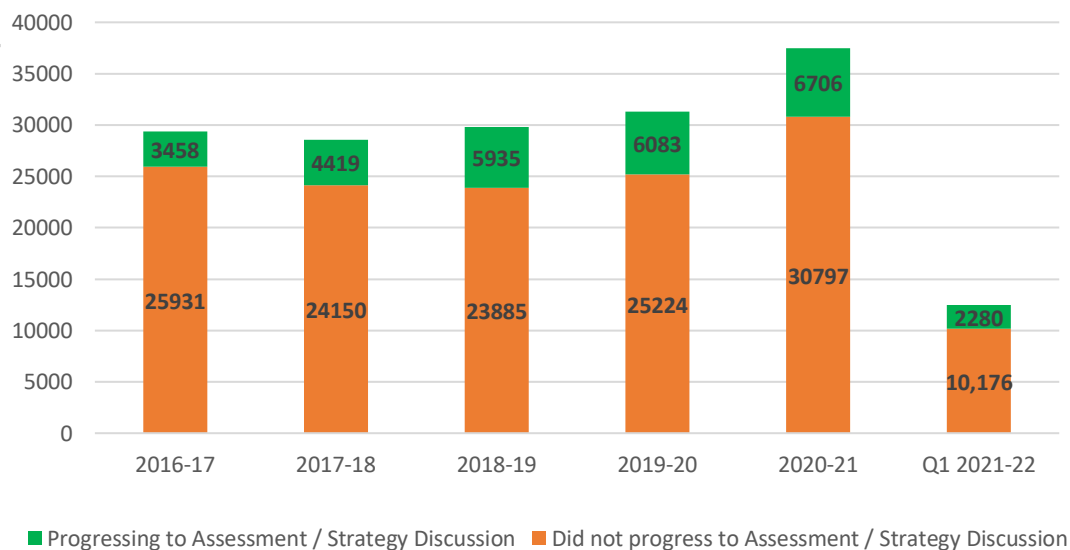


The caseload overview demonstrates the consistent rise in caseloads in all categories, over the years.

Since 31<sup>st</sup> March 2017:

- The number of children on the Child Protection Register had increased by 140% from 191 to 459. Over quarter 1, 2021/22 it decreased to 395.
- The number of children looked after has increased by 37% from 716 to 982 (please note that an additional 18 children looked after were also on the Child Protection Register at 30<sup>th</sup> June 2021).
- The number of other children in receipt of care and support has increased by 76% from 1,503 to 2,652.

## Contacts received by Children's Services that progressed / did not progress to an assessment



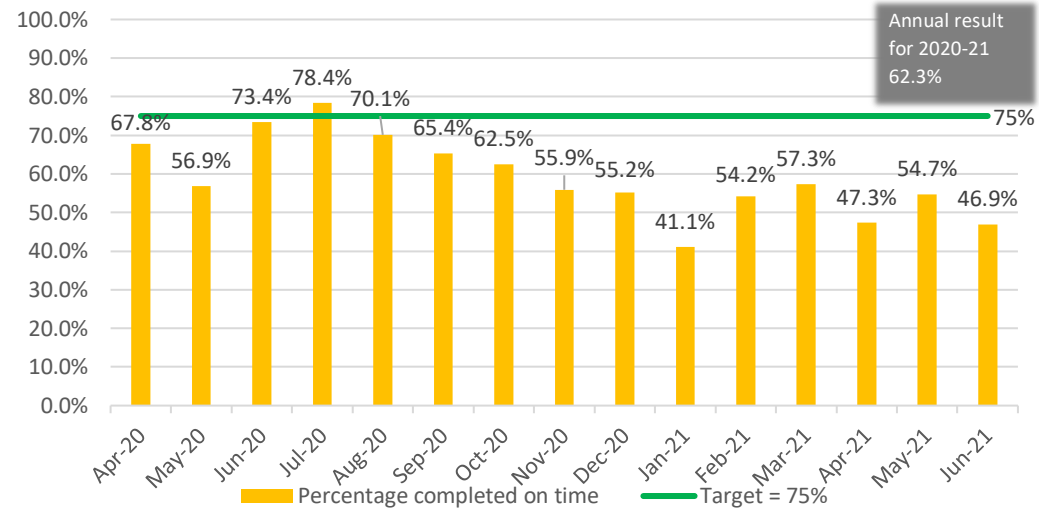
The graph to the left shows the steady increase in the number of contact / referrals received each year from 28,569 in 2017-18 to 37,503 in 2020/21. Q1 for 2021/22 is showing a 25% increase in contacts received, compared to the previous quarter.

The proportion of contact / referrals that proceeded to assessment also increased from 15% in 2017/18 to 20% in 2018-19, falling to 18% in 2020/21. This remains at 18% for quarter 1, 2021/22.

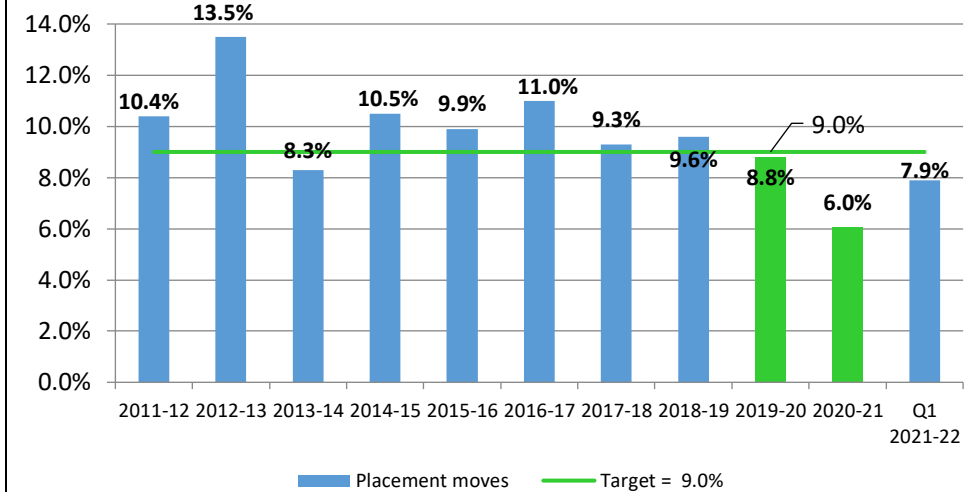
The contact / referrals graph at the bottom left of page 4 shows that referrals to MASH initially decreased but gradually increased to approximately the same level as before lockdown. Since schools reopened the number of contacts has steadily increased peaking at 592 received during one week at the end of June 2021.

In relation to domestic abuse, we have improved our recording mechanisms to ensure full capture of information; the graph at the bottom right on page 4 shows that overall the number of referrals with domestic abuse as a factor has increased since lockdown.

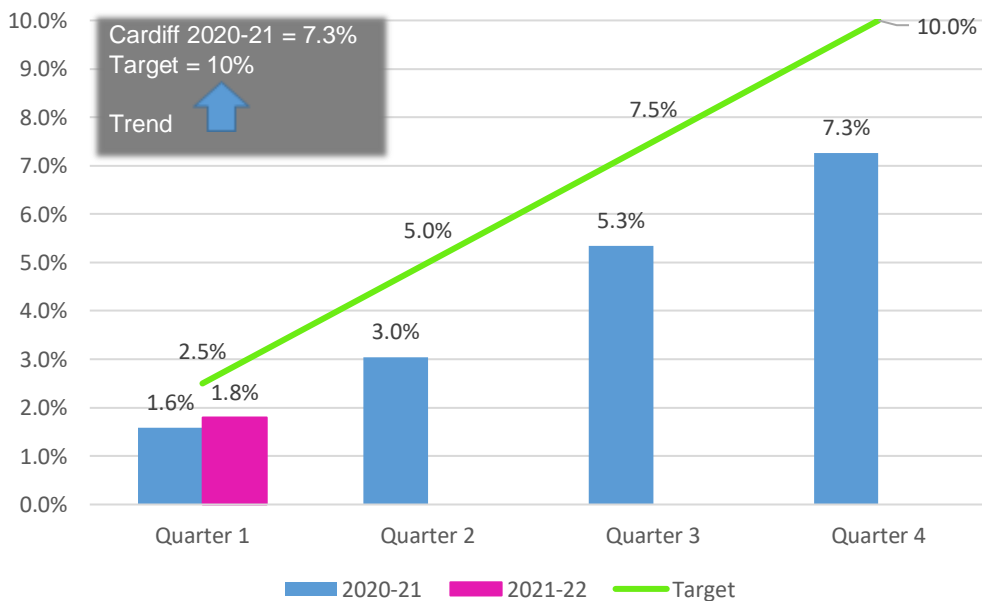
### CH/012 Percentage of well-being assessments completed within statutory timescales



### CH/043 The Percentage of looked after children who have had three or more placements during the year



### CH/045 Percentage of children looked after returned home from care during the year

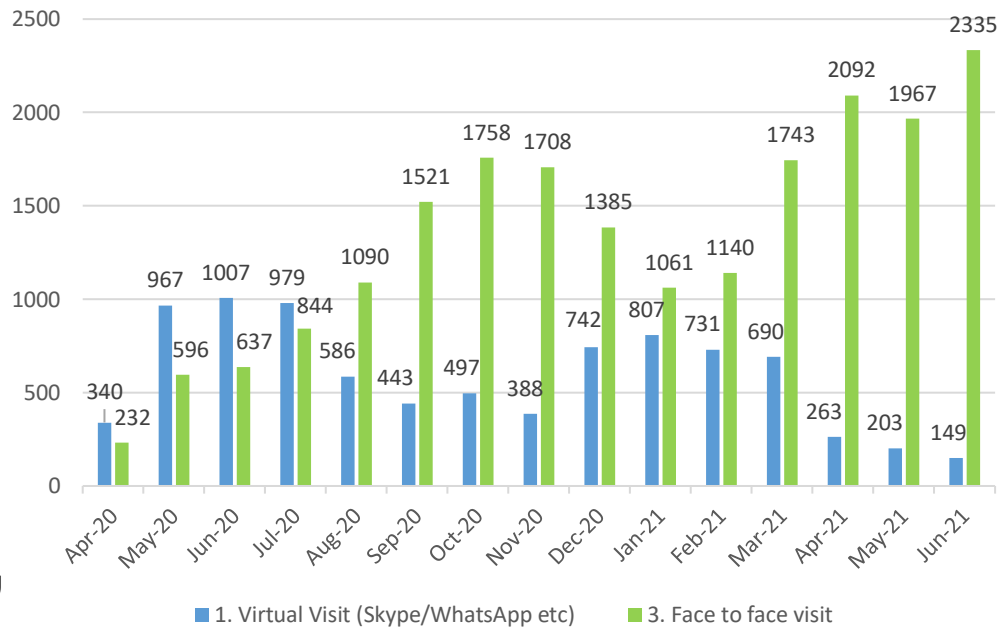


CH/012 49.0% (312 / 637) of new Well-being Assessments were completed within statutory timescales during quarter 1.  
1,651 / 2,651 = 62.3% of new Well-being assessments were completed within statutory timescales during 2020/21.

CH / 043 The percentage of looked after children who have had 3 or more placements during the year = 7.9% (79 / 1000.) This is a rolling result for quarter 1, based on the children who were looked after as at 30<sup>th</sup> June 2021 and the number of placements they had during the preceding year. 79 of our children looked after as at the 30<sup>th</sup> June had 3 or more placements during the year. This is in comparison to 6% (60 / 992) for the 2020/21 result as at 31<sup>st</sup> March 2021.

CH / 045 Quarter 1 = 1.8% of children on a full care order or looked after on a voluntary basis have returned home from care during this quarter = 19 / 1,058. Compared to quarter 1 last year when 1.6% (16 / 1,012) returned home. The annual outturn for 2020/21 = 7.3% against an annual target = 10.0%. Provisional result. Actual result will be populated from the Children Looked After Census. This PI is cumulative and performance improves as we progress throughout the year. In addition to the 19 children who were returned home from care, 192 children were in the care of their parents, but remain subject to a Care Order, and 172 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.

## Face to face and virtual visits

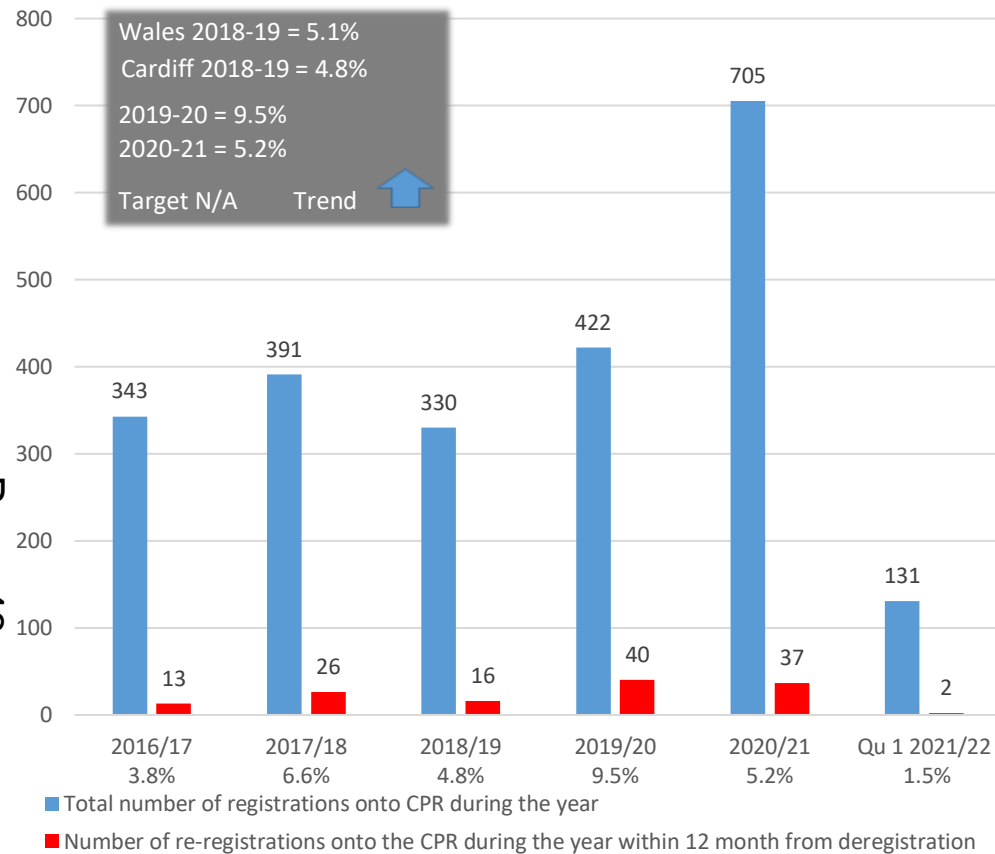


The proportion of virtual to face to face visits over time is displayed in the graph to the left. From 7<sup>th</sup> September 2020 until the start of the December lockdown, statutory visits to children on the Child Protection Register and children looked after were face to face as per business as usual requirements. During the lockdown that started in December, home visits to children on the CPR continued to be face to face, and children who were looked after and placed with their parents received face to face visits if required on the basis of risk assessment.

Face to face visits have now been reinstated for all children. Initial risk assessments need to be completed prior to face to face visits and updated to reflect any change of circumstance.

The number of virtual visits has decreased significantly over the last quarter and the vast majority of visits are now being undertaken on a face to face basis.

### CH/024 Number and percentage of re-registrations of children on Child Protection Register during the period and within 12 months from deregistration

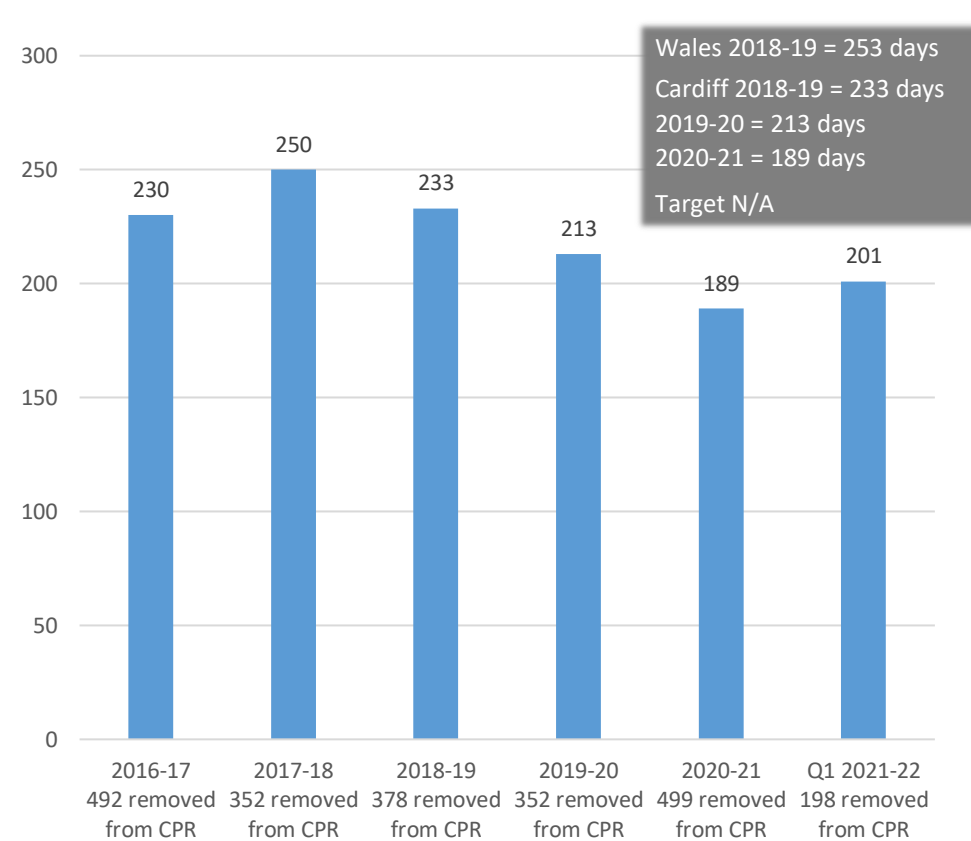


Quarter 1 = 1.5%. (2 / 131) 2 of the 131 children registered during quarter 1 had been on the CPR within the previous 12 months. This compares to 3.4% (5 / 147) during quarter 1 last year.

Annual outturn for 2020/21 = 5.2%. (37 / 705) 37 of the 705 children registered during the year had been on the CPR within the previous 12 months.

This compares to the annual outturn for 2019/20 = 9.5%. (40 / 422) 40 of the 422 children registered during the year had been on the CPR within the previous 12 months.

### CH/035 Average length of time for all children who were deregistered from the Child Protection Register during the period



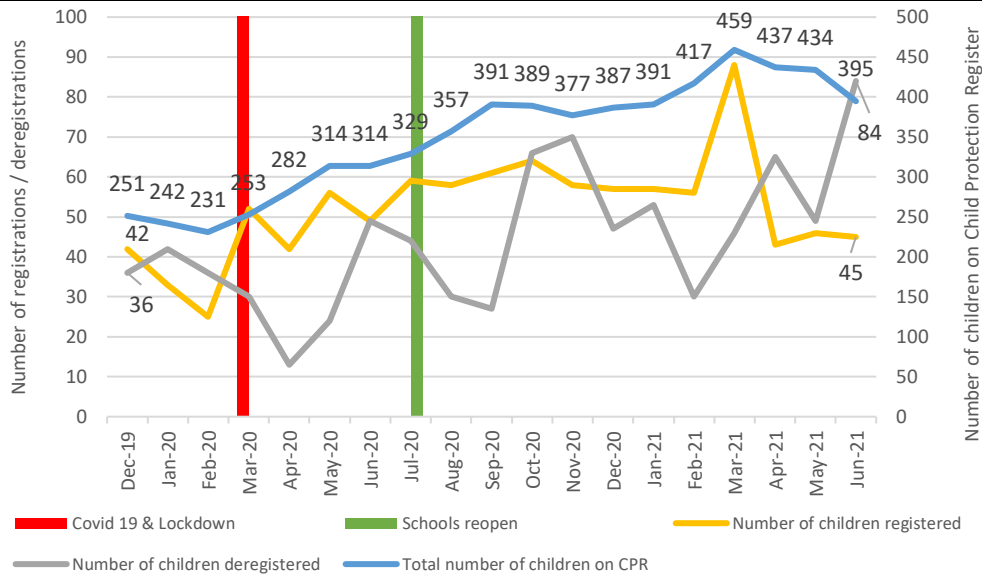
Quarter 1 = 201 days. The average length of time on the CPR for the 198 children who were deregistered during quarter 1 of 2021/22, in comparison to 165 days for the 86 children deregistered during quarter 1 of 2020/21.

Annual outturn for 2020/21 = 189 days. The average length of time on the CPR for the 499 children who were de-registered during 2020/21 was 189 days.

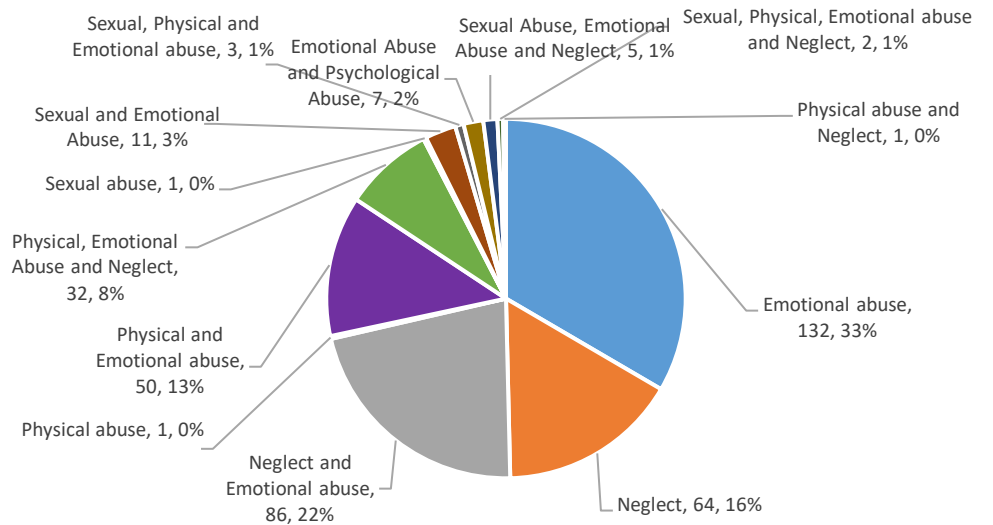
This compares to the annual outturn for 2019/20 = 213 days. The average length of time on the CPR for the 352 children who were de-registered during 2019/20 was 213 days.



## Number of children on the Child Protection Register, registrations and deregistrations

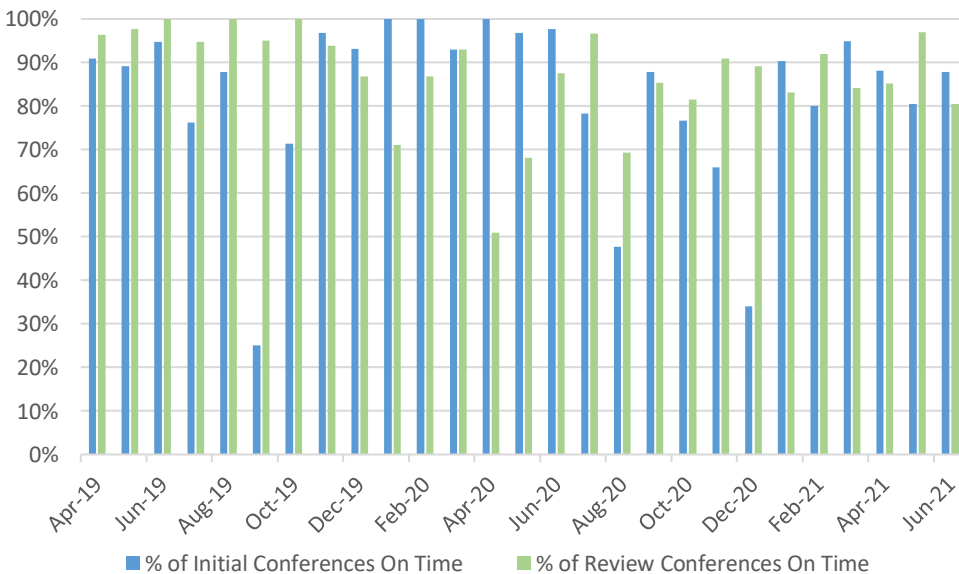


## CP Registration by category of abuse - June 2021



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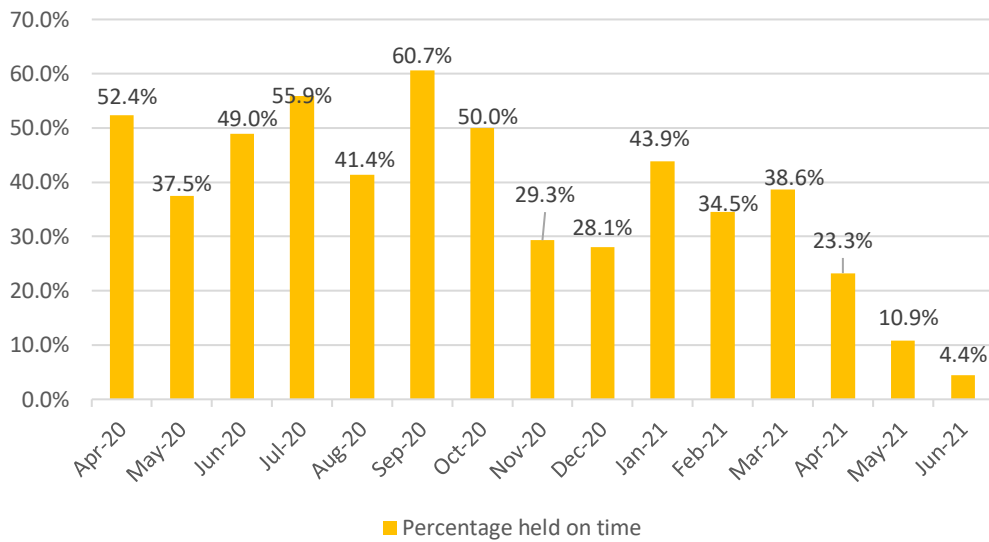
## % Child Protection Conferences On Time



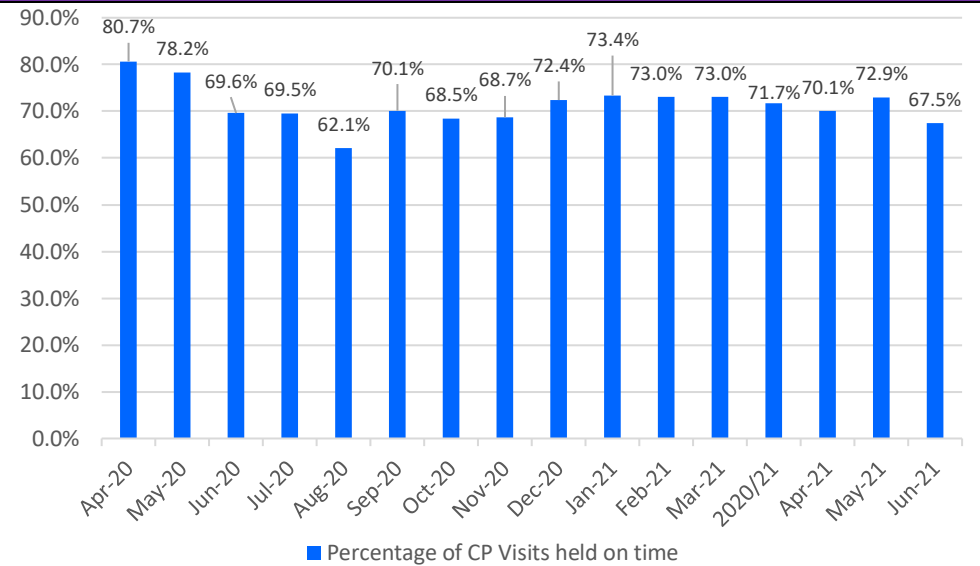
Following the steady increase over the last year of the number of children of the Child Protection Register, the number has decreased over the last quarter from 459 at the 31<sup>st</sup> March 2021 to 395 at the 30<sup>th</sup> June 2021. The timeliness of initial conferences has dipped slightly to 85.3% (110 / 129) over quarter 1 from 89.5% (188 / 210) in quarter 4, however there has been an improvement in the timeliness of child protection review conferences over the last quarter with 86.5% (295 / 341) being on time, compared to 85.9% in quarter 4 ( 237 / 276).

There has continued to be a very high number of children identified as requiring a child protection conference in the quarter. The number of children on the CPR is over double, when compared with previous years but despite this, the team has improved performance for review conferences within timescales during quarter 1. Some additional capacity was brought in to help manage the additional demand. Additional screening work has been taking place to more closely scrutinise the decision that a CP conference (instead of Care and Support plan) is appropriate. Whilst labour intensive, this has helped to safely reduce children on the CPR (from 459 at the end of March to 395 at the end of June). We have also been scrutinising child protection plans more closely, and bringing forward some conferences where there is a clear rationale for children to come off the CPR early, or sometimes delay purposefully where additional information or key people are required to make effective decisions around registration and planning. Where this is the case, we seek to ensure that there is a safety plan in place that manages the issues in the interim. Some initial child protection conferences are difficult to schedule within timescales, because we are limited to the number of available slots where the police can attend. There can also be scheduling difficulties, where key people including parents or the child's worker cannot attend. This has been raised with the police who are looking at their resources.

**CH/028 The percentage of Initial Core Groups meetings held on time**

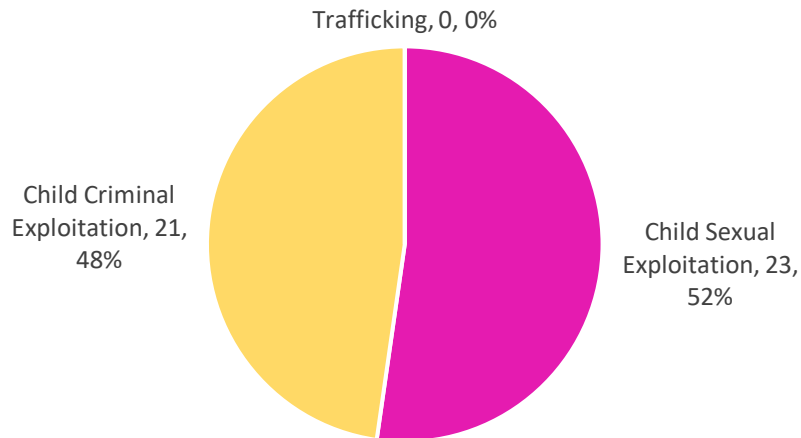


**CH/030 The percentage of visits to children on the CPR held on time**



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**CH/033 The number of children reported during Quarter 1 2021/22 where exploitation is a factor**



CH/028 **The percentage of Initial Core Group meetings held on time = 12.7% (17 / 117) during quarter 1 compared to = 43.2% (304 / 704) for 2020/21.**

CH/030 **The percentage of visits to children placed on the CPR, held on time = 70.1% (1,899 / 2,708) during quarter 1 compared to 71.7% (6,459 / 9,008) during 2020/21.**

CH/ 033 **The number of children reported during Quarter 1 2021/22, where exploitation is a factor = 44, during quarter 1, breakdown shown in the pie chart opposite.**

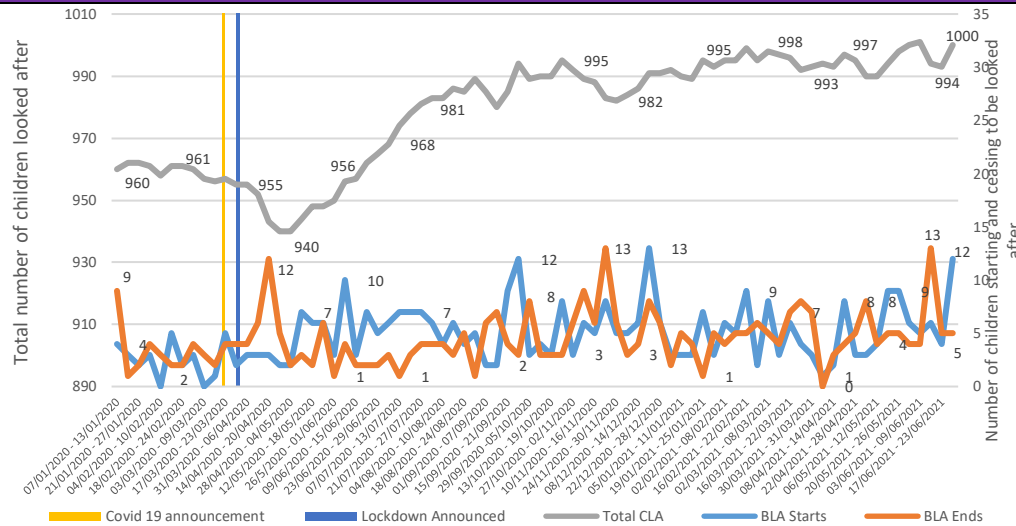
CH/016 **The number of children receiving Care & Support in receipt of Direct Payments =**

|                                   |     |
|-----------------------------------|-----|
| As at 30 <sup>th</sup> June 2021  | 179 |
| As at 31 <sup>st</sup> March 2021 | 181 |
| As at 31 <sup>st</sup> March 2020 | 169 |
| As at 31 <sup>st</sup> March 2019 | 153 |

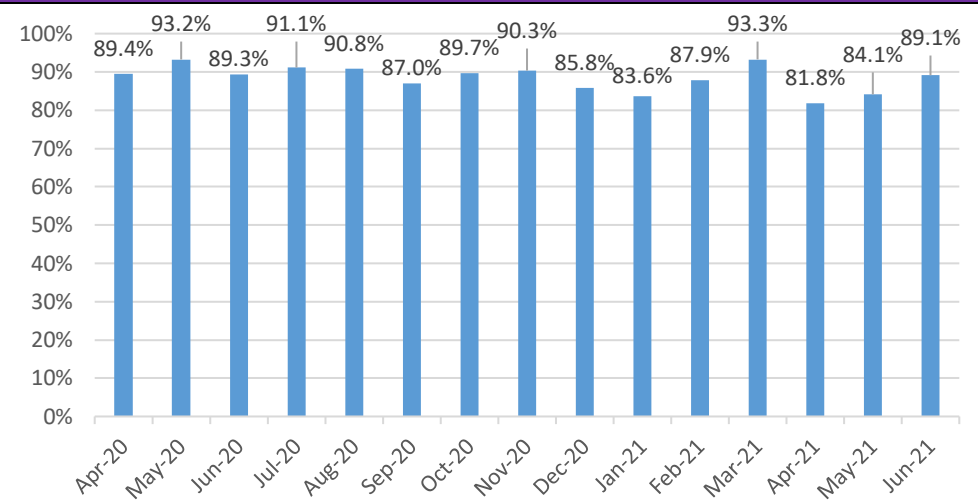
CA/011 **The number of contacts during the year by or for young carers is 59.**

CA/014 **The number of assessments for young carers completed during the year = 12, 0 of which resulted in a care and support plan and 9 were signposted to YMCA.**

## Looked after starts, ends and total number of children looked after (CLA)



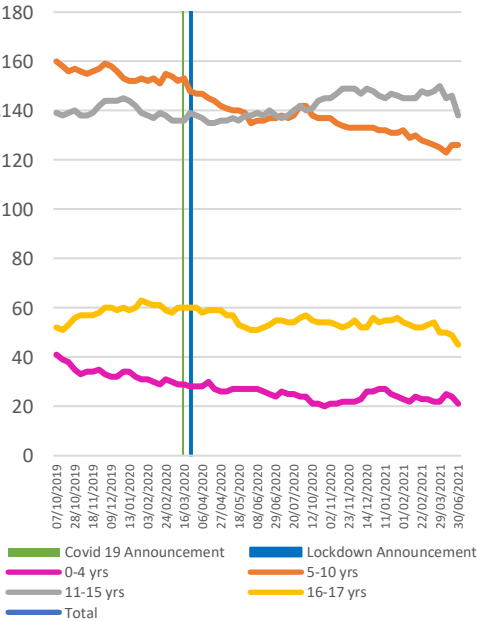
## Timeliness of children looked after reviews



## Agency placements by age

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Agency Fostering Placements



Agency Residential Placements



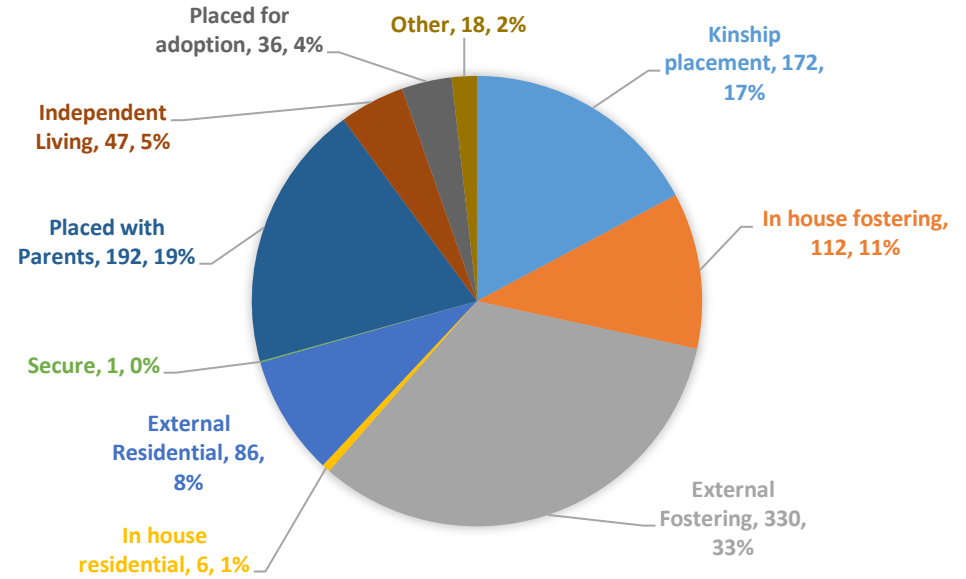
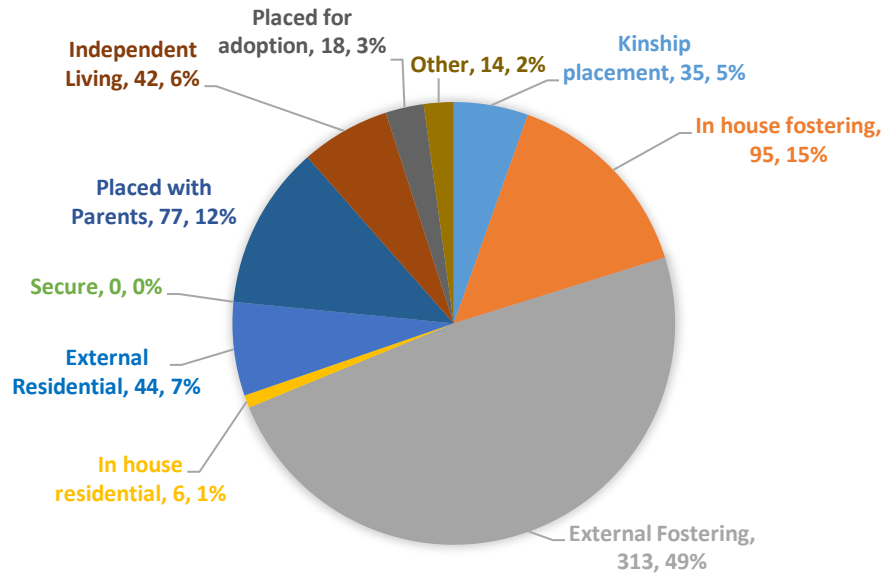
After a decrease in the number of children looked after in the early days of lockdown, a subsequent increase in new admissions led to a gradual increase from 939 at 27<sup>th</sup> April 2020 to 1,000 at 30<sup>th</sup> June 2021. The number of children looked after has been relatively stable since October, but is being closely monitored. 28 of the 72 children (39%) who started being looked after during Quarter 1 2021/22 were placed with parents on a Care Order, with family / friends or in parent and baby placements.

The percentage of looked after reviews held on time has fallen to 84.8% (552 / 651) this quarter from 88.3% (567 / 642) for quarter 4. The process for children who are looked after continues as indicated in previous briefings - reviews continue to be held virtually in most instances using Microsoft Teams. To enhance and support these meetings, as well as to help ensure we are effective in reviewing plans, Independent Reviewing Officers (IROs) contact children and young people, as well as carers and family members before and/or after a review to ensure that they have an input. Children are spoken to separately to ascertain their views and wishes. A hybrid model is in place, built on the positive elements of virtual working identified during the COVID-19 crisis. A limited number of face to face reviews have taken place, where virtual reviews have not been appropriate. Provisional figures on children looked after reviews show that the majority of reviews are taking place on time. IROs continue to do informal work to monitor plans, including reviewing CareFirst, having virtual contact with children / young people and carers and having discussions with social workers. A number of face to face IRO visits have taken place, where this is considered important or virtual visits were impractical. COVID government guidelines have been followed. IROs have also introduced an optional midpoint review for many of the children and young people they are working with, to better track their plans.

The number of children in residential placements has increased, in part due to an increase in young people aged 16-17 with such complexities that families are no longer able to manage risk. This has been exacerbated recently by difficulties in securing foster placements for children aged 11-15 due to market sufficiency issues requiring us to find alternative accommodation for some young people in residential settings. These young people will be closely monitored and prioritised for step down to foster placements as and when they become available. We are also reviewing our fostering marketing strategy with the intention of targeting foster carers for teenagers.

**Total CLA by placement type – as at 30.06.2016 (644)**

**Total CLA by Placement type – as at 30.06.2021 (1000)**

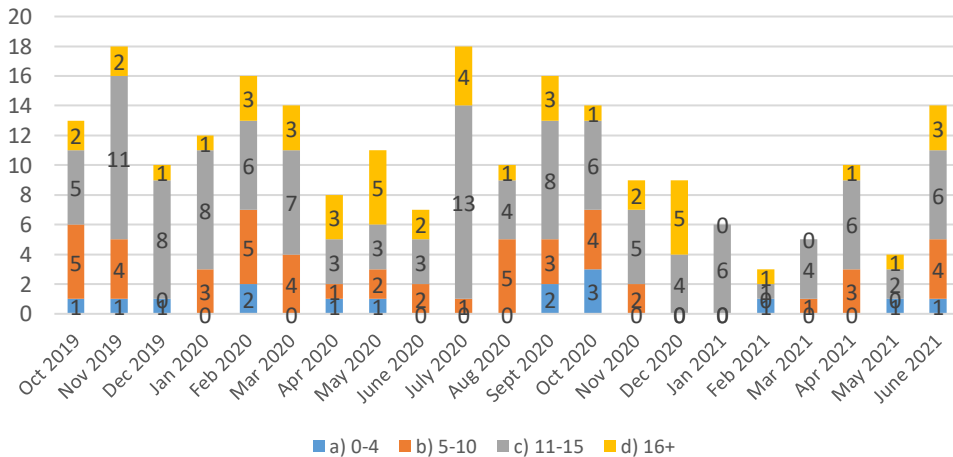


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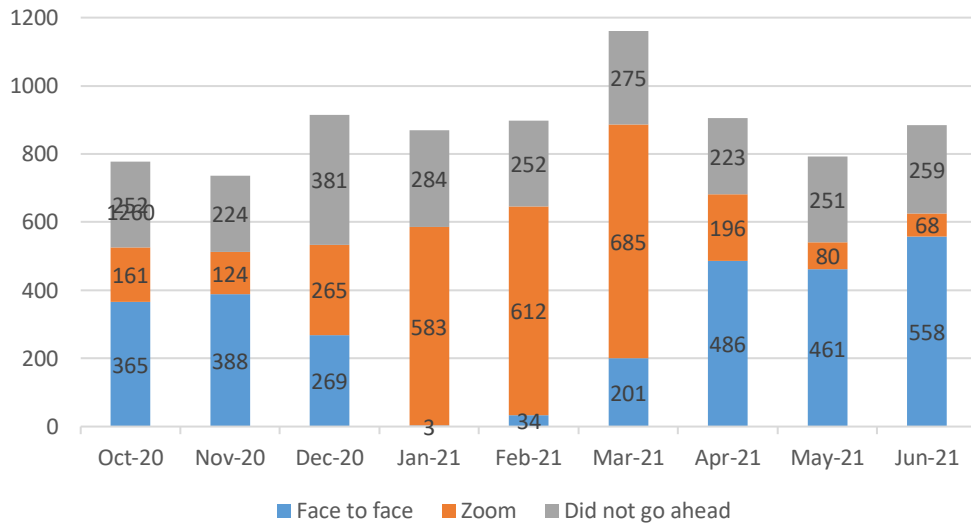
The pie charts above show the shift in the balance of care we have achieved in recent years. The percentage of children being looked after and placed with parents on a Care Order or in kinship arrangements with family members has increased from 17% (112 / 644) to 36.4% (364 / 1,000), while the percentage of children looked after in regulated placements minus kinship placements has reduced from 71% (458 / 644) to 54.1% (541 / 1,000).

**Unplanned Placement Move Requests by Age**

After an increase in the number of unplanned placement move requests in the immediate aftermath of the COVID-19 announcement, the situation stabilised during quarter 1. After an increase during quarter 2 and the early part of quarter 3, numbers have since fallen and remained relatively low, until quarter 1 where they appear to be increasing again. The majority of unplanned placement move requests are for children aged 11-15.

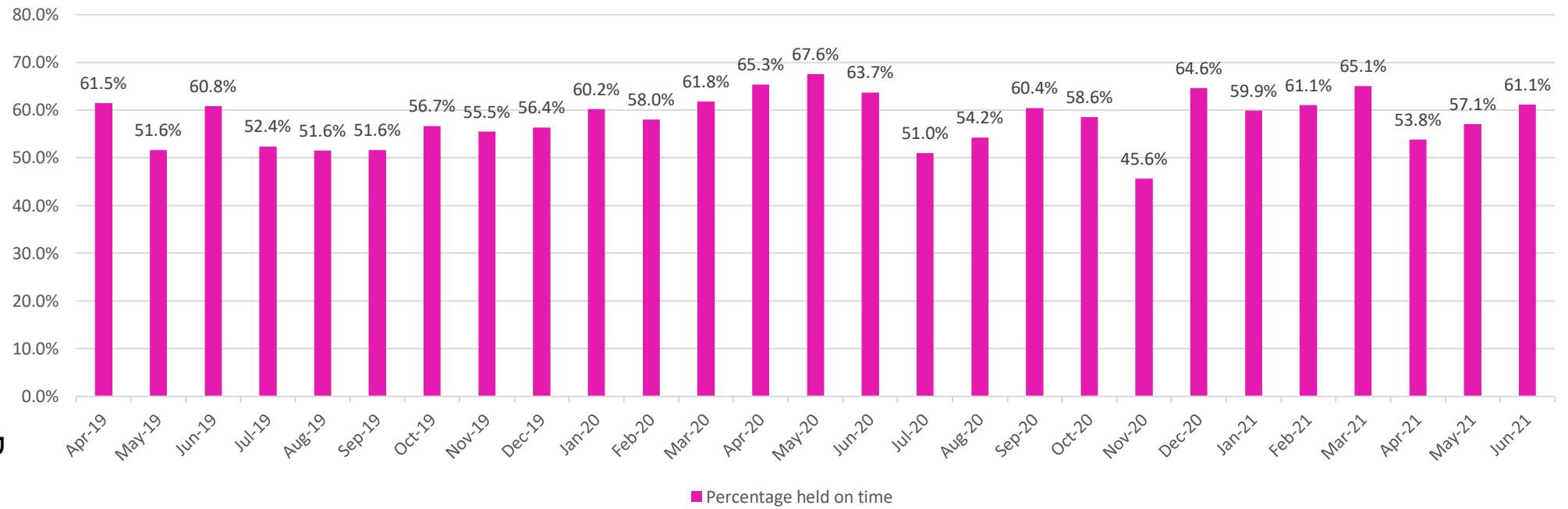


## Supervised Contacts – Swanstaff



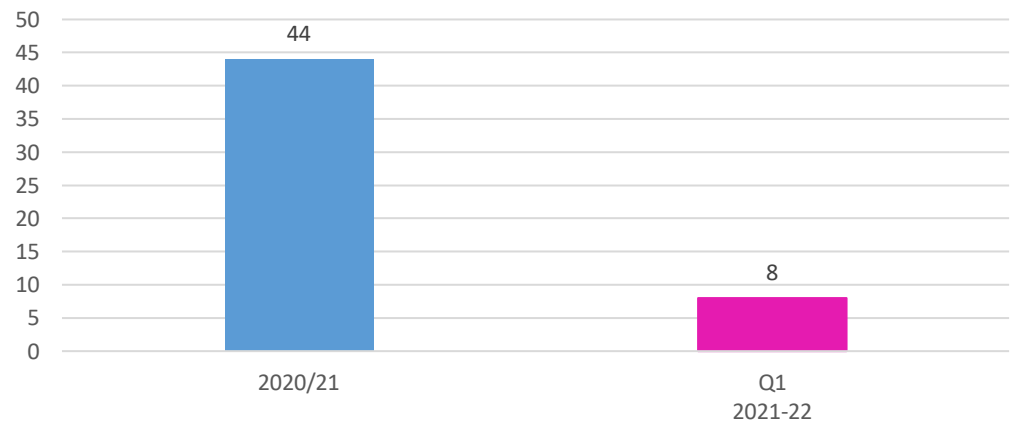
Face to face contact has been reinstated for all children. Up to date risk assessments are required before face to face contact can go ahead. Contact will be undertaken in line with health and safety guidance and with the recognition that length and frequency will be effected by the need to follow this guidance. It is noted that anyone who has tested positive for COVID-19 must follow the guidance and self isolate for the required 10 day period. Face to face contact cannot proceed during this time even if the case is in Court. Masks are required to be worn in the building – supervised contact cannot proceed unless all parties are wearing a mask, or have written confirmation that they are not required to do so – a sunflower lanyard alone will not suffice. When there is a shortage of staff to support contact due to staff members self isolating or being off sick, the service will close a centre and operate entirely from one centre to ensure that direct contact is maintained as planned.

**CH/042 Percentage of Statutory visits held on time**



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**CH/055 The number of young people leaving care who moved into a 'When I'm Ready' Placement**



**CH/042 The percentage of statutory visits completed on time = 57.6% (541 / 940) compared to 60.5% for 2020/21 (2,171 / 3,589.)**

**CH/055 The number of young people leaving care who moved into a 'When I am Ready' placement during quarter 1 = 8. During the year 2020/21 = 44.**

## Sickness – Children’s Services

| FTE Target = 17  | Q1 2021/22 | Q2 2021/22 | Q3 2021/22 | Q4 2021/22 |
|--|------------|------------|------------|------------|
| Children's Services Sickness FTE days lost per person                    | 2.74       |            |            |            |
| Children's Services Sickness FTE days lost per person full year forecast | 11.79      |            |            |            |

Source: Corporate HR Data

Result for quarter 1 of 2021/22 is 2.74 FTE days lost per person, this is in line with quarter 1 for 2020/21 = 2.70 FTE days.

The forecast for the year based on this is 11.79 FTE days which is below the target of 17 FTE days for Children’s Services.

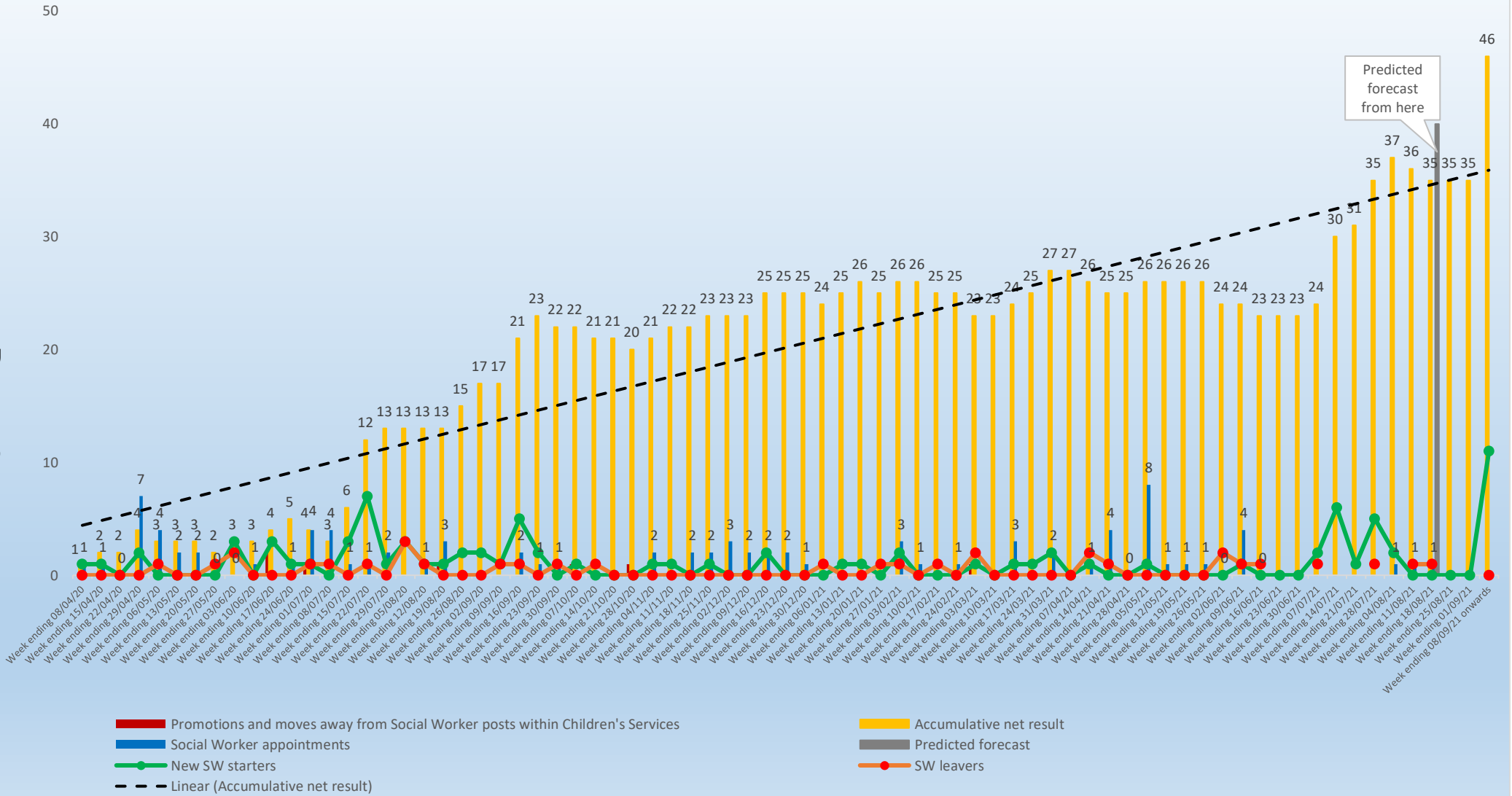
The annual result for 2020/21 = 12.88 FTE days lost per person.

This is an improvement from 18.23 FTE days lost per person for 2019/20. The target of 13 days was met.

Sickness is closely monitored by CMT to ensure that processes are followed. Options to support staff to return to work on a phased return are explored with input from all members of the management team.

# Net result of Social Workers starting and leaving Council

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# Children's Services Quarter 1 Performance Children & Young People Scrutiny Committee 7<sup>th</sup> October 2021

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



# Evaluation of Performance

- What is working well
- What are we worried about
- What are we doing about it



# What is working well

- Assessment Unit operational
- Management of business during second COVID-19 spike.
- Increase in the % of children returned home from care during the year - 6.1% from 5.5% at the same point last year.
- Continued increase in number of in house foster carers from 93 in September to 100 in December.



# What are we worried about

- Managing ongoing increasing demand and complexity.
- Increase in serious youth violence in Cardiff.
- Young people's mental health and emotional well-being.
- Complex safeguarding concerns with providers.
- Insufficiency of experienced social workers.
- Level of performance in some key areas.



# What are we doing about it

- Managing ongoing increasing demand and complexity.
  - Developing skills mix and focusing on prudent social work.
  - Interventions hub.
  - Reviewing hub.
  - Ongoing recruitment to permanent posts.
  - Use of funding opportunities to develop new approaches / proof of concept.



# What are we doing about it

- Increase in serious youth violence in Cardiff.
  - CSE strategy.
  - SAFE model.
  - Working closely with partners.
  - Locality working – to support early intervention and prevention.
  - Mapping – to understand links between young people and generational issues.





# What are we doing about it

- Young people's mental health and emotional well-being.
  - Allocated social work manager acting as conduit with CAMHS.
  - NYTH / NEST approach.
  - Sourcing accommodation for young people who do not require hospitalisation / are ready for discharge; but who aren't able to return home.
  - Development of wrap around support for children in hospital / at home / in placement.
  - Action plan with partners in place.



# What are we doing about it

- Complex safeguarding concerns with providers.
  - Escalating concerns process.
  - Continued work with providers and CIW.





# What are we doing about it

- Insufficiency of experienced social workers.
  - Ongoing recruitment campaign, including specific targeting of experienced workers.
  - Work with corporate colleagues to review internal processes.



# What are we worried about

- Level of performance in some key areas.
  - Including wellbeing assessments, CASP recording, initial core groups, CLA planning.
  - Development of PowerBi reports.
  - Engaged senior management team.
  - Use of Resource Assistants to support OMs to follow up performance issues with TMs and social workers.

