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AGENDA

Committee CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

Date and Time of Meeting MONDAY, 16 JANUARY 2023, 5.00 PM

Venue CR 4, COUNTY HALL - MULTI LOCATION MEETING

Membership Councillor Lee Bridgeman (Chair)
Councillors Boes, Davies, Ferguson-Thorne, Hopkins, Joyce,
Melbourne, Simmons and Singh

Patricia Arlotte (Roman Catholic representative), Carol Cobert (Church in Wales Representative), Bridgid Corr (Parent Governor Representative) and Celeste Lewis (Parent Governor Representative)

Time approx.

1 **Apologies for Absence**

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** (*Pages 5 - 20*)

To approve a correct record the minutes of the following meetings:

- 19 October 2022
- 14 November 2022
- 13 December 2022 (to follow)

4 **Children's Services Strategy** (*Pages 21 - 152*)

5.05 pm

To undertake a pre-decision scrutiny in relation to the Children's Services Strategy covering the timeframe 2023-26. The Strategy covers progress to date as well as how the council and its partners will meet its main aims in three key areas of focus – people, place and practice.

5 Welsh Government School Improvement Guidance: A Framework for School Improvement (Pages 153 - 182) 5.50 pm

To receive a presentation by the Central South Education Consortium on the Welsh Government School improvement guidance: framework for evaluation, improvement and accountability. This will include an overview of the purpose and expectations arising from the new guidance; a summary of changes and implications; and accountability for schools, the council and the Consortium.

6 School Organisation Planning - Annual Report on Investment in the Education Estate (Pages 183 - 246) 6.20 pm

To undertake a pre-decision scrutiny of the SOP Annual Report, which updates Members on progress against agreed School Organisation and capital investment priorities and spend; progress made and lessons learnt during the last year; reflect any potential notable changes based on opportunities/risks/issue presenting that could impact on programme in short, medium, long term; and confirm plans (including proposals and projects) for forthcoming year.

Appendix 3 and 4 are to follow

7 Briefing Reports (Pages 247 - 300)

Members to receive a written update in respect of the following:

Children's Services Quarter 2 Performance 2022-2023
Childcare Sufficiency

8 Urgent Items (if any)

9 Way Forward 6.50 pm

To review the evidence and information gathered during consideration of each item and agree Members comments, observations and concerns to be passed on to the relevant Cabinet Member by the Chair.

10 Date of next meeting

The date of the next meeting of the Committee is to be confirmed.

Davina Fiore

Director Governance & Legal Services

Date: Tuesday, 10 January 2023

Contact: Mandy Farnham, Mandy.Farnham@cardiff.gov.uk,
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CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

19 OCTOBER 2022

Present: Councillor Bridgeman (Chairperson),
Councillors Davies, Ferguson-Thorne, Hopkins, Joyce, Melbourne
and Simmons

Co-opted Members: Carol Cobert (Church in Wales Representative)

WELCOME

The Chair, on behalf of the Committee, welcomed Emily Gao to the meeting in her capacity as the new Cardiff Youth Council representative.

11 : APOLOGIES FOR ABSENCE

Apologies for absence were received from Patricia Arlotte (Roman Catholic Church representative) and Cllr Claudia Boes.

12 : DECLARATIONS OF INTEREST

No declarations were received in accordance with the Member's Code of Conduct.

13 : MINUTES

The minutes of the meeting on the 5 July were deferred until the next meeting of the Committee.

14 : YOUTH JUSTICE SERVICE UPDATE

The Chair welcomed Councillor Ash Lister (Cabinet Member for Social Services (Children's)), Graham Robb (Independent Chair of the Youth Justice Board), Deborah Driffield (Director of Children's Services) and Sarah McGill (Corporate Director, People and Communities) to the meeting.

Councillor Lister was invited to make a statement in which he referred to the improvements made within the service to de-escalate the service from Stage 3 to Stage 1. The most recent inspection has showed that the Youth Justice Service (YJS) is a very different service.

Graham Robb provided a statement in which he too welcomed Emily to the Committee, bearing in mind that one of the key issues of the last months has been to ensure the voice of children and young people informs the strategy.

There were technical difficulties with the audio in relation to the remarks made to the Committee by Graham Robb who was attending the meeting remotely.

The Director of Children's Services outlined some of the points made by Graham due to the technical difficulties. There is now a management structure within the service that is providing confidence in terms of working with children and young people; there

have also been a number of attempts at a quality assurance framework, that will be going to the Board in the near future; and the Sub-Committee is now also working effectively. One of the things that needs further work is the Partnerships to ensure that children and young people, who are most at risk in the community, have easy access to health and all the other services that are needed.

The Chair invited questions from Members:

Members sought some insight and reassurance in relation to the ongoing challenges the service has to face, in particular in terms of capacity and court disposals which remain inadequate at the moment. The Director advised that there has been a commitment that the Operational Manager will only be focusing on the YJS and the number of managers has been increased as the inspection highlighted that the spans of control in terms of good and robust supervision were too broad. The Director confirmed that there are no problems in recruiting to that service.

Members asked about the partnership working with health; the particular challenges; whether the service was getting the input it needs; and whether there was anything the Committee could do to help. The Director advised that Mental Health is a significant issue and that in terms of a partnership approach that is working, the general health person brings to the table an understanding of how children and young people get into where they need to within the health service. However, further consideration needs to be given as to whether there needs to be a person who is more tied in with the CAMHS service involved.

Graham Robb advised that briefings for staff are happening over the next 3 or 4 months to ensure that the right data is being collected to identify that children are accessing the right health services to address their needs.

The information provided by Graham Robb in respect of court disposals was unclear because of the connectivity issues.

Members asked about the liaison between the Board and UK Government – probably the Ministry of Justice or the Home Office. It was explained that there were various forums going in Wales which then link into to Central Government. There are also links with the Justice Board for England and Wales which is an arms length body. There are various routes through which concerns can be raised directly with the Youth Justice Board or the Ministry of Justice when we feel that there are issues that need to be addressed, an example of which is the ongoing discussions about increasing the number of key performance indicators that we are subjected to and whether or not those being proposed are effective.

Members queried the increase in offending during Quarter, the reasons behind it and the action being taken. Bearing in mind the technical difficulties being experienced by Graham Robb the answer would be provided in writing.

Members asked whether there had been any engagement with One Million Mentors and were advised that certainly work was being done with St Giles Trust, Cardiff Football Club and various others, and that enquiries would be made about One Million Mentors.

Members discussed the partnership with education, in particular in relation to the Student Support Unit and reduced timetables and whether mainstream schools are taking responsibility for the students even though a significant proportion of their timetabled week is elsewhere. Members were advised that it is an area that needs improvement; there has to be an understanding of the detail, for example what does it mean when a child has an alternative timetable, how many does that mean and within those hours what do they actually do. Education colleagues are involved in that journey and are helping to ensure that those children and young people have got the appropriate level of education and support. The Corporate Director advised that the scene has been set for will be a very significant piece of work pulling together the services that need to wrap around our adolescent young people, particular when there has been an increase demand. There has to be a corporate approach as to how those services provided going forward. The YJS is part of that wider picture.

Members sought information in respect of the statistics provide in relation to the proportion of Black or Black British young people coming into contact with the service and the discussions taking place with the police about that feature of the statistics. The Corporate Director explained that currently information is being analysed that has come through from the 2021 census. The population base of young people in Cardiff significantly differs from the population overall; it is anticipated that the most recent data from that census will probably tell us something different from what has been identified in the report. An understanding of the detail coming forward is crucial to aid the discussions in solving the problem together. Members were advised that in certain communities in Cardiff, the YJS have already started working with the Police and members of the community. It is being led by the members of the community who have felt that they have not been able to or have been struggling to support their young people.

Members referred to the figures in relation to the number of young people aged between 10 and 14 coming into contact with YJS and queried whether it was a trend. The Director advised that unless children have been convicted of a crime they do not have to work the YJS but with the involvement of the early help services work can be done with them at a much earlier age undertaking preventative work.

Members queried the increase in referrals leading to assessment made to the Multi Agency Safeguarding Hub (MASH) in March and May of this year; the Director advised that that she did not have information about the specific referrals; sometimes it is about something happening in one particular community so it could be just a small number of children involved but individual referrals have to be made for each child.

Members asked whether those officers present felt supported by Senior Leadership; whether there has been engagement from the Public Services Board; and whether they could offer any further support with those partnerships – in health or the Police to ensure they worked well. The Committee were advised that the new Chair of the Cardiff and Vale Health Board has joined the Advocacy Board and she has attended her first meeting. The Police and Crime Commissioner and Chief Executive is there. It is a very high level advocacy group who are genuinely interested in trying to make a difference not just for this cohort of young people but also to see how the connections can be made more broadly.

RESOLVED:

That the Chairperson writes to the Cabinet Member on behalf of the Committee expressing their comments and observations captured during the way forward.

15 : LOCAL AUTHORITY SOCIAL SERVICES ANNUAL REPORT 2021/22

The Chair welcomed Councillor Ash Lister (Cabinet Member for Social Services (Children's)), Deborah Driffield (Director of Children's Services) and Sarah McGill (Corporate Director, People and Communities) to the meeting.

Members were reminded that a draft version of the annual report was circulated in the summer for comments and feedback; the amended draft report is being considered today prior to being presented to Cabinet and Council.

Councillor Lister was invited to make a statement in which thanked staff for their commitment and referred to the direction for 2022-23. He also referred to the challenges across Social Services throughout the UK in respect of the recruitment and retention of experienced Social Workers and the sufficiency of placements all of which have an impact on the budget.

The Corporate Director thanked Members for the comments provided previously, those have been considered and acted upon. The Committee were advised that whilst the report still follows a specific template it is hoped that by next year that will have changed as Welsh Government are currently considering amending the way in which this report has to be provided.

The Chair invited questions from Members:

Members referred to the interventions and reviewing hubs and queried their impact. Members were advised that a performance report could be provided outlining the difference those hubs have had for families, for children and also in terms of processes and numbers. The reviewing hub provides an assurance that we have independent oversight of those children subject to care and support plans and as a consequence of that oversight we have been able, when cases are not so complex, to use social work assistants to deal with the cases. Feedback from families is that the expectations on them are clearer; the outcomes they are looking to achieve and they support they will receive. It has provided the Judiciary with more confidence in the outcomes we are suggesting. There has been a delay in appointing staff; we have just lost a really good team manager to one of the posts we have advertised.

The interventions hub has been very successful to the point that we now have a waiting list. Those interventions will make a real difference to families and, over a period of time that they will be able to support themselves with without direct statutory intervention. The plan is to develop a business case so that the interventions hub can be enlarged rather than having to go out to the private sector to buy in more expensive packages of support.

Members discussed hybrid working and queried the use of agency workers living in London carrying out Teams meetings with families. The Director advised that she was aware of the issue and confirmed that the service still has remote workers,

although not in Child Protection. The expectation is that they came in at least half of the week to see the children, to do the visits and to go out to, because obviously you can't do child protection without seeing the homes and the children. Remote meetings are often the most effective use of team when you take into account issues such as travelling. More recently the young people and the families have indicated that they wish to continue with the use of hybrid working in terms of meetings. There are significant pressures in relation to the recruitment of social workers; if those living in London are willing to come to Cardiff two and a half days a week there is no reason why they cannot be employed. Remote meetings also provide staff with the flexibility to the timings of meetings. It is about what works for the family.

Members discussed the involvement of Welsh Government in relation to difficulties in recruiting social workers. The Director advised that they have been lobbying hard and as a group of Heads of Service have just agreed enter into a formal agreement, not a contract, in terms of agency staff. There are a whole series of principles; an agreement not to increase any hourly rates; not to employ social workers from another Welsh authority; not employ those that have left on a permanent contract as agency for at least 12 months. It will work until such times as you cannot attend the child protection visits; you will then pay more as you do not have another choice. At the moment it is difficult to say how it will work – will agency workers just disappear to England; they are still doing a lot of hybrid working. Welsh Government and Social Care Wales are looking at the whole area of recruitment.

Members asked what work the Council was doing with local colleges to encourage a career in social work and were advised that there has been liaison via HR with various forums with schools and colleges and events are attended to talk about what Cardiff has to offer, but the main priority has been to liaise with universities so that students in their final placements can do them with Cardiff. The issue is not with the recruitment of newly qualified social worker, there is a lack of experienced social workers.

Members queried whether there were sufficient safeguards in place to ensure that children looked after with additional learning needs are being protected, during the transition from the previous SEN code of practice to the new system. Officers advised that they had received number of presentations from education in terms of the changes and the impact they will have; there are also regular management meetings. Sometimes children with additional learning needs are not receiving the support they should because of the long drawn-out process to get that assessment. It is therefore vital, using all the formal processes that we identify where the children's needs aren't being met, or even the haven't been assessed, and that is raised at a strategic level.

The Cabinet Member advised that currently within Education they are considering a virtual Headteacher role, and whether a Headteacher role could be created to have that oversight of all children looked after in education.

With reference to a question about unregulated placements, Members were advised that unregulated placements are illegal; the legislation is clear but that more recently when it is has not been possible to find a place for a child at a Children's home a bespoke arrangement which is unregistered has to be set up. It is overseen by the regulators, CIW who send reminders about facing prosecution. It is something that is happening on a regular basis throughout the country.

It is necessary as there are not enough placements for children. Whilst there has been an increase in residential placements, it takes a long time to design and build a Children's Home, the registration alone takes 6 months. More recently there have been teenagers whose parents could not cope with their behaviours and placements have had to be found quickly, hence the need for the bespoke arrangement. It has been happening over the last 6 months. It is not something that the authority wants to do, many other local authorities are in the same position.

The Director advised that as a result of the letter threatening prosecution there is a need to attend certain panels, to write every week outlining what has been done to find a placement for those children, what is being done to keep them safe and what the arrangements are; how close it can be made to look like regulated accommodation for example using agencies that are regulated. There are lots of steps that have to be taken on a weekly basis.

The regulator requires attendance at a panel to explain and provide reassurance that we have done all that we can to bring the arrangement in line. The Corporate Director advised that the authority is very well aware of the requirements for and that, with the properties that were using, the rules are followed and we are careful about making sure that the support in place. The Committee were also advised that the outcomes for those young people in these bespoke arrangements are very positive. Steps are being taken to register the authority's own provision as quickly as possible to ensure that the best interests and needs of Cardiff's young people are served and that we are not just following the letter of the law.

In answer to Councillor Davies, the Director made it clear that she stood by the legislation in respect of unregulated placements, the guidance is absolutely clear, the requirements are to ensure that children looked after are safeguarded, they have the best in terms of property and the best in terms of staff support. There is a ratio of staff which is much higher than they would have anywhere else, we have found that they needed the period of time with that support, they have no other pressures or peer pressure. It has enabled them to reach a sense of calm and a lot of them have been able to move on. There has been such a change in their Pen Pictures over a period of 4 – 6 weeks which has allowed them to find a registered placement.

Members discussed out of county placements; there is a national shortage of residential provision across the UK but the long term aim would be for the children of Cardiff to remain in Cardiff. There are conversations taking place with Welsh Government about what the Council is doing to reduce the figures and to be able to confidently say that we are doing all that we can to safeguard and support a child or young person either to go back to their family or to progress to a placement. The issue of sufficiency of placements is about having the opportunities in Cardiff; we need to make sure that sufficiency in Cardiff so that children in Cardiff can be as close to home as possible to maintain family groups, schools and friendship groups. However, it is not always appropriate for the child and they may have to be moved out of county for their own safety.

Members were advised that some of the performance information talks about children within a 20 mile radius of Cardiff, this is due to the size of Cardiff, it does not make sense to just to stay within the boundary. Why would you move a child that lives with extended family just because they don't live in the Cardiff boundary; it makes

absolutely no sense, but it makes sense if you're performance driven in terms of improving the numbers. What is important for the child has to be the consideration.

Members sought clarification as to the security of the sources of funding for a number of the initiatives referred to and whether they will continued. Members were advised that the DWP was a grant which has since ended. There will be increasing pressures due to the number of care experienced children than are leaving care. There is still a legal duty for them to have a social worker until the age of 18, and thereafter support until they are 25. A personal advisor is a legal responsibility which does not have to sit with Children's Services. Into Work is Council run service, it is critical that there is joint working between Children's and Adult Services. There has been good work around the Youth Gateway ensuring that young people have got access to accommodation and support and building on that developing a more integrated set of provisions which is a start.

RESOLVED:

That the Chairperson writes to the Cabinet Member on behalf of the Committee expressing their comments and observations captured during the way forward.

16 : CHILDREN'S SERVICES Q1 PERFORMANCE 2022/23

The Chair welcomed Councillor Ash Lister (Cabinet Member for Social Services (Children's)), and Deborah Driffield (Director of Children's Services).

The Chair invited Councillor Lister to make a statement during which he reiterated previous comments about the wish to provide as much of the detail behind the data as is possible. There are extreme challenges within Children's Service in terms of the demands and the complicity of cases.

The Director outlined the fact that some of the performance data is good, but that there was room for improvement. It is a challenging situation.

The Chair invited questions from Members:

Members queried the target for vacancy rates amongst social workers. The Director advised the service was on target with that vacancy rate; they are recruiting to all of the vacancies with newly qualified social workers; the number of placements offered to students has been increased so if they come to Cardiff for their final placement they are more likely to stay in Cardiff. There is not a problem in recruiting newly qualified social workers but having a service made up of newly qualified social workers means there is a lack of experience across the board. There is a lack of experienced social workers in the market so the vacancies are covered by agency workers which means there are no vacancies. Further, it is not possible to change the pay and conditions within Cardiff Council.

The Cabinet Member highlighted the fact that no social work post is uncovered; it highlights the importance that is put on ensuring that every child and young person, were possible, gets that support, gets that intervention and gets the oversight to make sure that we can safeguard them as best we can.

Members discussed social workers pay and conditions, there was an awareness that social workers could earn more in England, in fact just over the borders – Bristol or Hereford whilst still living in this area. The Director advised that following Job Evaluation there is a very clear framework in terms of grading; it is not within our gift to work outside of that. There is currently a market supplement, that has made a huge difference but it is not permanent, it has to be reviewed every year. Staff have been recruited on higher grades, but that has had a knock on effect, they have been paid more than those managing them. It is very difficult; people will be brought in on higher grades but they will be doing very specialist child protection work.

A significant amount of work has been done to retain the newly qualified social workers; a number of posts have been developed which are called practice lead posts, they are supported by the manager, but by a practice leads that try and help with Court, there is a buddying system and a massive induction programme. The feedback has been positive.

Members discussed whether conversion courses for those currently involved in similar jobs could be considered. They were advised that it is something that has been proposed.

Members asked for information about sickness absence and how they compare, bearing in mind the challenges faced by the service, with other publicly facing services within the Council. Members were advised that the sickness target for both Children's and Adult Services was set at the higher rate because the level had always been high. Children's Services has come in underneath the target for a variety of reasons; working remotely has provided more flexibility in terms of child care and other caring responsibilities and has therefore had a positive impact; and 23% agency staff – they do not go off sick because they do not get paid. In relation to a slight increase, this has been caused as Children's Services are not responsible for direct services provision, for example Children's Homes and if people are off sick they are not allowed to go in.

Members referenced the reduction in statutory visits and were advised that it is an area of concern; at the moment we are unable to confirm whether it is a recording issue or whether the children have actually been seen. A lot of work has been done in terms of trying to get resource assistants to work with social workers to make it easier for them to record information after their visits; you can now talk into your phone and it will translate it into text and put it on your case records.

RESOLVED:

That the Chairperson writes to the Cabinet Member on behalf of the Committee expressing their comments and observations captured during the way forward.

17 : COMMITMENTS TO UNPAID CARERS

Members were advised that the Regional Partnership Board had released a Charter for unpaid carers and a companion document. It was considered by the Community and Adults Services Scrutiny Committee on Monday. A number of issues were raised by them but there has been widespread commendation for the Charter

RESOLVED:

To note the Charter for Unpaid Carers.

18 : CYPSC WORK PROGRAMME 2022/23

This item enabled members to consider and sign off the Committee's work programme for 22-23 and agree the forward work programme for October December 22 for publication.

RESOLVED:

1. To agree the forward work programme set out in Appendix 1;
2. To agree the scope for the SOP Task & Finish Group as set out in paragraphs 17 – 21 and Appendix 2;
3. To agreement the commencement of the EOTAS Inquiry Task & Finish Group as set out in paragraphs 22 – 25; and
4. To approve the Committee's Work Programme as set out in Appendix 3

19 : URGENT ITEMS (IF ANY)

There were no urgent items.

20 : DATE OF NEXT MEETING

The date of the next meeting of the Committee is on Monday 14 November 2022 at 5.00 pm.

The meeting terminated at 7.00 pm

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CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

14 NOVEMBER 2022

Present: Councillor Bridgeman (Chairperson),
Councillors Boes, Davies, Ferguson-Thorne, Hopkins, Joyce,
Melbourne and Simmons

Co-opted Members: Carol Cobert (Church in Wales Representative),
Bridgid Corr (Parent Governor Representative) and Celeste Lewis
(Parent Governor Representative)

Emily Gao (Cardiff Youth Council)

21 : APOLOGIES FOR ABSENCE

Apologies were received from Patricia Arlotte.

22 : DECLARATIONS OF INTEREST

Councillor Boes declared a personal interest in Item 4 as a Governor of Cantonian High School, and Councillor Davies declared a personal interest in the same item as a Ward Member.

23 : MINUTES

The minutes of the meeting held on 5 July 2022 were approved as a correct record of the meeting and signed by the Chair.

24 : SCHOOL ORGANISATION PLANNING: FAIRWATER CAMPUS AND BAND B DEVELOPMENT

The Committee was advised that this item would allow Members to undertake pre-decision scrutiny of the Band B redevelopment relating to the Fairwater campus.

The item was divided into two parts, the first in open session and the second in closed session.

The Chairman welcomed Councillor Sarah Merry (Deputy Leader and Cabinet Member for Education); Melanie Godfrey (Director of Education and Lifelong Learning); Richard Portas (Programme Director for School Organisation Programme); Michelle Duddridge-Friedl (Operational Manager: School Organisation Programme Strategy); Brett Andrewartha (School Organisation Programme Planning Manager); Jennie Hughes (Senior Achievement Leader Inclusion, E&LL); and Mian Saleem (Operational Manager, Capital Delivery, Economic Development) to the meeting.

Cllr Merry provided Members with a statement giving a brief overview of the scheme, which is thought to be the largest school scheme in the UK and involves three schools and an SRB. Cantonian High School will be expanded from 6FOE to 8FOE; Woodlands Special School from 140 to 240 pupil places; and Riverbank Special School from 70 to 112 pupil places.

Melanie Godfrey provided the Committee with a statement outlining the ambition of the project and the need to sequence projects to ensure delivery within the affordable resources.

Richard Portas supplied Members with a presentation which gave further details about the redevelopment, including an update on the project's progress; an explanation of the project and cost increases; an outline of alternative options; and an outline of early works orders.

The Chair invited questions from Members:

- Members sought assurance on the budgetary situation given the uncertain financial circumstances. Officers advised that a cost increase had been highlighted and that the project was affordable within the Band B envelope. Further details related to confidential commercial matters.
- Members sought information on plans for traffic management on Doyle Avenue. Officers advised that the Doyle Avenue entrance would not be the main entrance for the ALN schools or Cantonian High School; that would be on Fairwater Road. There will be vehicular access from Doyle Avenue for up to 5-6 cars in special circumstances when parents need access to their children. There will also be temporary vehicular access via Doyle Avenue during enabling works.
- Members sought clarification on whether buses would run along Fairwater Road and Doyle Avenue during enabling works. Officers advised that a temporary path would be constructed from Fairwater Road to Doyle Avenue.
- Members were interested in hearing about plans to coproduce the project with the local community. Officers advised that contractors were asked to evidence how they would bring social value to the project and the local area. The contractor has committed to developing the designs with the school and the community. A community governance group to allocate resources against bids to support the community is being set up. There is an extensive plan for community benefits; and targets within the tender developed with the contractor range from active travel to onsite work experience. The caretaker's house will be transformed into a facility for the school.
- Members sought clarification on whether water bodies were included as part of the plans. Officers advised that capital projects need to include sustainable drainage in order to comply with legislation. Designs must therefore encompass suitable attenuation. This does not necessarily mean open ponds which could pose a health and safety risk. Conversations are continuing within the team on the details. It will be some form of attenuation that will fill up at certain times of the year.
- Members were interested in whether the Council would use the project as a blueprint for future developments. Officers advised that a set of design specifications had been created for the project, changing the way design briefs for the school programme were developed. The brief was driven by a strong

education vision which has been replicated in future projects. Smaller schemes are following the same approach.

- Members wished to hear what was being done differently to meet Net Zero goals. Officers advised that targets had been identified for regulated and unregulated energy. The intention is to produce 100% of the energy required to run the building on site. This is facilitated by making the buildings very highly energy efficient. All roof areas, as well as additional canopies, will be covered with PV panels. The second target is to reduce the embodied carbon in the project.
- Members were interested to know what vulnerabilities had been identified in the project. Officers advised that there was a costed risk register in a confidential appendix of the report. In general terms demolition and asbestos are probably the key risks. Cantonian High School are occupying the buildings that will be demolished. Intrusive work had to be undertaken to understand the level of asbestos in the building, and the areas involved had to be made good. It is critical for the Council that the momentum of the project is maintained. Scrutiny is part of the process.
- Members sought clarification on the plans for Cantonian High School students during construction. Officers advised that temporary school buildings will be built on the south of the site. This will allow the contractor to close off the north of the site, demolish the buildings there and construct new ones. Work has been undertaken to ensure the temporary buildings are suitable for the duration of the project's construction phase.
- Members sought information on whether there were plans to carry out Child Rights Impact Assessments on future projects. Officers advised that there was a commitment to ensure that Child Rights Impact Assessment were carried out along with other assessments. Going forward the Council will need to undertake Child Rights Impact Assessments as regulations change and to ensure that every aspect of a project's impact is assessed to inform planning.
- Members wished for an insight into why the current option was the preferred one, on arrangements being put in place to ensure that children's learning was not adversely affected during construction. Officers advised that this would be discussed in the closed part of the session.
- Members sought clarification around the tender process and the scope to change aspects of the design following the award of the contract. Officers advised that the legal parameters were set out in Appendix 2.
- Members discussed the impact of siting 2 ALN schools together when Active Travel of pupils may not be achievable due to either proximity or ability. Officers advised that the project forms part of a wider set of proposals coming forward in terms of ALN provision. It is important that places are provided as there is a significant need coming through. Riverbank and Woodlands schools are already being expanded due to increased need and this will help with the transition into the new build. There are also SRB's that provide bespoke places across the city. Mainstream schools are also responsible for working with children with special needs.

Members were advised that the Council promotes Active Travel for learners with ALN where possible. Work is undertaken to provide independent travel training particularly with older pupils, and some of the older pupils of Woodlands will be encouraged to travel independently. Many younger pupils will need to be transported to the site, but that would be the need wherever the schools were sited. Much thought is going into the design of the SEN transport drop-off point.

- Members sought further information on plans for development to be the community and multi-agency hub, and whether work was being undertaken with the health board and other stakeholders to ensure that designs take into account their needs. Officers advised that the health board was one of the key partners in developing the multi-agency hub and had been assessing how much they could resource the campus. It is a community campus and it is intended to make it available to the community as much as possible.

Members were advised that a community café will be open during the school day, and other facilities such as the sports hall, dining room and central hub space will be available for booking. Safeguarding will be ensured in all areas accessible to the public.

The question was raised whether a visit to a newbuild school could be arranged.

- Members sought information about the occupational therapy playground. Officers advised that this encompassed a sensory garden and would be accessible to the community. Work is being done to ensure the facility encompasses life skills for ALN pupils, such as a cycle workshop and car washing facility, and a Forest School. The sustainable drainage will encompass a biodiversity area.

The Committee moved into closed session to discuss information deemed exempt in accordance with paragraphs 14 and 21 of Part 4 of schedule 12a of the Local Government Act 1972.

RESOLVED:

That the Chairperson writes to the Cabinet Member on behalf of the Committee expressing their comments and observations captured during the way forward.

25 : COVID19 - RECOVERY IN SCHOOLS

This item was deferred to the meeting of the Committee on 13 December 2022.

The Committee agreed to request that a headteacher from the southern arc of the city be invited to address the Committee in addition to the heads from Corpus Christi RC High School and Radyr Primary School.

26 : URGENT ITEMS (IF ANY)

There were no urgent items.

27 : WAY FORWARD

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

28 : DATE OF NEXT MEETING

The next meeting of the Committee will be on 13 December 2022.

The meeting terminated at 6.10 pm

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**CYNGOR CAERDYDD
CARDIFF COUNCIL**

CHILDREN & YOUNG PEOPLE SERVICES SCRUTINY COMMITTEE

16 JANUARY 2023

DRAFT CHILDREN'S SERVICES STRATEGY 2023-2026

Purpose of Report

1. To provide Members with background information to facilitate a pre-decision scrutiny of the draft Children's Services Strategy 2023-26, attached at **Appendix A**, prior to consideration by Cabinet on the 19 January 2023.

Structure of Papers

2. The following Appendices are attached to this cover report:

Appendix A – draft Children's Services Strategy 2023-2026. There are also a number of supporting documents, as follows:

Appendix B – Workforce Strategy

Appendix C – Accommodation Strategy

Appendix D – Commissioning Strategy

Appendix E – Record of Staff Consultation

Appendix F – Demand Analysis

Background

3. The draft Children's Services Strategy 2023-26 (attached at **Appendix A**) is a refreshed Strategy covering all areas of the Services' work, highlighting areas of progress to date, as well as areas where further work needs to be progressed. The draft Strategy outlines three areas of focus, namely:

- Place
- People
- Practice

4. The Strategy sets out a vision for the Service, which is:

Children in Cardiff are provided with the right support, from the right person at the right time, in the right place and at the lowest safe level of intervention, enabling them to remain with their family where it is safe for them to do so and achieve their full potential

#KeepingFamiliesTogether

5. The Strategy document sets out the following:

- A Services Map (including a Child's Journey)
- Details of the three areas of Focus (as highlighted in paragraph 3 above)
- The Welsh Government Context
- Strategies and Plans linked to the Children's Services Strategy, including the Workforce, Accommodation and Commissioning Strategies attached as **Appendices B, C and D** respectively
- Monitoring and Accountability of the Strategy
- Key themes from Engagement Exercises, information arising from the Record of Staff Engagement attached as **Appendix E**
- The experience of children and young people – what they would like to see for future services

The Strategy is also informed by the Demand Analysis attached at **Appendix F**.

Way Forward

6. Councillor Ash Lister, Cabinet Member for Social Services (Children's) will be in attendance and may wish to make a statement. Following any opening statement provided by the Cabinet Member, the Committee will then have the opportunity to ask the Cabinet Members and officers questions on the draft Strategy and supporting documents.

Legal Implications

7. The Scrutiny Committees are 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 circumstance.

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.

RECOMMENDATIONS

The Committee is recommended to:

- i. Consider the contents of the draft Strategy, supporting documents and information provided at the meeting and report any comments, observations and recommendations to the Cabinet prior to its consideration of the draft Strategy; and
- ii. Consider the way forward for the future scrutiny of the issues highlighted in the draft Strategy for inclusion within the Committee's work programme.

DAVINA FIORE

Director of Governance and Legal Services

9 January 2023

Cardiff

Children's Services Strategy 2023-26



**STRONGER
FAIRER
GREENER**



MESSAGE FROM THE DIRECTOR OF CHILDREN'S SERVICES AND CABINET MEMBER FOR CHILDREN'S SERVICES

We all have a part to play in doing our best to make sure our children and young people are safe and can achieve their very best here in Cardiff – a Child Friendly City.

Recent years have added pressures to an already busy and stretched service with the impact of the pandemic still being seen and more and more children and young people having complex needs and living in challenging circumstances.

This refreshed strategy reflects on all aspects of the services we offer, in an honest way, highlighting our progress but also where we have further to go. We know that we have three key areas of work we have to undertake to improve our services as much as possible – Place, People and Practice – and our Strategy for 2023-26 outlines just how we will work across the Council and with partners to achieve our aims.

We would like to thank all staff across our services for their dedication, passion and commitment to doing all they can so that children and young people can lead happy, healthy, safe lives.



INTRODUCTION

At Cardiff Children's Services our vision is clear – we want to provide families with the right support, from the right person at the right time, in the right place and at the lowest safe level of intervention, enabling them to remain with family where it is safe for them to do so. We call this shifting the balance of care for the children and young people in our city. We will take a trauma informed approach to our practice. This is a strengths-based approach which seeks to understand and respond to the impact of trauma on people's lives. It emphasises physical, psychological, and emotional safety for everyone and aims to empower individuals to re-establish control of their lives.

This strategy sets out our plan to deliver this progressive change for children in Cardiff with a focus on shifting the balance in 3 key areas:

- Ensuring a range of support in the community and a variety of homes for children are available in Cardiff - **place**.
- Supporting a permanent workforce – **people**.
- Developing our **practice** and procedures.

We will ensure that children's rights are respected, protected and fulfilled, and that children and families are at the centre of the work that we undertake with them throughout their journey through our service. We will ensure that children are aware that they have rights, and what their rights are. We will also ensure that staff are aware of their obligation to respect, protect and fulfil children's rights and understand that they are accountable to children for meeting this obligation. To this end we have undertaken a Child's Rights Impact Assessment to inform the development of the strategy. We have also considered themes from complaints from children and young people, parents and carers to ensure that lessons are learned and feedback is considered when planning future developments.

The strategy takes account of the feedback we received from children and young people in relation to our annual report for 2021/22. We built upon this with further consultation and engagement with children and young people throughout the development of the strategy, informing our vision and direction of travel for 2022/25. We have also consulted with our workforce and partners to ensure that our vision is shared and understood.



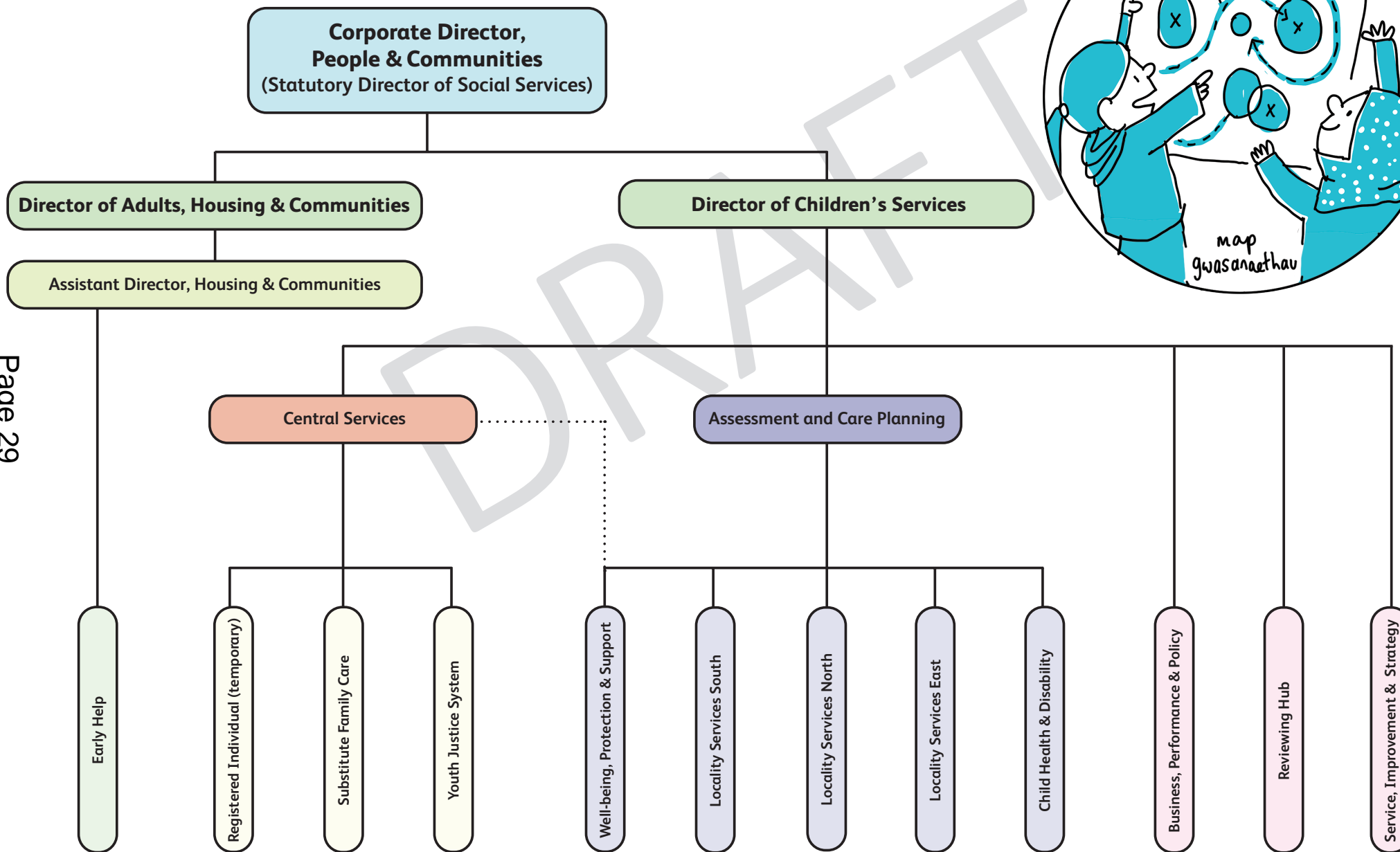
OUR VISION

CHILDREN IN CARDIFF ARE PROVIDED WITH THE RIGHT SUPPORT, FROM THE RIGHT PERSON AT THE RIGHT TIME, IN THE RIGHT PLACE AND AT THE LOWEST SAFE LEVEL OF INTERVENTION, ENABLING THEM TO REMAIN WITH THEIR FAMILY WHERE IT IS SAFE FOR THEM TO DO SO AND ACHIEVE THEIR FULL POTENTIAL.

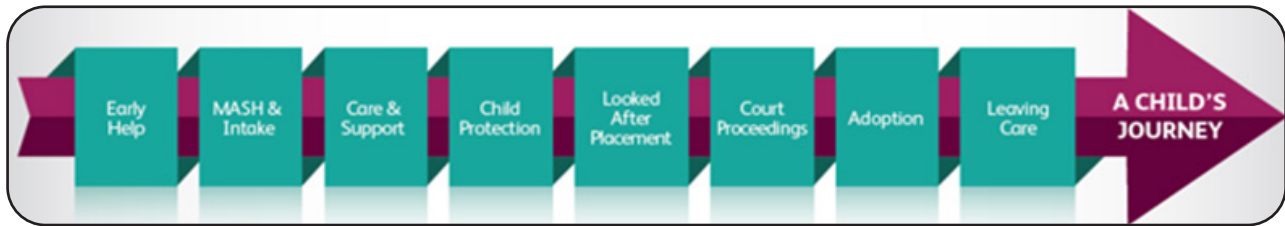
#KeepingFamiliesTogether



An overview of our structure and a brief summary of the child's journey is set out below, followed by an overview of the work that we are doing to achieve our vision.



THE CHILD'S JOURNEY



Early Help

- Cardiff Family Advice and Support offer a range of information, advice and assistance for children and their families. The team provide information and advice – for example on family life, child behaviour, childcare, parental support, employment, money and housing.

Multi Agency Safeguarding Hub (MASH) and Intake & Assessment (I&A)

- MASH are the first point of contact for safeguarding referrals from professionals. Where it is considered that further action is required, the referral is passed on to I&A for a wellbeing assessment and / or child protection investigation.

Care and Support

- Where an assessment concludes that a child or young person needs care and support, a care plan is co-produced with the family and reviewed to monitor achievement of outcomes.

Child Protection

- Where a child protection investigation concludes that a child is suffering, or at risk from suffering, abuse or neglect, a multi agency child protection conference is convened to decide whether the child should be placed on the Child Protection Register.
- Where a child's name is placed on the Child Protection Register, a multi agency plan is co-produced with the family and reviewed to monitor achievement of outcomes.

Children Looked After

- Where a child is not able to remain safely at home with their parents or extended family, they will need to be "looked after" by the local authority. This may be because the parents are too unwell to look after the child, the child is disabled and has needs that the parents / family are not able to meet, or Children's Services may have intervened because an assessment concluded that the child was at significant risk of harm.

Court Proceedings

- When a child become looked after because of concerns for their safety, the child is usually the subject of a court-made legal order. This gives the local authority shared Parental Responsibility for the child.

Adoption

- Adoption is a way of providing a child or children who cannot be raised by their own parents with a new family. Adoption is a legal procedure which transfers the parental responsibility for the child to the adoptive parents.

Leaving Care

- Young people who are care leavers are entitled to receive services and support up to age 25.

SHIFTING THE BALANCE OF CARE - PLACE

The issue that we are facing:

The lack of sufficiency of placements and accommodation for children looked after and care leavers has resulted in an increase in the number of children being placed in high cost placements and homes operating without registration. The duration of these placements has also increased. This is not in the best interest of the child and impacts on our ability to manage the market. It also has a subsequent impact on our ability to manage our budget.

Our response to the issue:

We are looking for innovative solutions and developing a range of support services to ensure children can remain at home with their families when it is in their best interests to do so, including:

- Implementing a Reviewing Hub
- Developing our short break provision
- Embedding a Reunification Framework
- Discharging Care Orders for children placed with their parents
- Converting kinship care arrangements to Special Guardianship Orders
- Developing the North Yorkshire Model for Cardiff – The Right Place

The actions we will take:

The key actions that we will take to shift the balance to support children to remain at home, return home from being looked after or achieve permanence for children who need to be looked after are set out below. The detail of how we will implement these actions will be set out in our Directorate Delivery Plans - taking account of feedback from consultation with staff and young people.



SHIFTING THE BALANCE OF CARE – PEOPLE / WORKFORCE

The issue that we are facing:

We are experiencing an issue with the recruitment and retention of social workers, and particularly experienced social workers. This leads to over reliance on agency social workers which impacts on consistency of workers for children and families and our ability to manage the market - with a subsequent impact on budgets.

Our response to the issue:

We have developed and are implementing a Workforce Strategy with a focus on recruiting and retaining social workers. The purpose of the Strategy is to attract both newly qualified and experienced social workers to Cardiff, and retain them when they are in post. A Workforce Action Plan to support implementation of the Strategy is under development and will be updated as part of our Directorate Planning process for 2023/24.

Recruitment pressures mean that we simply cannot appoint more social workers to meet the rising demands. Instead, we are implementing innovative solutions quickly to meet the demands and address the wider COVID-19 harms. This includes a focus on prudent social work – ensuring that social workers only do what only social workers can do. One option that we are exploring is how to implement the NEST (Nurturing, Empowering, Safe and Trusted) trusted adult concept using key workers who don't necessarily need to be social workers. This approach recognises the importance of having a trusted adult so children and young people have an adult in their life who understands them and who they can turn to when they are feeling sad, worried or angry.

The actions we will take:

The key actions that we will take to shift the balance to a primarily permanent workforce with agency workers being used in exceptional and short term circumstances only are set out below. The detail of how we will implement these actions will be set out in our Directorate Delivery Plans - taking account of feedback from consultation with staff and young people.



SHIFTING THE BALANCE OF CARE - PRACTICE

The issue that we are facing:

There has been a continued and significant rise in demand for services and complexity of issues presented by children and their families throughout the child’s journey. This is impacting on our ability to allocate and manage cases, leading to inconsistency of social workers for children and a risk of cases drifting and care plans not being progressed. It also has a subsequent impact on our ability to manage budgets.

Our response to the issue:

We have undertaken a systems review to help us to ensure that our processes are streamlined, and our services are future proofed so we can respond to the increase in demand and complexity. We will be focusing on our front door to address failure demand and shift our approach to supporting families, so we take a more integrated wellbeing approach, working to families’ strengths to provide them with the support that they need. This focus on integrated prevention services will ensure that risk is managed appropriately throughout the service to safeguard children effectively and reduce the potential for a risk averse and oppressive practice.

We are developing our practice to ensure it is strength based, trauma informed, restorative, research led and family focused. This will involve a change in culture across the whole of the directorate that will be supported by our new Training and Development Framework. This change will start with staff induction, continue with support for social workers in their first year in practice and provide ongoing support for career progression. We will ensure ongoing learning and development using our Quality Assurance Framework. Implementing restorative practices will provide staff with a range of language, behaviours and tools that will strengthen their relationships with children, young people and families, empowering them to share responsibility by using a solution-focused approach, which supports positive change. We have also introduced Practice Leads who are working well with the teams - delivering support to upskill newly qualified workers and help us to improve practice and consistency of practice across the Directorate.

Our Participation Framework will set out how we ensure that our strategies and plans are shaped by the lived experience of children and young people, reflect the principles of a child’s rights approach and ensure that the child is at the centre of all we do.

The actions we will take:

The key actions that we will take to shift the balance of our practice are set out below. The detail of how we will implement these actions will be set out in our Directorate Delivery Plans - taking account of feedback from consultation with staff and young people.



WELSH GOVERNMENT CONTEXT

The Welsh Government’s Programme for Government sets out the ten well-being objectives which they believe will make the greatest contribution towards achieving the long term well-being goals for Wales. These are:

THE TEN WELL-BEING OBJECTIVES ARE:

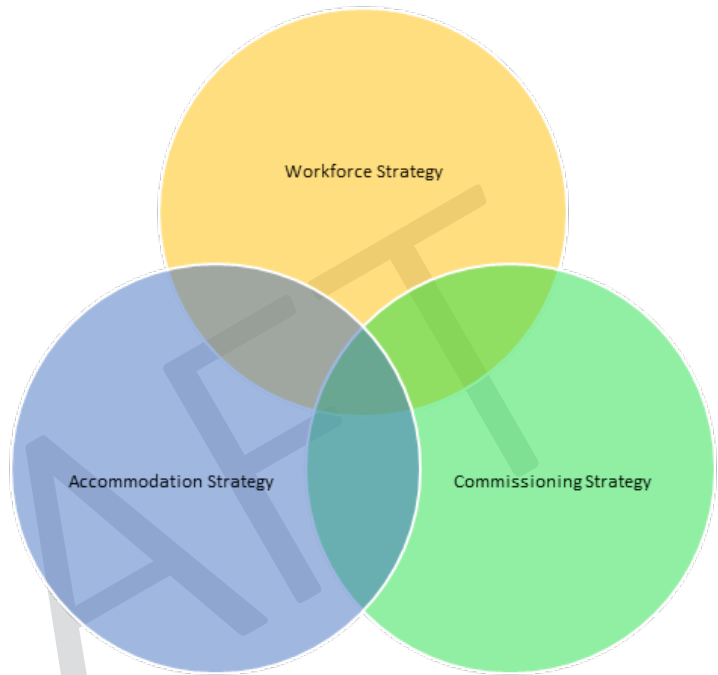
Provide effective, high quality and sustainable healthcare	Continue our long-term programme of education reform, and ensure educational inequalities narrow and standards rise
Protect, re-build and develop our services for vulnerable people	Celebrate diversity and move to eliminate inequality in all of its forms
Build an economy based on the principles of fair work, sustainability and the industries and services of the future	Push towards a million Welsh speakers, and enable our tourism, sports and arts industries to thrive
Build a stronger, greener economy as we make maximum progress towards decarbonisation	Make our cities, towns and villages even better places in which to live and work
Embed our response to the climate and nature emergency in everything we do	Lead Wales in a national civic conversation about our constitutional future, and give our country the strongest possible presence on the world stage

The commitment to eliminate private profit from social care sits underneath the well-being objective to protect, re-build and develop services for vulnerable people. This is part of the wider strategy to keep families together wherever possible and to reduce the number of children and young people looked after away from home. We are driving this forward via our aim to shift the balance of care (place) set out on page 7 above – including our work to implement The Right Place model and our new Accommodation Strategy.



STRATEGIES AND PLANS

The Children's Services Strategy sets out our overall vision and direction and is supported by our Workforce Strategy, Accommodation Strategy and Commissioning Strategy. Together, these set out how we will deliver our vision. Other strategies supporting our service delivery include the Corporate Parenting Strategy, Trauma Informed Strategy, Strategy for Children with Disabilities and Additional Learning Needs and Youth Justice Strategy.



MONITORING AND ACCOUNTABILITY

The detail of how we will deliver our Children's Services Strategy is set out in our Directorate Delivery Plan and our effectiveness and progress are monitored via our Local Authority Social Services Annual Report.



A visual representation of our Directorate Delivery Plan is below:

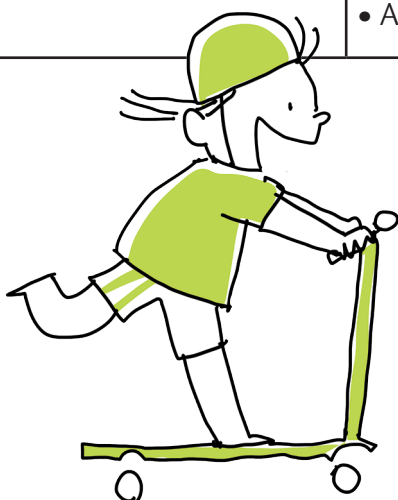


KEY THEMES FROM ENGAGEMENT EXERCISES

As part of the production of the revised Children’s Services Strategy, engagement sessions have been undertaken with children and young people and staff. Key themes emerging from these sessions are set out below. We have also taken into account feedback received as part of the challenge process during the production of the Local Authority Social Services Annual Report. This feedback will be used to shape the steps that we take to implement the Children’s Services Strategy – these will be clearly set out in the Children’s Services Directorate Delivery Plan. A detailed overview of the consultation sessions is available at Appendix 4.

Shifting the Balance of Care – Place - Staff		
What’s working well	What we are worried about	What we need to do next
<ul style="list-style-type: none"> • Interventions Hub • Family Group Conferencing (FGC) • Kinship / Special Guardianship Orders • Family Drug and Alcohol Court pilot • In house fostering and residential 	<ul style="list-style-type: none"> • Arrangements for Rapid Response • Consistency of use of FGC • Consistency of approach • Arrangements for when pilot ends • Placement sufficiency 	<ul style="list-style-type: none"> • Review Rapid Response • Embed use of FGC • Improve consistency • Plan for end of pilot • Develop in house services

Shifting the Balance of Care – People / Workforce - Staff		
What’s working well	What we are worried about	What we need to do next
<ul style="list-style-type: none"> • Reduced vacancy rate • Hybrid working • Return to face to face visits • Resource Assistants • Induction • Supervision • Practice leads • Locality approach 	<ul style="list-style-type: none"> • Recruitment / retention • Caseloads / demand • Complexity and vicarious trauma • Media portrayal of profession • Consistency across service - e.g. practice leads, supervision, induction • Time to undertake training • Awareness of services 	<ul style="list-style-type: none"> • Review offer to staff • Prudent social work • Develop resilience of workforce • Improve comms • Improve consistency • Upskill workforce • Service directory



Shifting the Balance of Care – Practice - Staff		
What's working well	What we are worried about	What we need to do next
<ul style="list-style-type: none"> • Youth Justice Service • Reviewing Hub • Care planning • Engagement / participation • Advocacy • Transition • Trauma Informed Practice • Child Health & Disability Needs Panel 	<ul style="list-style-type: none"> • Rise in knife crime • Placement breakdowns • Consistency across service - e.g. planning / engagement / advocacy / transition / trauma informed • Too many panels • Waiting lists - CAMHS / Enfys 	<ul style="list-style-type: none"> • Develop partnership work • Improve chronologies • Improve consistency across service • Streamline panels • Improve referral process



THE EXPERIENCE OF CHILDREN AND YOUNG PEOPLE

Children and young people were asked about their experience of receiving care and support and leaving care. Their responses tell us that we need to improve the consistency of services – there was variation with one young person reporting that their experience was “pretty positive” whilst for another it was “mostly negative”.

Young people enjoyed the opportunities that they were given – such as trips and activities. They particularly liked sharing these events with other young people who have had the same experiences as them and who have a better understanding of their situation. They found that taking part in these activities helped them to gain confidence as they discovered skills they did not know that they had. For young people leaving care who felt isolated, the activities helped them to feel less lonely.

Some young people noted that it was not always easy to get hold of people when they needed them, and that they did not feel listened to by the person that they lived with / who cared for them. They felt that decisions were made for them and not with them.

We also learned the importance of how we engage with young people - young people like it when the professionals that they work with are “on their level” - they feel more valued when professionals point out their strengths and help them to see what they are good at. This also needs to translate into how we write about young people when completing assessments and case recordings.

Some young people talked about how well supported they felt by their social worker, the Personal Advisor Service and the Into Work Service and shared how this helped them to develop their confidence. They also talked about the importance of support to maintain contact with their family and particularly their siblings.

What young people would like to see for future services

- Foster carers should have more training for women and men (gender differences) and not just regarding ethnic minority issues.
- Professionals should get to know a young person for who they are and should invest time in them without assumption about their life or their abilities.
- Every effort should be made for children and young people to be an active part of their own plan and the decisions that impact their futures.
- Workers to take more care when recording so that it reflects factual information and is not subjective or does not place stigma upon young people.
- More consistent workers.
- Fun should not be underestimated and more opportunities for young people to get together should be facilitated as they have described lots of positives from doing this as care leavers.
- More support for mental health.
- Make sure family are in contact.

As with the feedback received from staff, these messages have been heard and will inform our future planning.

LIST OF APPENDICES

- Appendix 1 – Workforce Strategy
- Appendix 2 – Accommodation Strategy
- Appendix 3 – Commissioning Strategy
- Appendix 4 – Record of Staff Consultation
- Appendix 5 – Demand Analysis



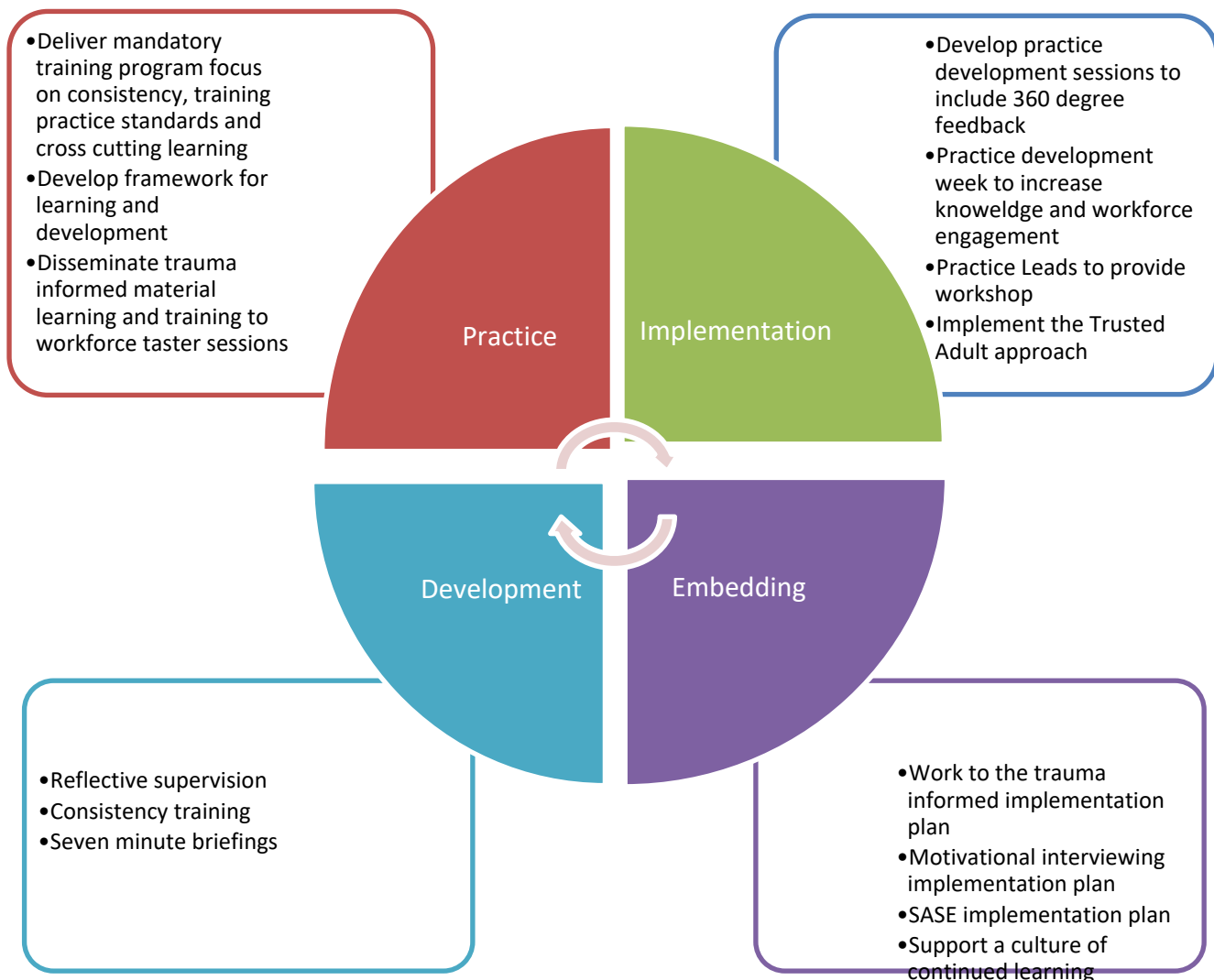
Cardiff Council Children's Services Workforce Strategy 2023-26

Introduction

Appendix B

Working with children, young people and their families is one of the most important and rewarding jobs, the right person can make the biggest difference to children, young people and family's lives. That is why Cardiff Council has set itself a standard to attract and retain high calibre social care professionals to our front-line social work teams, supporting our city's most vulnerable children and young people. The purpose of this document is to set out Children's Services approach to recruitment and retention by putting children and families first. It is about really listening to our children and young people, understanding what they need and responding appropriately to provide the best possible service.

At a time when there is a national shortfall in qualified and experienced social workers, this strategy sets out how we intend to make Cardiff Children's Services the employer of choice in this region and beyond. The strategy serves to create the conditions required to achieve a fully resourced, permanent, qualified and competent Children's Social Care workforce.



Our vision for our workforce:

We will develop a sufficient and stable workforce of appropriately skilled and experienced staff that will:

- Ensure caseload levels are within agreed margins and levels that promote good practice and keep staff safe.
- Enable workers to have sufficient time to spend with children and young people and therefore improve the quality of practice.
- Promote greater job satisfaction.

A strategic direction that encourages and supports pre and post qualifying learning and encourages personal development and support will promote employee retention.

Embedding a child-first culture into practice through the implementation of a new model and approach to delivering social work services (e.g. strength based and evidence-based approaches such as Motivational Interviewing and Restorative Approaches). This will be supported by a range of frameworks, pathways, techniques and behaviours that will make provision for social workers to spend more time with children and families and the development of embedded business processes that effectively support the service to deliver good outcomes for children.

Providing a robust quality assurance framework that supports quality social work practice, which captures the views and feedback of children and families and of staff will inform continuous improvement, and will be supported by effective learning and development, supervision, and management.

Our principles:

Children's Rights - We will ensure that staff are aware of their obligation to respect, protect and fulfil children's rights and understand that they are accountable to children for meeting this obligation.

Home First - We will identify preventative measures and/or develop solutions that enable people in need of care and support and their families to be as independent as possible and safe. This will include steps to support people to live within their local community, as close as possible to home, family, and friends wherever appropriate.

What Matters - We will listen to and work with young people and their families in need of care and support, to find solutions that meet their needs, keep them safe and enable them to reach their full potential.

Sustainable Resources - We will make the best use of our resources to ensure quality outcomes and value for money. We will work with people and partners to develop a sustainable approach to support within the community so that people can access good quality and cost-effective solutions to meet their needs.

Employee Profile

Staff Profile Summary

- There are 275 qualified social worker and social work manager posts in Cardiff Children's Services social work teams. (Including Fostering, Family Intervention & Support Services (FISS) and Reviewing Hub).
- Of these posts 196 are filled with permanent / temporary Council employed staff.
- Of these 196 posts:
 - 33 male
 - 163 female
- 20 posts are currently vacant and not covered by agency staff.
- 59 posts are occupied by agency staff.
- Approximately 14.3% of permanent / temporary Council employed staff across the whole of Children's Services are from a Black and Minority Ethnic (BME) background, compared with 16.6% of the Cardiff population.

The detail of how this strategy will be implemented is set out in our Workforce Action Plan that forms part of our Directorate Delivery Plan.

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Cardiff's Right Place Accommodation Strategy & Capital Plan



Vision

At Cardiff Children's Services our vision is clear – we want to provide families with the right support, from the right person at the right time, in the right place and at the lowest safe level of intervention, enabling them to remain with family where it is safe for them to do so.

However, for some children and young people their needs are best met in an accommodation setting and we want to ensure that there is enough sufficiency in Cardiff. All children and young people deserve to have a place they call home where they are safe, nurtured and protected.

The vision will be realised through the strategic use of existing housing resources and proactive housing development, aligned to social care priorities for children and young people. This will be supported by a corporate commitment by the council and combined with joined up working across council directorates and partner organisations.

The overall vision as per the Cardiff's Children Services Strategy is to:

- Safely reduce children looked after numbers
- Keep young people safely within their families and communities
- Reduce expensive out of area placements
- Develop a model of integrated partnership working that places the young person at the centre of planning
- Become an accredited model of best practice in planning and delivering support to children and their families



Cardiff's Right Place Strategy

Cardiff's Right Place Strategy is the implementation of the North Yorkshire No Wrong Door model that provides an integrated service for young people, aged 12 to 18, who either are in care, edging to or on the edge of care, or have recently moved to supported or independent accommodation whilst being supported under No Wrong Door.

The flexible and resilient integrated team supports the young person throughout their journey to ensure that they are not passed from service to service but instead are supported by a dedicated team of edge of care and residential workers, a clinical psychologist, speech and language therapist and a Police worker. Some young people are placed in the hubs, and others are supported by outreach while either in foster care or living with their families. Central to the No Wrong Door innovation is that all staff are trained in a trauma informed, restorative, and solution-focused approaches.

The model is a non-traditional approach to working with adolescents experiencing complex journeys - with an innovative residential 'Hub' at the heart of the service. It provides:

- Short term placements and edge of care support (in and out of care).
- A range of services, support, and accommodation options.
- Embedded specialist roles working together (shared practice framework).
- An integrated service with a defined culture and practice model.
- An integrated team that 'sticks with' young people on their journey.

Through a whole systemic change this approach has been proved to improve in outcomes for those young people being supported. These improved outcomes include a reduction in total time spent in residential settings and a total reduction in the number of children looked after, as well as a reduction in missing, arrests, and hospital admissions.

The Right Place strategy is a whole system approach to practice with stated characteristics:

- Thinks differently – about risk management and safeguarding adolescents.
- Psychologically informed systemic practice across Children's Services.
- Reduces handoffs and episodic planning.
- Right services, right time, right place to meet need.
- Always striving for permanence in family/community setting (connectivity).
- Strengths based and restorative approaches and practice.
- Is aspirational – building self-esteem, foundations for the future and improving the lived experience for young people. This leads to a systemic service wide integrity and delivering against the ambition of 'sticking with' young people.

Key to the integrity of the model these are the 'Non-negotiables' and 'Distinguishers' of the North Yorkshire Model.

The 8 'Non-Negotiables' of No Wrong Door

Essential values, principles and ways of working together
(without which a model ceases to be faithful to the NWD approach)



High Standards and ambitions for all young people



A belief in young people and their right to a family, whatever shape or form it takes



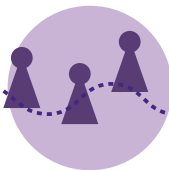
Residential care as a short-term intervention, not a long term solution



A commitment and investment in staff support, and being rigorous about holding them to account



A commitment to do whatever it takes to support young people within their community



Employing an unconventional and flexible workforce, including the use of creative sessional contracts to respond quickly



Forward looking and aspirational



Bring young people into No Wrong Door quickly but move them on slowly

The 10 'Distinguishers' of No Wrong Door

The distinguishing features and practical elements of the operating model (setting it apart from traditional services & ensures NWD stays true to its vision & aims).



Always 'progressing to permanence' within a family or the community



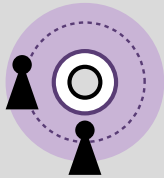
'No appointment assessments'



High 'stickability' of the key worker



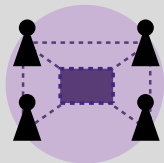
Close partnership working



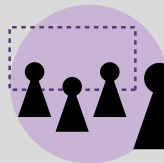
A 'core offer' to all young people



A 'No heads on beds' culture



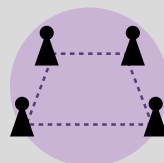
Multi-agency intelligence led approach to reduce risk



A robust training strategy in therapeutic support



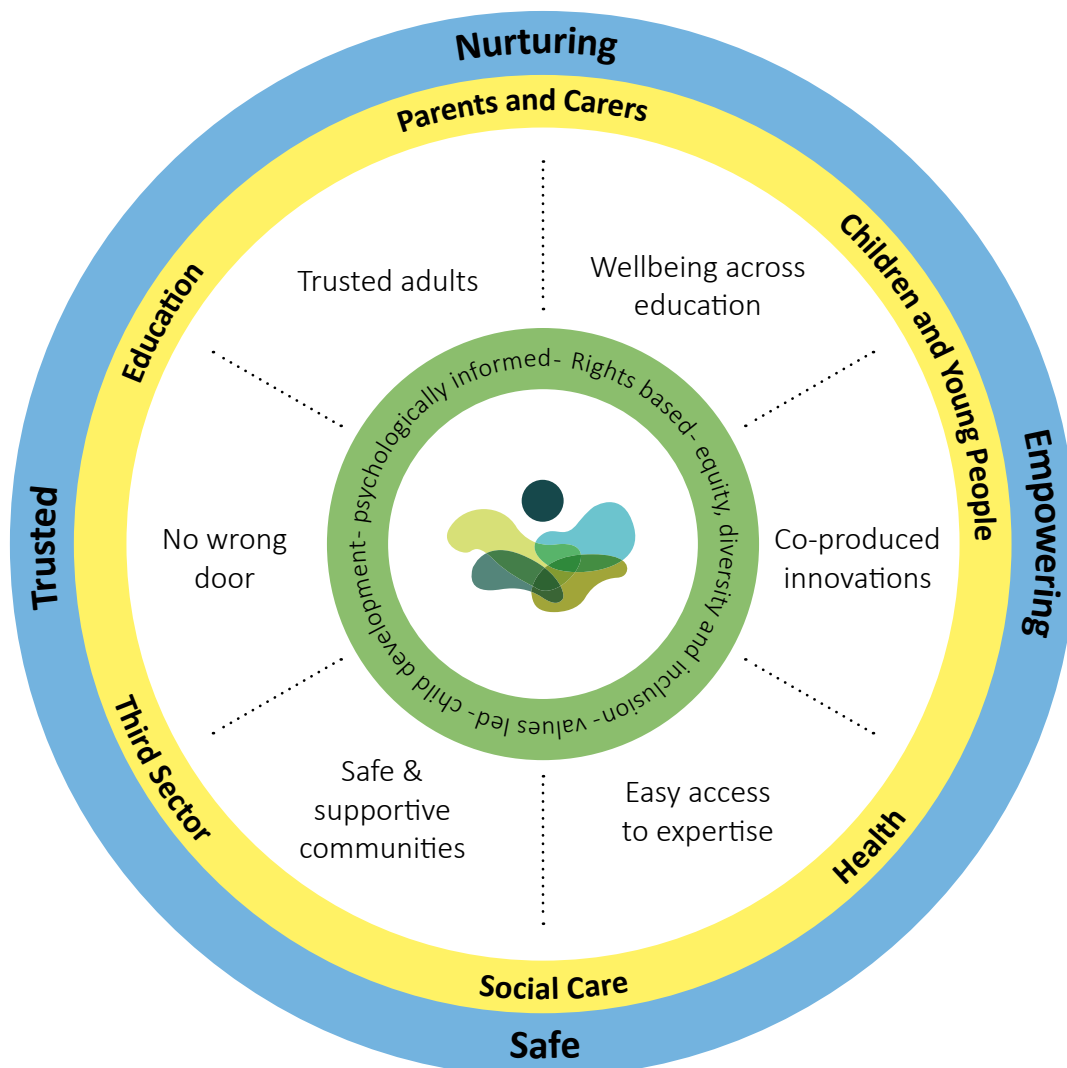
Practice driven by young people's aspirations



Fewer referrals, less stigma

NEST

- The NEST Framework is a planning tool for Regional Partnership Boards that aims to ensure a 'whole system' approach for developing mental health, well-being and support services for babies, children, young people, parents, carers and their wider families across Wales.
- The Framework leads us towards developing services and systems that are Nurturing, Empowering, Safe and Trusted (NEST) and includes a partnership approach from stakeholders listed in the pale green ring on the diagram opposite.
- There are five guiding principles (shown in the central green ring on the diagram opposite).
- There are six core elements to consider in delivery of the whole system approach defined by the NEST Framework (in the white ring in the diagram below).



Young Person's Accommodation and Support Gateway

The Council launched a Young Person's Accommodation and Support Gateway in October 2015 to manage supported accommodation for young people. The Gateway is a collaboration between the Council's Children's Services and Housing Services and acts as the single point of entry into accommodation and support services for young people, regardless of the legal duty which is owed to them.

Once the young person has been assessed in accordance with the appropriate legislation, placements are made by the Council's Temporary Accommodation Team based on the needs of the young person. There are 173 units of supported accommodation, providing a range of options for young people such as small, shared houses with 24-hour support, larger hostels, and independent flats in the community with lower-level support. Plans have commenced to increase the Gateway by a further twenty-four units, coming online in phases from January to December 2023.

The Gateway provides a consistent pathway into settled accommodation. By allowing visibility of all supported accommodation, it broadens choice and increases the chance that young people will be placed in the accommodation most appropriate to their needs.

Young people stay in supported accommodation until they are ready for independent living. They receive a range of support services whilst resident in a placement, and most move on successfully to their own permanent tenancy through the Training Tenancy scheme. Support packages remain in place once a young person has secured a tenancy to help them settle in for up to 12 months. The Tenancy Training scheme is highly successful, with over 300 young people brought housed since its inception in 2016, with 99% maintaining their tenancy.

Housing First Model

The Pilot Housing Led for Young People Service has been set up in line with the current pressures on Children's Services. The pilot targets care leavers and young people with complex needs aged between 16-25 years old.

The Housing Led Service is based on tried and tested Housing First principles. It provides stable and appropriate housing to high-risk people with complex needs with dedicated ongoing support for as long as it is needed. Housing is based on needs with emphasis being placed on the needs and desire of young people. The project works with Private and Social Landlords to secure 1 bed self-contained flats

The service works in collaboration with the Young Persons Multi-disciplinary team to provide a meaningful pathway to Housing ensuring that appropriate and specialist support is in place to reduce the numbers of young people entering homelessness. Referrals are made

direct from Children's Services and be made via Cardiff Council YP MDT Service in a way that compliments the project and ensures that the process is co-ordinated and structured and that the right interventions are made for the young person from the outset. Where a young person is referred to the YP MDT Team an assessment will be made and a decision about their suitability for Housing Led Services will be made. This assessment will also enable decisions around what type of wrap around support is required to ensure the person is safe and supported appropriately.

Overall, the project seeks to provide therapeutic intervention, support and treatment to young people who have complex support needs. In depth assessments take place leading to a person-centred coordinated support and treatment plan. It allows young people to discuss their specific needs and access a range of support from professionals and helps inform us of any gaps or barriers within mainstream services.

The project is funded to support 5 young people into accommodation. We are currently supporting 1 young person in their tenancy and have 2 young people receiving pre-tenancy support while waiting for a property.

Why do we need an accommodation strategy?

As outlined in our Children Services Strategy 2023/26 our overarching aim is to keep children with their families and where that is not possible that suitable foster placements are sought. There are circumstances however, where this is not always possible, or not safe to do so, and therefore where children and young people have to be accommodated in a residential setting it is important that there is sufficient residential placements in Cardiff for them.

National context

As the capital city, Cardiff can play a key role in the delivery of Welsh Government's Programme for Government agenda. Cardiff's Right Place Strategy directly supports one of the well-being objectives – to Protect, re-build and develop our services for vulnerable people – this includes the following specific commitments.

- Provide additional specialist support for children with complex needs who may be on the edge of care.
- Explore radical reform of current services for looked after children and care leavers.
- Eliminate private profit from the care of children looked after.
- Fund regional residential services for children with complex needs ensuring their needs are met as close to home as possible and in Wales wherever practicable

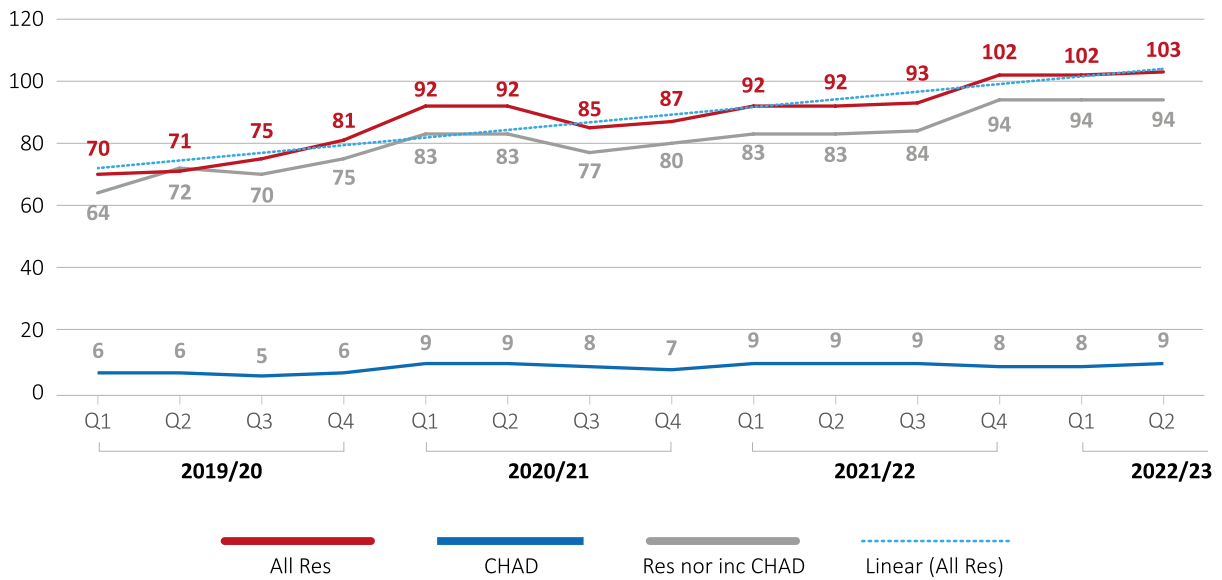
Local Context / Needs Analysis

Our understanding of the increasing demand has identified the four main areas that we need to address:

- - Children's Residential Provision
- - Specialist mental health services and step-down from hospital
- - Short break requirements for children with disabilities and complex needs
- - Unaccompanied Asylum Seeking Children (UASC)

Children's Residential Provision

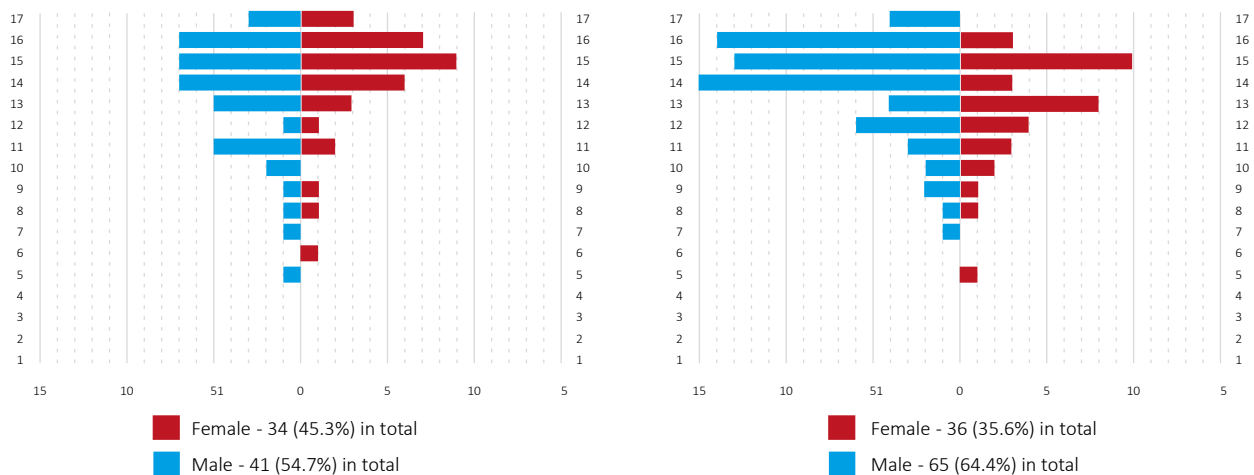
Graph showing the increase in residential placements over time



The number of children in residential placements by age and gender

As at 31st March 2020

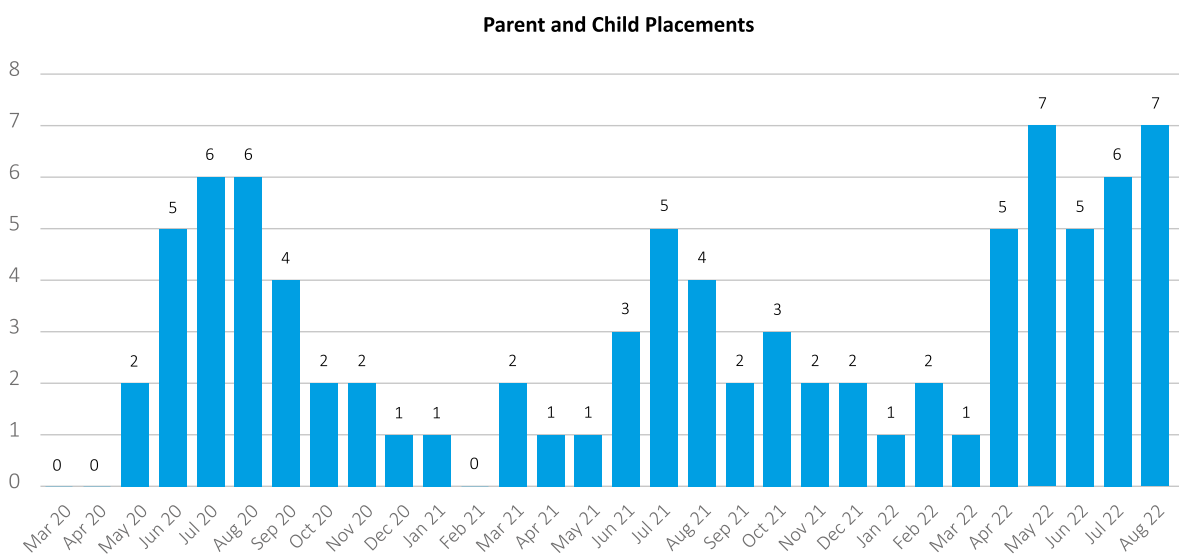
As at 31st August 2022



The number of boys in residential placements has increased by 59% from 41 to 65 over the period above, whereas girls in residential placements has increased by just 6% from 34 to 36. The following table shows the volume of young people placed in out of county placements and exemplifies the need for this strategy to be delivered at pace with 78 out of a total of 100 placements being Out of Cardiff.

Ages	In Cardiff	Out of Cardiff	Total	Percentage in Cardiff
Under 13	3	20	23	13%
13-15	8	37	45	18%
16/17	11	21	32	34%
Total	22	78	100	22%

The above figures do not include residential parent and baby assessment centres, these are used for between 11 and 14 weeks at a time and current usage over the past 2 years is below.



All of these parent and baby placements are outside of Cardiff and frequently outside of Wales because there is no local provision.

Specialist Mental Health Services and Step-Down from Hospital

During the COVID-19 pandemic Cardiff experienced an increase in the number of children and young people (CYP) presenting to emergency units following self-harm or suicide attempts. Whilst the majority of young people were able to be discharged back to their homes or previous placements once they were medically fit, there were a small but growing number of young people who did not meet the criteria for Child and Adolescent Mental

Health Services (CAMHS) or tier 4 in-patient support because their needs were not best described as related to a 'mental illness' but did require ongoing support to enable them to safely return to living within the community. These young people were best described as experiencing past and current extreme emotional distress and were often not able to return home or to previous placements because this was either not an appropriate environment to meet their needs and allow a period of emotional stabilisation, or there were multi agency concerns in relation to the ability for risk to be mitigated within these environments.

A regional, integrated group of operational leads was convened to develop a model that can respond to the needs of this group of young people. They have agreed on an integrated delivery model that combines an outreach approach to work with young people and families across all settings with an accommodation solution for young people who cannot return home or to a community placement.

The outreach staff team and the accommodation solution provide support and safe space for a young person to stabilise following their emotional distress and become ready to start the intensive therapeutic work that addresses the cause(s) of their distress.

Overnight Short Break Requirements for Children with Disabilities

The Social Services and Well-being (Wales) Act 2014 states a disabled child is a child that has a physical or mental impairment, which has a substantial and long-term adverse effect on that child's ability to carry out normal day to day activities.

Cardiff is committed to deliver the very highest quality services to children, young people with additional needs and their families. We want to ensure all children are safe, happy, enjoy their learning and thrive to be as independent as they can possibly be.

The provision of services to children and young people under the age of 18 with additional needs is delivered by the Child Health and Disability (CHaD) Team within Cardiff's Childrens Services.

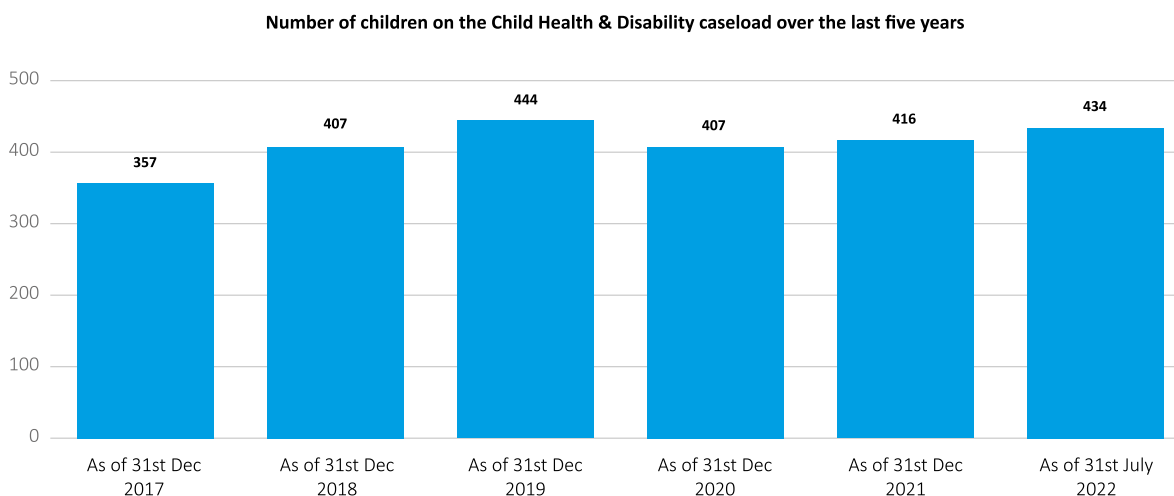
Short breaks (previously called respite provision) look after a young person temporarily so that their carer can have a break and provides a positive experience for the person cared for, to enhance the quality of their lives and support their relationship.

Tŷ Storrie, run by Cardiff Council is located in the west of Cardiff. It is a purpose built registered Childrens Home for children and young people aged between 6 and 17 with disabilities and complex needs.

There are currently 25 children accessing Ty Storrie as well as 23 children and young people on the waiting list. These children needs are met through additional packages including community care respite.

This is partly the reason for a 63% increase in domiciliary care payments.

The caseload of CHaD has remained relatively consistent over the past 5 years:



UASC

The majority of UASC arrive in the UK and Wales ‘spontaneously’ however some children may arrive in the UK under the mechanism of s.67 Immigration Act 2016. A small number of children have already been resettled in Wales and more may come. The National Transfer Scheme is currently available in Wales and facilitates the transfer of children out of local authorities in England where there are large numbers being cared for, such as Kent and Croydon. The National Transfer Team work with us as well as the Wales Strategic Migration Partnership, to identify any possible placements for these children. In Cardiff, there are currently 53 children and young people open to the UASC team. Colum Road is a 6-bed property which was opened in March 2022 and is available for UASC aged 16 and above, arriving via the National Transfer Scheme (NTS) or spontaneously. The Assessment Centre offers an initial period of accommodation in order to receive wrap around support, robust assessment of needs and age assessment if required. Once ready the children will be moved on to appropriate longer term placements in line with their identified support needs. These placement options include Fostering, supported lodgings, and supported accommodation.

Once a young person reaches the age of 18 and they have received settled status, they can access a range of accommodation in Cardiff as per any other young adult. Due to delays in assessing claims, Cardiff Council are continuing to support and accommodate previous UASC who are now over 18 and who have no recourse to public funds until their status is finalised.

Current Provision in Cardiff

The below table is the complete list of regulated placements in Cardiff. There are a variety of reasons why homes may not operate at full occupancy including matching with other young people, specific high need cases, staffing levels or restrictions placed by the Inspector.

Provision for CHaD	Home	Provider	Beds
No	Oakway	Cardiff Council	2
No	Falconwood	Cardiff Council	3
No	Crosslands	Cardiff Council	6
No	Heath House	BASE Support Ltd	4
No	Trevene House	Maponos Ltd	4
Both	Ninian House	Genus Care Ltd	3
No	Connaught Rd	BASE Support Ltd	4
No	Graig Llywn House	Keys	4
No	New House Lodge	Athena Care Group	5
No	Isgoed	Keys	4
Yes - CHaD	Ty Jibreel	Gofal Cymru Care	3
Yes - CHaD	Ty Mikail	Gofal Cymru Care	3
Yes - CHaD	Ty Coryton	Orbis	26
Yes - CHaD	Ty Cwtch	Salutem LD	16
Yes - CHaD	Ty Croeso	Gofal Cymru Care	3

Capital Budget

The council has already identified previous years capital funding which can be used as well utilising grant funding a range of sources.

Capital Allocations as at 22/23		Total
Right Homes, Right Support Strategy - Residential Provision for Children Looked After	Subject to a business case, to make improvements to the residential offer for Children Looked After by the Council which are currently placed outside of the Council boundaries and with Independent Fostering Agencies. This includes an emergency pop-up unit, an assessment unit, and additional residential places in the city.	£1,900,000

Capital Allocations as at 22/23		Total
Children's Respite Provision	Following an assessment of respite services for children at Ty Storrie, to align service provision with the needs of young people.	£2,898,000
Safe Accomodation ICF Regional	Provide safe accommodation in a psychologically-informed environment for children / young people who are experiencing a crisis in their emotional wellbeing and mental health and require a safe place or 'sanctuary', away from their normal home, in which to recover and recuperate	£695,000
Children's Services Accommodation Strategy	Balance of proceeds from disposal of 150 Thornhill Road ring-fenced for schemes which provide direct benefit to children	£229,000

Recommended Requirements

Children's Residential Provision

Utilisation of current assets to maximise their usage to meet needs, the recommendations are as follows;

- Retain **Crosslands** as a 6-bed residential unit with minor upgrades to the home
- Retain **Falconwood** as a 3 bed residential unit
- Retain **Oakway** for use as an emergency provision for a 1 bed residential home
- Develop **Baden Powell** and upgrade the property and register the property as a 2-bed residential home
- **Bronwydd Road** – upgrade the property to be a therapeutic placement and register property as a 1-bed residential home

Purchase and develop additional properties to meet the demand;

- **3 x 3 bed children's home for younger children** – linked to our inhouse foster carers to support quick step down
- **4 x 3 bed and 3 x 4 bed children's homes predominantly focused on older children**

These properties should complement our existing portfolio and be strategically located across Cardiff to support young people who have to move into a residential home to keep their positive links to their area such as education, family and friends.

These proposals will deliver a total of 46 beds across the city within the control of Cardiff Council. This is in addition to the 28 beds currently being provided by other providers bringing in a total children's home provision in Cardiff to 74. Acknowledging this is 20 less than the 94 children currently in residential provision at the end of this 3-year strategy the need in Cardiff will be reviewed as the following factors need to be considered;

- Supporting children who need to be placed out of area
- The planned increase to the Young Persons Gateway
- The introduction of the Housing First model
- The increase in in-house fostering (including specialist foster carers)
- The overall shifting the balance of care to prevent the demands

The need for the **Parent and baby assessment centre** for up to 4 placements in Cardiff is highlighted in the demand analysis. Due to the specialist nature of this provision, linked to the Commissioning Strategy we will look to find a partner to deliver this provision.

Specialist Mental Health & Step-down from hospital

1 large property to accommodate up to 2 CYP at any one time, 1 staff sleep in and office space

The service will offer an accommodation solution for CYP who cannot return to their place of residence. This accommodation solution will support up to up to two CYP at any time, aged 10-18, subject to matching of the CYP in residence which will be understood through the psychological formulation. The home will be in line with Regulation and Inspection of Social Care (Wales) Act 2016 (RISCA) regulations and registered with Care Inspectorate Wales and the building will be designed in line with recommendations from the implementation of the NEST/NYTH model – building psychologically informed environments.

- 2 bedrooms for CYP
- 1 bedroom for sleep in staff ideally with ensuite
- 1 office / staff space for multi-agency support services
- Lounge / play multifunctional space downstairs
- Rooms for the team to use with CYP (therapy / sensory)
- Garden space – areas for play outdoor and undercover canopy plus potential separate garden room to allow for separate spaces so that young people with different needs can be kept at a distance from one another when needed
- Car parking for staff
- Positive warm, welcoming homely design with robust furniture and materials and emphasis on sound proofing

- Safety principles to be incorporated into design to protect CYP who may be at risk of suicide and self harming
- Consideration given to location in regards of proximity to Accident & Emergency and away from anything which could facilitate risk taking behaviour

Requirements for Children with Disabilities

The need is solely on the short break and shared care arrangements

- **Redesign of Ty Storrie** into 4 self-contained units with communal space for specialist shared care arrangements to bridge the gap between overnight short breaks and 52-week accommodation
- **Additional lower level short break provision** – this property would suit being delivered from a larger bungalow property for up to 4 children at a time

Summary of properties

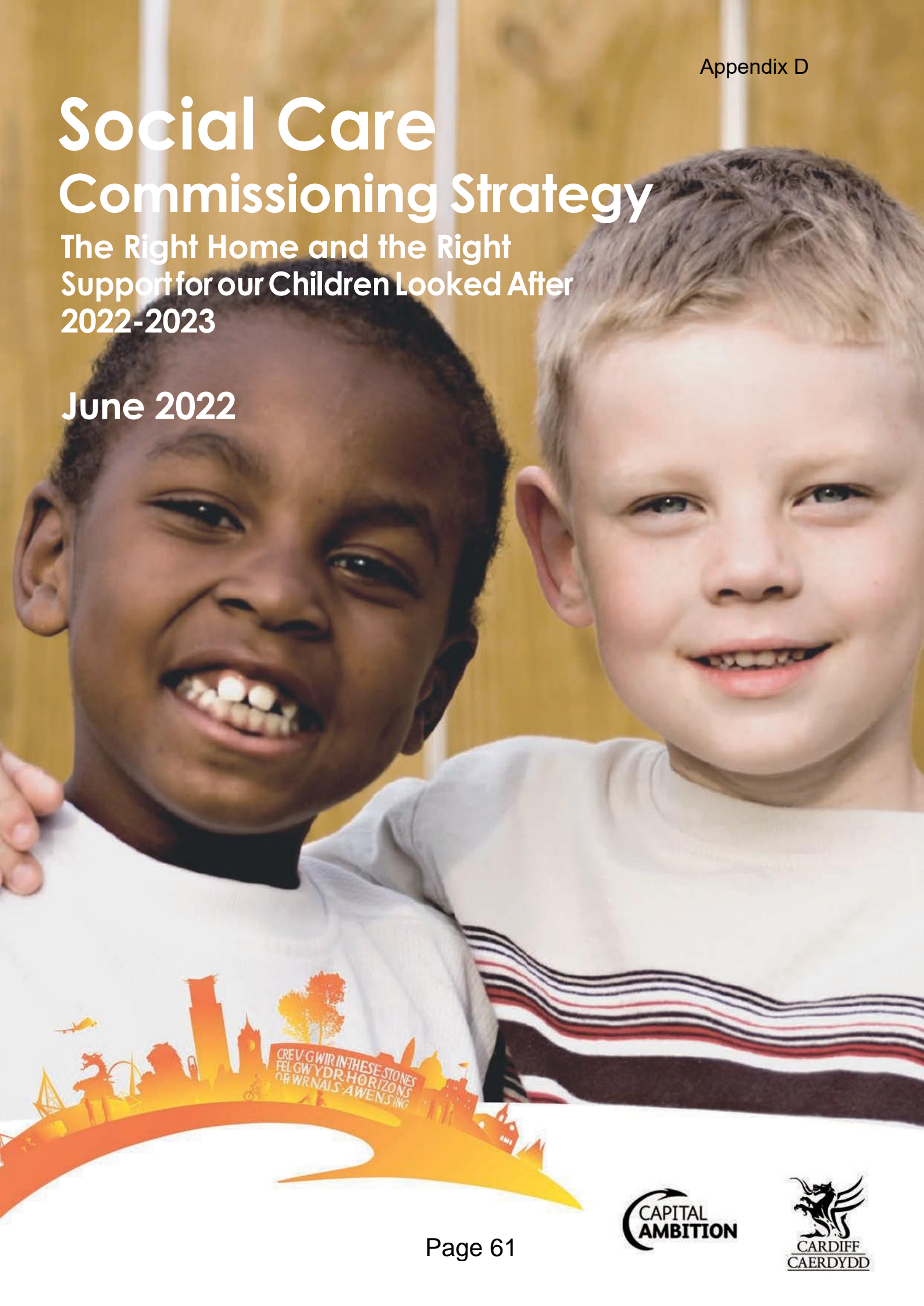
Name of Property	Current	Proposal
Crosslands	6 bed	6 bed
Falconwood	3 bed	3 bed
Oakway	1 bed	1 bed
Baden Powell	unregistered	2 bed
Bronwydd Road	unregistered	1 bed
3 x 3 beds additional for younger children	-	9 bed
4 x 3 beds additional for older children	-	12 bed
3 x 4 beds additional for older children	-	12 bed
Ty Storrie	2 bed	4 bed
CHaD Short Breaks	-	4 bed
Specialist Mental Health	-	2 bed
Parent and Baby	-	4 bed
Colum Road	6 bed	6 bed

These additional properties will be sought through open market purchase and refurbishment/remodelling, new build opportunities through housing development schemes plus the opportunity of repurposing existing assets to meet these needs.

Social Care Commissioning Strategy

The Right Home and the Right
Support for our Children Looked After
2022-2023

June 2022





Index

Section

	Foreword	4
1	• Introduction	8
2	• The Cardiff Children's Service Strategy	10
3	• Commissioning Strategy - The Welsh Context - The Law Removing Profit from the Care of Looked After Children	14 18
4	• Together we are stronger - Working in Partnership	20
5	• What key Stakeholders tell us?	24
6	• What the data tells us?	28
7	• Current Provision	35
8	• Needs Analysis	45
9	• Financial Analysis	49
10	• Analysis and Key Messages	50
11	• Children's Services Commissioning Priorities	53
12	• Our Commissioning Approach	62
13	• Next Steps	64



Foreword

I am delighted to introduce the June 2022 six monthly update of the 2022-2023 Cardiff's Children's Services Commissioning Strategy for support and accommodation for children and young people and families. The scope of this strategy remains the range of services we need to develop to meet the needs of children, young people and families where:

- **children are at risk of becoming looked after**
- **children are looked after and**
- **children are leaving care**

In 2022 as the city emerges from the pandemic, it is essential that we consider the steps we need to take to accelerate recovery, whilst at the same time recognising we need to use the crisis as a catalyst to building back Stronger, Greener and Fairer. This objective is the aim of our City Recovery and Renewal Strategy and provides the Council's initial response to the pandemic and the actions we will take to get the city back up on its feet alongside longer-term priorities for renewal.

One of our Key Missions is to create a City for Everyone. This is because we know the impact of the pandemic has not been felt evenly. Those from deprived communities, the young, women and those from a BAME background will feel the effects more than others. This will further widen inequalities that existed before.

As a result, there is a risk that more children experience Adverse Childhood Experiences and more children become looked after. There is also a risk that that the Pandemic means those who are looked after remain so for longer and face further challenges in achieving the positive life outcomes they deserve. Over the months ahead there is an immediate need to ensure we respond to mitigate the risk.

This refreshed version of the Social Care Commissioning Strategy 'The Right Home and the Right Support for our Children Looked After' is now better than ever able to focus on delivering that important objective. In 2022 there is a clear Welsh Government vision for services for looked after children and care leavers which we must deliver. That vision has been clearly set out in The Programme for Government (2021) and the Welsh Government's Children and Young People's Plan (2022). Welsh Ministers are clear in their views that one of our priorities must be to invest public money in accommodation for care experienced children which does not lead to profit.

This strategy identifies the clear local priorities and outcomes we will deliver alongside practice improvements and workforce developments set out in the Cardiff Children's Services Strategy 'Striving for Excellence to achieve that vision.

Striving for Excellence explains that like every Local Authority across the UK, Cardiff's Children's Services continue to face high and increasing demand, increases in case complexity, compounded by challenges in recruitment. Demand pressure is reflected throughout the child's journey, including on services to address children's mental health and emotional well-being. To respond to this, work will continue to shift the balance of care, which will help to ensure that children are supported with the lowest safe level of intervention whilst receiving the right help in the right place, at the right time. A sharp focus will continue to be placed on working with partners to identify and address any safeguarding concerns, particularly protecting vulnerable young people from criminal exploitation and addressing the recent rise in serious youth violence. In terms of recruitment, the Council will place a focus on workforce development by maintaining momentum with improvements to practice and working to attract more and experienced staff to Cardiff.

Both strategies emphasises Cardiff Council's commitment to children's rights to ensures we are in a position to effectively fulfil our role as corporate parents as set out in Cardiff's 'Multi Agency Corporate Parenting Strategy' (2021-2024). The new Corporate Parenting Strategy tells us our children and young people who are looked after want the same life chances as everyone else. They want:

- o Improved emotional wellbeing and physical health.
- o Better connections, improved relationships.
- o A comfortable, safe and stable home whilst in care and after.
- o Educational Achievement, Employment and Training.
- o To be celebrated.

As a result, we are wholeheartedly committed to delivering the following policy commitments. We will:

- Provide children and families with the best start in life through our Early Help and Support Programme.
- Work to keep children safely with their families, supporting their growth and development needs and helping to prevent the need for care.
- Increase the number of children looked after who are placed with their wider families or community, and reduce the number of children placed in, often out of county, residential care placements.
- Increase the number of Local Authority Foster Carers and reduce our reliance on independent fostering agency placements.
- Continue to develop and embed a locality approach to service provision.
- Celebrate the work of our staff.
- Continue to develop and support the workforce.
- Work with schools and the health service to deliver an enhanced and joined-up approach – from school counselling to crisis support – for children and young people who are suffering with poor mental health.
- Deliver the new strategy for continuing to improve the Youth Justice Service.
- Protect vulnerable young people from exploitation and address the recent rise in serious youth violence through developing a robust, integrated, data-led approach across Council and partner services that work with young people.
- Deliver the Corporate Parenting Strategy 2021-24 to ensure children in our care are safe, receive the support they need, have high aspirations, can express their views and are ready for independent living.
- Enable all young people who are known to Children's Services to be empowered to play an active and central role in planning for their transition to adulthood.
- Use the information, intelligence and data we have across the Council and public services to develop a 'Single View' of the contacts each child or young person has with our services.

We will ensure that we work alongside children, young people and families in designing and developing what we do. We will develop local services, which are within the boundaries of Cardiff and work with housing, health, education and other partners to develop the right quality and range of support.

The services we wish to develop are based on a clear assessment of current and future needs. This strategy provides an analysis of the numbers and needs of children at risk of becoming looked after and children who are looked after by the Council.

The strategy will inform the way we work with a range of providers and the social care market as a whole, providing clear direction and a framework for engaging with service providers so that they can respond effectively to the strategic priorities identified. The strategy will also inform implementation plans that will deliver the actions required to achieve the priorities in a timely way. It

will provide the Council's Corporate Parenting Advisory Committee with a clear way forward to improve outcomes for children, young people and families in respect of support and accommodation.

Most importantly, the strategy provides the basis for our children, young people and families to achieve better outcomes, and live better lives as a result.



Councillor Ash Lister
Cabinet Member for Social Services (Children)

DRAFT



Introduction

Cardiff Council are pleased to present our commissioning strategy for children and young people who are in the care of the Council and require additional support and accommodation.

We have worked together with children, young people, parents and carers, to understand their experience and what matters to them. We have met with key Providers from the independent and third sector to ensure we understand their offer and to develop an ongoing dialogue take place to shape what is available.

This commissioning strategy sets out our clear direction for the future. It outlines our vision, describes the policy and legal context, analyses our current data and outlines our future priorities. Our priorities are the key issues that need to be addressed in the forthcoming years in order to respond to the needs of our most vulnerable children, young people and their families. This includes ensuring there is sufficient capacity and an appropriate range of provision to meet their needs.

Purpose – Why have a Strategy?

The purpose of the strategy is to describe Cardiff Council and key priorities. Its aim is to ensure sufficient options for supporting vulnerable children, young people and their families. As such it outlines the work we want to undertake to develop local and regional services to support our children, young people and their families.

Our Vision

Cardiff Children's Services Strategy (2019-2022) outlines a dynamic and progressive vision for children's social services. The strategy is currently being reviewed to reflect the distance already travelled and to include the new initiatives being implemented to provide families with the right support, from the right person at the right time, in the right place and at the lowest safe level of intervention.

The focus continues to be on 3 key areas:

- **Practice:** Developing our practice and procedures.
- **People:** Supporting a permanent workforce.
- **Place:** Ensuring a range of support in the community and a variety of homes for children are available in Cardiff.

It states:

"In all cases, we will adopt in the city a 'Think Family' approach which looks at the family as a whole and co-ordinates support across the public services, tailored to each family's needs and strengths. Supporting Vulnerable Children and Families Parents have the most significant influence on children and on their future lives. Outcomes for children are best when they are supported to grow and achieve within their own families, own communities and in Cardiff. "

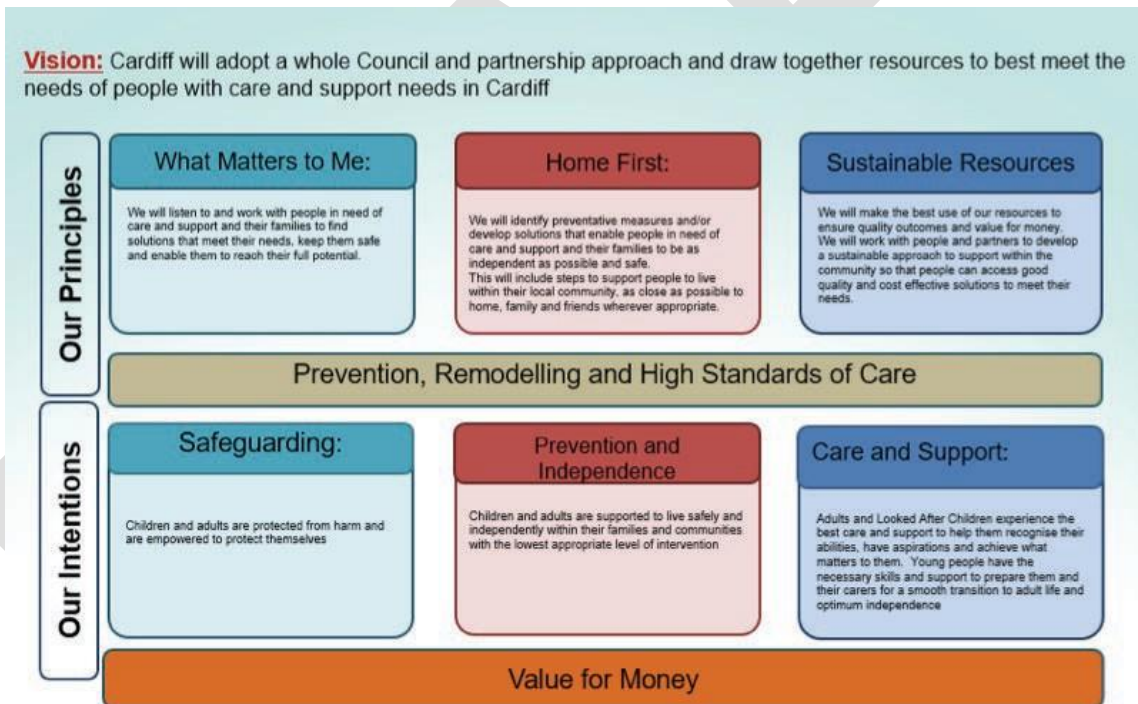
This will be supported by a range of services which places an emphasis on prevention and early intervention to give children the best possible outcomes and better manage the pressure on public services.

“Being in care made my life better by having a safe house and a bedroom”

This commissioning strategy contributes to this vision by looking to facilitate with partners a range of services and options which improve outcomes and support more children and families to stay together whilst providing the highest quality services when that is not possible. Wherever appropriate the term ‘home’ is used as our children and young people prefer this term to ‘placement or unit’.

Aim – What do we want our strategy to do?

Our aim is to build, reshape, and expand our current provision, services and homes for children to improve the outcomes of our most vulnerable children, young people and families. Implementation of this strategy will be in line with the key principles in the Cardiff Social Services Strategic Commissioning Framework in the following diagram.



“I want to be listened to”



The Cardiff Children's Services Strategy

Children's Services has reviewed its 3 year strategy for 2019-22 and developed a new "Striving for Excellence" Strategy for 2023-26. This 3 year strategy outlines key priorities and changes that will take place over the next three years. This commissioning strategy delivers a key priority within the overall strategy for Children's Services. The sum of this effort will deliver the Council's Capital Ambition commitments that Cardiff 'is a great place to grow up for the most vulnerable children'.

Supporting Children, Young People and Their Families – Our Model

Parents have the most significant influence on children and their future lives. We are adopting a 'Think Family' model, which looks at the family as a whole, and co-ordinates support across the public services, tailored to each family's needs and strengths. This approach is informed by our awareness of the impact of adverse childhood experiences (ACE) on both the children and parents we work with and our interventions are evidence-based and informed by the impact of trauma.

Supporting Children, Young People Closer to Home

We will, whenever it is safe to do so, support children and young people to remain with their birth family or extended family and avoid the need for children and young people to become looked after. We are committed to developing services that wrap around families, extended families and carers to respond to needs earlier and prevent their escalation.

It is our priority to ensure we will find safe ways to work alongside families to enable them to parent their children and protect them from harm. We also recognise we need to support good substitute family care (foster care) when it is not possible for a child or young person to remain with their own families. In most circumstances, it is important that children and young people maintain positive contact with their own families, friends, school and communities. This is why we are committed to developing services closer to Cardiff. On the occasions when it is not possible for children to be safe and protected in or close to Cardiff we will commission the highest quality service. The safety and well-being of our children and young people will always have the highest priority.

"Staff are very supportive and I can always talk to someone"







Supporting Children, Young people and Families – Intervening Early

We want to shift the balance of care so that by intervening earlier we prevent the escalation of need. Our aim is to support more children, young people and families through early help services and to reduce the number of children who become looked after. We will be commissioning the right services to the right capacity and at the right stage of the child's journey so we are able to meet needs through the least intensive intervention and as early as possible. This ambition is reflected in our Early Help Strategy.



Better Outcomes – what success looks like?

'Striving for Excellence' aims to shift the balance of care and achieve the following outcomes for the children, young people and families of Cardiff. We will:

- Safely reduce the number of children and young people looked after,
- Increase the number of children and young people supported to live safely with their families,
- Reduce our reliance on out of area placements,
- Increase the number of kinship carers,
- Increase the number of local authority Foster Carers,
- Work differently with Independent Fostering Agencies,
- Develop the range of residential placements to meet more complex needs,
- Develop our commissioning and procurement capability and capacity,
- Develop further our understanding of our vulnerable children, young people and families.

Achievement of these outcomes is how we will evaluate the impact of this strategy



Commissioning Strategy

- The Welsh Context - The Law

The main pieces of legislation related to this strategy are the Social Services and Well-being Act (Wales) Act 2014, the Well-being of Future Generations (Wales) Act 2015 and the Regulation and Inspection of Social Care (Wales) Act 2016.

The Social Services and Well-being (Wales) Act (SSWBA) 2014 requires on local authorities and health boards requiring them to promote the well-being of those who need care and support or carers who need support. It outlines key duties to ensure:

- People have control over what support they need, making decisions about their care and support as an equal partner,
- New proportionate assessment focused on the individual,
- Carers have an equal right to assessment for support to those who they care for,
- Easy access to information and advice is available to all,
- Powers to safeguard people are stronger,
- A preventative approach to meeting care and support needs is practised,
- Local authorities and health boards come together in new statutory partnerships to drive integration and service change.

There are some elements of the SSWBA that directly relate to children, young people and their families including the following duties on local authorities to ensure:

- That there is sufficient accommodation for all types of children who are looked after.
- That placements are made within their own areas, unless it is not reasonably practical to do so or there are overriding reasons for placing the child out of authority, the primary reason being safeguarding.
- Support is within the service, and the location that best enables them to achieve positive well-being outcomes. For most children this means in or close to Cardiff as this means they can maintain their relationships with their family, friends, school, community and health services.
- All decisions on the right accommodation / placement and support service will be made with the child or young person's best interest.
- Care and Support planning including achieving permanence is a key consideration from the very start.

The overarching principles for the SSWBA are:

- To support people who have care and support needs to achieve well-being.
- People are at the heart of the new system by giving them an equal say in the support they receive,
- Partnership and co-operation drive service delivery.
- Services will promote the prevention of escalating need and the right help is available at the right time.

The Well-being of Future Generations (Wales) Act 2015 places a duty on Public-bodies, including health and social services, to make sure that when making their decisions they take into account the impact they could have on people living in Wales in the future. This Act requires them to:

- Work together better.
- Involve people reflecting the diversity of our communities.
- Look to the long term as well as focusing on the now.
- Take action to try and stop problems getting worse, or even stop them happening in the first place.

Regulation and Inspection of Social Care (Wales) Act 2016 set the new statutory framework for the regulation and inspection of social care services, in other words how social care services are going to be assessed for their quality and impact they make.

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Removing Profit from the Care of Looked After Children

A Vision to Transform Children's Services

The Programme for Government 2022-2027 contains a number of commitments that taken together describe a new vision to transform children's services. The delivery of these commitments will effect change across the whole care system in Wales.

A key component is the commitment to remove private profit from the care of looked after children. The Welsh Government's Children and Young People's plan published on St David's Day 2022 sets out two key objectives:

- To build residential homes for children with complex needs in Wales. So that children and young people can be close to their home area.
- To continue to work and engage with private providers of children's residential and foster care, about the move to a not-for-profit system of care in Wales.

The First Minister and the Deputy Minister for Social Services are clear that the commitment to eliminate profit is a top priority for delivery during this Senedd term.

The commitment itself builds on the long-held view of Ministers and aligns with calls made by the Children's Commissioner for Wales and Voices from Care. It is a response to listening to children and young people who tell professionals that they feel upset at being looked after by profit making organisations, where they feel 'bought and sold'.

"Not comfortable as we have to share a bedroom. 4-7yrs"



The Multi-Agency Programme Board

Chaired by the Chief Social Care Officer for Wales, Albert Heaney, a multi-agency Programme Board has been established to implement this commitment, so that the duties on local authorities in relation to looked after children are not contracted out to for-profit companies but remain with public sector and not-for-profit providers.

Representatives from the private sector children's care homes and fostering organisations alongside representation from the Public and Third sector providers, have been brought together to work with the government, local authorities, Care Inspectorate Wales, the Children's Commissioner for Wales and Voices from Care.

The board recognises this is a challenging commitment to deliver. There are a range of areas requiring examination in relation to defining not for profit, legislative change, competition and business considerations, developing models of service delivery such as Foster Wales and building future models including social enterprise and other models. All of this needs to be worked through while ensuring stability of the market and avoiding disruption to existing placements for children.

There are currently two work streams in progress; one which deals with technical matters relating to definitions, legislation and competition, and the second, about ways in which the public and not-for-profit market can be grown in the context of managing the transition and improving placement sufficiency.



Together We are Stronger

Working in Partnership

The legal, policy and local strategic context all stress the importance of partnerships and working differently across public sector partners, the third and independent sector.

Our work with partners is a central tenet in our delivery of more care support and accommodation options in order to see an improvement in outcomes for children and young people.

The Social Services and Well-Being Act describes the outcomes, which all partners need to work together to achieve for Children and Young people;

- Being Safe,
- Having somewhere suitable to live,
- Being involved in decisions that impact your life,
- Having friends,
- Being part of good, strong communities,
- Having every chance to do well in education, training, worked-based earning and employment,
- Feeling good about your life,
- Being able to grow up happily and successfully,
- Being well looked after,
- Having access to appropriate health care.

The No Wrong Door approach brings together services and asks services to wrap around children, young people and their families, rather than asking those in need of care and support to understand a complex system. Building upon this, the NEST (Nurturing, Empowering, Safe, Trusted) Framework promotes a person-centred, values-led, integrated whole system approach; supporting early help, the right help, and at the right time with the aim of improved mental health and emotional wellbeing.

Collaboration across services including public and third sector will facilitate a whole system approach and provide inclusive services for all those children, young people and families who may need them, rather than specialist interventions for specific groups.



Figure 1 NEST diagram showing key areas, stakeholders and themes around early support and prevention.

Cardiff Children's Services place a strong emphasis on the importance of working together in partnership. We recognise that Public and third sector partners including teachers, health practitioners, doctors, nurse, allied health professionals, mental health practitioners, social workers, youth workers, third sector practitioners, early years practitioners and play workers will work together to deliver a joined-up approach to enable the right conversations to take place at the right time, between the right people and for solutions to be found at the earliest possible stage, particularly for the most vulnerable children and families.

This commissioning strategy, and the work that follows will be an expression, in practice, of this vision for partnership working. Joint planning and delivery with our partners is essential to delivering the best outcomes for children.

Cardiff – A Child Friendly City

Cardiff is one of five Cities in the UK developing, in partnership with UNICEF UK, as a 'Child Friendly City'. This means we place the rights of children and young people at the heart of all our policies and strategies; we involve children and young people in decision-making and commit to addressing barriers, which limit their lives. This development will involve all partner organisations placing Children's Rights at the centre of the commissioning approach.

Working with Providers

This strategy also signals the ongoing desire of Cardiff Council to work collaboratively with providers to ensure an open and mature relationship. This proactive dialogue will engage providers in the development of key aspects of commissioning and enacting the Welsh Governments not-for profit vision, including the development of future provision and the analysis of current needs. They continue to have an important perspective to bring to the shaping of future provision.

Children's Commissioning Consortium Cymru (4Cs)

Cardiff is a member of this important national consortium which is a strategic commissioning alliance between Welsh Local Authorities to support commissioning needs in respect of fostering and residential homes for children. Where it makes sense, Cardiff will be a key partner in developing regional and national solutions for children's provision.

Foster Wales

Foster Wales was launched in July 2021. It is the nationwide collective of the 22 Local Authority fostering teams. Its objectives include:

- Co-ordinating national and local foster care marketing and recruitment.
- Managing and using the fostering National Performance Management framework.
- Coordinating national retention initiatives such as the National Commitment.
- National workforce improvement initiatives such as foster care Learning and Development.
- Continuing work in respect of harmonisation of foster carer payments.
- Promoting best practice standards and quality improvement across the sector.
- Foster Wales has a close working relationship with the National Adoption Service (NAS).

The Vale, Valleys and Cardiff Adoption Collaborative

This is a collaboration between Cardiff, the Vale of Glamorgan, Rhondda Cynon Taf (RCT) and Merthyr Tydfil Local Authorities. It delivers all the functions related to securing and supporting permanence adoptive families for children when an adoption order is the care plan endorsed by the Family Court.





What key Stakeholders told us?

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This section sets out the messages received from key stakeholder regarding our Children Looked After.

What's important to Children and Young people?

From the information gathered from the consultations, surveys and engagement exercises with children and young people in care, key messages have been identified as follows:

- Children and young people told us that they want us to act on what they have already told us.
- They do not like the term 'placement' or 'unit'. They want a place they can call 'home'.
- They want somewhere they can make their own decisions about how it looks. A place that is their sanctuary and comfortable.
- Children want to feel included and understand why they are in care.
- Young people want regular review of contact arrangements.
- They want to understand why decisions have been made.
- Children and Young people want to be trusted and feel involved in activity planning.
- When care planning they want staff to be aware of gender differences.
- They want more opportunities to benefit from being in the outdoors.
- They want better access to mental health services.
- They want to build relationships and a sense of family.
- They want at least one strong enduring and dependable relationship, so that they can unload, unpack and process the things that cause them stress.
- Most children and young people have good relationships with their carers.
- The vast majority feel safe in their setting.
- Most feel positive about their futures.
- They want to have a secure future when they leave care. To earn a decent income, have independence and the things they never had, but are worried about the cost of living. They want to be able to care for themselves.
- They would like access to the internet.
- They want their belongings to be kept safe when they move between homes and never placed in bin bags.
- Most children and young people want to stay in their local area.
- They want to remain close to their families, friends and local communities.
- They want to remain in contact with carers after they have left for ongoing support.
- They want to feel like their peers and not stand out or be stigmatized by their experiences.
- They see school and college as a positive. It is a place where they can just be a teenager like everyone else, talking about and doing teenage stuff, getting up to everyday mischief. Whether a good or bad teenage experience, it is the same as those around them.
- The new Corporate Parenting Strategy was launched during the 2021 setting out five key priorities based on the views and experiences of children looked after. They are:
 - Improving emotional wellbeing and physical health.
 - Better connections, improved relationships.
 - A comfortable, safe and stable home whilst in care and after.
 - Educational Achievement, Employment and Training.
 - Celebrating our children and young people

There are some important themes within these messages which need to inform our commissioning strategy going forward. These themes could be summarised as 'meaningful involvement', 'having positive experience', 'their emotional well-being' and their desire to 'stay close to home'.

We have used the following engagement mechanisms to understand the views of children and young people:

- Bright Spots Survey of 255 children looked after (September 2018)
- Cardiff Council Social Services Annual Report consultation (April 2019)
- Consultation with children and young people living in Cardiff Council Residential Provision (May 2019)
- Child Friendly City Consultation (July 2019).
- Corporate Parenting Strategy Consultation (September 2020)
- Corporate Parenting Advisory Committee engagement with Bright Sparks (2021)
- Bright Sparks Participation update to the Corporate Parenting Committee (September 2021)

What our providers tell us?

The Council has been engaging individually and in workshops with Fostering and Residential Providers.

The overriding message was a willingness to work even more closely in partnership, with the Council. A number of important messages emerged through the discussions:

- Providers have a range of experience, skills and knowledge that can help in the development of services.
- There is a willingness to engage in shared learning and development.
- There are opportunities for us to link up engagement with children and young people.
- There is a shared challenge on recruiting Foster Carers.
- Providers would like a more planned approach for young people leaving care.
- A need for an ongoing dialogue.
- Providers want to understand how needs and demand is changing.
- Some children and young people have more complex needs and they need to understand this further.
- There could be further improvements in the placement process.
- The importance of the partnership between the Council and Providers.
- Providers are willing to consider alternative commissioning arrangements including providing services into Council owned buildings.
- Significantly, they told us they are finding it difficult to secure properties within Cardiff. Properties must be:
 - Capable of meeting needs,
 - Meets the requirements of the provider's asset management strategy,
 - Conforms to the Welsh Government's Standard Viability Model and Acceptable Cost guidance,
 - Be capable of being developed to comply with statutory Housing and CIW requirements.
- This is even more difficult in Cardiff than surrounding areas as the housing market is so competitive.
- During the year there have been a number of external provider performance issues and providers entering escalating concerns. Some of those issues were as a result of COVID-19 and its impact on staffing.
- Some placement searches are returning zero providers in response to tenders for individual children.

This feedback clearly shows the market of providers wanting to engage in an ongoing dialogue with the Council, looking at shared challenges and looking for solutions that best meet the changing needs of children and young people in Cardiff.

Our vision is to have a vibrant provision in Cardiff able to meet the changing needs of our children and young people in a flexible and responsive way.

What our Staff tell us?

Engagement with staff has further helped in terms of understanding the changing needs of our children and young people. Key messages included:

- Demand is increasing.
- It is more difficult to find suitable homes for our children and young people.
- There are more sibling groups needing support.
- Some children and young people have more complex needs.
- We want to be able to offer more support to families.
- We want to help bring families together again.
- We need to improve our processes.
- Priority areas for engagement with providers include: teenagers, sibling groups, step down from residential, disabled children and Unaccompanied Asylum-Seeking Children.





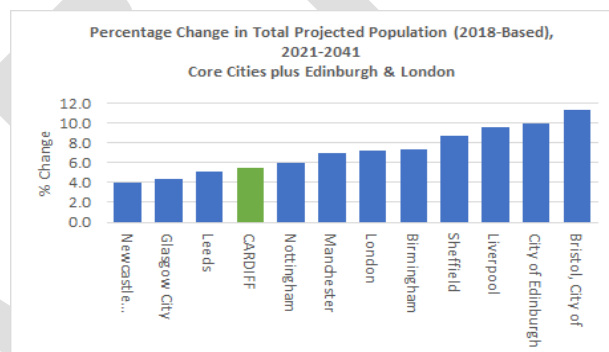
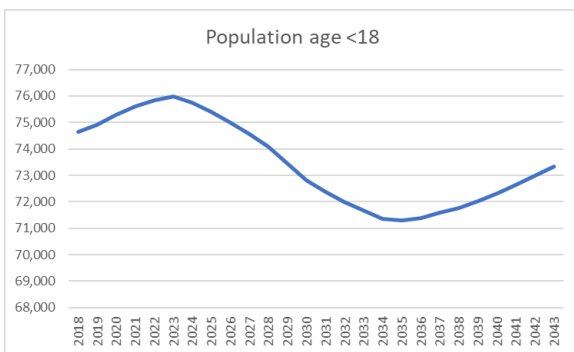
What the data tells us?

In this section we will review some of the key data related to Children Looked After in Cardiff.

Cardiff's population is changing

At the time of writing the last version of this strategy, Cardiff's population was expected to increase faster than other City in the UK, including a sharp 18% increase in the population of children and young people over the next 20 years.

This is no longer the case. Projections now indicate that the recent downward trend in births (2010 – 2020) will continue for approximately the next 10 years, and then follow a slight upward trend.

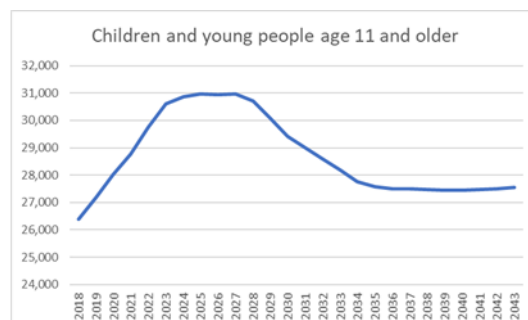
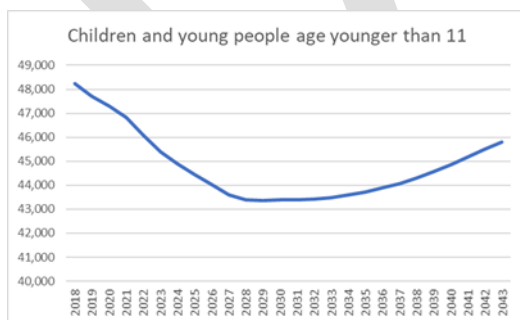


Source: 2018-based projections for local authorities Welsh Government

The number of children aged 0-18 is projected to peak in 2023 at 75,980, before decreasing to 71,295 in 2035. Increasing to 73,345 by 2043 (2018-based population projections). Remaining lower than the current population.

The projections are likely to reflect decreasing fertility, along with increased life expectancy, meaning that older people remain living in Cardiff properties for longer.

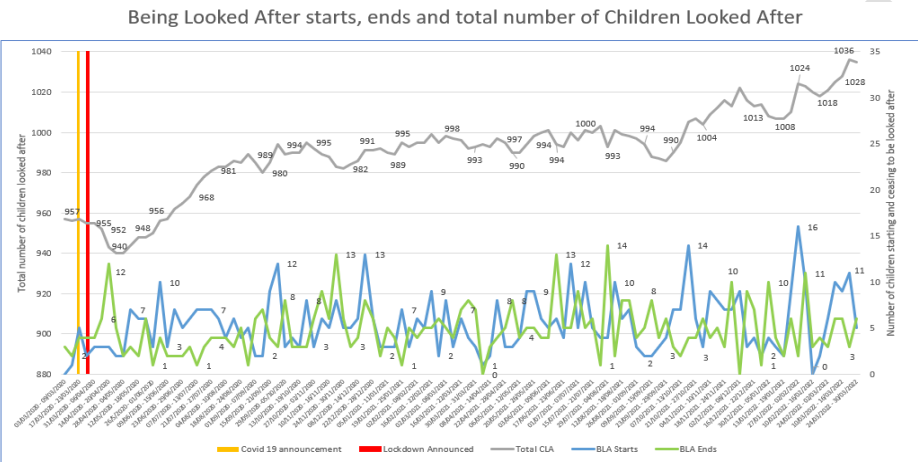
However, it should be noted that there is variation within the age-bands which make up the population of children and young people. Charts below show that whilst population size-based demand from primary school aged children is likely to decrease in the coming decade, a peak in population of secondary school aged children and young people aged 11 to 18 is likely to extend until 2028. These are children born before the fertility rate decreased.



The projections do not take into account the as yet unknown impact of Brexit and the Pandemic. The figures may therefore be subject to further revision as those events are incorporated into population trends over time.

Rates of children looked after

In interpreting population figures, it is important to be aware, that the rate of children who become looked after is dependent on the level of societal need, the ability of referring and safeguarding agencies to detect that need, as well as the age structure of the cohort.

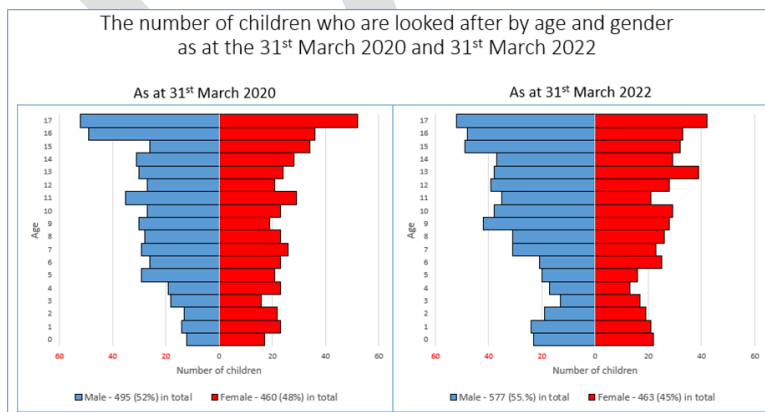


The chart above shows the difference between the number of children and young people becoming looked after and those ending being looked after between March 2020 and April 2022.

The net result was a period of increase in the total number of children looked after during the first wave of the pandemic (a societal crisis), followed by a period of relative stability between October 2020 and October 2021 (whilst society remained under restrictive measures). Numbers have increased again over the latest period since the end of 2021.

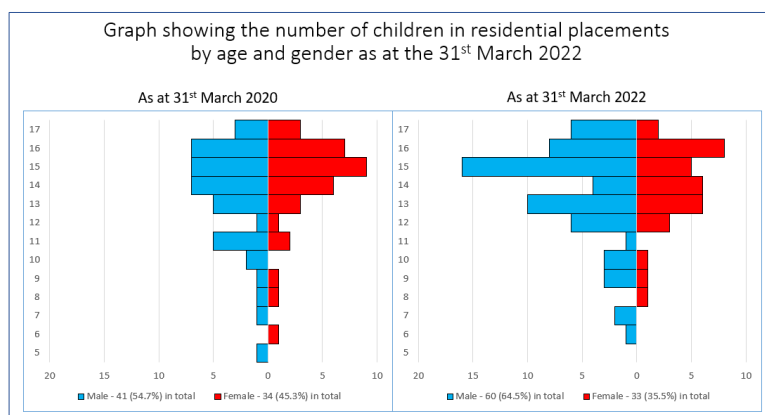
It is reasonable to infer this recent increase is in part a consequence of the accumulated impact of the pandemic being felt within families, and children returning to settings where referring and safeguarding professionals have been better able to identify children in need of care and support. But also potentially reflects demand from the increasing population size noted above.

In inferring placement demand from population projections, the profile of looked after children shown in the charts below, suggests it is the pattern of population growth for children and young people aged 11+ that is most significant. This is even more evident when looking at the age profile of children in residential placements.



The number of looked after children has increased by 85 or 8.9% over the last 2 years.

This is consistent with what we know about Cardiff's overall population trend for children and young people, along with what we would anticipate in relation to the impact of the pandemic.



Boys make up the majority of the increase in numbers of children looked after, with an increase of 82 or 16.6%.

The number of boys in residential placements has increased from 41 (54.7%) to 60 (64.5%) over the 2 year period

Looking at the age structure of looked after children, together with the population projections for 11-18 year olds, the data suggests that the peak in demand for looked after placements, based on population size alone, might not be reached until 2023 and extend until 2028.

Further impact of the pandemic, as well as increasing societal influences on mental health, and the cost-of-living crisis have the potential to result in even higher rates of Adverse Childhood Experiences (ACEs). Should public services not be able to mitigate these factors, they are likely to result in further increases in the rate of children being looked after, beyond those indicated by the population projections.

Whilst some of that impact is likely to be felt in the near future, there is potential that some of the demand might not become evident until some years in the future, thereby extending the peak beyond 2028. This is because adverse experiences accumulate over time.

The Long-term Impact of the Pandemic

The most robust evidence we have in relation to the impact of the Pandemic is from the Welsh Government's Technical Advisory Group. Its paper 'Five Harms Arising from Covid-19: Consideration of Potential Baseline Measures'; 9 July 2021 states:

"Studies suggest that some of the impacts of the Pandemic on children and young people in particular will not become evident for some time. While the evidence is of varying quality, consistent themes include impacts on socialisation, communication, emotional and mental health, low levels of physical activity, increased sedentary behaviour, healthy eating and obesity. A review of 63 studies from previous pandemics, such as SARS in 2003, has demonstrated the potential for long-lasting effects. The length of time that children felt lonely predicted mental health problems up to nine years later, particularly depression. Children who had experienced more extreme isolation, such as quarantine, were five times more likely to require support from mental health services and experienced higher levels of post-traumatic stress. Poor emotional health in childhood is linked to long-term mental and physical health difficulties, and poor academic and occupational functioning. It is the number one predictor of adult life satisfaction".

The paper further indicated that the harm related to COVID-19 can be broadly grouped into 5 key areas:

1. Harm directly arising from SARS-CoV2 infections;
2. Indirect COVID-19 harms due to surge pressures on the health and social care system and changes to healthcare activity, such as cancellation or postponement of elective surgeries and other non-urgent treatments (e.g. harm from cessation of screening services) and delayed management of long-term conditions.
3. Harms arising from population based health protection measures (e.g. lockdown) such as, educational harm, psychological harm and isolation from shielding and other measures.
4. Economic harms such as unemployment and reduced business income arising both from COVID-19 directly and population control measures, like lockdown.
5. Harms arising from the way COVID-19 has exacerbated existing, or introduced new, inequalities in our society.

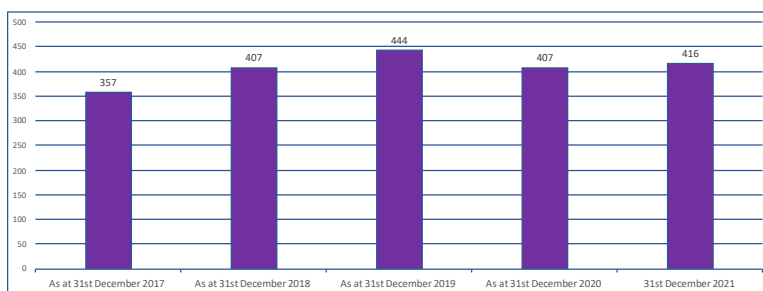
All of these areas have potential to impact on children, young people or their families, to build a toxic mixture of Adverse Childhood Experiences (ACEs).

In the context of children who have suffered additional non-pandemic related ACEs, pandemic associated events which lead to separation from a carer or relative might be particularly significant as a tipping point. Mitchell, Rosch-Marsh and Robb (2014), identified studies have shown the characteristics and backgrounds of young people in secure accommodation (our most vulnerable young people) have a number of common features including experiencing multiple losses and separation from a parent or significant care giver.

Disabled Children

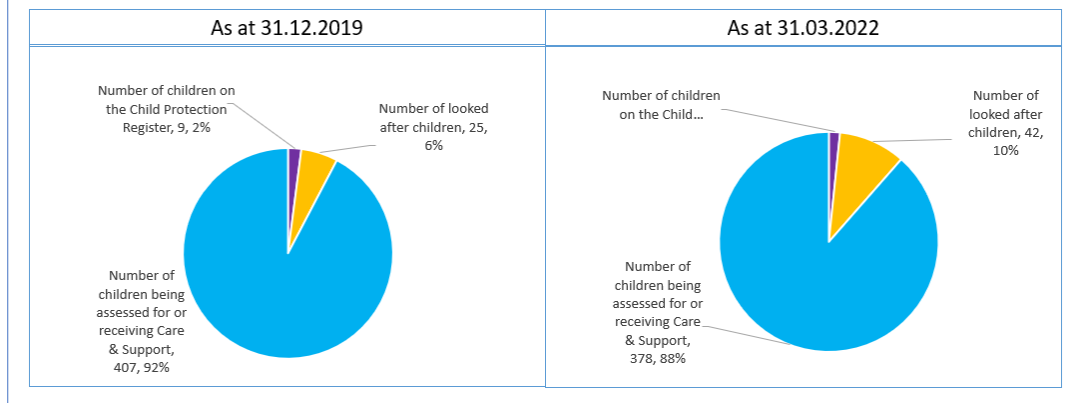
The effect of the pandemic is particularly notable on the population of disabled children and their families. The charts below, show that the cohort of disabled children known to Children's Services has remained relatively stable over the period, but the numbers of children who have become looked after has increased by 68% from 25 to 42. It is well noted that the effect of the pandemic has been particularly severe on disabled people.

Number of children on the Child Health & Disability caseload over the last five years



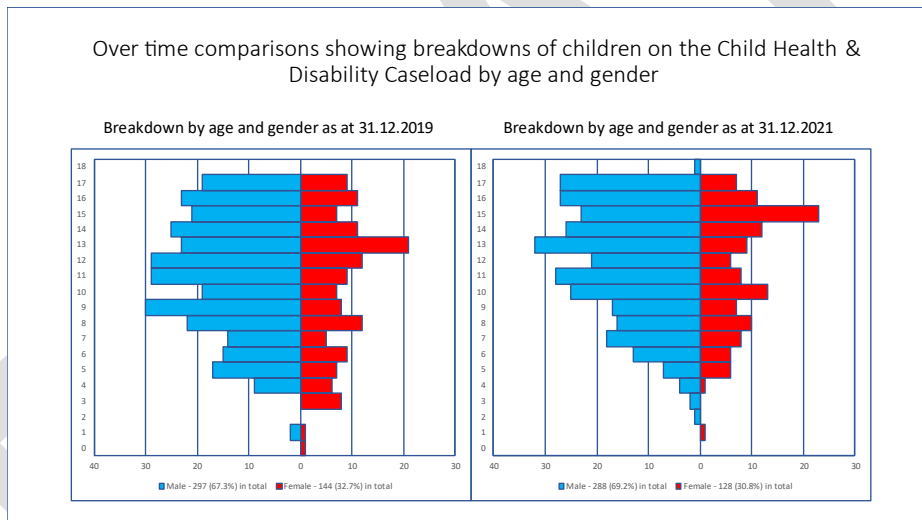
The number of children on the Child Health & Disability Team's caseload has increased to 427 as at the 31st March 2022

Breakdown of Child Health & Disability caseload by whether on the Child Protection Register, looked after or being assessed/receiving Care & Support



The number of looked after children on the Child Health and Disability Team caseload has increased from 25 to 42, 6% to 10% of the caseload, over the last two years. This equates to a 68% increase in looked after children.

Age profiles show similar patterns as for the general population, of increasing rates of being looked after as children get older.



Unaccompanied Asylum-Seeking Children

Unlike the general trend in rates of looked after children known to Children’s Services, rates of Unaccompanied Asylum-Seeking Children are not affected by numbers of local births or rates of local Adverse Child Experiences, but are affected by global factors which lead people from other countries to seek a safe home in the UK.

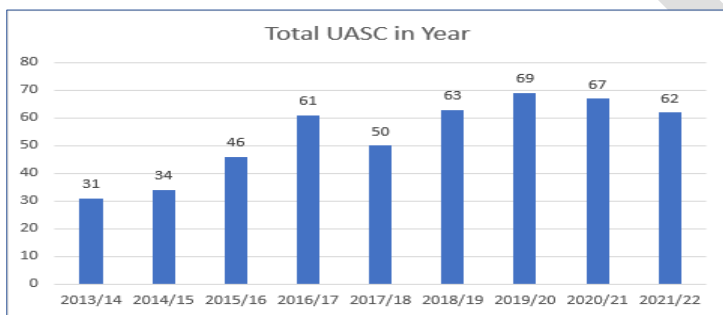
Unaccompanied asylum-seeking children can arrive in Cardiff via a number of routes. One of the most common routes is spontaneous arrival. These young people usually present at the Home Office or in the police station looking for support because they are unaccompanied children.

Some others, but not many, are dispersed to Cardiff by the Home Office as adults but claim that they are under the age of 18. Occasionally, the local authority will agree in these instances to undertake an age assessment.

Another route of arrival is through the National Transfer Scheme. This has operated on the basis of a rota system since July 2021 under the then voluntary scheme and from December 2021 under a mandatory scheme. Regions and nations take it in turns to assume responsibility for unaccompanied children. A weighting system determines the number of children each local authority can expect to receive. Allocations may be made up to a threshold of 0.07% of the local authority's general child population. But this is not a 'cut off' point. While transfers generally operate within the framework of the rota, local authorities retain the flexibility to agree transfers outside their turn, where a particular placement is in the best interest of the child, for example where a child may have a family connection. Where such a transfer takes place, this is considered as part of the receiving authority's allocation of placements under the next cycle.

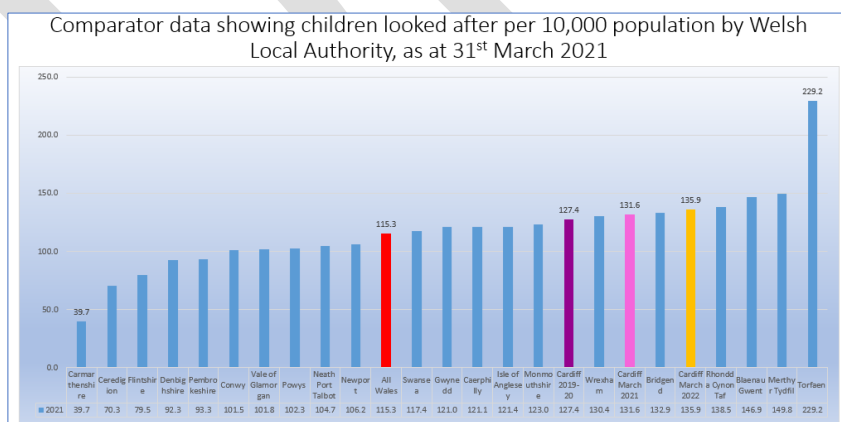
12 Unaccompanied Asylum Seeking Children were placed by Cardiff under the mandated National Transfer Scheme during 2021/22 with many being placed prior to this. There were a total of 38 being looked after at the 31st March 2022. The youngest four were aged 15 years of age. The other thirty-four were aged 16 and 17 years old.

The following chart shows the number of unaccompanied asylum-seeking children who were placed in Cardiff over the last nine years. The number doubled between 2013/14 and 2016/17 and have remained approximately steady since. For the reasons explained above, it would not be appropriate to project demand for placements forward based on previous trends.



Comparison to other Welsh Local Authorities

This graph shows the number of looked after children per 10,000 population compared to other Welsh Local Authorities as at 31st March 2021.



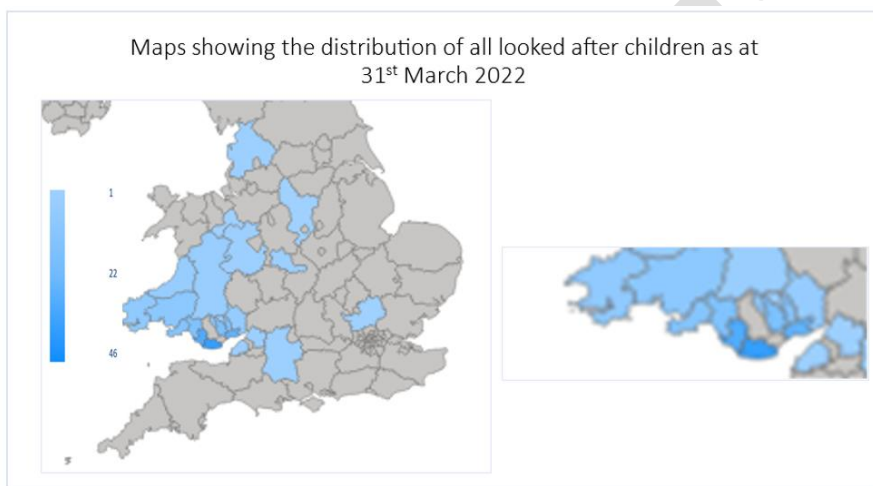
Cardiff figures for March 2020 and March 2022 are included as a comparison, our numbers per 10,000 are increasing, however Cardiff is not an outlier with 135.9 per 10,000 currently. Rates are in excess of the Wales average, but this is not unexpected given the area's city demographic.



Current Provision

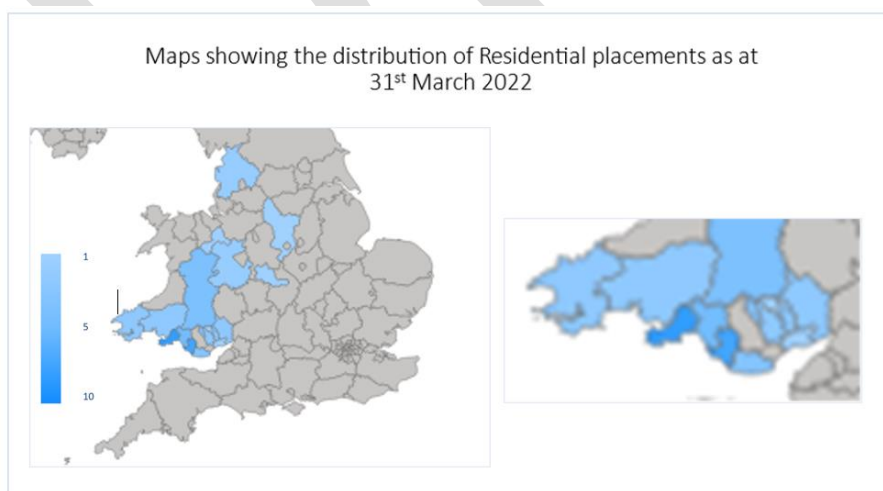
Where do Cardiff Children and Young People live?

At the end of March 2022, 64.6% of children looked after lived in Cardiff whilst 35.4% were living out of County. The map below shows the vast majority were placed within South Wales local authorities, but some were placed further away in England.



Living closer to home has many benefits including maintenance of family and friendship relationships, remaining close to their communities, being able to attend local schools and access health services. There are circumstances where it is appropriate for a child or young person to live away from Cardiff, where they are placed in kinship placements with members of their family, or where it is not safe for a child to be placed close to home. Some of our placements have however been a result of a lack of placement availability or due to the location of a specialist placement setting.

At the end of March 2022, 25% of children living in residential placements were living in Cardiff, whilst 75% were living out of County.



Our aim is to year on year see more of our children and young people living closer to home.

What kinds of Homes?

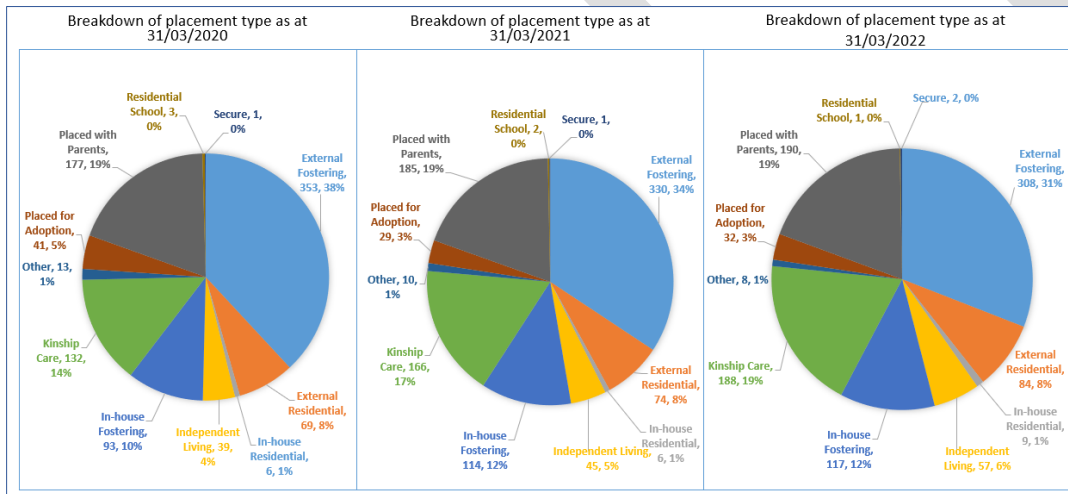
The pie-charts below shows the type of homes our Children Looked After are living in.

They show there is an increasing number of children and young people living with their own families or with people connected to their own families, 'placed with parents' or in 'kinship' arrangements.

They show rates of in-house fostering are increasing (from 93 in 2020 to 117 in 2021) and use of external fostering is decreasing in both relative and absolute numbers (decreasing from 353 (38%) in 2020 to 308 (31%) in 2022). It is important to note that this is in the context of an increasing number of children looked after.

The rate of external residential has remained a constant proportion but increased in numbers from 69 to 84 over the three year period. Numbers of children in in-house residential have increased by a third from 6 to 9. This reflects the addition of two new properties to the Council's children's home portfolio.

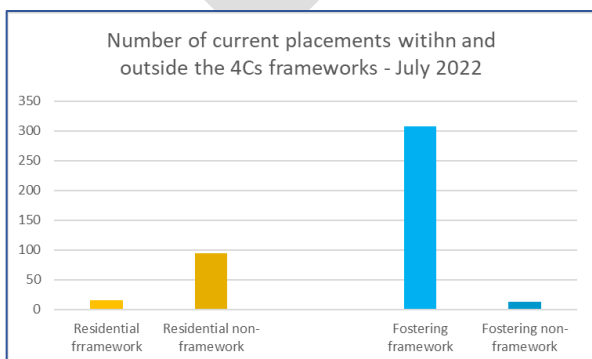
Rates of Independent living have increased from 39 to 57 young people.



How these placements are commissioned

The Children's Commissioning Consortium Wales (otherwise known as 4C's) manages the All Wales Fostering Framework (2016); the All Wales Residential Framework (2016) and the All Wales Residential Flexible Framework (2019) on behalf of Welsh Local Authorities which are part of the syndicate. Cardiff has been a member since its inception in 2012.

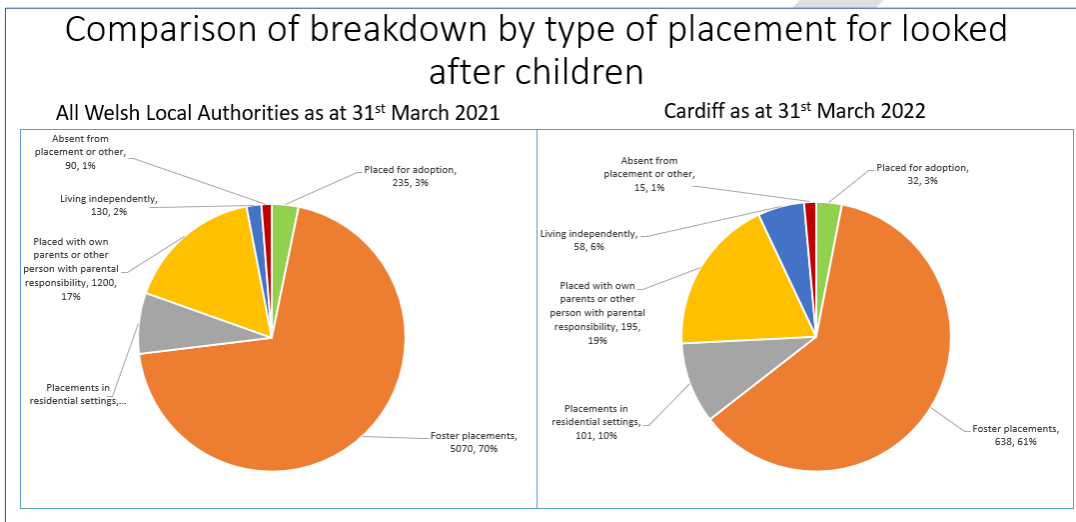
The Frameworks have been negotiated by 4Cs with providers on behalf of the consortium, to maximise the benefit of standardised contracts, terms and conditions, and purchaser economies of scale. There is however a cost to providers to become registered on the frameworks.



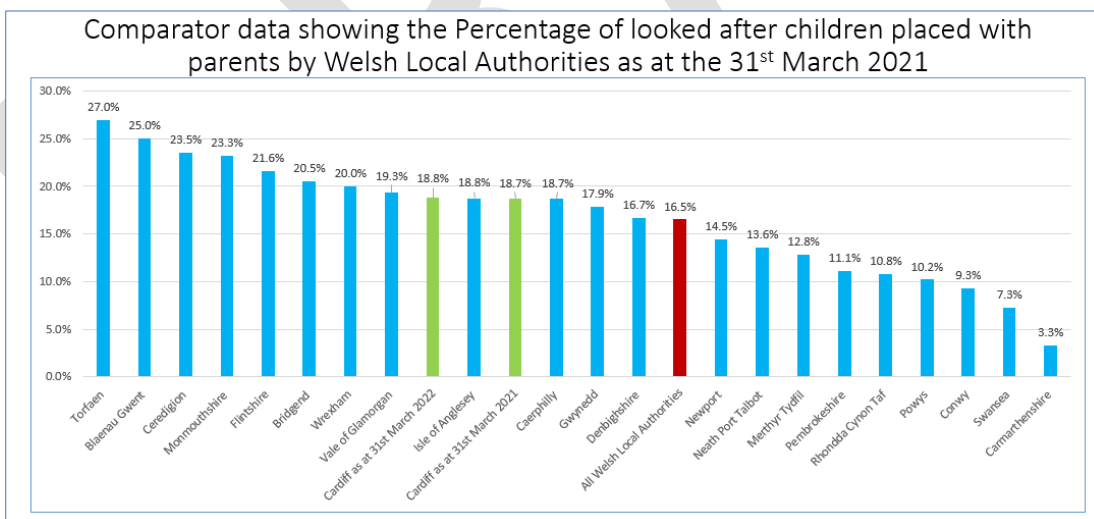
The chart above shows that whilst 96% of children are placed with fostering providers signed up to the framework, only 16% of children are placed with residential providers signed up to the framework. This reflects the relative strength of supply and demand forces across the two sectors, along with residential providers preference to develop local arrangements.

How does this compare to other Welsh Local Authorities?

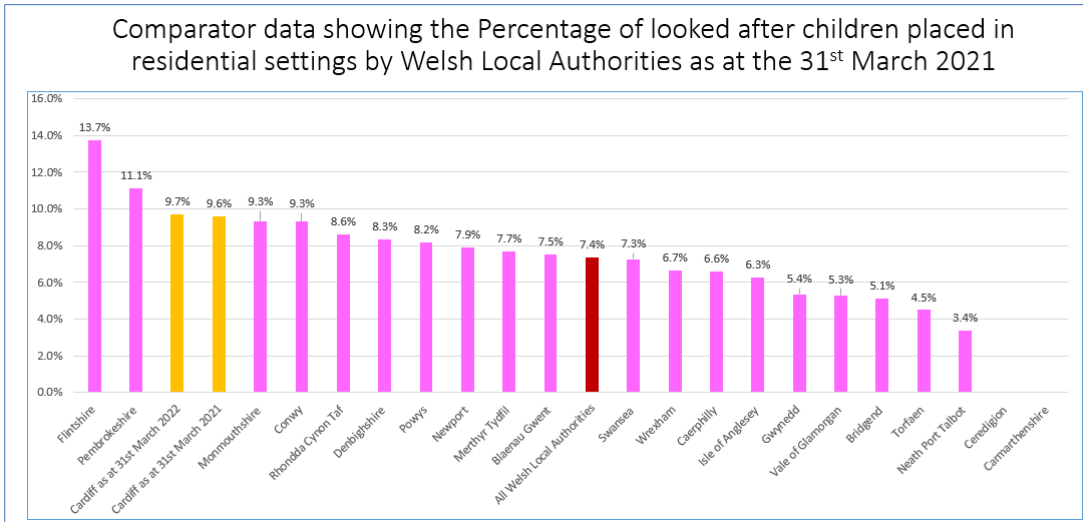
Cardiff has 2% more children placed with parents, 4% more Independent Living placements and 3% more residential placements than the percentage for Wales. All Wales figures indicate 9% more children are placed in foster placements across Wales compared to Cardiff's rate.



The chart below shows that Cardiff sits slightly above halfway in the rate ranking of Welsh Local Authorities Looked After Children Placed with Parents.

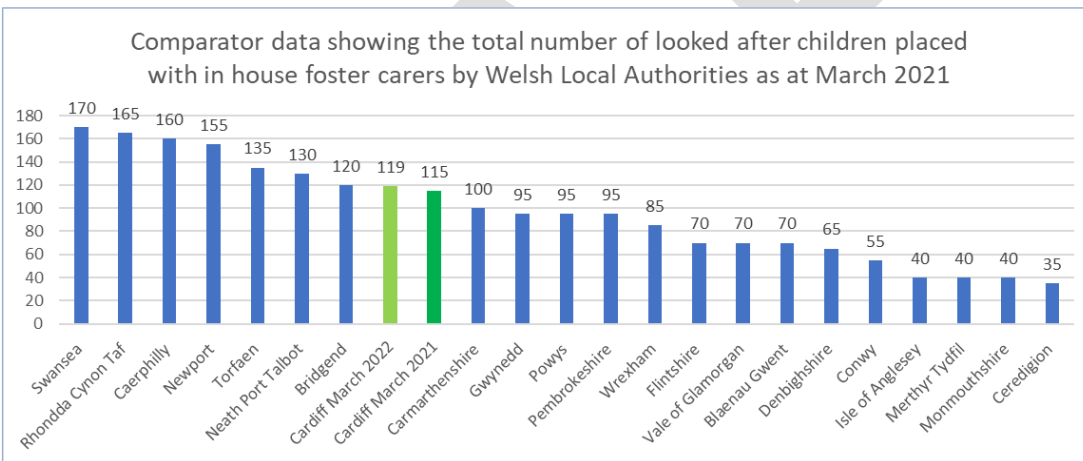


Cardiff has towards the highest rates in Wales of Looked After Children Placed in Residential Settings. Although this is only 2% higher than the Welsh Average.



*Please note, these figures do include Child Health & Disability Team's placements.

Cardiff is at the lower end of the upper third of the Welsh ranking of number of Children Placed with In-house Foster Carers.



Focus on Residential Placements

In alignment with the preference of the First Minister, set out in the Welsh Government's 'Removing Profit from the Care of Looked After Children' Programme Board Terms of Reference, for the initial scope of the work to focus on private profit in relation to children's care homes, this section focuses on Residential placements.

Future six monthly updates of this Cardiff Placement's Strategy will add further detail in relation to independent sector foster care, supported accommodation for care leavers and care at home for disabled children, in alignment with the phasing of that Welsh Government's programme.

The chart above (at the beginning of the What Kind of Homes Section) shows that residential placements have remained a constant proportion of total placements over the 3 year period at 9% (8% external, 1% in-house).

Absolute number of children have increased in external residential settings from 69 to 84, but given the consistency in the percentage, this is most likely to reflect the increasing size of the population of looked after children rather than a shift in dependency.

In house residential provision has increased from 6 to 9 children between 2019 and 2021. This is because we have increased our children’s home capacity with the launch of our Assessment Centre and Pop Up Pop Down emergency accommodation.



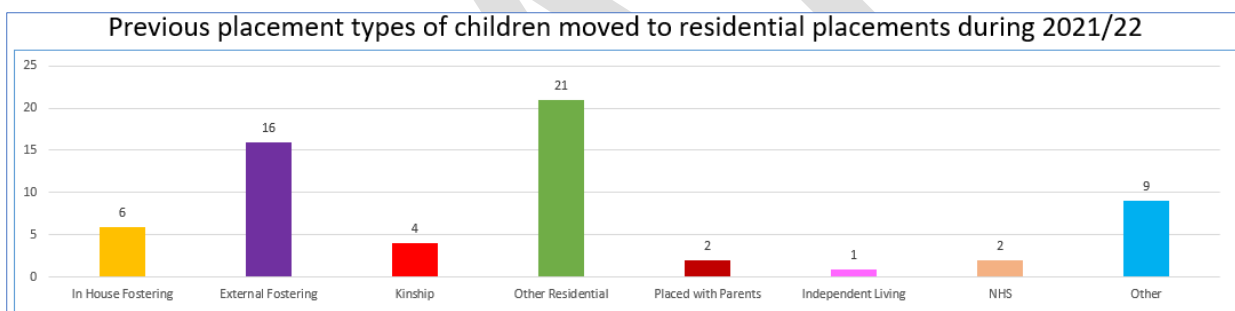
Assessment Centre

Emergency Accommodation

Existing residential provision

We have continued working with local residential providers to secure an additional 4 residential beds in Cardiff during 2021-22. This builds upon work in previous years to attract independent providers to the area, so that we can place more children close to home.

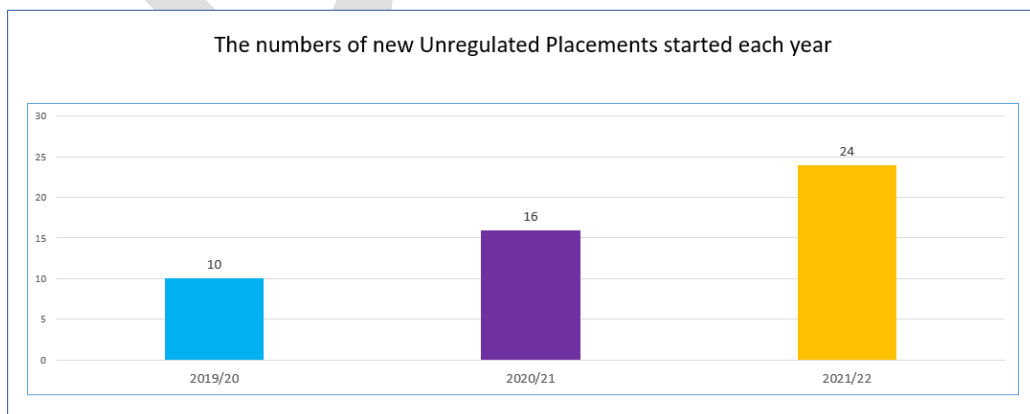
The majority of moves to residential placements (21) have been from another Residential placement (34%), whilst 16 (26%) have been from external fostering placements in the last year.



It should be noted that 2 placements were directly from the NHS.

The issue of increasing complexity can also be seen in that one 5-10 year old was placed in residential care at the start of being looked after (aged 9).

The increasing number of unregulated placements shown in the chart below, also indicates that it is becoming progressively more difficult to find providers for children with the most complex emotional mental health need within or outside Cardiff.



Some of these children were looked after at the time of the crisis, some had previously been known to Children’s Services, a small proportion had never been known to Social Services.

These are children requiring safe accommodation, where no provider responded to placement tenders, or upon further liaison a potential provider withdrew their offer. These placements are exceptional interim arrangements whilst regulated placements are urgently sought, until a specialist placement becomes vacant, or with a view to bringing an unavoidable bespoke arrangement under regulation.

There is an unpredictable pattern of demand noted in terms of numbers of children presenting and complexity of need, with an upward trajectory.

Some of these children require secure welfare care or are on the edge of needing it. During March, April and May 2022, there was one child in each month in secure welfare placements. There is only one Secure setting in Wales. This is Hillside in Neath Port Talbot. It can be difficult to source accommodation in a secure setting in an emergency. Cardiff children have been accommodated in Scotland as well as England.

The table below (2017) highlights that the Cardiff and the Vale of Glamorgan region has significantly lower levels of therapeutic provision for children and young people than in other parts of Wales. This means that to meet the most complex needs of children and young people there is a reliance on services away from Cardiff.

Region	General therapeutic and specialist care		Short break / respite service		Disability only	
	Beds	% of region	Beds	% of region	Beds	% of region
North Wales	119	60%	28	14%	51	26%
West Wales and Powys	85	61%	29	21%	25	18%
Western Bay	77	73%	21	20%	7	7%
Cardiff & Vale	23	26%	28	32%	36	41%
Cwm Taf	37	70%	12	23%	4	8%
Gwent	60	76%	9	11%	10	13%

Source: Data Cymru; Childrens residential profile of Care Wales -Care providers’ statement of purpose analysis (December 2017)

This has been a key driver of our plans to add Safe Accommodation to our children’s home portfolio in 2022/23. This additional Therapeutic Children’s Home and outreach service will be part of a Joint Recovery Service which will provide an integrated response to young people requiring support to be safely discharged from hospital following an episode of emotional distress.

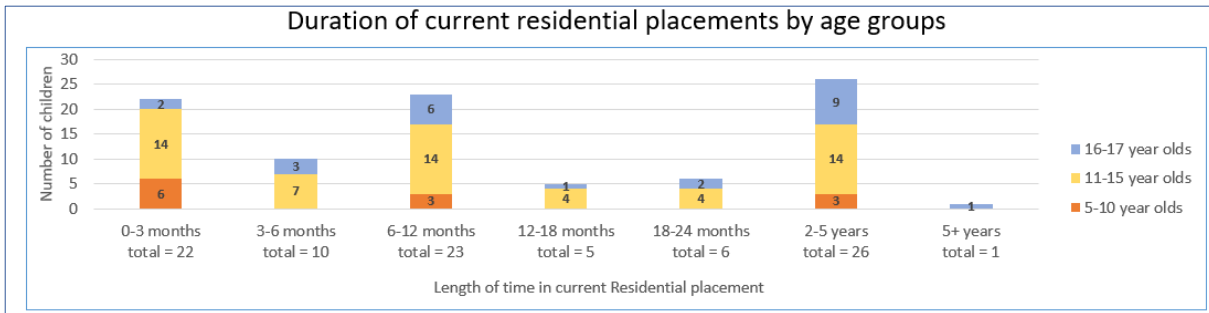
We are currently working on putting this service in place through, Short, Medium and Long-term plans, under three workstreams. The workstreams will aggregate to deliver the vision.

The first workstream will address the immediate presenting pressure, to put immediate arrangement in place to safely care for children who are subject to delayed discharge from hospital for reasons of emotional mental health. The second will tap into existing providers in the market and work with them to wrap a new Assertive Outreach Service around children. The third will commission robust long-term accommodation (a children’s home) and a permanent multi-agency workforce within the next financial year.

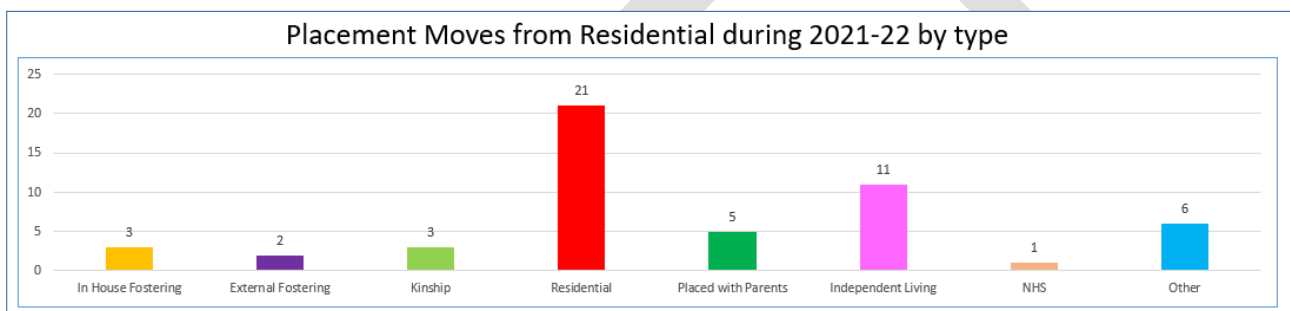
This aligns with work we are doing to adapt the North Yorkshire Model to develop a ‘Right Place’ model for Cardiff, using a No Wrong Door approach. This will link professionals across agencies to

support children across residential, fostering, edge of care, and leaving care settings.

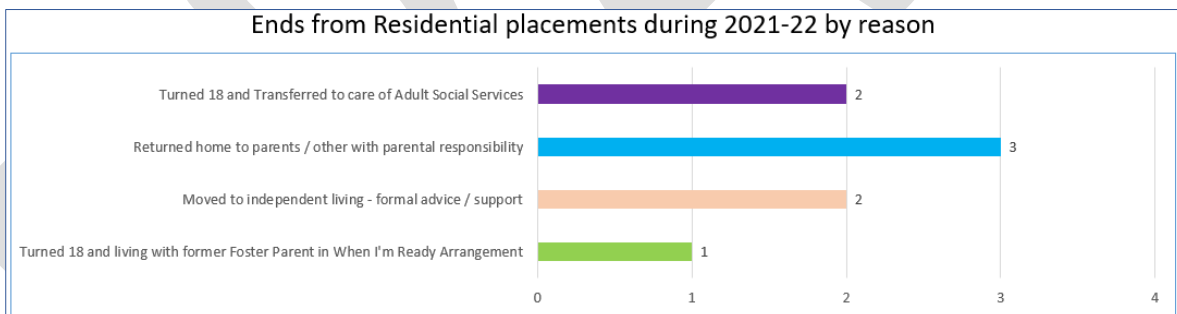
Of all children looked after in residential placement, 28% (26) of children have been in their current placement between 2 and 5 years, 25% (23) have been looked after for 6-12 months, and 24% (22) have been looked after for 0-3 months.



Just one, a 17 year old has been in their residential placement 5 years or more.



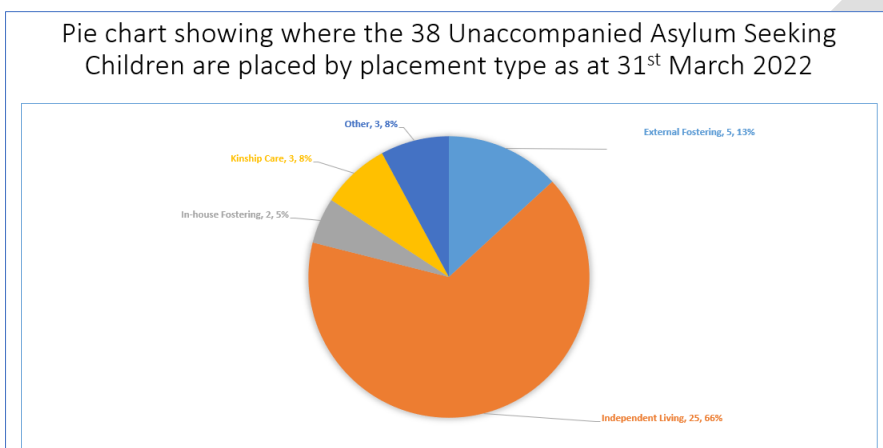
The majority of children (21) who moved from one residential placement moved to another (40.4%), mirroring the moves into residential, whilst 11 (21.2%) moved to an Independent Living placement.



Of those who left care from Residential, 5 (62.5%) turned 18. 3 (37.5%) returned to live with a parent / other person with parental responsibility.

Overview of placements for Unaccompanied Asylum-Seeking Children

Of the 38 Unaccompanied Asylum Seeking Children being looked after at 31st March 2022. The youngest four aged 15 years were placed in 1 kinship placement, 1 in house foster placement and 2 external fostering placements. The other thirty-four 16 and 17 years olds were living in the remainder of placements shown below. The majority were placed in semi-independent living.



It should be noted that not all unaccompanied asylum-seeking children who are placed in a local authority remain to take up long term placements. If the receiving local authority concludes from its own age assessment that the individual is an adult, they will cease to be eligible for support from the local authority. Young people who are awaiting an age assessment tend mostly to be placed in independent living accommodation until their age assessment is completed. Their numbers are small.

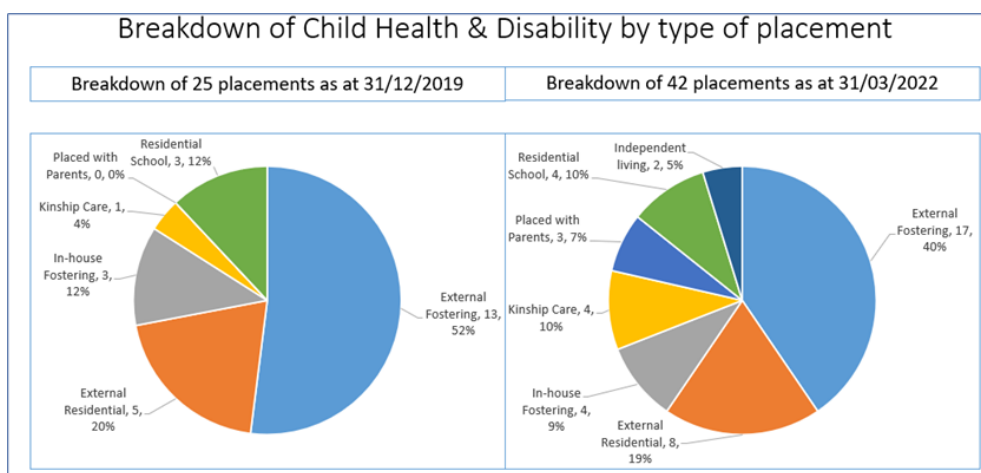
In planning future placement capacity for this group of children and young people, the fact that the majority of these young people are aged 16 and 17 years old along with the need to place those awaiting age assessment with a risk assessment, means that demand is likely to mainly be for semi-independent and independent living placements with floating support. We have worked with the Salvation Army to open a 6-bed unit specifically for unaccompanied asylum-seeking children. This is now full to capacity since its opening in April 2022.

Overview of Child Health & Disability Placements

Trends in placements for disabled children should be interpreted with care, due to relatively small numbers. Relatively small changes in numbers can result in relatively large changes in rates.

The chart below shows the majority of disabled children were placed in foster care at the end of March 2022. Since 2019 there has been an increase in the proportion of disabled children being placed with kinship carers or placed with parents. This is reflected in a decrease in the proportional use of external foster care.

There is a proportionally higher proportion of disabled children in residential or residential school placements than non-disabled children (29% compared to 9%) at the 31st March 2022. This reflects the increasing complexity of need among this group of children. The number of children has increased since 2019 from 8 to 12.



Overview of Supported Housing

In October 2015 the Young Person’s Gateway was launched in Cardiff, to offer housing solutions for young people aged between 16 and 21. The Gateway enables young people aged over 16 years to access mediation services, supported housing and specialist floating support services.

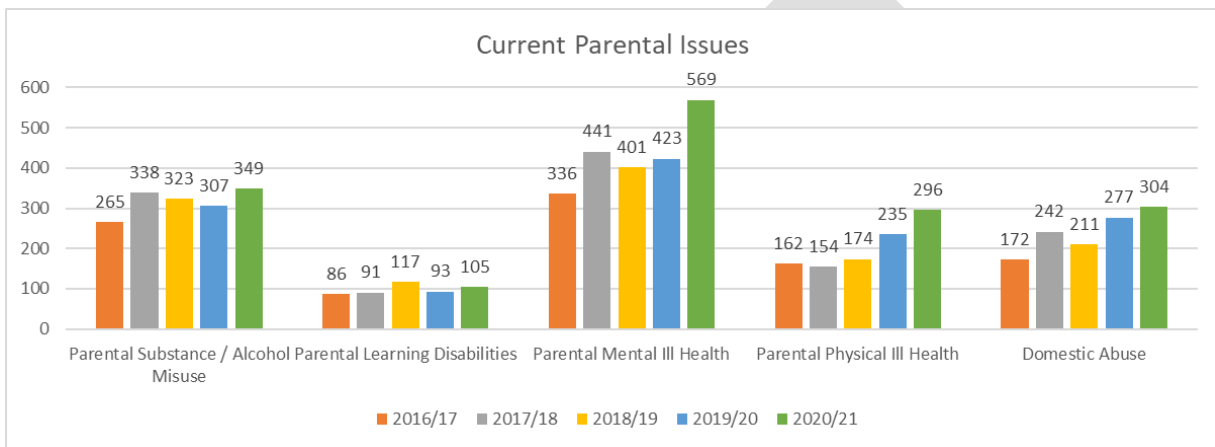
The service is available to young people to whom the Council has a duty through social services or homelessness legislation. During 2021/22 we worked with colleagues in Housing to secure an additional 15 Young Person’s Gateway units in Cardiff, with more due to come on stream in 2022/23.



Needs Analysis

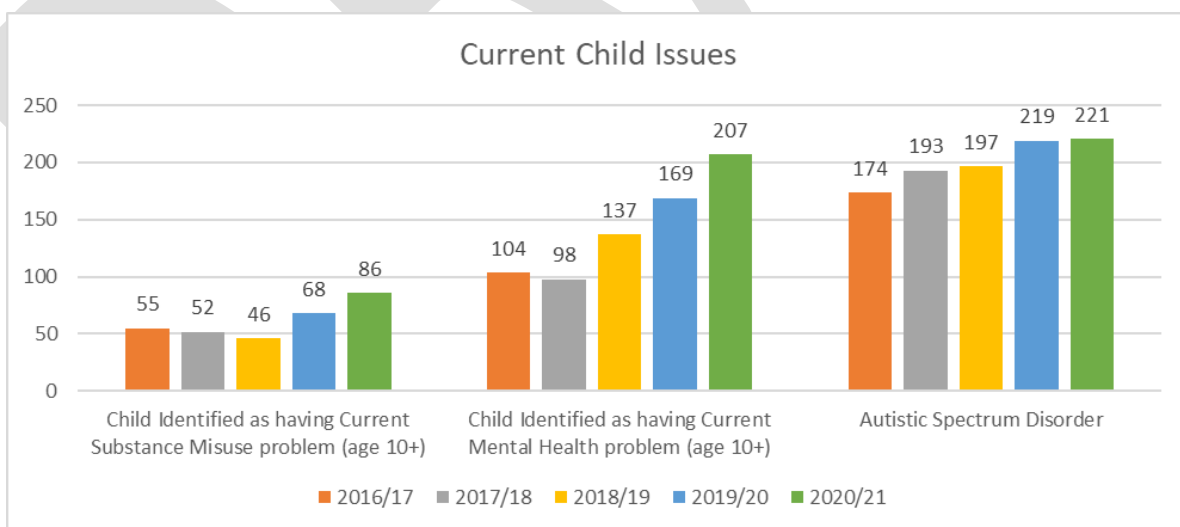
Children Receiving Care and Support

The two charts below highlight the key challenges facing families evidenced in the 'Children Receiving Care and Support Census'. There are some important messages.



For parents there are consistent issues regarding their mental health, use of substances, and experience domestic abuse. Parental physical ill health is becoming an increasing issue.

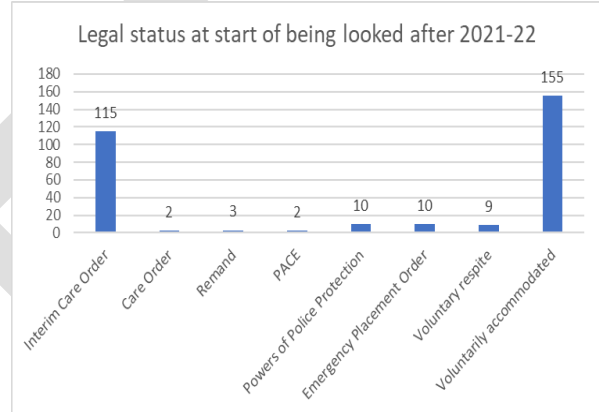
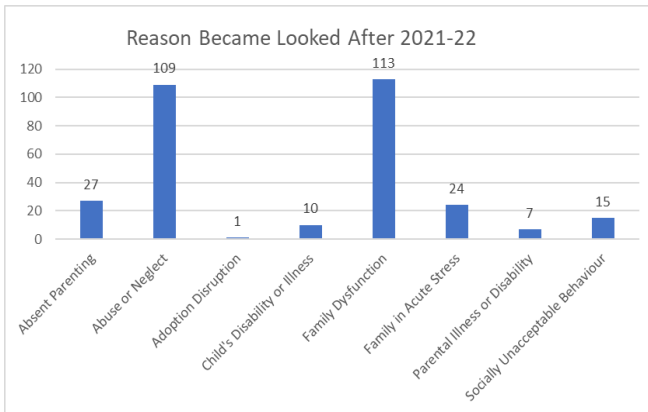
For our children there are also issues regarding their substance misuse and mental health needs. The number of children and young people with autism is much more significant an issue than at the time of writing the previous strategy.



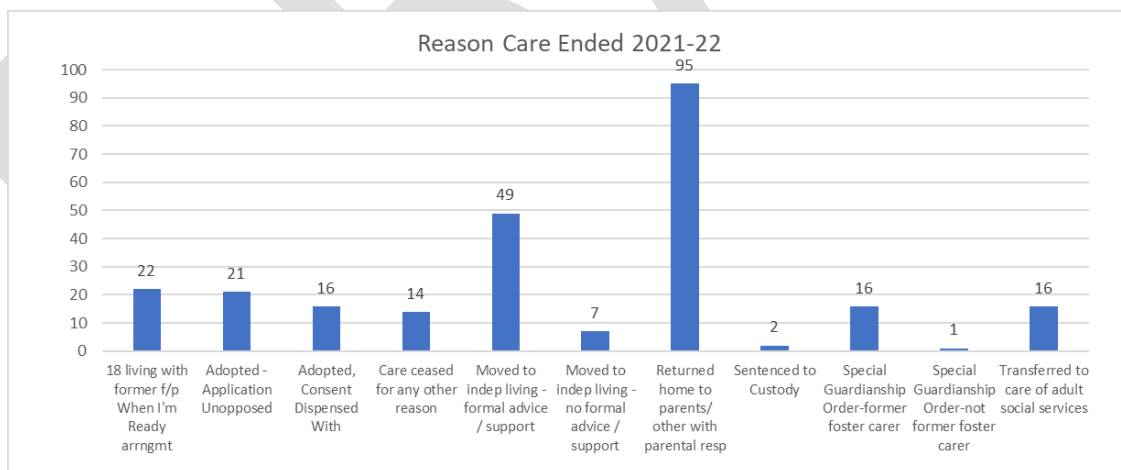
Reasons Children Became Looked After and Reasons Care Ended

The following charts show the majority of children and young people became looked after in 2021/22 for reasons of family dysfunction, abuse or neglect (37% and 36% respectively). 9% were for reasons of absent parenting. 8% for reasons of family in acute stress. 5% for reasons of socially unacceptable behaviour. 3% were for reasons of the child's disability or illness. No other individual category exceeded 2% of children.

At the start of being looked after, 51% of children and young people had a legal status of voluntarily accommodated and 38% a status of Interim Care Order. No other category exceeded 3%.

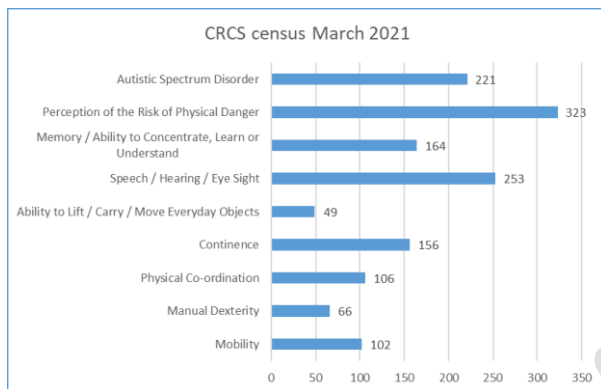


Upon care ending, 37% of children and young people returned home to live with their parent or other person with parental responsibility. 22% moved to independent living (with formal advice and support, or without). 14% were adopted (unopposed, or with consent dispensed with). 8% to live with former foster carers in When I'm Ready arrangements. 6% entered a Special Guardianship Orders with a former foster carer. 6% transferred to the care of adult social services. 1% were sentenced to custody. No other individual category exceeded 1% of children and young people.



Focus on Disabled Children

The 2021 census shows the types of need experienced by disabled children known to Children’s Services. This is important knowledge in designing service models, designing homes and informing staff training plans.



Further analysis of the needs and services provided to disabled children will be provided in subsequent updates of this strategy.

Focus on Children at Risk of Exploitation: Support for Our Children in the Youth Justice System

Some children in need of support from the Youth Justice Service remain appropriately at home with their families with support to manage contextual risk and make safer choices.

However, we know children who are looked after are particularly vulnerable to exploitation. That we need to pay extra attention to safeguard them from becoming criminalised and falling victim to those who exploit them. We also know the importance of working with young people who are in, leaving or have left custody to build their resilience and resettle them safely into homes and communities so that they do not go back into custody.

To change this, we need to work with in-house and commissioned placements, across local authority directorates and with partners to achieve a wholesale change in thinking, to better protect our young people and to avoid criminalisation.

In Cardiff, the Safeguarding Adolescents from Exploitation (SAFE) model is being embedded and a suite of SAFE tools are being used to support the process. The SAFE Operational Groups have received strong partnership support and buy in, and we are seeing improved relationships, communication and information sharing as a result. This is key to enable us to keep up to date with the ever-changing themes and trends in relation to criminal exploitation and sexual exploitation, so we can minimise the risks to young people, their families and communities.

Further analysis of the needs and services provided to children at risk of exploitation and children receiving support from our Youth Justice Service will be provided in subsequent updates of this strategy.



Key Themes from the review of 100 referrals for Residential and

Foster Care **It should be noted that this review was undertaken pre 2019.*

In order to understand the needs of our children and young people who are referred for fostering or residential services, a detailed desk-top audit took place of 104 referrals. This has identified some important key themes. Of the sample 18 were living in residential provision and 86 were living with foster

families. Of the residential homes 14 were standard residential homes, 3 non-standard and 1 was a mother and baby placement. Of the Fostering families, 64 were standard family placements, 9 were for solo carers placements, a further 9 were for sibling placements, and 4 were mother and baby placements.

In terms of their demographics:

- 50 were female and 54 male. 19% were aged under 5, 17% were aged between 6 and 10, and 45% were between 11-15 years old, and 17% were over 16.
- In terms of ethnicity 68% were categorised as white British, 12% were Asian, 9% Black and 9% from Mixed backgrounds.
- Seventy-three had English as their first language
- Five were unaccompanied asylum seekers.

There were a variety of needs evidenced in the review;

- domestic violence (8),
- unaccompanied asylum seekers (10)
- fostering placement breakdown (9)
- new born, 2 children were yet to be born and 5 were new-born. Two were cases of drug dependency.
- There were 21 cases of absconding behaviour.
- Mental health was a significant issue; Self-harm 11 cases. 7 were identified as having therapeutic care needs (3 of these were Residential placements and 4 Fostering). 6 had made threats or attempts at suicide.
- CSE was a factor in 19 cases: 7 children had experienced current or historical CSE; while a further 12 cases were identified as vulnerable to or at risk of CSE.
- 11 were identified as having substance misuse issues. In 7 of these cases cannabis was stated to be the drug abused, while others were unspecified.
- 14 had been or had shown potential to be violent, towards staff or other children.
- Special Needs: 4 were identified as having an ASD and 3 were indicated to have SEN issues.

What do our staff say regarding this mini-needs analysis?

As part of the development of this strategy, a staff focus group assured the conclusions regarding the needs of our children and young people. Broadly, they were in agreement with the broad outline of needs contained within this section with five additions. The additional issues were raised by the workforce:

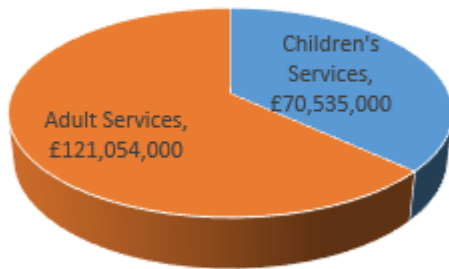
- They thought there should be a greater emphasis placed on behaviour and emotional issues being a key need especially in the 11-15 age group.
- There seem to be more sibling groups being looked after.
- They thought there were significant mental health needs being partly masked by different labels and professional perspectives.
- The needs of children and young people are complex and multi-faceted.
- Needs are becoming more complex which is reflected in the range of needs being described.

There is a great deal of synergy between the Children in Need of Care and Support Census, staff and provider views and the needs of our Children Looked After from the desktop analysis. There is a consistent picture on the range of needs.

Financial Analysis

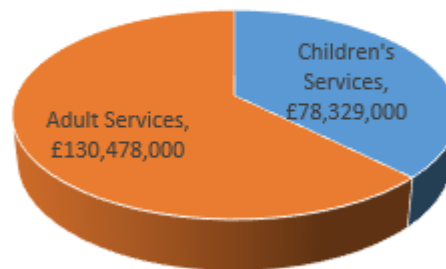
The financial support that is required to ensure that services are available and suitable to meet the needs of vulnerable families and individuals in Cardiff is significant.

Social Services Budget 2021/22
£191,589,000



Children's Services Adult Services

Social Services Budget 2022/23
£208,807,000



Children's Services Adult Services

Social Services budgets are a key element of Council costs and work has been focused in the past 12 months to increase the visibility of service performance and its financial impact. Work with corporate colleagues in the Resources Directorate has been exceptional and information based decision making is helping to ensure that the financial impact of implementing service priorities are planned from the outset.

It should be noted:

- Improved value for money has been achieved with increasing use of kinship arrangements and increased in house fostering provision reducing the dependency on external fostering providers. In particular real gains have been achieved in relation to in-house fostering provision for pre-school and primary age children.
- Cost avoidance savings of £4.5 million have been realised as a result of shifting the balance of care.
- The Joint Recovery Service has received £1.4 million from the Regional Integration Fund (RIF).

In previous years, financial planning has been based on the evidence of previous demand and likely population growth but the impact of the pandemic has made predicting demand challenging indeed. In recognition of these challenges Welsh Government have provided a temporary COVID-19 Recovery Fund to assist us to address immediate issues. We very much welcome this additional resource and our use of the Recovery Fund demonstrates our commitment in Cardiff to prioritizing the needs of children, young people and their families and those that care for them.

Additional financial information and analysis, including that relating to the cost of implementing our plans will be provided in the next six monthly update of this strategy.

Analysis & Key Messages

What are the trends we can expect to see?

Analysis of the data above suggests the following:

- The total population of children and young people in Cardiff has been on an upward trend in recent years. The population increase is likely to peak in 2023.
- The peak is expected to last until 2028 for children aged eleven and older.
- Most of our children looked after fall into the 11 and over age band, although some are younger.
- There is potential that the peak in numbers of children looked after could be higher and last for longer than the general population. This is because there are currently fewer children and young people ending care than starting care. We expect the unprecedented impact of the pandemic, the cost-of-living crisis, the increase in pressures on mental health, and the knock-on effect to other Adverse Childhood Experiences such as substance misuse and domestic abuse to continue to increase demand for placements.
- Cardiff's rates of children looked after are in excess of the Wales average, but this is not unexpected given the area's city characteristics. Despite its population size and demographics, Cardiff is not an outlier among the rates of looked after children in Welsh Local Authorities.
- There is increasing complexity in the needs of children and young people being looked after, with a notable increase in the impact of emotional mental health and wellbeing needs requiring larger numbers of specialist placements.
- The effect of the pandemic has been particularly severe on disabled people and there is potential that without mitigation, the disproportionate increase in the number of disabled children becoming looked after could continue.
- It is difficult to predict trends in Unaccompanied Asylum-Seeking Children since rates are affected by global factors which lead people from other countries to seek a safe home in the UK, together with the numbers presenting and dispersed to Cardiff. The number is not expected to decrease.

What does the intelligence tell us about the shape of provision?

- There is a high degree of stability for most children who are looked after in Cardiff. But there currently remains an imbalance between in-house and externally commissioned services which adds complexity to achieving our not-for-profit objective. We are however beginning to see a shift arising from work in recent years, and have plans which we anticipate will further shift the balance towards achieving our aim.
- We are making good progress in shifting the balance of care by increasing number of children and young people living with their own families or with people connected to their own families - 'placed with parents' or in 'kinship' arrangements. We are also making progress in recruiting more in-house foster carers. As a result, use of external fostering is decreasing in both relative and absolute numbers. This is significant as it is within a context of an increasing number of children looked after. We expect the recent launch of Foster Wales to improve this further.
- There remain however too many out of area placements made for reasons of local sufficiency.

The majority of out of area placements are in South Wales, reflecting the particular challenges of finding either in-house or externally commissioned placements within a city.

- Residential placement sufficiency is a significant issue in particular. Although the rate of external residential has remained a constant proportion of total placements. The market is not currently able to meet the shifting demand for increased numbers of placements for young people with complex emotional and mental health needs.
- There is limited therapeutic residential provision in the Cardiff area, resulting in the need for out of area services or bespoke placements.
- Too often external residential placements breakdown and children have to move to another provider.
- In addition to the challenge of adding residential capacity to the portfolio, during the year there have been a number of external provider performance issues and providers entering escalating concerns. Some of those issues were as a result of COVID-19 and its impact on staffing.
- We have recently seen an increase in the number and consistency of children being placed in unregulated placements because we have not been able to source from the market regulated placements to meet needs.
- It has been challenging for us and for external providers to find properties to develop into children's homes in Cardiff. This is more difficult in Cardiff than surrounding areas because of the extent to which the housing market is competitive and property prices are higher. Despite this, we have increased our children's home portfolio from one to three in recent years, and have worked with external providers to add additional external children's home capacity within the City. Further additions are planned.
- We have identified that the North Yorkshire Model has potential to have a substantial positive impact across our placements. In Yorkshire the model has reduced for that local authority, the use of external agency, the use of out of county placements, and reduce the duration of residential care. As such this model should significantly aid us in achieving our not-for-profit objective. We are working closely with North Yorkshire to develop a 'Right Place' model for Cardiff, and develop Safe Accommodation as part of a Joint Recovery Service. Using a No Wrong Door approach, the model is particularly resilient and effective, because it links professionals across agencies to support children across residential, fostering, edge of care, and leaving care settings, leading wholesale change in a complex system.
- A key feature of the North Yorkshire Model is that it positions complex issues systemically within relationships rather than in children or people. This aligns importantly with four of the five priorities in Cardiff's Corporate Parenting Strategy. These priorities were identified through engagement with looked after children and young people who told us what they wanted for their futures. The four priorities are:
 - Improving emotional wellbeing and physical health
 - Better connections, improved relationships
 - A comfortable, safe and stable home whilst in care and after
 - Celebrating our children and young people
- Further collection and analysis of data and intelligence is required to improve capacity and model services for children at risk of exploitation, children in the Youth Justice System, teenagers, sibling groups, step down from residential, disabled children, Unaccompanied Asylum-Seeking Children, children from different ethnic and cultural background. This will be included in future six monthly updates of this strategy.

"I want to live in Cardiff. I've been all over Wales and it doesn't work"





Children's Services

Commissioning Priorities

Our commissioning priorities set out below reflect our commitment to working in partnership to improve outcomes for our children looked after.

The Cardiff 'Corporate Parenting Strategy' sets out the shared vision of the Cardiff Council and the University Health Board for children looked after.

'A child who is cared for by the Council has the right to expect everything from a corporate parent that would be expected from a good parent. Every good parent knows that children require a safe and secure environment in which to grow and thrive. Parents protect and support their children against the dangers and risks of life. Parents are ambitious for them and want them to reach their potential. Parents celebrate and share in their achievements.'

This Commissioning strategy aims to contribute to this vision with a particular focus on 'safe and secure environments in which to grow and thrive, and parents protect and support their children against the dangers and risks of life'. It will contribute through focusing on 4 key objectives, under which there are 9 priorities which will collectively deliver our commissioning intention.

Our Commissioning Intention is 'the right homes for our Children Looked After'

To deliver this we will need to deliver all three Practice, Place and People Priorities of our 'Striving for Excellence Strategy'.

Our Placement Strategy objectives are:

1. **Shifting the Balance of Care:** To ensure we are working with families at the lowest safe level of intervention and minimizing the need for children to become looked after.
2. **The Right Place:** the right model of care.
3. **Sufficiency:** increasing the availability of local placements.
4. **To be responsive:** through better needs analysis.

Our analysis of need, and the experiences of our young people, has enabled us to develop the following commissioning priorities:

1. **Early Help and Support to Families:** To develop a range of support services to ensure children can remain at home with their families when it is in their best interests to do so.
2. **Supporting children to return safely to their own homes:** To embed and extend implementation of the Re-unification Framework to support children to return safely to their own homes when it is safe to do so.
3. **Therapeutic and Mental Health Support:** To respond to the therapeutic and mental health and well-being needs of Children Looked After, their parents and carers through the development of a range of services with partners.
4. **Reshaping Support for Disabled Children:** To redesign the pathway for disabled children, including the development of a greater range of support, activity, short break, looked after placements and emergency provision.
5. **Support for Children at Risk of Exploitation:** To implement the Safeguarding Adolescents From Exploitation (SAFE) model across placements and partners, to address and protect children who are looked after from the disproportionate risks of exploitation, criminalisation and the recent increase in serious youth violence.
6. **Our Fostering Service:** To increase the number of children looked after by local authority foster carers.

7. **Our Children's Homes:** To increase the range of local authority residential services to meet the demand from children with most complex needs and continue to invest in our existing portfolio.
8. **Our Commissioned Providers:** To increase the availability of local placements through our collaborative market engagement with Providers to shape provision to better meet the needs of our children and young people. Embedding not-for profit models in the commissioning arrangements wherever possible.
9. **Needs Analysis:** To further develop our understanding of the needs of this important group of children and young people by completing a detailed needs analysis.

As this commissioning program is implemented provision will be accessible to all young people based on their own unique set of circumstances, including; those affected by disability and ill health, those affected by adverse childhood experiences, those from BME communities and those affected by any form of exploitation including unaccompanied children seeking asylum.

The 9 commissioning intentions are explained in more detail on the following pages.



Objective 1: Shifting the Balance of Care

To ensure we are working with families at the lowest safe level of intervention.

1. Early Help and Support to Families

Priority 1: To develop a range of support services to ensure children can remain at home with their families when it is in their best interests to do so.

Outcome: Fewer children will require commissioned placements.

Progress: We have implemented an Interventions Hub to bring together all our in-house interventions. This includes Family Intervention and Support Service (FISS) workers, on call out of hours FISS, Rapid Response workers, Think Safe! and our Adolescent Resource Centre. This has enabled one referral pathway to request support services whilst also improving clarity of roles, reducing duplication, and helping to ensure that children and their families receive the right support from the right person at the right time.

A Family Group Conferencing Service is now commissioned. The number of children remaining with their families in kinship arrangements is increasing, as has the number of children who are on a Care Order but placed with their parents.

During the year we have undertaken a review of children on Placement Orders with prospective adopters, who are not yet placed for adoption.

We have also introduced a Reviewing Hub that builds on the services we already had in place for children on the Child Protection Register and children looked after. This independent review of all children in need of care and support will improve our planning and help to ensure that cases are stepped up and down in a timely manner. It will help us to evidence that children and their families are receiving the right support from the right person at the right time, and reassurance that cases are being managed and closed appropriately.

Actions:

1. Continue work to discharge Care Orders for children who are placed with their parents where it is appropriate to do so.
2. Work to convert kinship arrangements to Special Guardianship Orders.
3. An integrated edge of care service, based on the North Yorkshire Model is being developed.

Financial Assumption: Prevention of placement cost.

2. Supporting children to Return Safely to their Own Homes

Priority 2: To embed and extend implementation of the Re-unification Framework to support children to return safely to their own homes when it is safe to do so.

Outcome: Where it is in their best interests to do so, children who return to live with their families will achieve better individual outcomes. They will not require placements.

Progress: The Reunification Framework, was launched during 2021/22. A Reunification Team comprising a principal social worker, social worker and 4 support workers has been set up. In the first instance the team are working with young people subject to section 76 (voluntary care) or who have been looked after for a period of 2 and a half years.

Actions:

1. Use the Reviewing Hub to ensure cases are appropriately stepped up or down.
2. Broaden the range of cases under the Reunification Team over time.

Financial Assumption: Reduction in costs by moving from higher cost to lower cost placements / placement end.

Objective 2: The Right Place

The right model of care

3. Therapeutic and Mental Health Support

Priority 3: To respond to the therapeutic and mental health and well-being needs of children looked after, their parents and carers through the development of a range of therapeutic service with partners.

This includes the development of a Joint Recovery Service including Safe Accommodation, for children and young people requiring wraparound support. This is a new service which will provide an integrated response to young people requiring support to be safely discharged from hospital following an episode of emotional distress.

Outcome: Children and young people will become more resilient, having received wrap around emotional mental health support. We will achieve this by improving the support, training and model of working provided to staff, carers and parents. Young people with the most serious mental health or emotional wellbeing difficulties will be discharged with less delay from hospital.

Progress: We are rolling out a trauma informed workforce across all our teams and services. The Enfys service provides specific consultation and advice to foster carers and social workers to help them to understand the child and respond to their individual needs in a therapeutic trauma informed way. We are developing a Joint Recovery Service composed of accommodation and outreach services for children and young people with the highest needs, in partnership with mental health and psychology services.

Actions:

1. Continue trauma informed training.
2. Put in place the developments arising from the Short, Medium and Long Term workstreams of the Children and Young People in Emotional Distress Project. Beginning with the recruitment of the Assertive Outreach Team to work across all three phases.
3. Complete market engagement process and event for the Joint Recovery Service.
4. Commence Joint Recovery Service commissioning process to deliver provider solution.
5. Joint Recovery Service implementation, including set up and development of appropriate pathways and connections to in-house and external delivery.
6. The University Health Board are recruiting to posts including a lead psychologist for the Joint Recovery service.
7. Implement the Safeguarding Adolescents From Exploitation (SAFE) model across the Directorate and work with partners to address the recent increase in serious youth violence.
8. Ensure the service is compliant with Liberty Protection Safeguarding legislation.

Financial Assumption: The Joint Recovery Service has received £1.4 million from the Regional Integration Fund (RIF).

4. Reshaping Support for Disabled Children

Priority 4: To redesign the pathway for disabled children, including the development of a greater range of support, activity, short break, looked after placements and emergency provision.

Outcome: The growing rate of disabled children becoming looked after because of family breakdown will be reduced. This is important because disabled people were among those who felt the impact of the pandemic most severely. The rate of family breakdown has been increasing.

Progress: A project has been established to oversee the development of services for children with disabilities, including the implementation of the action plan in response to the "Let Me Flourish" report. The initial focus of the project is to ensure that our in-house provision for overnight short breaks (Ty Storrie) is modernised and able to meet the demand and complexity of current caseloads. Options for the reshaping of Ty Storrie have been considered and the preferred design has been chosen - a 4 bed modular design. The detailed work is in the process of being commissioned.

Actions:

1. Develop an incremental pathway of support, activity and short break services which constitutes the Offer to disabled children and their families, to help prevent family breakdown and children becoming looked after.
2. Develop models and design / specification for further overnight short break accommodation to meet demand.
3. Develop models and design / specifications for local children's home(s), including shared care options.
4. Market sounding to determine if existing providers, procurement, in-house or hybrid arrangements offer the best route to reliable and cost-effective service delivery.

Financial Assumption: Invest to save through a pathway of incremental support to prevent family breakdown and subsequent placements. Capital funding is in place to modernise the current overnight short break accommodation (Ty Storrie). Funding has been identified to develop further children's homes for short breaks and / or residential placements.

5. Support for Children at Risk of Exploitation

Priority 5: To implement the Safeguarding Adolescents From Exploitation (SAFE) model across placements and partners, to address and protect children who are looked after from the disproportionate risks of exploitation, criminalisation and the recent increase in serious youth violence.

Progress: The SAFE framework has been reorganised consisting of layers of data and information gathering (including locality assessment work), the SAFE partnership group (action and task focused) and the SAFE policy group with oversight of priorities. This is all now supported by the SAFE project team who are liaising with staff from all partners across Cardiff.

Actions:

1. All partners are ensuring their staff are fully appraised of the SAFE approach.
2. Locality assessments are ongoing.
3. An action plan will arise from the finding of locality assessments and be reviewed and monitored via the Partnership and Policy groups

Financial assumption: Investment in this model of will increase placement stability, reduce breakdown and escalation of need to more costly provision or custodial sentences. Appropriate intervention will result in avoidance of costs to the public sector across individual lifetimes.



Objective 3: Sufficiency

Increasing the availability of local placements

6. Our Fostering Service

Priority 6: To increase the number of children looked after by local authority foster carers.

Outcome: Cardiff Council's position as a commissioner will be improved in the market by being less reliant on external suppliers, and better able to target areas where there are gaps in provision.

Progress: Foster Wales was launched in July 2021. It is the nationwide collective of the 22 Local Authority fostering teams including Cardiff. Its objectives include working collaboratively to increase the number of in-house foster carers available for placements. We have also redesigned our Local Fostering service with the aim of increasing our numbers of Internal Foster Carers and ensure the placement process is fit for purpose. Work to grow the in-house fostering service is progressing well with the number of in-house carers increasing from 104 to 114 during 2021/22 and an additional 18 full assessments in the pipeline. Campaigns to grow our in-house fostering service continue. We have recently appointed a Market Engagement Officer to develop the relationship between Cardiff and the Independent Fostering Agencies (IFAs), so they are better able to meet our needs. We have piloted a Teen Scheme which aims to help young people step down from residential to foster care and an e-bed which is dedicated to emergency placements.

Actions:

1. Implement the All Wales Fostering Brand.
 2. Improve the placement finding process.
 3. We are currently focusing on attracting carers specifically for children with disabilities, teenagers and parent and baby placements. We will be broadening this further to attract carers who are able to take siblings specifically, for Unaccompanied Asylum-Seeking Children, and to attract foster carers from ethnic and cultural backgrounds which better reflect the population of the city.
 4. Engagement with larger Independent Fostering Agencies and small independent providers to develop parent and baby placements, placements for teenagers, therapeutic placements and to revisit a step-down from residential & reunification model.
 5. We will work positively with Independent Fostering Agencies to transition to not-for-profit arrangements, through a programme of engagement events and forums. We hope to create a local culture of support and joint learning between commissioner, local authority foster care teams and local fostering providers.
- **Financial Assumption:** Significant financial gains have already been achieved in relation to the expansion of in-house fostering provision for pre-school and primary age children. Further gains are expected to be realised from the planned activity. This enables the Council to move towards achieving the not-for-profit objective.

7. Our Children's Homes

Priority 7: To increase the range of local authority residential services to meet the demand from children with the most complex needs and continue to invest in our existing portfolio.

Outcome: We will have purposeful cost-effective residential provision in Cardiff, reducing the length of stays and the need for out of area placements. Local capacity will be increased. Our position as a commissioner will be improved in the market by being less reliant on third party providers. We will be better able to target areas where there are gaps in provision. This will result in fewer out of county placements.

Progress: During the year we have launched our Assessment Centre and Pop Up Pop Down Emergency Accommodation. A project group has been established to ensure that work to develop

our accommodation portfolio dovetails with our implementation of the Integrated Edge of Care Service (North Yorkshire Model).

Actions:

1. Design and develop 3 or 4 additional residential children's homes, including an additional short breaks home, and semi-independent accommodation for children looked after aged 16+ for care leavers and young people who cannot live with family and friends or independently, including Unaccompanied Asylum Seeking Children who are subject to Age Assessments.
2. Refurbish our Crosslands Children's home.
3. Refurbish our Ty Storrie Short Breaks children's home.
4. Design and develop in-house elements of the Joint Recovery Service, including the therapeutic children's home.
5. Commission a range of furnished family homes across Cardiff, from existing Local Authority housing-stock, which can be utilised on a flexible basis by Children's Services.
6. Alongside the new homes we will create a skilled and experienced workforce that have the skills to achieve positive outcomes and sustain placements.

Financial Assumption: Funding is available. This investment will enable the Council to move towards realising the not-for-profit objective.

8. Our Commissioned Providers

Priority 8: To increase the availability of local placements through our collaborative market engagement with Providers, to shape provision to better meet the needs of our children and young people. Embedding not-for profit models in the commissioning arrangements wherever possible.

Outcome: Resilience will be built across the sector, by working in partnership to meet the needs of our children where they will best be met, with a view towards achieving plans for permanence. This will include a tiered approach to matching needs with resources so that the children with the highest needs are placed with carers who have the highest levels of expertise.

Progress: Engagement with Providers is already taking place and a more positive and collaborative relationship is being established. We have worked with local residential providers to secure an additional 4 residential beds in Cardiff in the last year, with more due to come on stream in 2022/23. We have worked with colleagues in Housing to secure an additional 15 Young Person's Gateway units in Cardiff, with more due to come on stream in 2022/23. We have also worked with the Salvation Army to open a 6-bed unit specifically for unaccompanied asylum-seeking children that opened in early 2022/23. We have recently appointed a Market Engagement Officer to further develop collaborative relationships with providers. Meetings have taken place with local small / medium enterprise (SME) providers in relation to the not-for profit objective and models are being considered, with mixed responses.

Actions:

1. Work with providers to shape the care market in line with the market position statement.
2. Increase the pace of existing market engagement to attract additional providers to share best practice and establish provision in the locality. These engagement mechanisms will include provider forums, the encouragement of specialism and direct individual engagement.
3. Market engagement regarding shortfall in therapeutic provision.
4. Continued engagement to encourage existing and new providers to enter not-for profit contractual agreements. This will include exploring legal and contractual options, exploring motivators and inhibitors, piloting and phasing of such arrangements.
5. Market engagement to identify a not-for-profit provider for elements of the Joint Recovery Service.
6. Engagement to develop a one-workforce ethos and culture, beginning with enabling external providers to access Council training.
7. Implement 'Quality Services: Delivering What Matters', the Cardiff & Vale of Glamorgan procedures for children, young people and adult's contracted care and support services, to ensure quality services and respond to escalating risks or concerns

Financial Assumption: That demand can be managed down sufficiently through our shifting the

Balance of Care and Sufficiency initiatives, along with our collaborative market engagement to make not-for-profit models attractive to market providers.



Objective 4: To be responsive

Through better needs analysis

9. Needs Analysis

Priority 9: To further develop our understanding of the current and future needs of this important group of children and young people by completing a detailed needs analysis.

Outcomes: A dynamic and responsive Placement Commissioning Strategy which continues to deliver the right provision for the population as its needs change.

Progress: Provider sufficiency analysis is underway and provider monitoring systems are currently being re-designed to enable better strategic analysis.

Actions:

1. A set of needs assessments on key cohorts including placements resulting from; placement breakdown, children on the edge of care, children at risk or exploitation, and children with disabilities going into residential provision remain a priority.
2. Engagement with providers in relation to placements to teenagers, sibling groups, step down from residential, disabled children, Unaccompanied Asylum-Seeking Children, children from different ethnic and cultural background.
3. Accommodation sufficiency analysis and cost of care analysis.
4. Review Commissioned services.
5. Engagement with workforce, to understand how best to attract and retain experienced staff, and how to best embed a mix of skills and multi-disciplinary working into teams.

Financial Assumption: A more detailed needs analysis will enable us to best design our provision to meet the evolving needs of the population. Thereby avoiding high cost out of area placements.

“I am very grateful and extremely lucky, to have loving and caring foster carers who have made me feel a part of their family”



Our Commissioning Approach

Commissioning can take place at many levels or scales, from micro (individual) to macro (Cardiff wide). There will be an optimal level of commissioning for all services – our task is to identify at what level commissioning should take place in order to meet need in the most efficient and effective way. This commissioning strategy is focused on both the individual child looked after and the provision we need across Cardiff to respond to their needs.

Our commissioning approach will strive to ensure we commission confidently, working in partnership with providers of quality services and partner organisations, engaging in continuous improvement resulting in services, which respond to the needs and aspirations of service users and carers.

The following diagram shows some of the key actions that are involved in our commissioning approach. Depending on the specific commissioning task different aspects of the commissioning cycle will be used.



IPC commissioning model

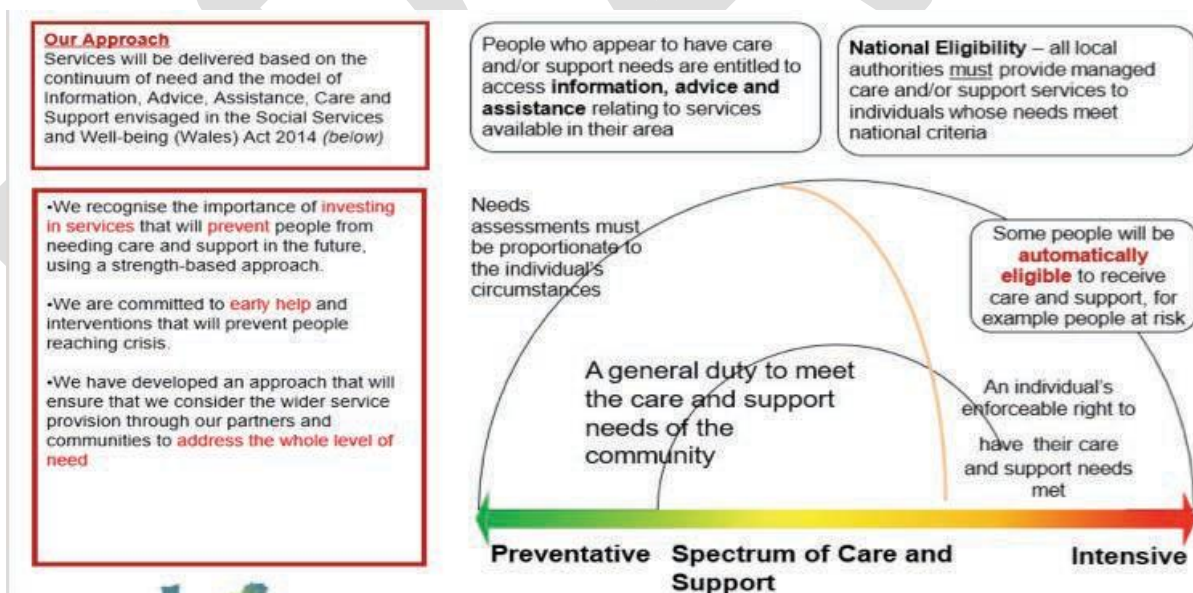
The key principles that drive our approach to commissioning are that all commissioned provision should be:

- Informed and listen to the voice of our children and young people,
- child centred, family focused, strength based and restorative,
- evidence based and trauma informed,
- appropriately skilled Carers,
- flexible and responsive,
- best value for money,
- outcome based.

Whether we are commissioning a service for an individual, or for a client group, it is essential that a common approach is used. This involves:

- Engaging with and taking ownership of a needs analysis,
- Using the business planning process to monitor our commitments,
- Basing our commissioning plans around meeting those commitments,
- Establishing what we can and can't provide and the risks of service failure,
- Gaining clarity over the finances available now and in the future,
- Joint planning with other authorities and partner organisations,
- Understanding and stimulating the Market,
- Maintaining robust monitoring and reporting to ensure quality assurance,
- Decommissioning services where there is no longer a need, or the need can best be met using an alternative approach.

Services will be delivered based on the continuum of need and the model of Information, Advice, Assistance, Care and Support envisaged in the Social Services and Well-being (Wales) Act 2014 (diagram 4)

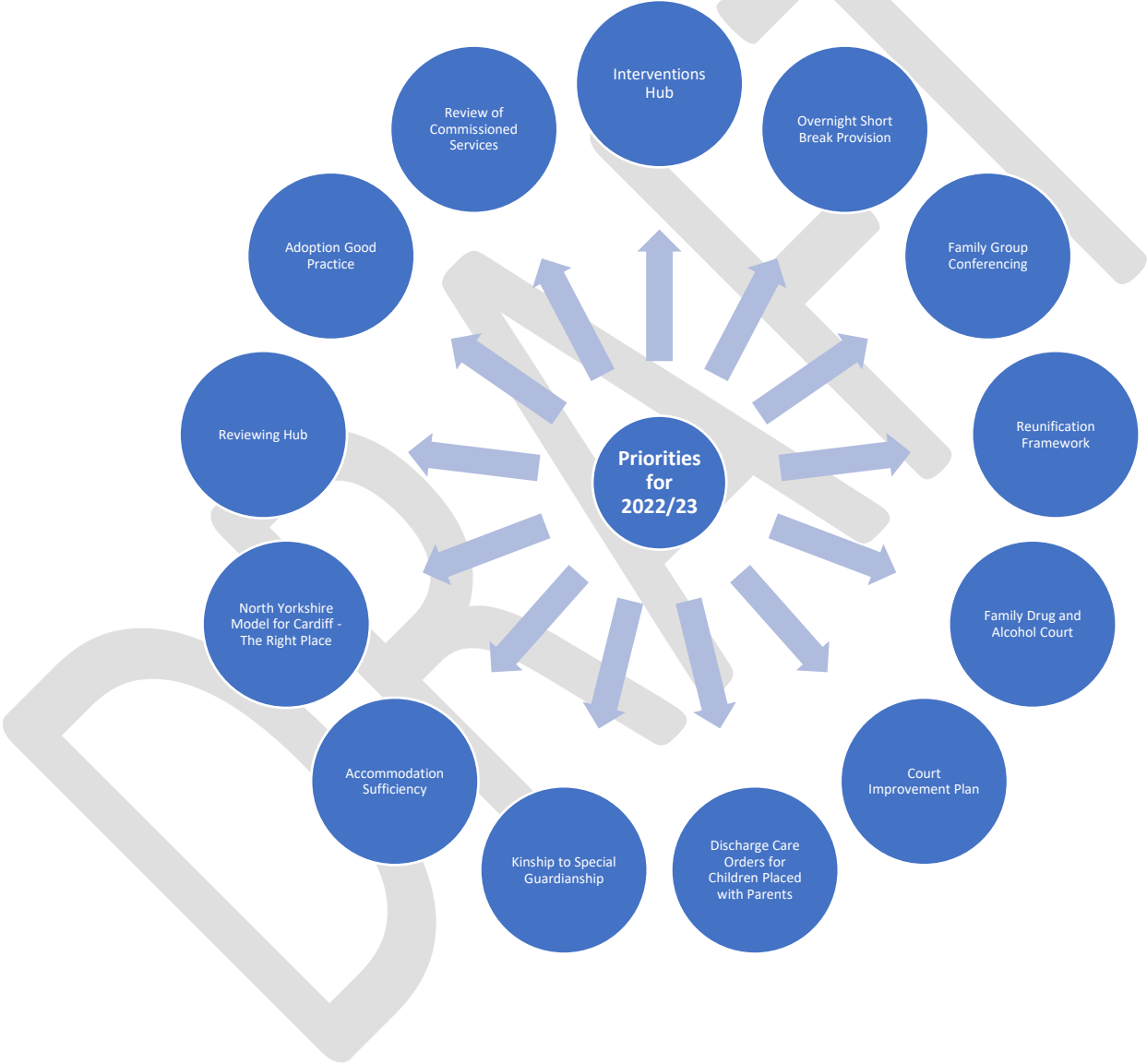


Next Steps

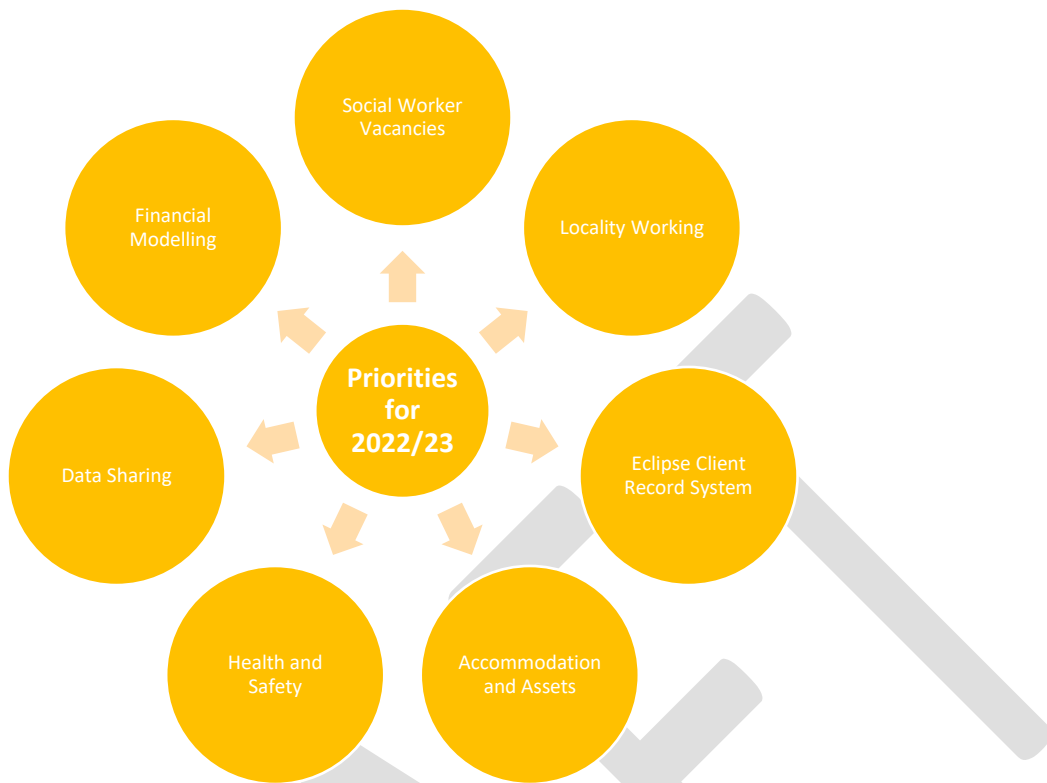
The activities set out above will be delivered through the programmes established to achieve our Children's Services 'Delivering Excellence' Strategy.

The 3 diagrams below set out the Children's Services 'Striving for Excellence Strategy' priorities for 'Place', 'People' and 'Practice' in 2022/23.

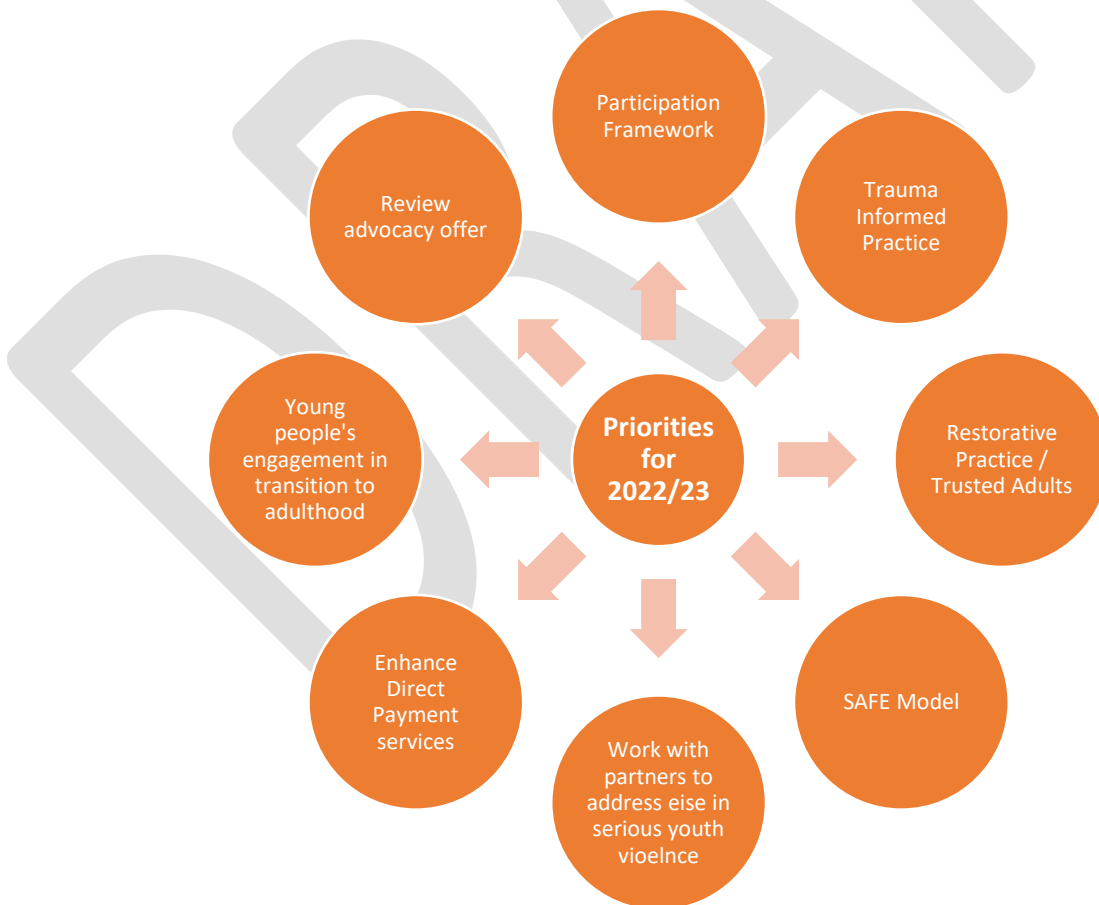
Place Priorities: Ensuring a range of support in the community and a variety of homes for children are available in Cardiff.



People Priorities: Supporting a permanent workforce. Further detail is available in our Workforce Strategy.



Practice Priorities: Developing our practice and procedures.



A considerable amount of this work has already been started and the programme will build on this

strength. A programme management approach will be put in place.

The governance of this programme will be through the existing Social Services Commissioning Board which meets monthly and is chaired by the Director of Social Services. A number of the priorities will involve partner agencies and they will be invited from the outset.

We will define success in six key ways:

- **Improved outcomes for our children and young people looked after.**
- **A stabilisation and then gradual reduction in demand for alternative family placements.**
- **More children and young people placed in Cardiff.**
- **A reduction in the use of residential placements.**
- **Better value for money.**
- **Reduction in use of for-profit placement provider.**





Shifting the Balance of Care - Place

What's Working Well	What We Are Worried About	What We Need To Do To Make The Necessary Change
Interventions Hub	Loss of Rapid Response Team	Reconsider placement of Rapid Response staff in the Interventions Hub
Family Group Conferences (FGC) – where used	Consistency of use of FGC Capacity to respond to FGC referrals	Embed use of FGC
Reunification process and dedicated team	Improved outcome focus for Reunification Framework required	Embed Reunification framework across service Develop guidance for families in relation to all processes
Increase in kinship arrangements	Ability to complete Viability Assessments in timeframe	Do parenting assessments earlier in the process
Increase in use of Special Guardianship Orders (SGO) and timeliness of process	Consistency of approach across the service Timeliness of kinship to SGO conversions	Support packages for carers wanting to step down to SGO Embed kinship to SGO framework
Family Drug and Alcohol Court (FDAC)	Arrangements for FDAC when pilot ends	Plan for end of FDAC pilot
Discharge of Care Orders for children Placed With Parents		
Foster carer recruitment strategy and campaign, and support for in house carers	Length of time taken to recruit foster carers and lack of carers for children with exploitation concerns	Upskill existing carers Targeted recruitment campaign Review offer to in house carers
Increased in house residential provision	Sufficiency of accommodation Use of residential care for younger children Use of unregulated placements	Develop support for families to reduce use of residential care Develop in house services
Adoption good practice – and timeliness in particular		
	Impact of out of area placements on families and likelihood of children going missing	



Shifting the Balance of Care – People / Workforce

What's Working Well	What We Are Worried About	What We Need To Do To Make The Necessary Change
Reduction of permanent social worker vacancy rate	Decline in applications to social work degree course Staff turnover Recruitment and retention of experienced social workers and business support Timeliness of recruitment process, e.g. DBS Different pay scales across Wales Media portrayal of social work profession Pressure on social workers / no time to pause and reflect Unallocated cases and impact on children and other teams Changes of social worker	Team building days Review offer to staff / rewards Consider structure of support services Improve comms and share good news stories Increase use of other roles and ensure prudent social work Improve engagement
Developing opportunities with universities		
OM and social worker resource assistants	Clarity around role / remit	Improve consistency of approach across service
Social Work Assistants (SWA)	Complexity of cases held by SWAs	Triangulation / learning loop
Use of technology / hybrid working	Availability of informal support when working from home Level of face to face interaction with children	Agree hybrid working model requirements for teams
Induction Support for newly qualified social workers / practice leads Principal social workers	Induction	Improve consistency of induction across the service
Supervision / reflective discussions	Supervision	Ensure consistency of supervision across the service
Locality working	Awareness of other service provision – e.g. Housing and charities Are we creative enough or too risk averse ?	Improve communication Produce an A-Z of services. Workshops for teams to showcase what they do Develop / improve links with other services – e.g. Money Advice Team Community profiling
	Overspend Cost of care and support for children with disabilities	Take accountability for spending, follow process, improve financial modelling



What's Working Well	What We Are Worried About	What We Need To Do To Make The Necessary Change
	Expertise in service to respond to specialisms - loss of 11+ service / UASCs	Upskill workforce
	Impact of complexity Understanding of thresholds Need for emotional support for staff / vicarious trauma	Develop resilience of workforce
	Transfers from Intake & Assessment to localities	Review transfer policy
	Delay with Eclipse	Continue work with provider
	Developing Health & Safety – e.g. lone working	Ensure lone working reflects hybrid model Complete roll out of lone working devices whole service
	Work required on buildings	Continue work with corporate colleagues



Shifting the Balance of Care – Practice

What's Working Well	What We Are Worried About	What We Need To Do To Make The Necessary Change
Mind of My Own app - where implemented	Consistency of implementation of Mind of My Own app	Raise awareness and continue implementation.
Safeguarding Adolescents From Exploitation (SAFE) Model and exploitation toolkit	Loss of expertise in localities and sharing of intelligence	Raise awareness of SAFE Continue work with partners re: information sharing
Transition to adulthood	Transition for young people who have experienced exploitation Supporting young people to stay where they are post 18 Transition for young people with substance misuse issues	Ensure transition process considers future risks Improve involvement of young people in future planning Develop links with other councils to support young people to stay out of area
Joined up working with Youth Justice Service (YJS)	Rise in knife crime Exclusions and disenfranchised children	Develop partnership response Develop YJS links with early help Weapons awareness Develop links with youth clubs
Care planning	Current care plan template Permanence / drift Delay in developing pathway plans	Improve care plan for Eclipse Apply systems that are in place
Engagement with young people / hearing voice of child	Participation of children in meetings where parents are / may be in attendance	Consider role of Education in core groups
Child Health & Disability Needs Panel	Too many panels	Streamline panel processes Develop process maps
Relationships with parents in difficult circumstances	Awareness of what information can / cannot be shared	Review terminology, e.g. "parenting support" Therapeutic support for parents Whole family approach
Trauma Informed Practice training	Trauma Informed Practice training Time to attend training	Develop structure of training, including provision of workflows Improve consistency of approaches across service
Reviewing Hub	Placement breakdowns	Increase / improve training and development opportunities for foster carers Improve chronologies Improve timeliness of visits
Advocates	Understanding of Active Offer of Advocacy and use of terminology "issue based"	Review process for arranging advocacy



What's Working Well	What We Are Worried About	What We Need To Do To Make The Necessary Change
	Internet and social media	Empower parents re: online safety
	Timeliness of life story work	Improve consistency across service
	Waiting lists for CAMHS / Enfys Length of Enfys forms	Improve process to access services
	Data sharing	Systems need to talk to each other











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Demand Analysis

Introduction

Children's Services in Cardiff are experiencing ongoing high demand for services combined with an increase in the complexity of cases. The impact of this on our capacity to manage demand is becoming more evident as we experience the longer term impact of COVID-19 harms. This report sets out the increase in demand that has been experienced across the child's journey and some of the effects this is having on our services and consequently on our children and young people. This analysis has been used to inform the development of the new Children's Services Strategy and our plans for how we will shape our services going forward - in the context of significant budget pressures and the current cost of living crisis.

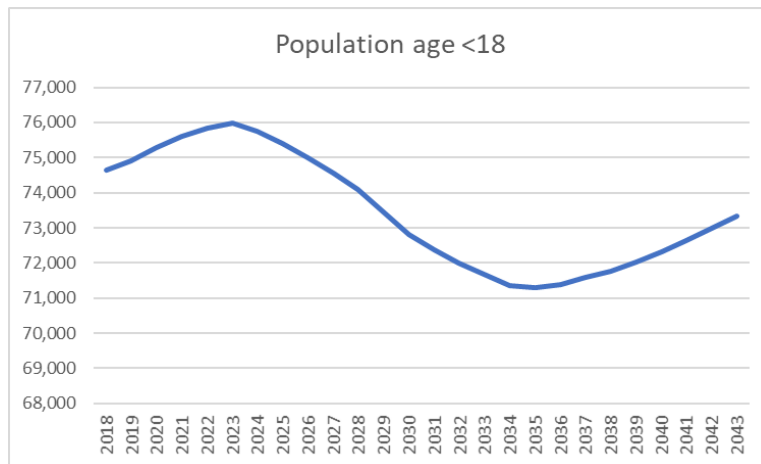
A brief overview of the increase in demand from 2019/20 to 2021/22 is summarised below, with further detail provided throughout this report.

Contacts	Referrals	Well-being assessments completed	Strategy discussions	Section 47 enquiries	Initial child protection conferences	Added to Child Protection Register	Started to be looked after
							
47,424	5,108	2,509	5,338	4,171	689	612	306
↑ 51%	↑ 115%	↑ 13%	↑ 62%	↑ 58%	↑ 49%	↑ 46%	↑ 20%
31,323 (2019/20)	2,373 (2019/20)	2,218 (2019/20)	3,293 (2019/20)	2,645 (2019/20)	462 (2019/20)	419 (2019/20)	255 (2019/20)

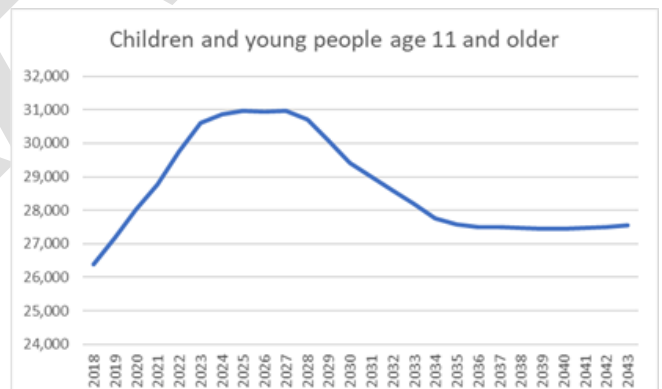
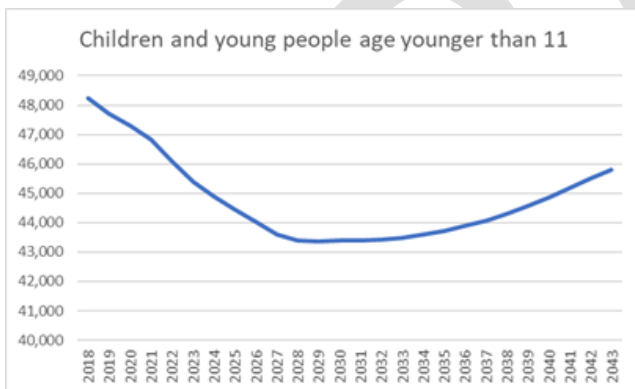
Our Children's Services Strategy for the next 3 years sets out our vision and gives an overview of the work that we are doing to enable us to manage and respond to the demand that we are experiencing. We are working to future proof our services, ensuring that the right services are provided by the right people and at the right time, and that we have the right resource and capacity to meet our statutory duties. This approach dovetails and delivers on the Welsh Government policy to safely reduce the number of children looked after and ensures that we maintain the lowest safe level of intervention with children and families. We are also mindful of the Welsh Government commitment to eliminate private profit from the care of children looked after and this intention is woven into all of our strategies and plans which focus on increasing our in house provision for children looked after in Cardiff.

Cardiff 0-18 Population

Welsh Government projections suggest that the number of children aged 0-18 in Cardiff will peak in 2023 at 75,980. There is a projected decrease to 71,295 by 2035 followed by an increase to 73,345 by 2043 (based on 2018 population projections).

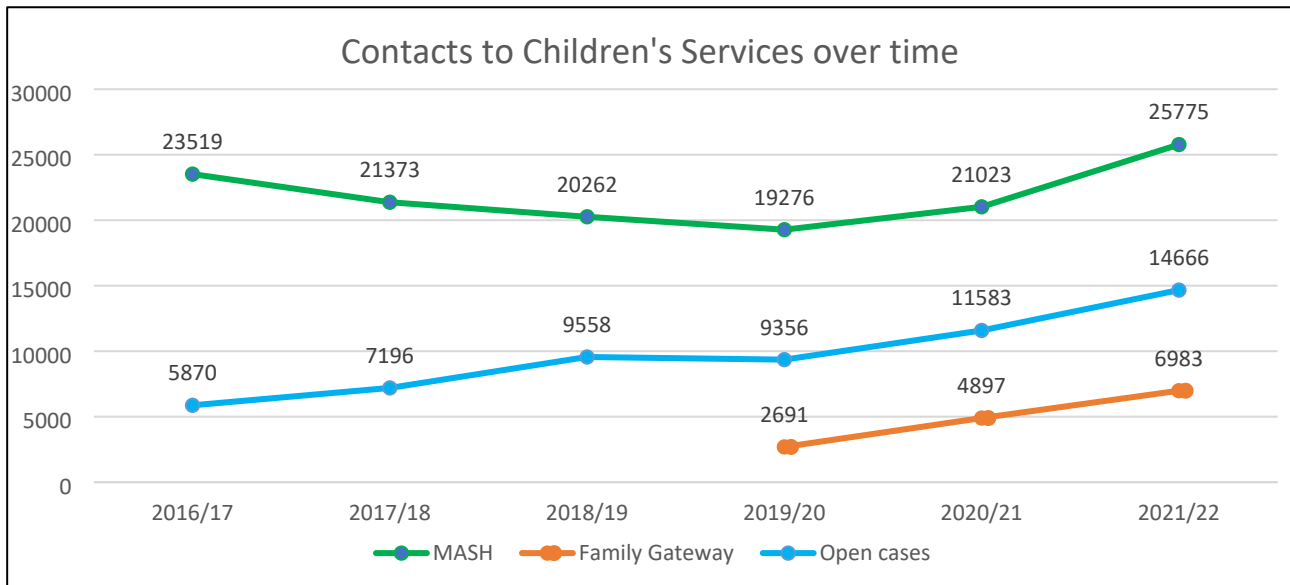


However, it should be noted that there is variation within the age bands which make up the population of children and young people. The charts below show that whilst the population of primary school aged children is likely to decrease in the coming decade, the population of secondary school aged children and young people is will increase and is likely to peak in 2028.

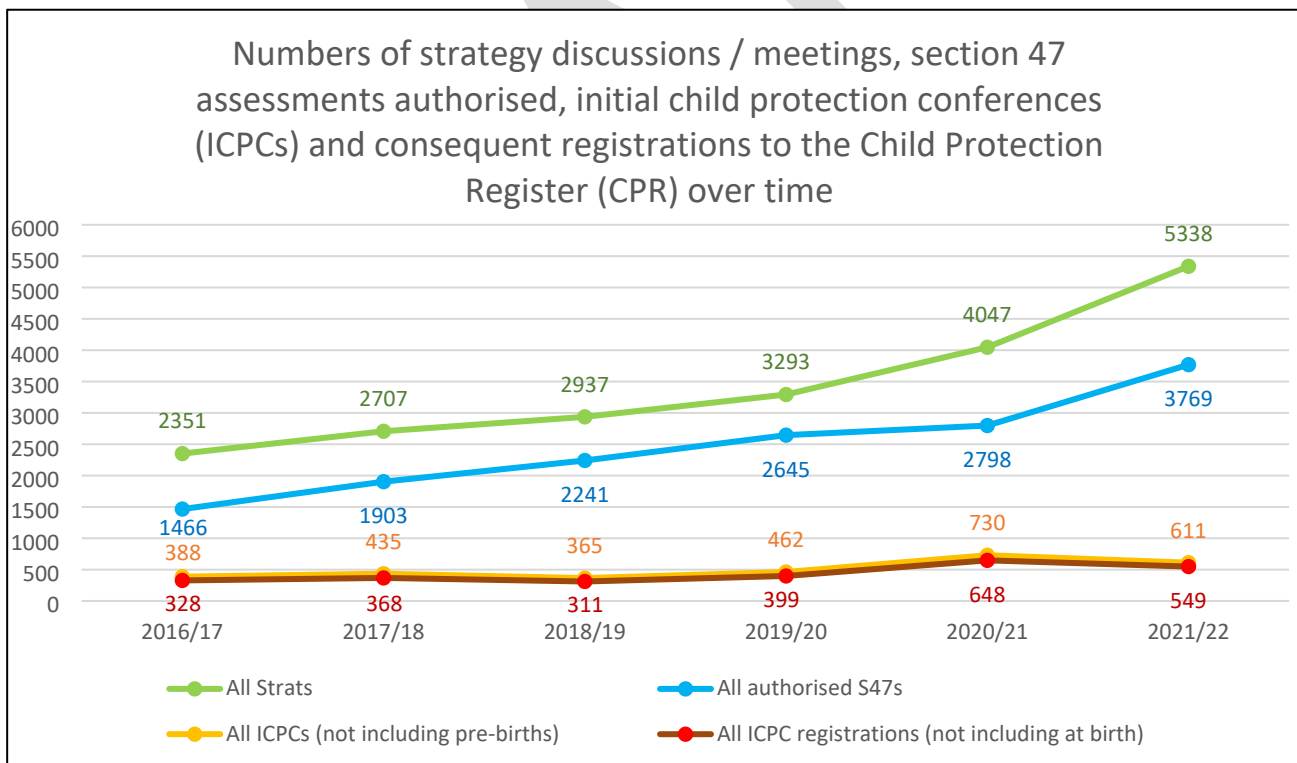


The projections do not take into account the as yet unknown impact of Brexit and the COVID-19 pandemic. The figures may therefore be subject to further revision as those events are incorporated into population trends over time.

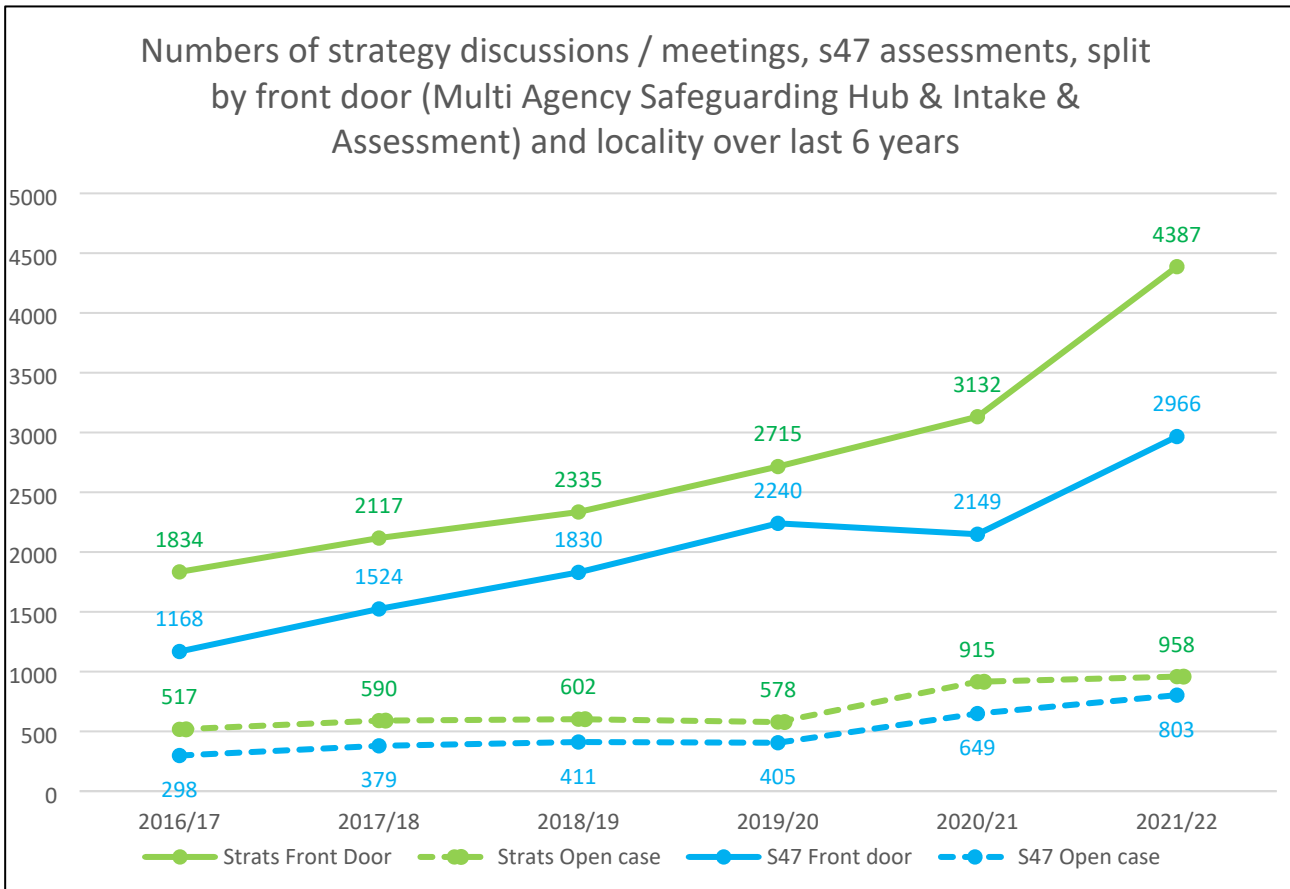
Contacts, Assessments and Child Protection Process



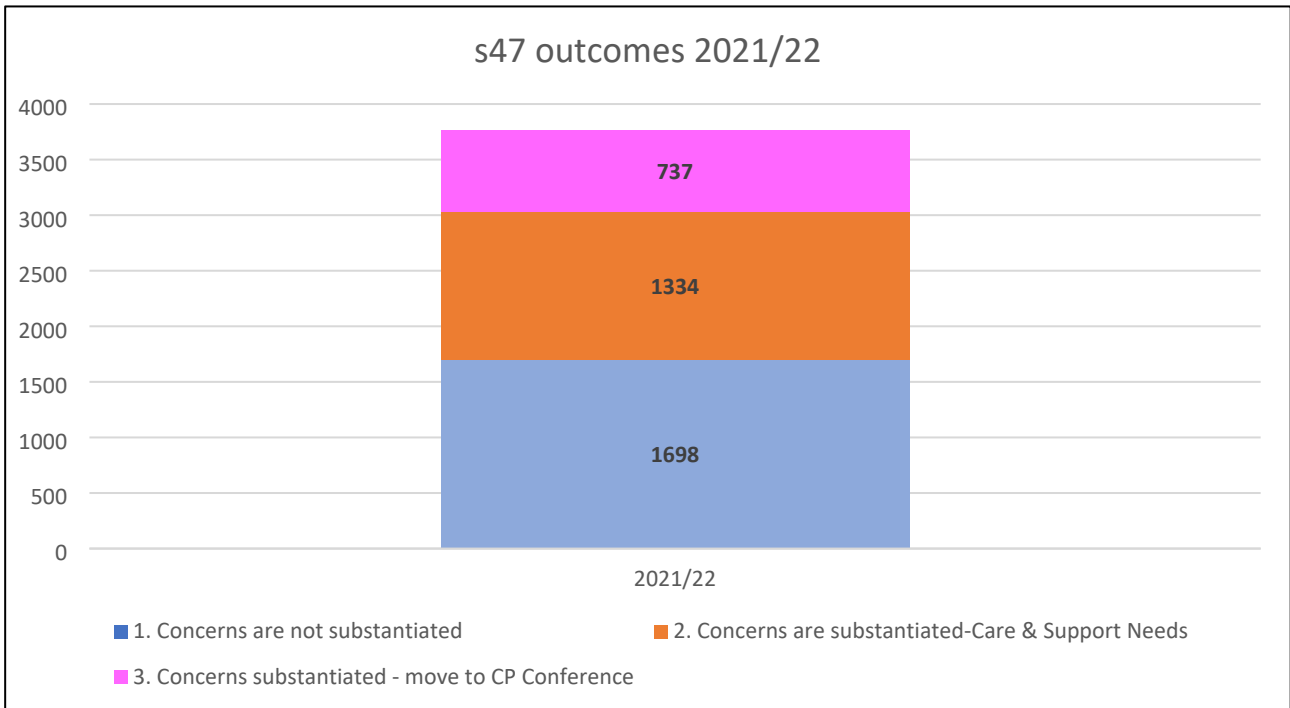
The graph above shows the increase in contacts to Children's Services and the front door over the last 6 years – with a 34% increase in contacts to the Multi Agency Safeguarding Hub (MASH) since the start of the COVID-19 pandemic.



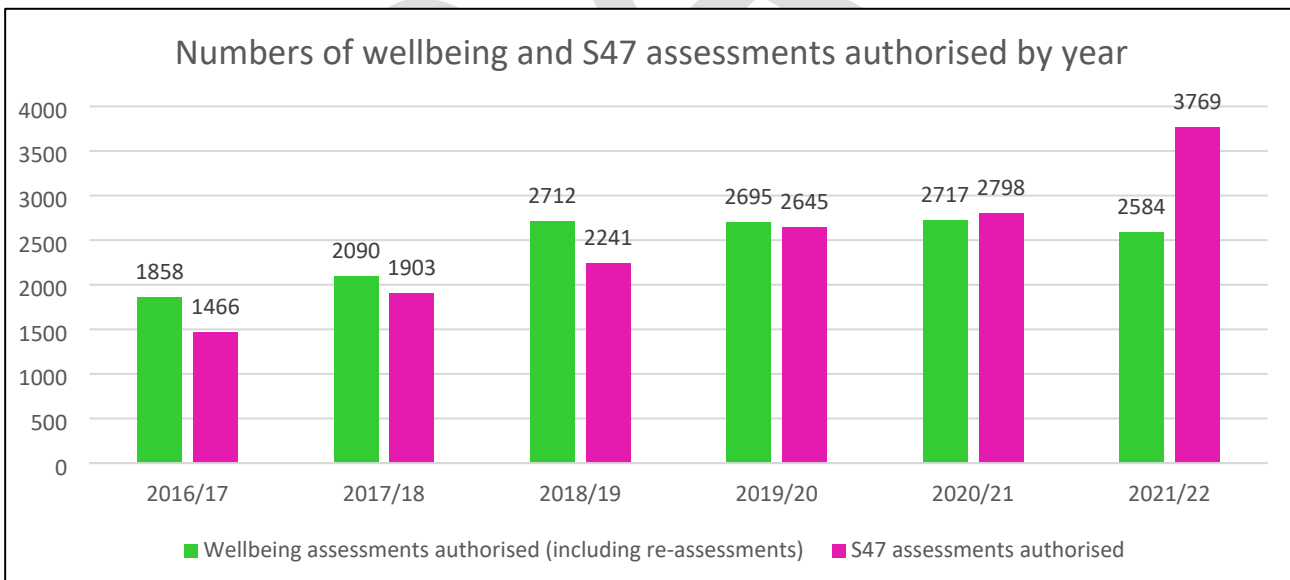
This graph shows the steady increase in the numbers of strategy discussions taking place over time with the significant 32% leap during 2020/21. This increase is reflected in the number of s47s, ICPCs and registrations until 2020/21, except for the year 2018/19 which showed a reduction in numbers going to ICPC and being registered. Results for 2021/22 show a further increase in strategy discussions and s47s but a reduction in ICPCs and registrations from 2020/21. Please note children often have more than one strategy discussions or s47 during the year.



This graph shows the number of strategy discussions and s47 assessments completed at the front door and separately those completed on open cases. There has been a noticeable increase in strategy discussions both at the front door and on open cases over the last two years.



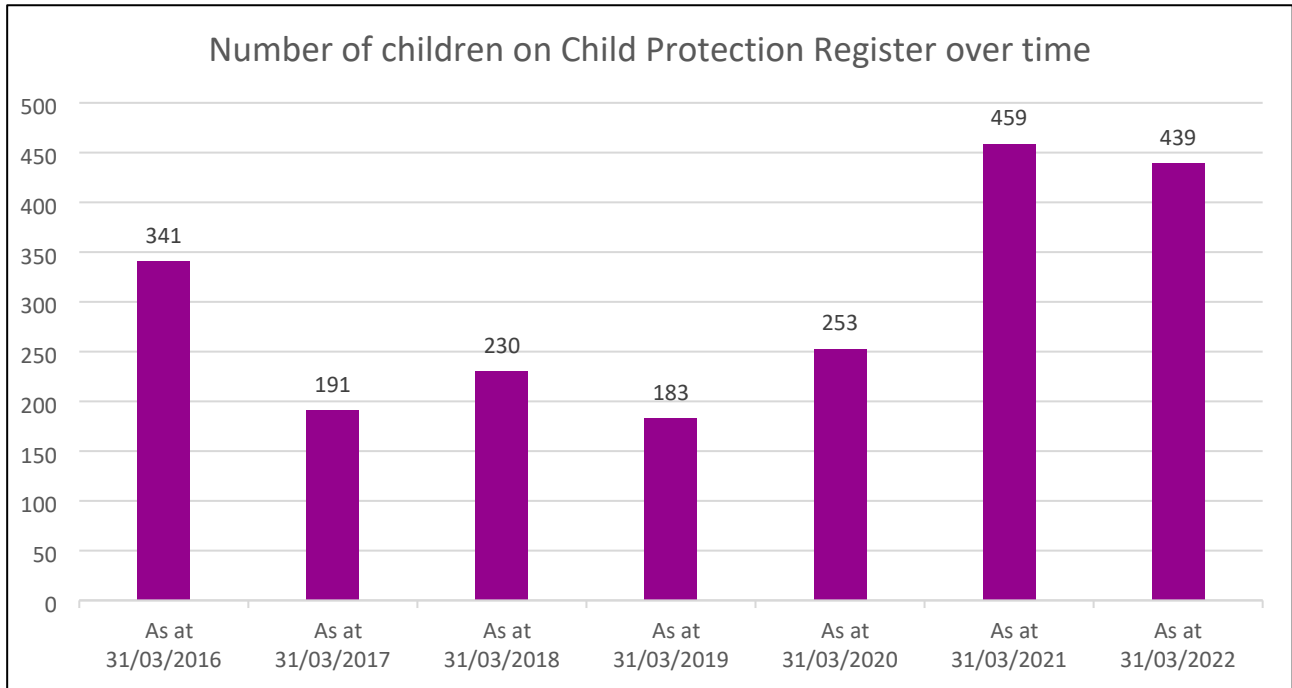
This graph shows the breakdown of s47 outcomes over 2021/22. 737 (19.6%) went to ICPC. 1,334 (35.4%) had the outcome of care and support needs whilst for 1,698 (45.1%) the concerns were not substantiated.



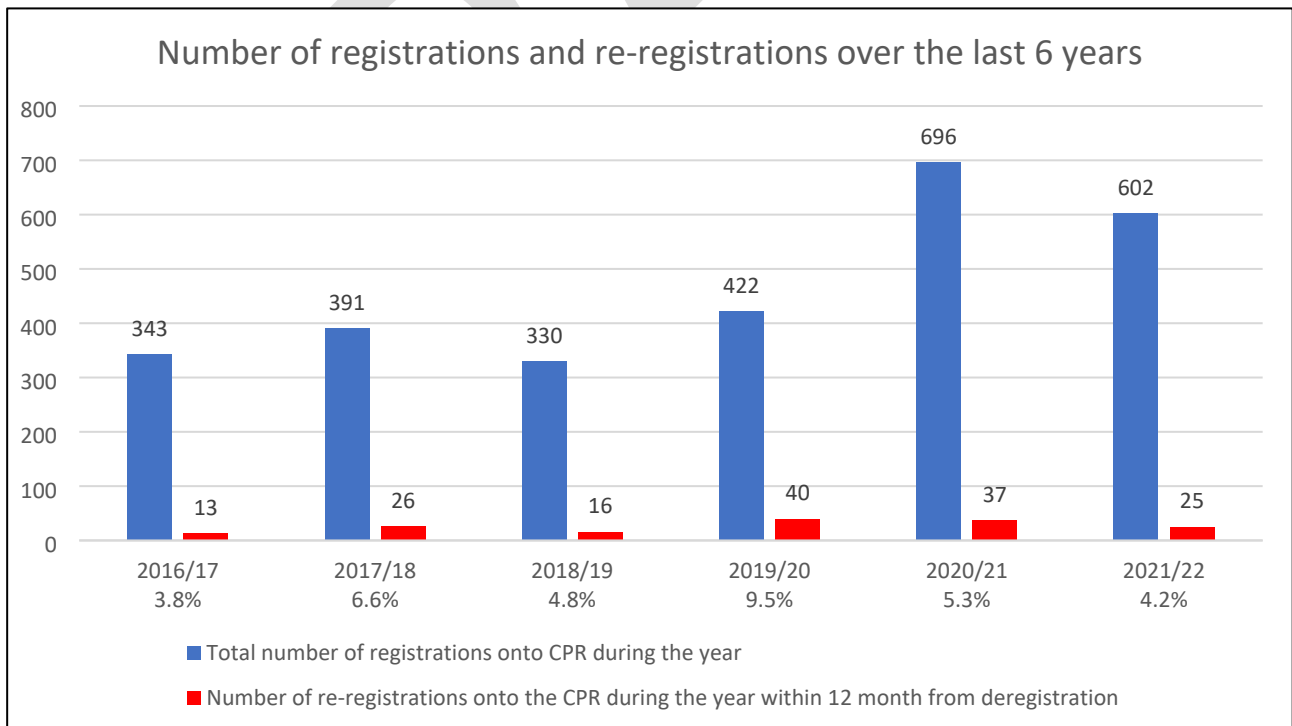
Graph showing the increase of wellbeing assessments undertaken and authorised from 2016/17 to 2018/19 and then how the number has remained fairly constant around 2,700 authorised per year. However, we need to take the increase in the number of s47 assessments into account alongside these figures – demonstrating the increase in complexity of cases coming through the front door.



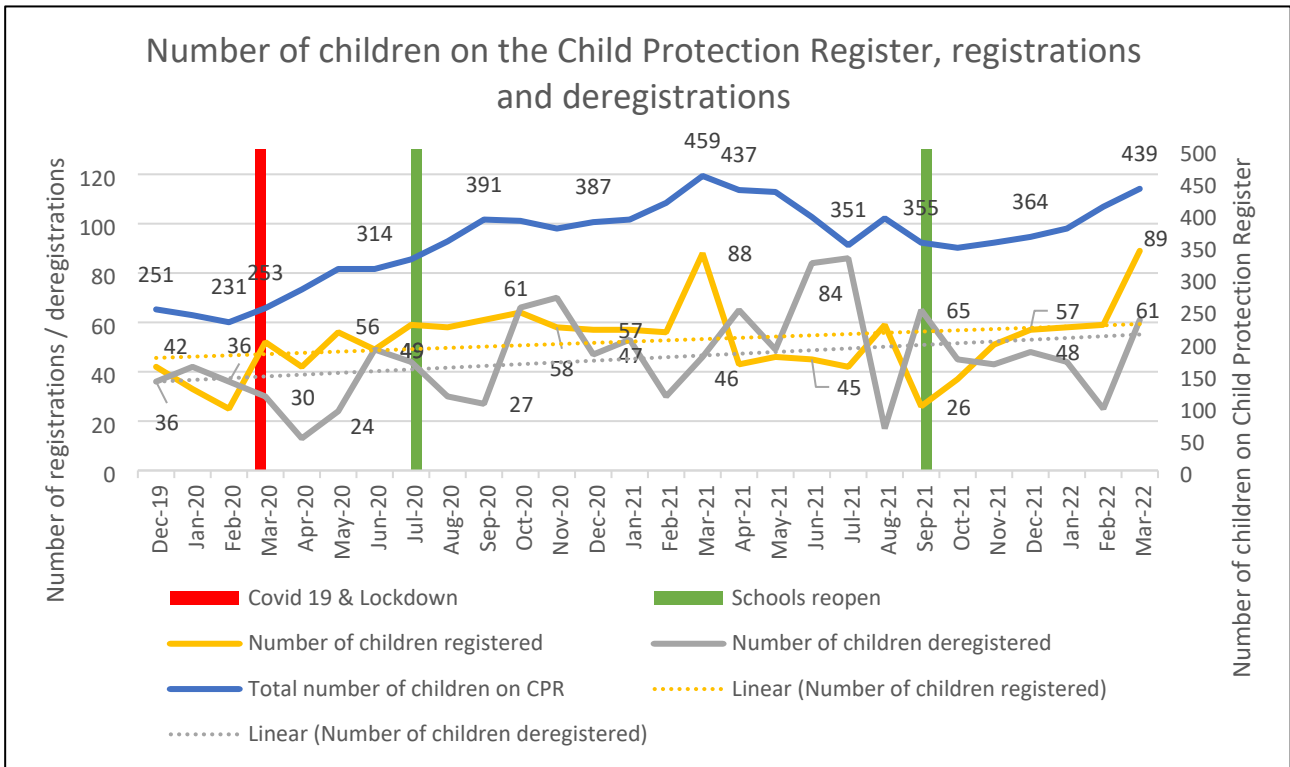
Child Protection Register (CPR)



Graph showing the numbers of children on the CPR in Cardiff as at 31st March over the last six years. There was a 151% increase in numbers from March 2019 to March 2021. During 2021/22 the number of children decreased over the first 6 months but then increased back to 439.

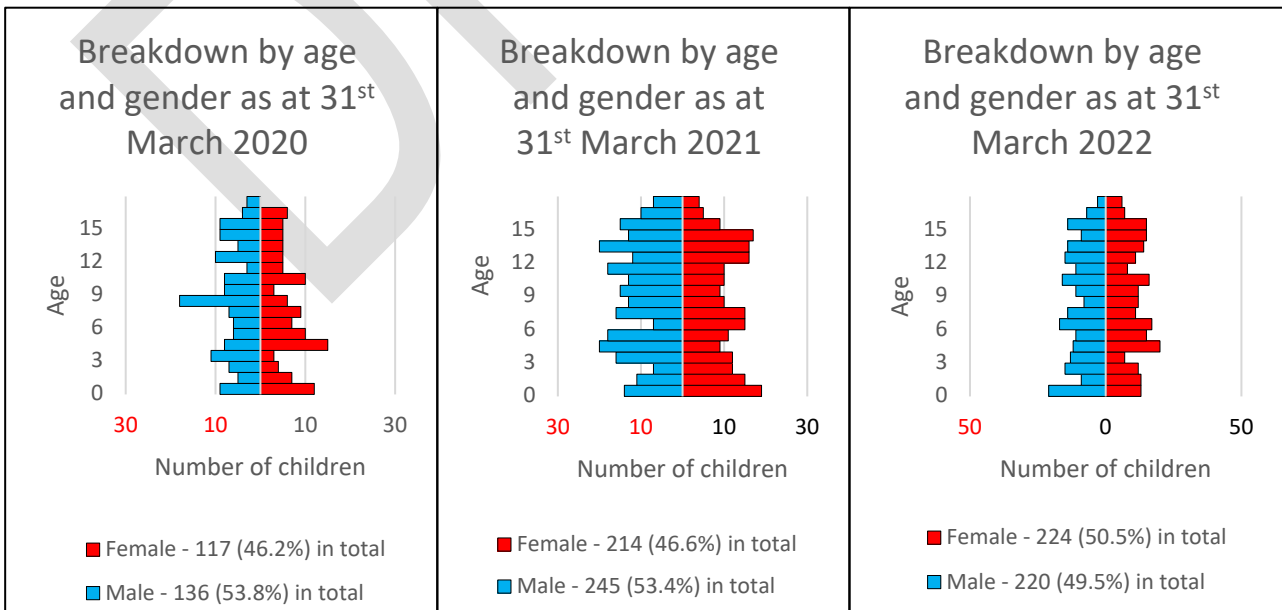


Graph showing the re-registrations within 12 months of a de-registration. The rate was low for both 2020/21 and 2021/22, showing that children aren't being de-registered too soon.

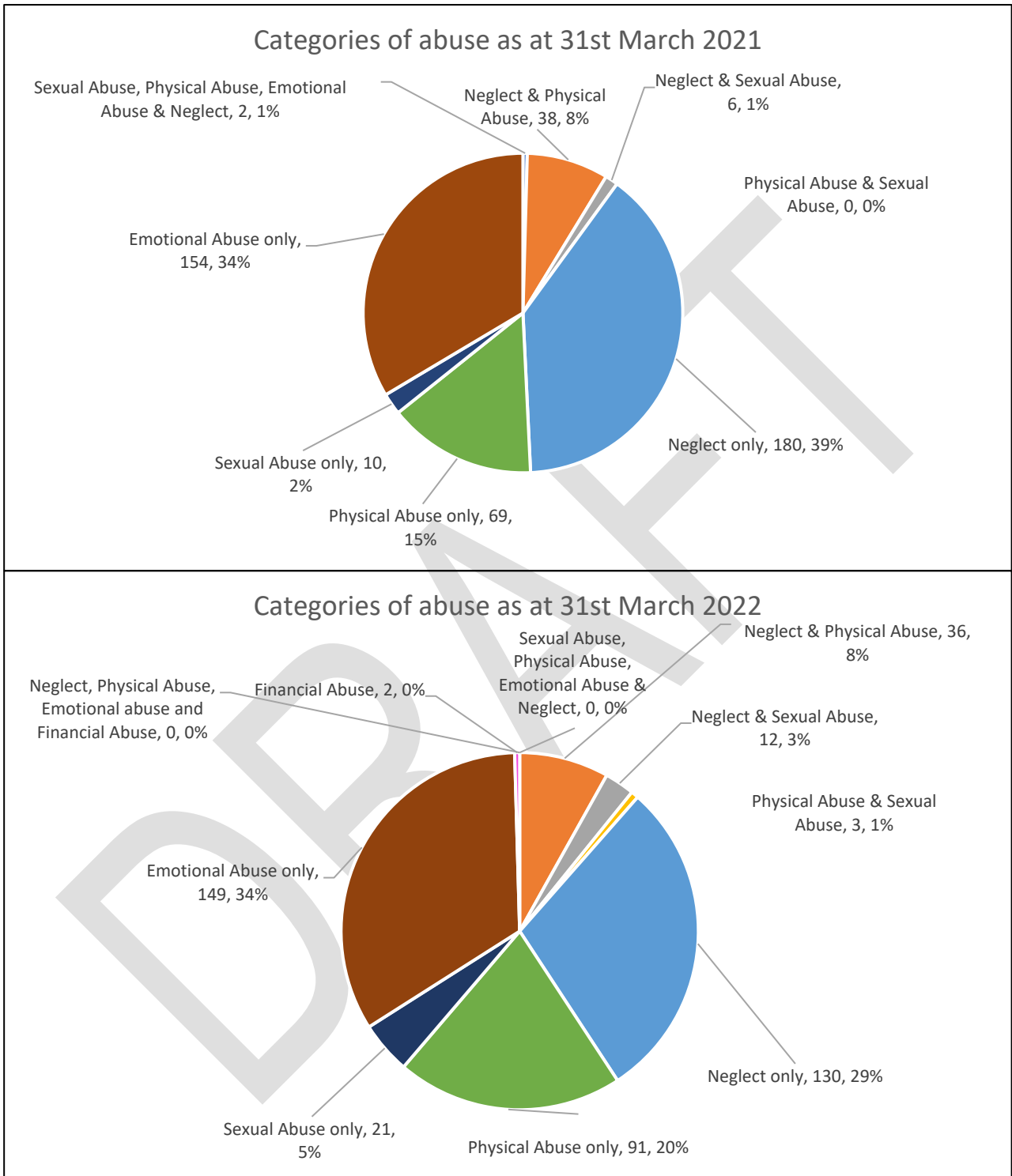


Graph showing the steady increase of numbers of children on the CPR up until the 31st March 2021, when there were 459 children on the register. The number of children fell to 351, although later increased back to 444. In 2021/22 there was an average of 45 registrations a month compared to 59 a month over 2020/21. The registrations trend line has flattened whilst the trend line for the number of de-registrations shows a more marked increase over the whole period as there are on average 52 deregistrations a month since April 2021 compared to 42 a month last year.

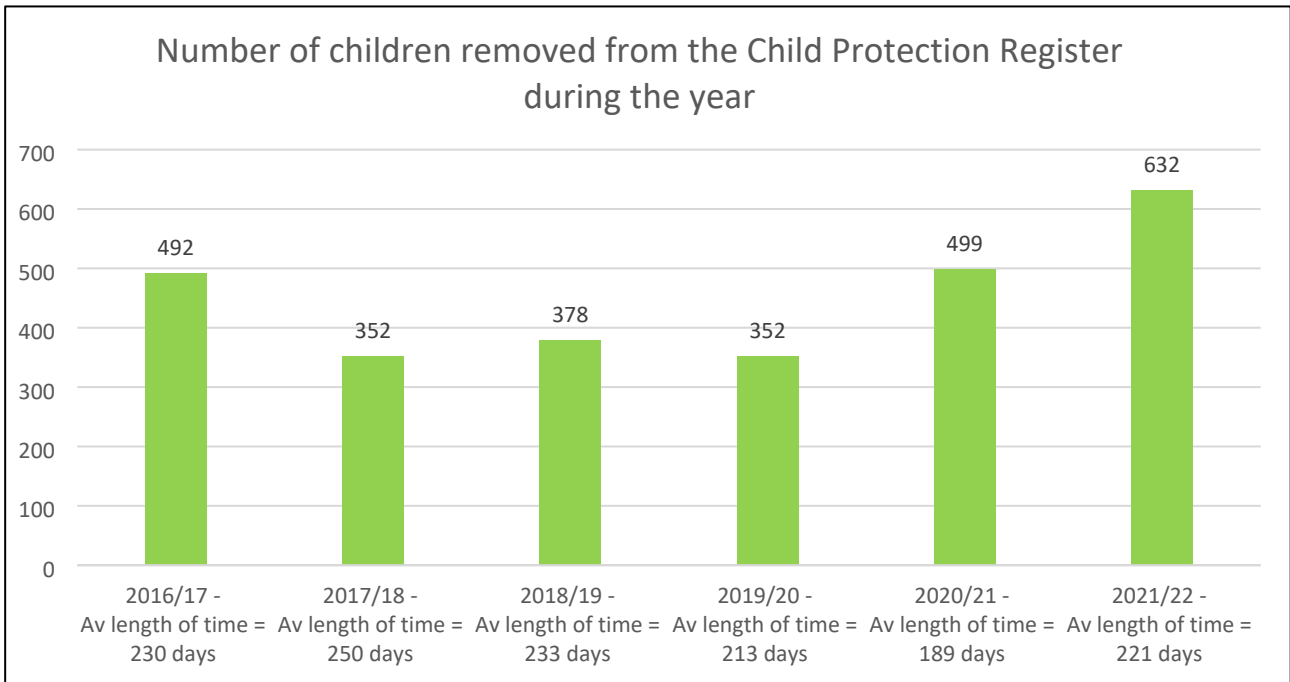
Breakdowns of Children on the CPR by Age and Gender Over Time



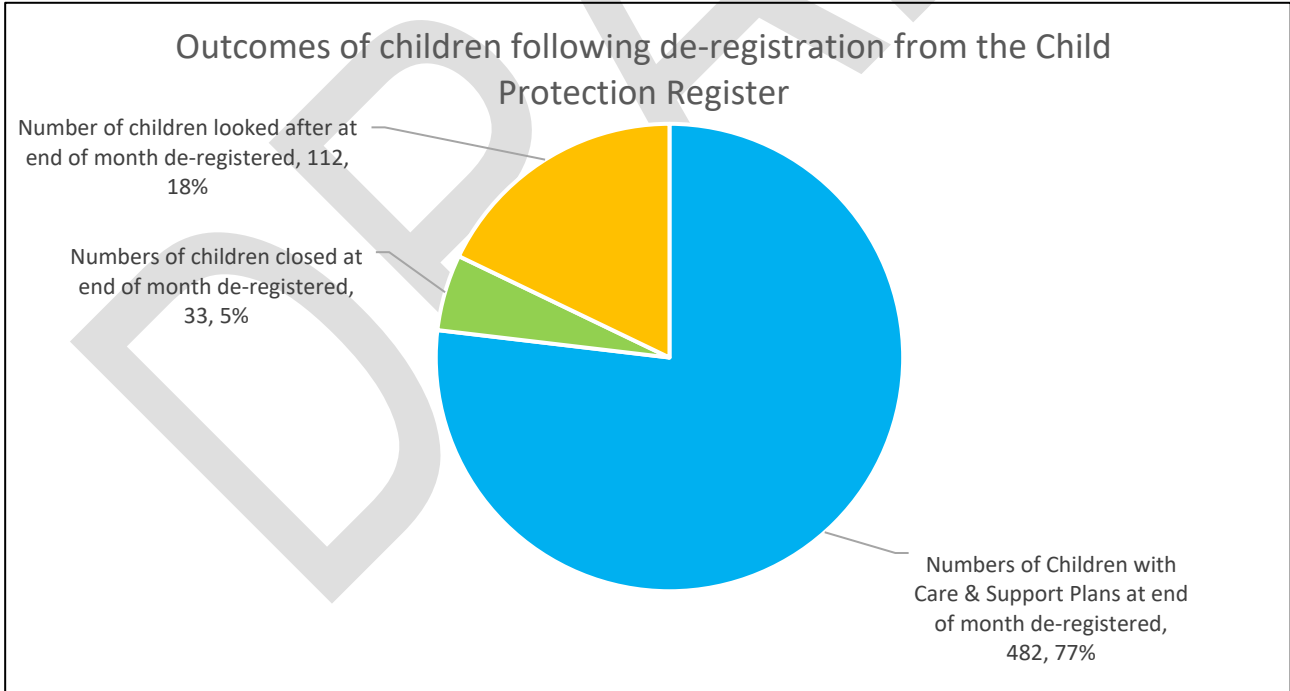
Categories of Abuse Over Time



The pie charts above show that the primary change of the last 2 years has been a decrease in the percentage of children registered against Neglect only and an increase in the percentage of children registered against physical abuse only. There has also been a small increase in the percentage of children registered against a category including Sexual Abuse.

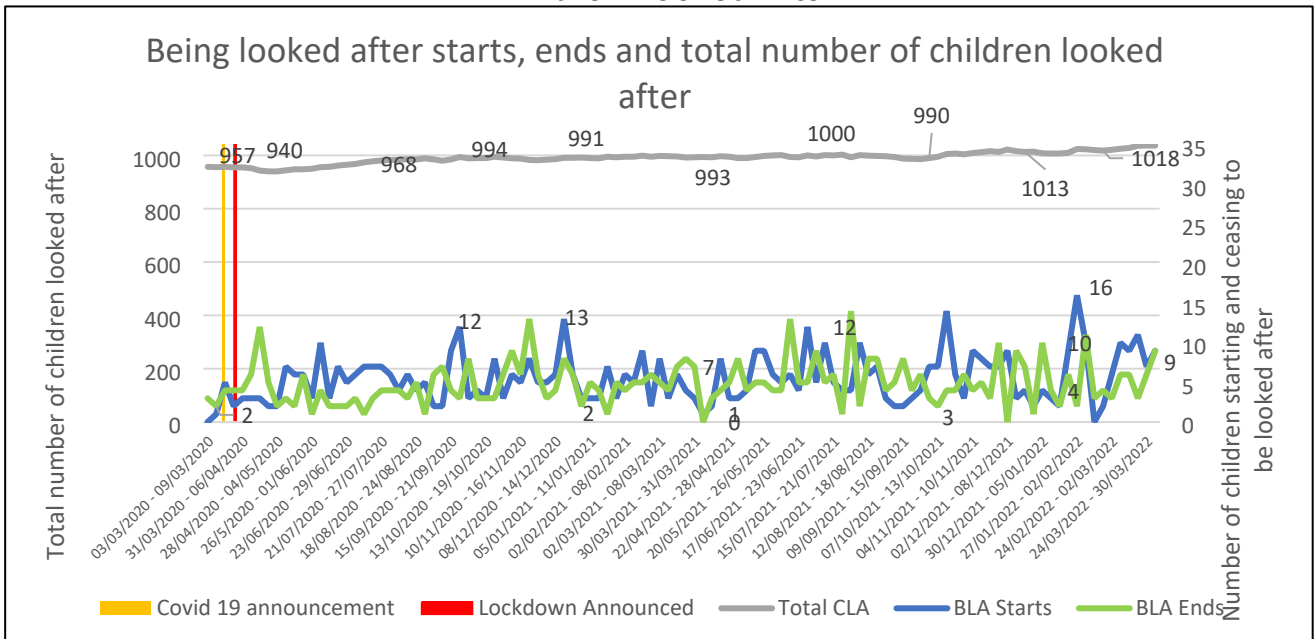


This graph shows the number of deregistrations per year in Cardiff and the average length of time on the register at the point of deregistration. It demonstrates the increase in activity over the last 2 years.

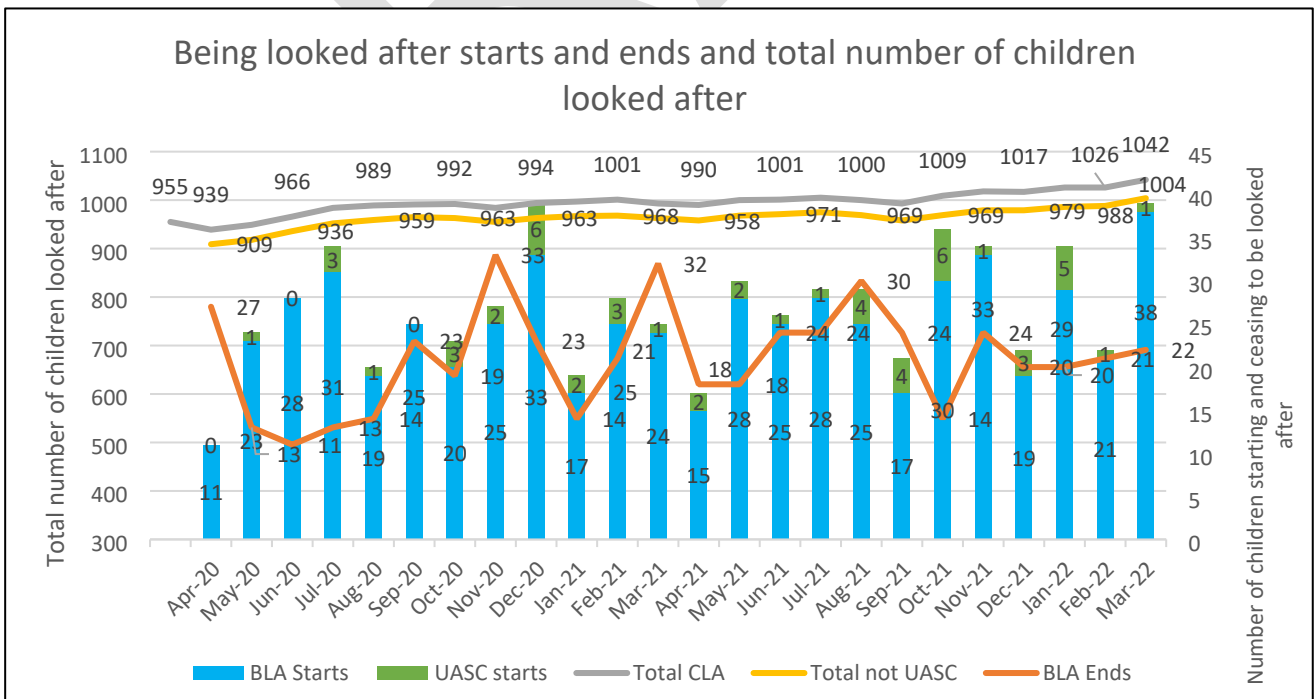


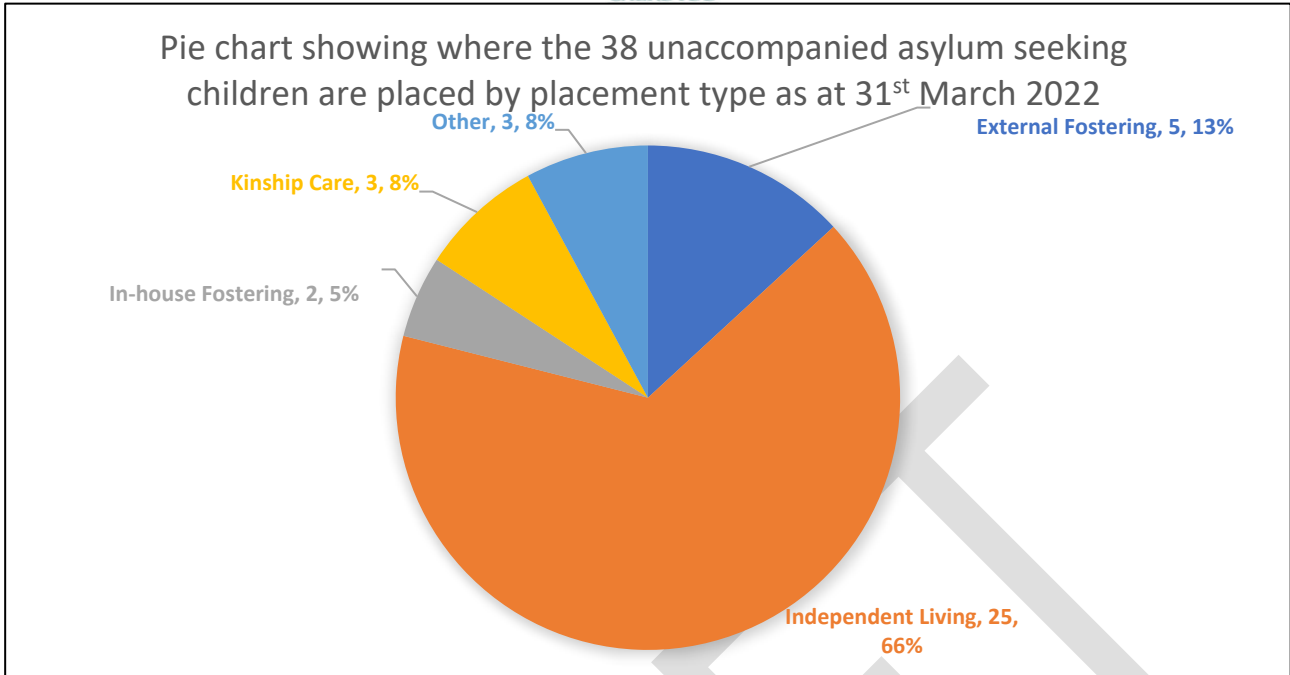
The pie chart for 2021/22, shows the vast majority (515 / 627) or 82.1% were stepped down following de-registration from the Child Protection Register, whilst 112 or 17.9% then became looked after. Of the 112 who became looked after, 32 or 28.6% were under 6 months of age.

Children Looked After

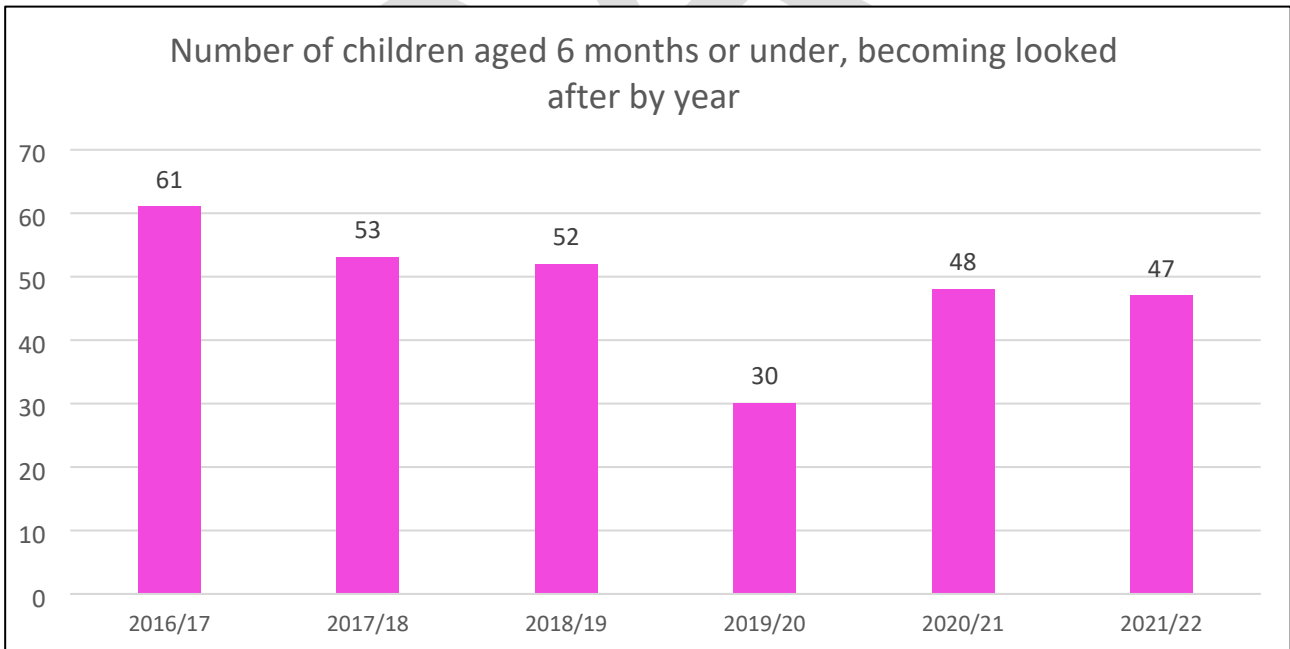


The graph above shows the difference between the number of children and young people becoming looked after and those ending being looked after between March 2020 and March 2022. 273 children started being looked after and 236 children ended being looked after in 2020/21 compared with 290 and 247 respectively in 2021/22. The net result was a period of increase in the total number of children looked after during the first wave of the pandemic (a societal crisis), followed by a period of relative stability between October 2020 and October 2021 (whilst society remained under restrictive measures). Since then the number of looked after children has increased to 1,040 at the end of March 2022. Please note that these figures include unaccompanied asylum seeking children (UASCs). 12 of our current 49 UASCs arrived under the National Transfer Scheme. The impact of UASCs on our current children looked after numbers is set out in the graph below.



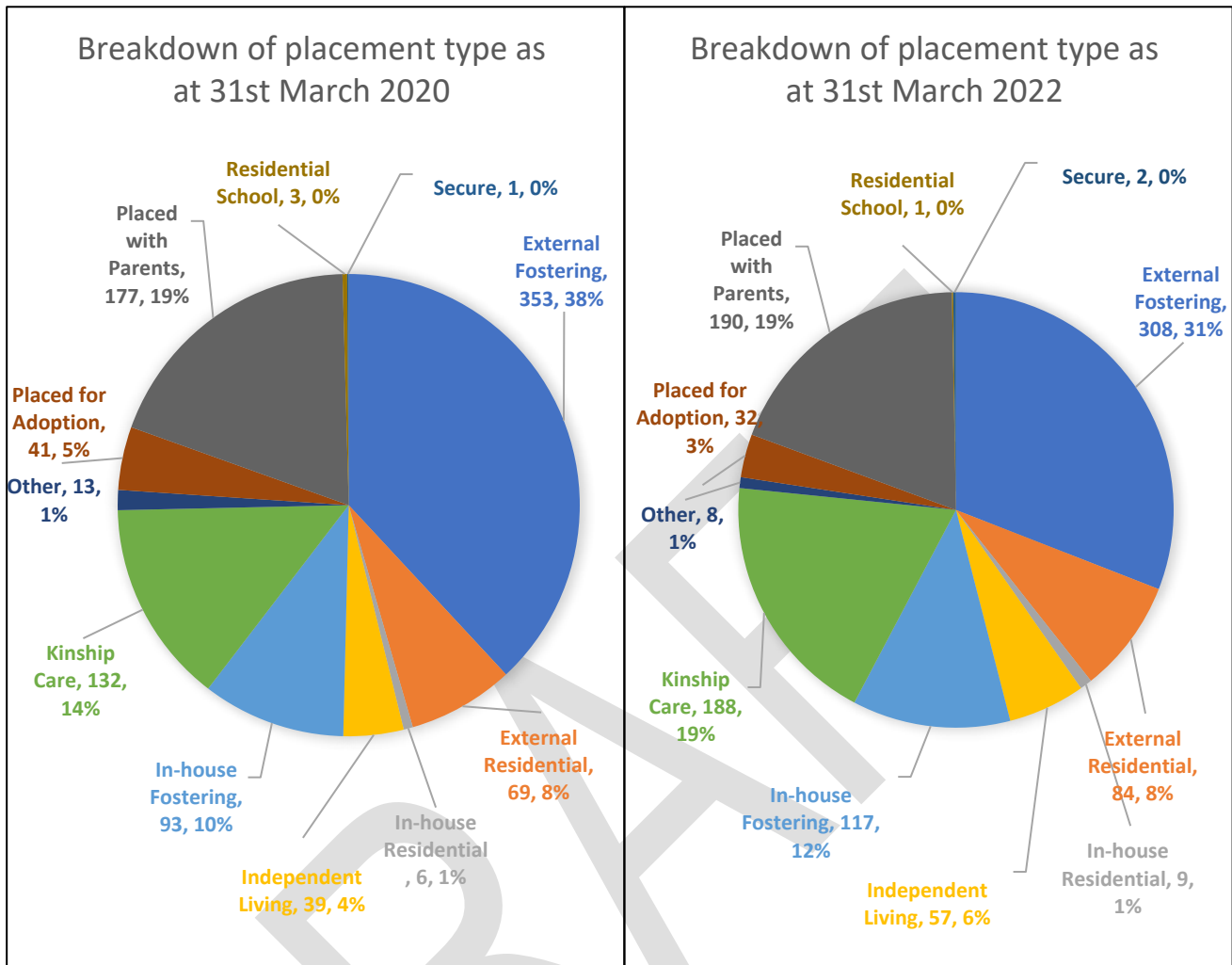


This graph shows where our 38 unaccompanied asylum seeking children were placed as at the 31st March 2022. The youngest 4 are 15 years of age and they are placed in 1 kinship placement, 1 in house foster placement and 2 external fostering placements. The other 34 are 16 and 17 years old and are living in the remainder of placements shown above.



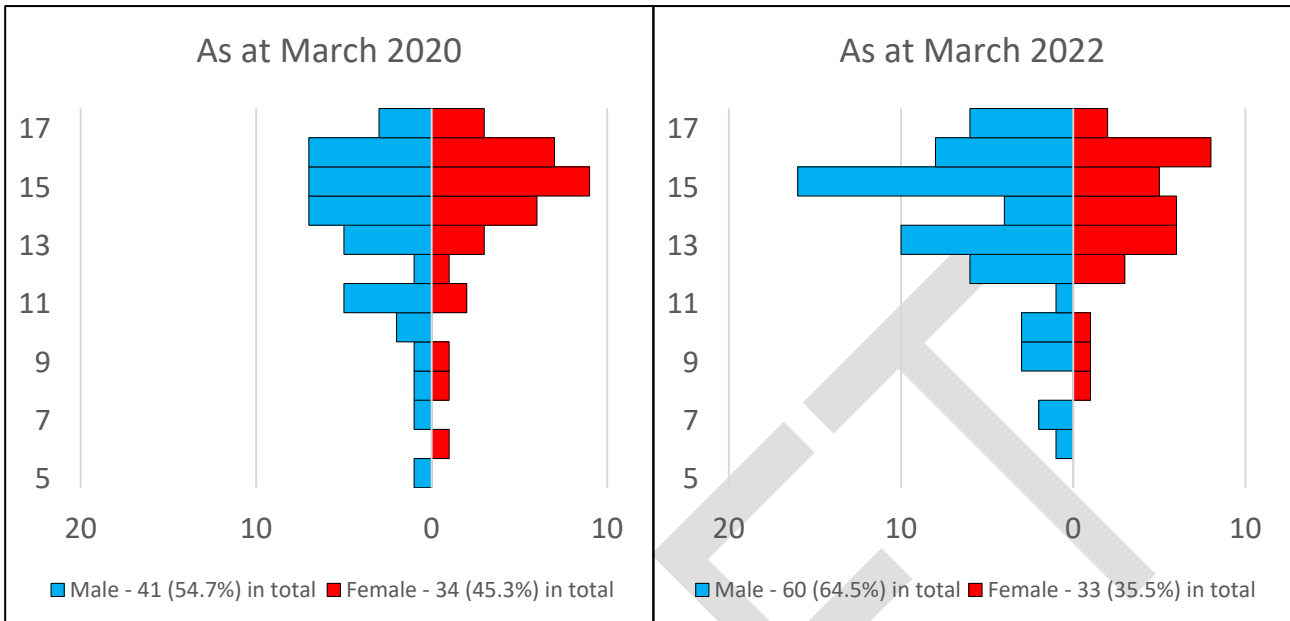
This graph shows the number of children aged 6 months or under who became looked after each year. During 2021/22 there were 47 children who were 6 months old or less at the start of being looked after evidencing a recent increase in demand for placements for babies, including parent and baby placements.

Breakdown of Where Children Are Placed Over Time



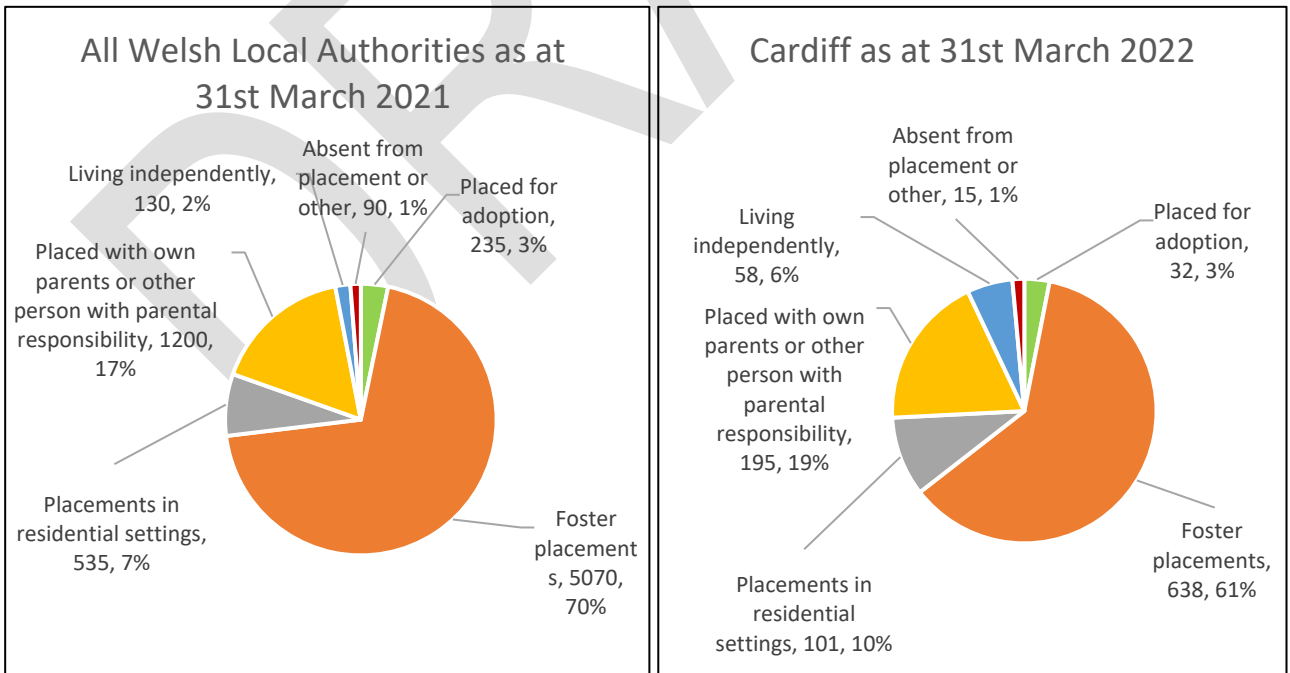
The pie charts above show the increase in demand for residential placements and the increasing number of children and young people in kinship and in house foster care. It also shows the ongoing increase in the number of children who are on a Care Order, but placed with their parents. The number of young people in Independent Living placements has increased from 39 to 57.

Graphs Showing the Number of Children in Residential Placements by Age and Gender as at 31st March 2020 and 31st March 2022

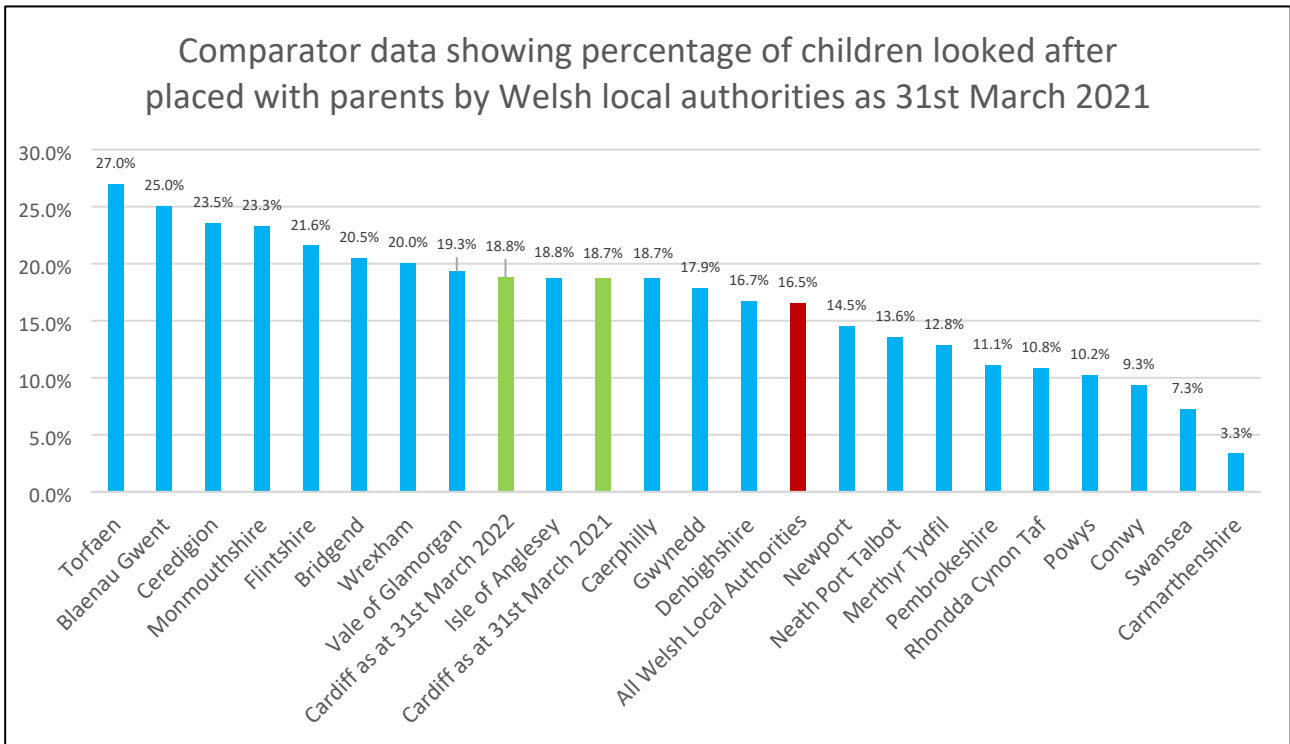


The charts above set out the increase in demand for residential placements for older teenage boys. Looking at the age structure of children looked after, together with the population projections for 11-18 year olds, the data suggests that the peak in demand for looked after placements, based on population size alone, might not be reached until 2023 and extend until 2028.

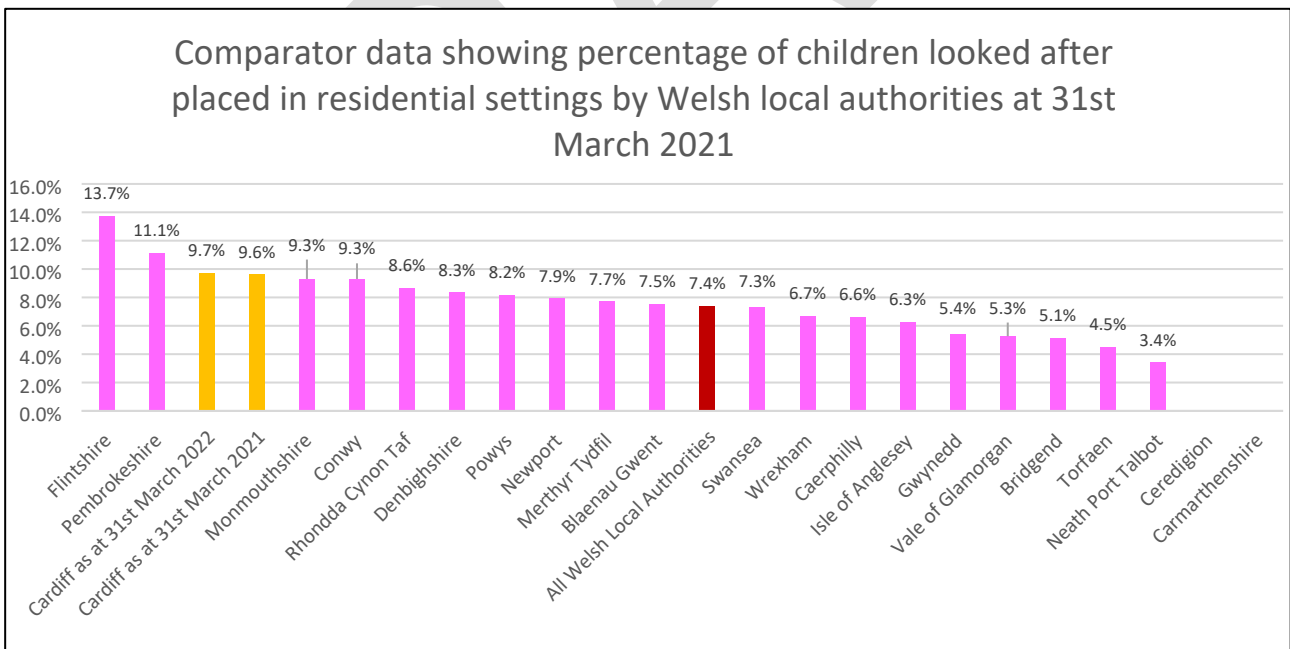
Comparison of Breakdown by Type of Placement for Children Looked After



These pie charts show what type of placements children are placed in by All Wales Local Authorities compared to Cardiff's children looked after, 9% more children are placed in foster placements by All Welsh LA's compared to Cardiff, Cardiff have 3% more residential placements, 2% more placed with parents and 4% more independent living placements.

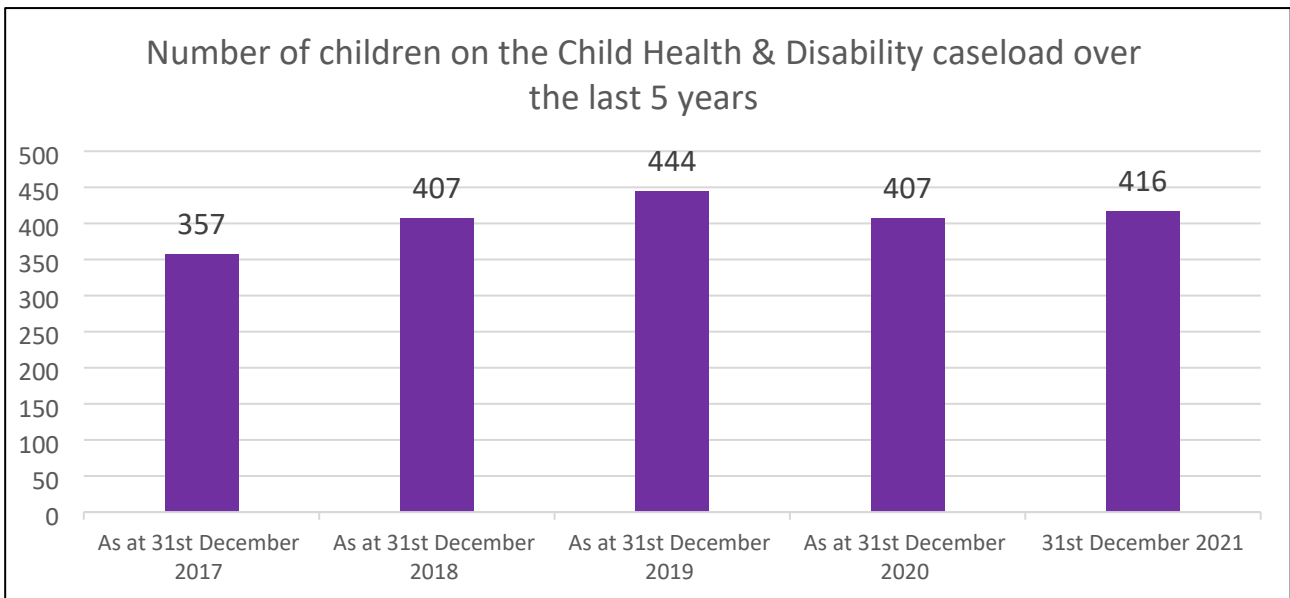


This graph shows the percentage of children looked after placed with their parents or other person with parental responsibility by Welsh LAs as at the 31st March 2021. The All Wales average is 16.5% placed with parents, Cardiff is not an outlier at 18.7% increasing slightly to 18.8% as at 31st March 2022.



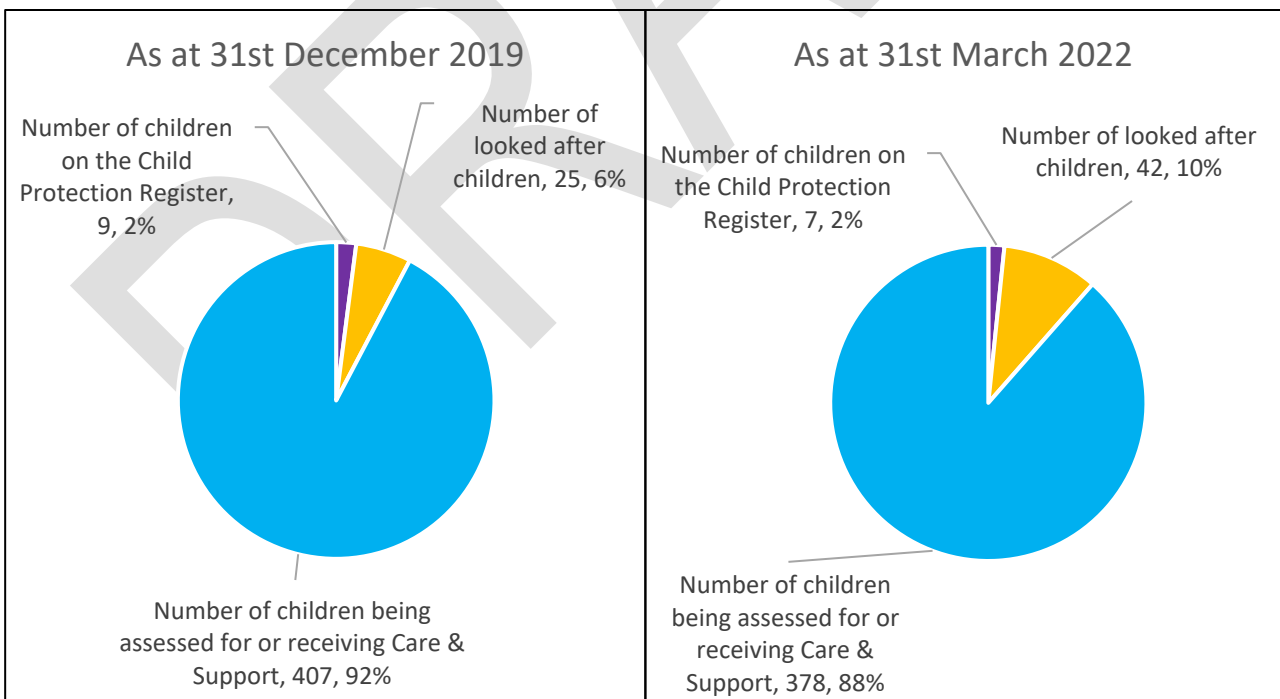
This graph shows the percentage of children looked after placed in residential settings by Welsh LAs as at the 31st March 2021. Cardiff currently has 9.7% of our children looked after in residential placements, compared to the All Wales average of 7.4% placed in residential settings. Only two other LAs in Wales have higher rates of residential placements.

Children With Disabilities



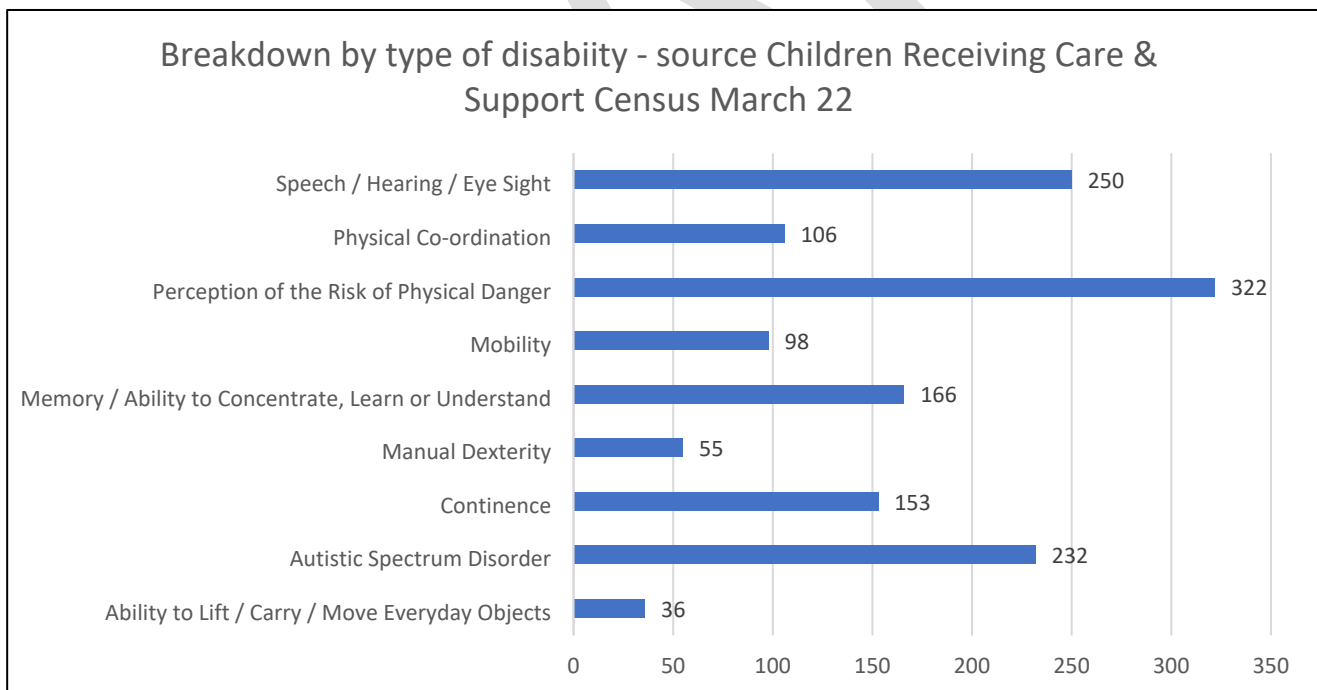
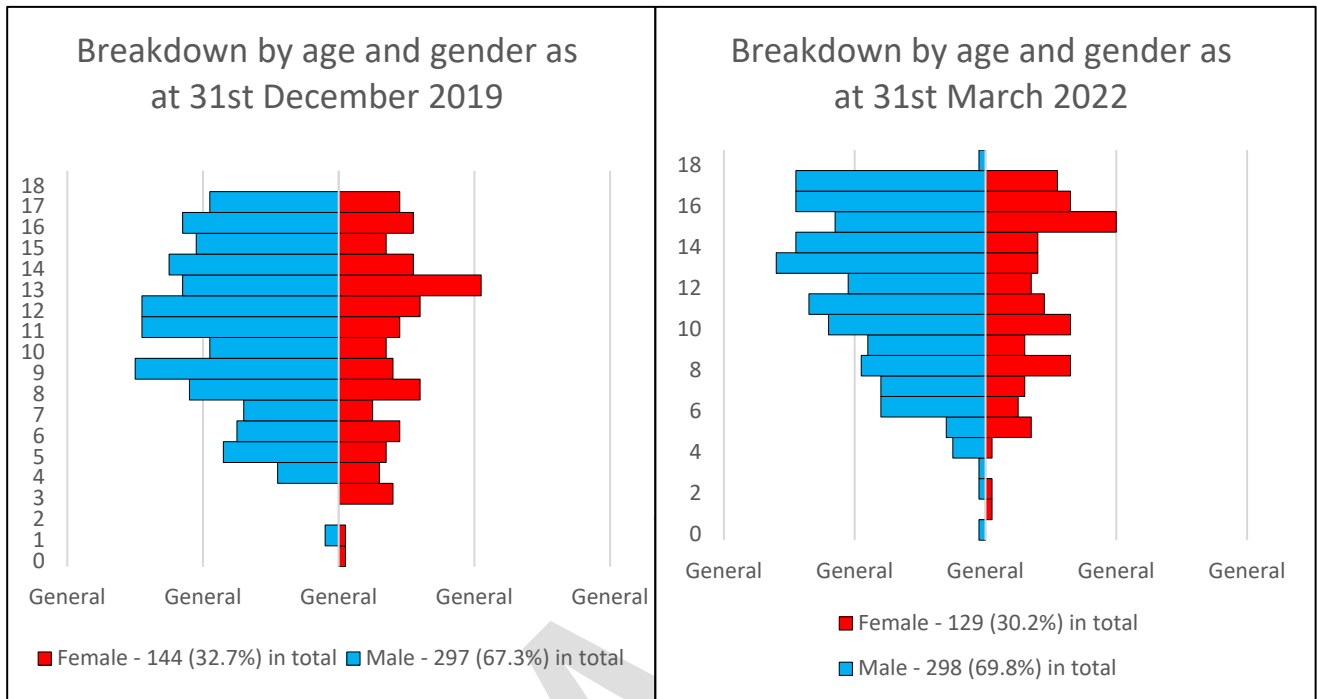
The number of children on the Child Health & Disability Service caseload has since increased to 427 as at 31st March 2022.

Breakdown of Child Health & Disability Caseload by Whether on the Child Protection Register, Looked After or Being Assessed / Receiving Care and Support

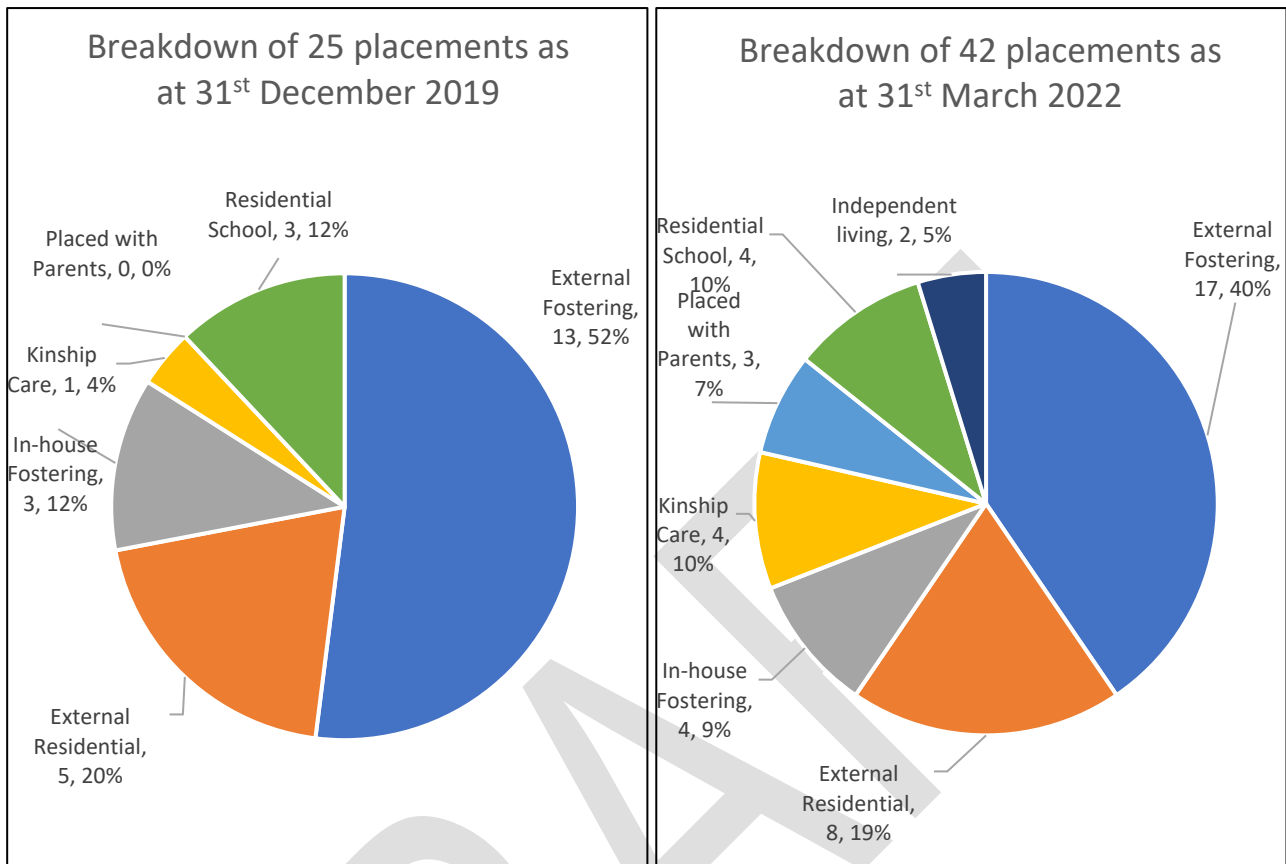


The number of children looked after on the Child Health & Disability caseload has increased from 25 to 42, 6% to 10% of the caseload, over the last two years. This equates to a 68% increase in children looked after.

Breakdown of Children on the Child Health & Disability Caseload by Age and Gender Over Time

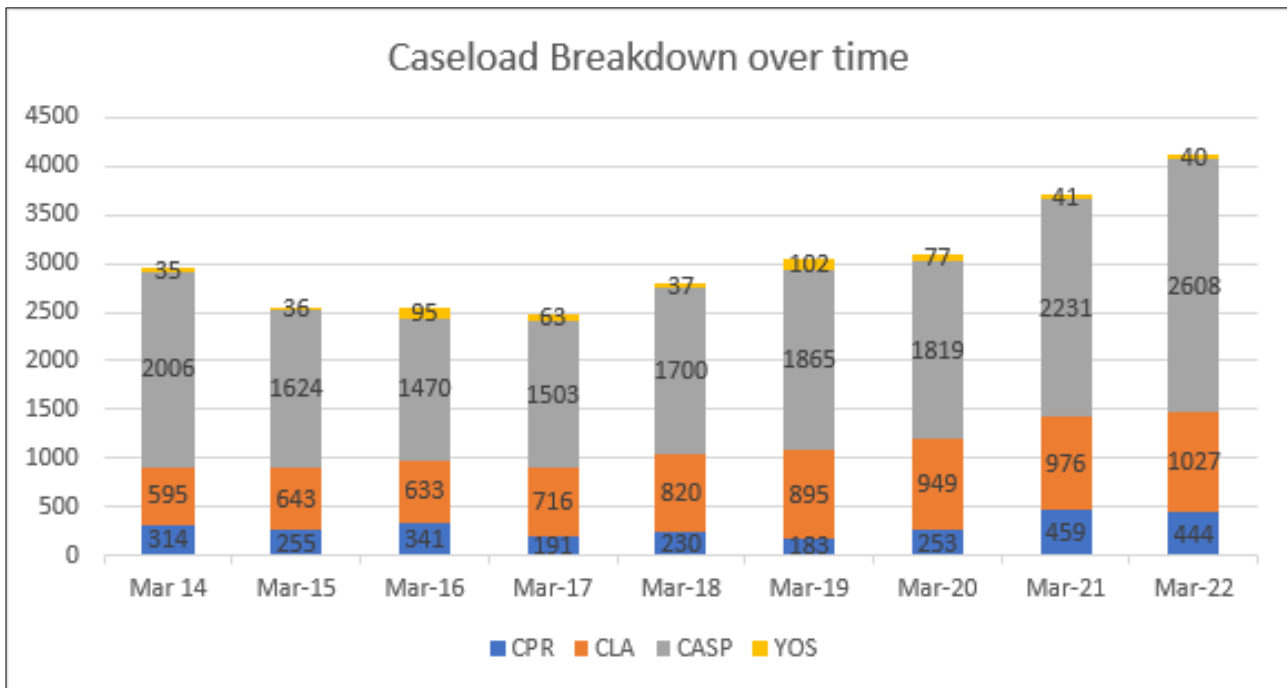


Child Health & Disability Children Looked After Placements



These pie charts show the type of placements where children looked after in the Child Health & Disability Service are living and the change in type over the last two years.

Caseload Overview



The graph above shows the gradual increase in the number of cases open to Children's Services over time.

Conclusion

The data clearly shows the increasing demand and pressure on Children's Services in Cardiff. It is evident that we need to future proof our services to ensure we can continue to manage and respond to the continuing demand.

Our Children's Services Strategy sets out how we planning to deliver progressive change by shifting the balance in relation to:

- Ensuring a range of support in the community and a variety of homes for children are available in Cardiff - **place**.
- Supporting a permanent workforce – **people**.
- Developing our **practice** and procedures.

CYNGOR CAERDYDD

CARDIFF COUNCIL

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

16 JANUARY 2023

**WELSH GOVERNMENT SCHOOL IMPROVEMENT GUIDANCE: A
FRAMEWORK FOR SCHOOL IMPROVEMENT**

Purpose of the Report

1. For Members to receive a brief overview of this issue ahead of a presentation on the Welsh Government School Improvement Guidance: A Framework for School Improvement being made at this meeting of the Scrutiny Committee by the Central South Education Consortium (CSC).

Background

2. In June 2022, the Welsh Government published its latest [School Improvement Guidance](#) which provides a new point of reference for schools, pupil referral units, local authorities, diocesan authorities, regional consortia and Estyn. It outlines Welsh Government's expectations of these partners in contributing to school improvement, in the context of their wider legal duties.
3. The presentation (attached at **Appendix A**), which has already been delivered to CSC staff, regional council members and to Cardiff chairs of governors aims to summarise the implications and major changes to evaluation, improvement and accountability detailed in the guidance and outline the timeline for implementation and planned CSC support in relation to it.

Way Forward

4. The attached presentation will be made at this meeting by the following CSC officers:
 - Geraint Lewis, Principal Improvement Partner for Cardiff Secondary and Special Schools; supported by Kate Rowlands.

5. In addition, the following witnesses will be in attendance to answer any questions on this issue:
 - Councillor Sarah Merry, Deputy Leader and Cabinet Member for Education;
 - Melanie Godfrey, Director of Education & Lifelong Learning;
 - Mike Tate, Assistant Director of Education and Lifelong Learning;

6. Members will be able to agree any comments, concerns or recommendations that they wish to pass on to the CSC, Cabinet Member and Senior Officers during the Way Forward and decide whether they wish to receive further updates in the future.

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.

Financial Implications

8. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct 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, the attached Appendic and information provided at the meeting and agrees any recommendations, comments or advice it wishes to offer to the Central South Education Consortium, Cabinet Member and Senior Officers in Education & Lifelong Learning, as well and any future scrutiny Members may wish to undertake on this issue.

Davina Fiore

Director of Governance and Legal Services

9 January 2023

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LLC Canllawiau gwella ysgolion: fframwaith ar gyfer gwerthuso, gwella ac atebolrwydd

WG School improvement guidance: framework for evaluation, improvement and accountability

- Cyflwyniad
- Crynodeb o'r goblygiadau / prif newidiadau
- Atebolrwydd
- Llinell amser ar gyfer Gweithredu
- Cefnogaeth CCD wedi'i gynllunio
- Introduction
- Summary of implications / major changes
- Accountability
- Timeline for Implementation
- Planned CSC Support

LLC Canllawiau gwella ysgolion: fframwaith ar gyfer gwerthuso, gwella ac atebolrwydd

WG School improvement guidance: framework for evaluation, improvement and accountability

Page 158

https://hwb.gov.wales/gwerthuso-gwella-ac-atebolrwydd/

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Hafan > Gwerthuso, gwella ac atebolrwydd

Gwerthuso, gwella ac atebolrwydd

Rhan o [Cwricwlwm i Gymru](#)



Ymchwil i anghenion y system ysgolion yng Nghymru o ran data a gwybodaeth a'u defnydd

Yn cyflwyno dull a nodau'r ymchwil, yr amserlen a'r camau nesaf.



Yr adnodd cenedlaethol: gwerthuso a gwella

Arweiniad ymarferol, cwstiynau trafod, adnoddau ac astudiaethau achos i gefnogi hunan arfarnu a gwella ysgolion.



Canllawiau gwella ysgolion: fframwaith ar gyfer gwerthuso, gwella ac atebolrwydd

Canllawiau a gwybodaeth ynghylch gwella ysgolion a'r fframwaith newydd ar gyfer gwerthuso, gwella ac atebolrwydd.

https://hwb.gov.wales/evaluation-improvement-and-accountability/

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Home > Evaluation, improvement and accountability

Evaluation, improvement and accountability




Research into the data and information needs and uses in the school system in Wales

Introduces the approach and aims of the research, timeline and next steps.



The national resource: evaluation and improvement

Practical guidance, prompts, resources and case studies to support school self-evaluation and improvement.



School improvement guidance: framework for evaluation, improvement and accountability

Guidance and information on school improvement and the new framework for evaluation, improvement and accountability.

Cyflwyniad

- Amlinellu disgwyliadau i'r rhai sy'n cyfrannu at wella ysgolion
- Pwrpas gwella ysgolion – *"...helpu ysgolion i roi'r profiadau a'r canlyniadau dysgu gorau i ddysgwyr..."*
- Sail anstatudol nawr; statudol Medi 2024

Introduction

- Outlines expectations for those contributing to school improvement
- Purpose of school improvement – *"...help schools give learners the best learning experiences and outcomes..."*
- Non-statutory basis now; statutory Sept. 2024

Crynodeb o'r goblygiadau / prif newidiadau

- Ysgolion yn cael eu dal yn uniongyrchol atebol am ansawdd darpariaeth a chynnydd dysgwyr gan y Corff Llywodraethol ac Estyn
- Estyn yn adrodd ac amllder yr arolygiadau yn newid
- Pwrpas, fformat a rhannu gwybodaeth am asesu ysgolion

Summary of implications / major changes

- Schools held directly accountable for quality of provision and progress of learners by Governing Body and Estyn
- Estyn reporting and frequency of inspections changing
- Purpose, format and sharing of school assessment information

Crynodeb o'r goblygiadau / prif newidiadau

- Bydd Llywodraeth Cymru yn parhau i gyhoeddi canlyniadau TGAU a Lefel A fel rhan o'u datganiad ystadegol arferol, ond ni fydd cyhoeddiad data asesu unrhyw ddisgybl ar gyfer unrhyw grŵp oedran arall yng Nghymru.
- Wedi comisiynu ymchwil gan y cwmni Social Finance (disgwylir adroddiad Hydref 2022). Bwriad y project yw cefnogi'r gwaith o greu ecosystem data a gwybodaeth newydd ar gyfer addysg yng Nghymru.

Summary of implications / major changes

- Welsh Government will continue to publish GCSE and A Level results as part of their usual statistical release, but there will be no publication of any pupil assessment data for any other age group in Wales.
- Commissioned research from the company Social Finance (report due Autumn of 2022). The project is designed to support the creation of a new data and information ecosystem for education in Wales.

Crynodeb o'r goblygiadau / prif newidiadau

- Cyswllt gwerthuso, gwella ac atebolrwydd i 8 bwled am sut mae da yn edrych wrth weithredu CiG yn llwyddiannus
- Disgwylir i ALL a Chonsortia gweithio mewn partneriaeth agos i ddarparu cymorth yn seiliedig ar flaenoriaethau gwella CDY

Summary of implications / major changes

- Evaluation, Improvement and Accountability link to 8 bullets for what good looks like for successful implementation of CfW
- LA and Consortia expected to work in close partnership to provide support based on SDP improvement priorities

Crynodeb o'r goblygiadau / prif newidiadau

- Mae'r ALI yn canolbwyntio ar gymorth ar gyfer ymddygiad, lles emosiynol a meddyliol, ADY, presenoldeb, AD, cyllid, datblygu'r Gymraeg ac adeiladau
- Bydd y consortia'n canolbwyntio ar gefnogaeth i ddysgu ac addysgu, arweinyddiaeth (gyda AGAAC), dysgu proffesiynol, cynllunio cwricwlwm a datblygu'r Gymraeg.

Summary of implications / major changes

- LA focus on support for behaviour, emotional and mental well-being, ALN, attendance, HR, finance, Welsh-language development and buildings
- Consortia focus on support for learning and teaching, leadership (with NAEL), professional learning, curriculum planning and Welsh-language development.

Crynodeb o'r goblygiadau / prif newidiadau

Ysgolion i gyhoeddi Crynodeb CDY ar eu gwefannau:

- blaenoriaethau gwella lefel uchel i gael eu llywio gan y tri maes allweddol ar gyfer hunan-werthuso:
 - ✓ gweledigaeth ac arweinyddiaeth
 - ✓ cwricwlwm, dysgu ac addysgu
 - ✓ lles, tegwch, a chynhwysiant

Summary of implications / major changes

Schools to publish SDP Summary on their websites:

- high level improvement priorities to be informed by the three key areas for self-evaluation:
 - ✓ vision and leadership
 - ✓ curriculum, learning and teaching
 - ✓ well-being, equity, and inclusion

Crynodeb o'r goblygiadau / prif newidiadau

- camau arfaethedig i gyflawni'r blaenoriaethau hynny
- cerrig milltir perthnasol ar gyfer pob blaenoriaeth
- cymorth allanol bydd yr ysgol yn gallu ei dderbyn i gyflawni ei blaenoriaethau gwella yn ystod y flwyddyn academaidd bresennol
- adroddiad ar gynnydd yn erbyn blaenoriaethau'r flwyddyn flaenorol

Summary of implications / major changes

- planned actions to achieve those priorities
- relevant milestones for each priority
- external support the school will access to help it achieve its improvement priorities during the current academic year
- a report on progress against the previous year's priorities

Atebolrwydd - rôl Cyrff Llywodraethu

O ran gwerthuso a gwella yn fwy cyffredinol, dylai cyrff llywodraethu wneud y canlynol:

- defnyddio'r egwyddorion a'r dull hunanwerthuso a nodir yn y canllawiau hyn er mwyn gwerthuso eu heffeithiolrwydd, eu cryfderau a'r meysydd i'w gwella

Accountability – the role of Governing Bodies

With regards to evaluation and improvement more generally, governing bodies should:

- use the principles and approach to self-evaluation set out in this guidance in order to evaluate their own effectiveness, strengths and areas for improvement

Atebolrwydd - rôl Cyrff Llywodraethu

- sicrhau bod cynllun datblygu'r ysgol yn adlewyrchiad teg a dealladwy o gryfderau'r ysgol a'r meysydd i'w gwella
- cymeradwyo blaenoriaethau gwella'r ysgol a chytuno ar y disgwyliadau ar gyfer cymorth a gynigir gan yr awdurdod lleol a'r consortiwm rhanbarthol
- sicrhau y caiff crynodeb o'r cynllun datblygu ysgol ei gyhoeddi ar wefan yr ysgol

Accountability – the role of Governing Bodies

- ensure that the school development plan is a fair and well understood reflection of the strengths and areas for improvement in the school
- approve the school's improvement priorities and agree the support expectations proposed by the local authority and regional consortia
- ensure a summary of the school development plan is published on the school's website.

Atebolrwydd - rôl Cyrff Llywodraethu

Fel y corff sy'n gyfrifol am ysgol, dylai cyrff llywodraethu wneud y canlynol:

- monitro'r broses o ddarparu'r cynllun datblygu ysgol a chymryd camau lle nad yw cynnydd yn erbyn blaenoriaethau ar gyfer gwella yn foddhaol

Accountability – the role of Governing Bodies

As the accountable body for a school, governing bodies should:

- monitor delivery of the school development plan and take action where progress against improvement priorities is unsatisfactory

Atebolrwydd - rôl Cyrff Llywodraethu

- defnyddio cynllun datblygu'r ysgol i roi cyd-destun i'r broses rheoli perfformiad ar gyfer yr holl staff, er mwyn sicrhau bod y staff yn cymryd cyfrifoldeb am eu rôl wrth gyflawni'r cynllun
- herio'r pennaeth a'i ddwyn i gyfrif am berfformiad ac effeithiolrwydd cyffredinol yr ysgol

Accountability – the role of Governing Bodies

- use the school development plan to provide a context for the performance management process for all staff, so that all staff are accountable for their role in delivering against the plan
- provide challenge to the headteacher and hold the headteacher to account for the overall performance and effectiveness of the school

Atebolrwydd - rôl ALLau

Dylai pwyllgorau craffu:

- ddwyn aelodau cabinet i gyfrif am safon ac effaith gwasanaethau'r cyngor i gefnogi ysgolion
- craffu ar waith y cyngor o ran y gwasanaethau a ddarperir i gefnogi ysgolion, yn hytrach na defnyddio eu trefniadau atebolrwydd i ddwyn ysgolion i gyfrif

Accountability – the role of LAs

Scrutiny committees should:

- hold cabinet members to account for the quality and impact of the council's services to support schools
- scrutinise the work of the council with regard to the services provided to support schools, rather than using their accountability arrangements to hold schools to account

Atebolrwydd - rôl ALLau

- craffu ar ba mor effeithiol y mae'r awdurdod lleol yn gweithio gyda'r consortiwm rhanbarthol neu bartneriaid awdurdod lleol eraill (os yw'n berthnasol) gan ddeall bod atebolrwydd dros gonsortia rhanbarthol drwy eu cydbwyllgor neu fwrdd cwmni
- monitro a chraffu ar y defnydd o bwerau statudol i gefnogi a gwella ysgolion sy'n achosi pryder
- ystyried effaith penderfyniadau i ad-drefnu ysgolion ar wella ysgolion

Accountability – the role of LAs

- scrutinise how effectively the local authority works with the regional consortium or other local authority partners (if applicable) understanding that accountability for regional consortia is through their joint committee or company board
- monitor and scrutinise the use of statutory powers to support and improve schools causing concern
- consider the impact of decisions to reorganise schools on the improvement of schools

Atebolrwydd - rôl ALLau

- Dylai awdurdodau lleol a chonsortia rhanbarthol weithio mewn partneriaeth i gyflawni dyletswyddau a swyddogaethau sylfaenol yr awdurdodau lleol mewn perthynas ag addysg.
- Does dim angen i awdurdodau lleol greu prosesau ychwanegol i oruchwylio gwaith eu consortiwm rhanbarthol. Yn hytrach, dylid dwyn consortia rhanbarthol i gyfrif trwy eu strwythur lywodraethol, sy'n cynnwys aelodau etholedig awdurdodau lleol.

Accountability – the role of LAs

- Local authorities and regional consortia should work in partnership to deliver the underlying local authority duties and functions in relation to education.
- Local authorities do not need to create additional processes to oversee the work of their regional consortium. Instead, regional consortia should be held to account through their governing structure, which includes elected local authority members.

Atebolrwydd – rôl y consortia

Dylai cyd-bwyllgorau consortia rhanbarthol neu grŵp gweithredol ar y cyd:

- arwain a monitro effeithiolrwydd gwaith consortia rhanbarthol i helpu i wella ysgolion, ac i lywio a chefnogi awdurdodau lleol i gyflawni eu swyddogaethau a'u dyletswyddau statudol
- sicrhau bod consortia rhanbarthol yn defnyddio'r wybodaeth gyfoethog sydd ar gael iddynt o gynlluniau datblygu ysgolion unigol i lywio eu cynllunio a'u blaenoriaethu eu hunain

Accountability – the role of consortia

Regional consortia joint committees or joint executive group should:

- lead and monitor the effectiveness of regional consortia's work to help improve schools, and to inform and support local authorities to fulfil their statutory functions and duties
- ensure that regional consortia are using the rich information available to them from individual schools' development plans to inform their own planning and prioritisation

Atebolrwydd – rôl y consortia

- monitro ac adolygu ansawdd a phrydlondeb eu cyngor i awdurdodau lleol ar ddefnyddio pwerau statudol i gefnogi a gwella ysgolion sy'n achosi pryder, yn enwedig ar gyfer ysgolion uwchradd

Accountability – the role of consortia

- monitor and review the quality and timeliness of their advice to local authorities on the use of statutory powers to support and improve schools causing concern, particularly for secondary schools

Llinell amser ar gyfer Gweithredu

Medi 2022	Hydref 2022	Medi 2024
<p>• Fframwaith ar gyfer Gwerthuso, mae Canllawiau Gwella ac Atebolrwydd yn anstatudol. Mae disgwyl i ysgolion dreialu'r canllawiau er mwyn rhoi adborth i Lywodraeth Cymru ar feysydd i'w diwygio yn y dogfennau statudol terfynol.</p> <p>• Mae crynodeb o'r CDY ar wefan yr ysgol yn anstatudol ond yn ddisgwyliedig.</p> <p>• Nid oes angen lefelau CC CS a CA2 mwyach.</p> <p>• Proses dros dro ar gyfer Lefelau CA3 i fod yn ofynnol ar gyfer y grwpiau blwyddyn hynny sy'n dal i weithio ar yr hen Gwricwlwm Cenedlaethol.</p>	<p>• Ecosystem ddata newydd (platfform) i'w cyflwyno yn seiliedig ar argymhellion Social Finance</p> <p>• Rhaglen Fonitro Genedlaethol i gael ei chreu, o bosib defnyddio dull sampl o brofi sgiliau cenedlaethol (union ddyddiad cychwyn eto i'w gadarnhau)</p>	<p>• Fframwaith ar gyfer Gwerthuso, Canllawiau Gwella ac Atebolrwydd yn dod yn statudol.</p>

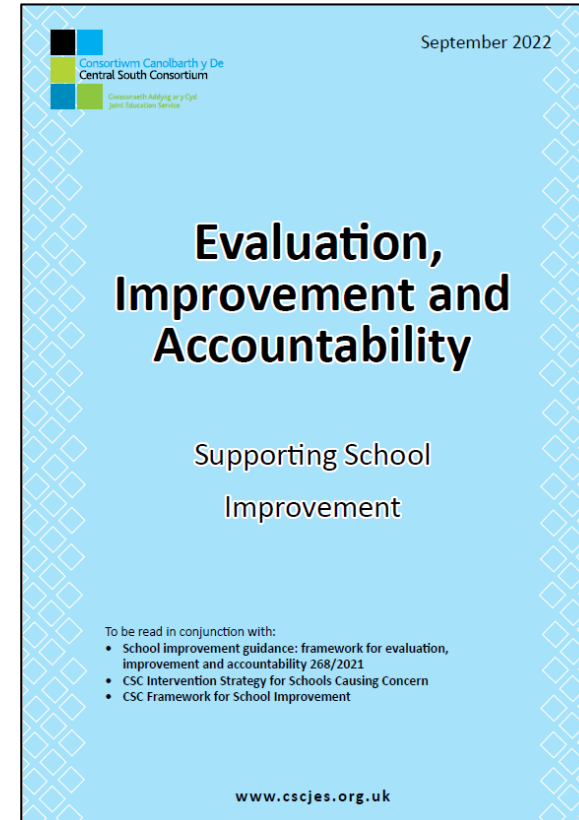
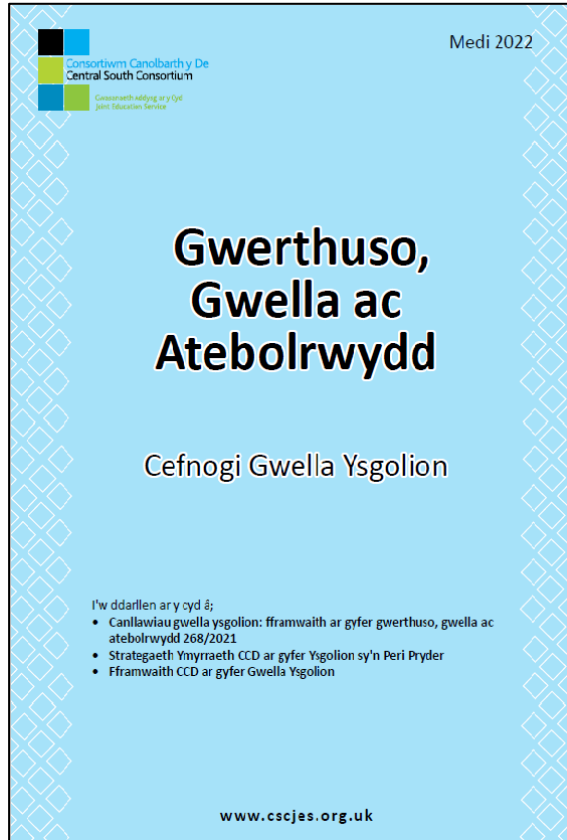
Page 175

Timeline for Implementation

Sept 2022	Autumn 2022	Sept 2024
<p>Page 176</p> <ul style="list-style-type: none"> • Framework for evaluation, Improvement & Accountability Guidance is non-statutory. Schools are expected to trial the guidance in order to provide feedback to Welsh Government on areas for amendment in the final statutory documentation. • Summary of SDP on the school website is non-statutory but expected. • FP & KS2 NC Levels no longer required. • Interim process for KS3 Levels to be required for those year groups still working on the old National Curriculum. 	<ul style="list-style-type: none"> • New data ecosystem (platform) to be introduced based on Social Finance recommendations • National Monitoring Programme to be created, potentially using a sample approach to national skills testing (actual start date yet to be confirmed) 	<ul style="list-style-type: none"> • Framework for evaluation, Improvement & Accountability Guidance becomes statutory.

Cefnogaeth CCD wedi'i gynllunio

Planned CSC Support



Cefnogaeth CCD wedi'i gynllunio

Mae'r gyfres o egwyddorion cenedlaethol fel a ganlyn:

- Bydd rhanbarthau yn coladu trosolwg o flaenoriaethau gwella ysgolion a'r gefnogaeth sy'n cael ei darparu gan yr ALL a'r rhanbarth.
- Bydd cymorth a ddarperir i ysgolion / lleoliadau yn cael ei ddogfennu.

Planned CSC Support

The set of national priorities are:

- Regions will collate an overview of school improvement priorities and the support being provided by both the LA and region.
- Support provided to schools / settings will be documented.

Cefnogaeth CCD wedi'i gynllunio

- Mewn cydweithrediad ag ysgolion, rhanbarthau ac ALLau, bydd yn darparu gwerthusiad tymhorol ar gynnydd yr ysgol tuag at gyflawni ei blaenoriaethau, gan nodi neu ddiwygio cefnogaeth bwrpasol yn ôl yr angen.

Planned CSC Support

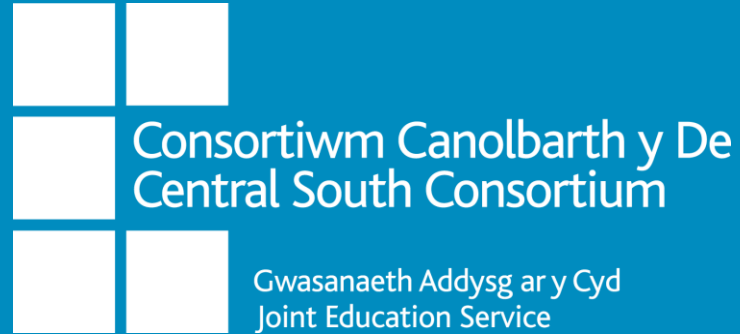
- In collaboration with schools, regions and LAs, will provide a termly evaluation on the school's progress towards meeting its priorities, identifying or amending bespoke support as necessary.

Cefnogaeth CCD wedi'i gynllunio

- Mewn cydweithrediad ag ysgolion a chyrff llywodraethu, bydd rhanbarthau ac ALLau yn nodi a thrafod unrhyw risgiau posibl i symud ymlaen, gan nodi neu ddiwygio cefnogaeth bwrpasol yn ôl yr angen.
- Cydweithio gydag ysgolion i ymgymryd ag ystod o weithgaredd hunan-werthuso lle bo'n briodol a hwyluso cyfleoedd ar gyfer gweithio ysgol-i-ysgol rhwng cyfoedion i gefnogi prosesau hunan-werthuso.

Planned CSC Support

- In collaboration with schools and governing bodies, regions and LAs will identify and discuss any potential risks to progress, identifying or amending bespoke support, as necessary.
- Work collaboratively with schools to undertake a range of self-evaluation activity where appropriate and facilitate opportunities for school-to-school peer working to support self-evaluation processes.



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Grymuso ysgolion i wella deilliannau i bob dysgwr

Empowering schools to improve outcomes for all learners

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CYNGOR CAERDYDD
CARDIFF COUNCIL

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

16 JANUARY 2023

SCHOOL ORGANISATION PLANNING - ANNUAL REPORT ON INVESTMENT IN THE EDUCATION ESTATE

Purpose of the Report

1. To provide Members with a copy of the draft School Organisation Planning (SOP) Annual Report, to enable Members to consider progress of the School Organisation Programme to date; and next steps, including the development of the School Organisation Planning Strategy.
2. The SOP Annual Report, attached at **Appendix A**, will also be considered by Cabinet at its meeting on the 19 January 2023.

Structure of Papers

3. Attached to this report are the following:
 - **Appendix A** – the draft Report to Cabinet – 19 January 2023. This in turn has a number of appendices, namely:
 - **Appendix 1:** Annual Report Summary Data
 - **Appendix 2:** Single Impact Assessment
 - **Appendix 3:** K29 Energy Usage of the Education Estate Report
 - **Appendix 4:** Energy Usage Individual School Example (CHS)

School Organisation Planning Task & Finish Group recommendation

4. As Members will be aware, a SOP Task & Finish Group has been established to consider many of the SOP Items that are scheduled to be considered during 2022/23.

5. The SOP Annual Report was considered by the Task & Finish Group on the 10 January 2023 where Members met with the Cabinet Member and SOP Team to consider the contents of the draft Cabinet Report and its appendices.
6. The Task & Finish Group recommended that, given that the Annual Report is a strategic issue, it should be considered by the whole committee.
7. **Members of the Task & Finish Group recommended that Members of this Scrutiny Committee use the session at this meeting as an opportunity to gain a better understanding of the SOP process and the strands that feed into the whole programme; how individual proposals fit together; and have the opportunity to commence discussions with the Cabinet Member and Officers towards the development and implementation of the SOP Strategy, which will be brought to this Scrutiny Committee in due course. The session will therefore be focussed on this approach, and a presentation will be given by officers accordingly.**

Background *(taken from the draft Cabinet report attached)*

National and local context

8. There are a wide range of national and partner influences that impact on how education is to be delivered at a local level. These must be considered when planning for change to ensure provision is able to adapt to expectations and can continue to deliver and improve the quality of access to education and the learning opportunities in Cardiff. These include but are not confined to the following:

- Cymraeg 2025 and Cardiff Welsh in Education Strategic Plan;
- Curriculum for Wales;
- Additional learning Needs (ALN) Reform;
- Community Focussed Schools;
- A Nation (and City) of Sanctuary;
- Starting Well Partnership;

- Move More Cardiff – Physical Activity & Sport Strategy; and
- One Planet and Active Travel.

9. In 2019, the Council and its partners outlined in a clear vision for education in the city, 'Cardiff 2030: a ten-year vision for a capital city of learning and opportunity', which built upon its achievements from its Cardiff 2020 strategy. Outlined within Cardiff 2030 is the commitment to realising the delivery of the New National Curriculum for Wales, high quality learning environments that are fit for purpose and high-quality school places for young people which meets the needs of Cardiff's growing and changing population.

10. In order to build on the high standard of education delivered in Cardiff as recognised by the recent Estyn Inspection, the Council has reiterated its commitment to making every school in Cardiff a good school, where every child can receive a great education.

11. This includes continued commitment to elevated levels of investment in new and existing school buildings alongside continuing to drive up educational attainment and delivering on the commitment to put the views of children and young people at the heart of the Council's policy agenda. In doing so, the Council is keen to place a particular focus on supporting Cardiff's most vulnerable children, from supporting them and their families in their early years and through school, to the world of work and higher education.

12. The Council later published its 'Stronger, Fairer, Greener' document in June 2022, setting out the key themes and commitments for the next five years with a strong focus on putting children and young people front and centre of their ambitions for the city. Central to this is the explicit belief that good education is the surest route out of poverty and, in turn that, the long-term prosperity of the city relies on firm support for our children and young people to reach their potential.

13. Education is consistently ranked as the top priority for children and young people in Cardiff, a key social and cultural right which plays an essential role in overcoming poverty and disadvantage.
14. Through the 'Stronger, Fairer, Greener' document commitments are made for projects including 'new campuses for Willows, Cathays, Cantonian, Fitzalan and Cardiff High schools through Band B of the 21st Century Schools programme'. There are also commitments to close the gap for our most vulnerable learners with a particular focus on children in care, those educated other than at school and children from the most deprived communities; to promote the benefits of bilingualism, expanding uptake in Welsh-medium education in line with Cymraeg 2050; and provide additional funding to support maintenance in schools not covered by the Sustainable Communities for Learning capital investment programme (formerly called 21st Century Schools).

Programme context

15. At its meeting on 12th October 2017, the Cabinet received a report on the development of the education estate in Cardiff. The report set out the Council's proposed vision for its Band B 21st Century Schools programme to address the most acute sufficiency and condition issues in Cardiff. All properties across the school estate were given a rating from A to D for the following issues, with D being the worst category:
- Sufficiency of places available;
 - Condition of the school buildings; and
 - Suitability of the environment for teaching.
16. Priority schemes were identified based on these ratings which took account of the building condition and suitability information available, and the most recent birth rate and school census information as at 2016/17.
17. To address the eight form of entry sufficiency requirement that was projected to be required in the secondary age phase during and beyond the investment cycle, schemes for five English-medium secondary schools were proposed. In addition, priority schemes for the Band B programme

included an approach to the delivery of a significant level of provision for learners with ALN through the development and expansion of provision in Cardiff schools. A further four schemes in Band B were included to increase Welsh-medium and English-medium primary provision to meet projected localised demand.

18. At its meeting on 14 December 2017 Cabinet approved the prioritised schemes under Band B of the 21st Century Schools Programme ahead of implementation from the start of the 2019/20 financial year.
19. The opportunities presented through Band B were further supplemented because of the Cabinet decision in its meeting in February 2018 to allocate an additional £25m to education asset renewal, of which circa £6m would be used to implement plans to ensure the suitability of existing provision to meet Additional Learning Needs. Combined with the existing £3m each year, this brought together a total of £40m over a 5-year period to be invested in improving the condition and suitability of the school estate.
20. In the 2021 budget, the Council also allocated an additional £10m invest to save towards the Education capital programme and secured Welsh Government Capital Grant funding of c£2.8m to support the reorganisation and expansion of Welsh-medium primary school provision.
21. Recently in November 2022, WG advised Local Authorities that the Sustainable Communities for Learning programme will transition away from fixed bands of funding to a more agile rolling programme. Cardiff Council already delivers its large-scale school estate investment on a rolling programme basis as it delivers on a project-by-project basis. This is a key mechanism to control cost and to ensure affordability is maintained within the programme envelope.
22. It is expected as Local Authorities near completion of the Band B programme, there will be a requirement to submit new Strategic Outline Programme (SOP) which would initiate the start of the rolling programme with the latest submissions to this programme to be before March 2024.

23. This is to be a nine-year rolling capital programme, including an indicative funding forecast for the nine years to be submitted and the following will apply:

- Band B projects can be included at the beginning of our 9 Year Capital Programme if appropriate;
- Current intervention rates would be retained to support the deliverability and affordability of delivery partners' individual programmes; and
- Projects identified for delivery under the Education Mutual Investment Model (MIM) delivery framework will continue to be classified as Band B projects.

Further Information Highlighted in the Cabinet Report

24. The Cabinet Report attached at **Appendix A** is set out as follows:

- Background – *paragraphs 4 - 19*
- Programme Progress – *paragraphs 20 – 57*
- Changes to inform strategic planning of future investment – *paragraphs 58 – 128*
- Considerations for the next 12 months – *paragraphs 129 - 134*
- Financial Implications – *paragraphs 136 – 140*
- Human Resources Implications – *paragraph 141*
- Legal Implications – *paragraphs 142 - 151*
- Transport Implications – *paragraph 152*
- Property Implications - *paragraph 153*
- Single Impact Assessment – *paragraph 154*

Reason for the Cabinet Recommendations

25. To inform Cabinet of the progress of investment to date but also the considerations which encompass both challenges and opportunities facing Cardiff in the development of the education estate at the current time and to highlight aspects which require proposals to be brought forward to subsequent Cabinet meetings.

Recommendations set out in the Cabinet Proposals

26. The Cabinet is recommended to note the matters outlined in this report and considerations for the next 12 months for the School Organisation Programme.

27. The Cabinet is recommended to bring forward a School Organisation Strategy within the next financial year that leads to priority projects against the next tranche of funding of the Sustainable Communities for Learning.

Scope of Scrutiny

28. The scope of this scrutiny is for Members to consider and provide comments to Cabinet, prior to its consideration of the report on the 19 January 2023.

Way Forward

29. At this meeting, the following have been invited to attend. A brief presentation will be given at the beginning of the Item, with a Q&A session afterwards.

- Councillor Sarah Merry (Deputy Leader and Cabinet Member for Education);
- Melanie Godfrey (Director of Education and Lifelong learning),
- Richard Portas (Programme Director for the School Organisation Programme)
- Michele Duddridge-Friedl (Operational Manager: School Organisation Programme Strategy)
- Brett Andrewartha (School Organisation Programme Planning Manager)
- Jennie Hughes (Senior Achievement Leader Inclusion, E&LL)

30. This report will also enable Members to provide any comments, concerns or recommendations to the Cabinet Member prior to its consideration by Cabinet.

Legal Implications

31. 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

32. 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.

RECOMMENDATIONS

The Committee is recommended to:

1. Review and assess the information contained in the draft Cabinet Report, attached at **Appendix A**, together with any information provided at the meeting;

2. Provide any recommendations, comments or advice to the Cabinet Member and senior officers prior to the report's consideration by Cabinet.

Davina Fiore

Director of Governance and Legal Services

10 January 2023

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**ANNUAL REPORT ON INVESTMENT IN THE EDUCATION
ESTATE**

EDUCATION (COUNCILLOR SARAH MERRY)

AGENDA ITEM: *

DIRECTOR OF EDUCATION AND LIFELONG LEARNING

Reason for this Report

1. To provide Cabinet with an update regarding the education estate across Cardiff, including outlining the challenges and opportunities facing the authority.
2. This report is the first of this type after which it is intended annual versions are to be presented to Cabinet and the Children and Young People Scrutiny Committee to support greater visibility of progress and enhanced opportunities for input from elected members to inform strategic planning going forward. The annual report intends to:
 - Report annually against agreed School Organisation and capital investment priorities and spend;
 - Update on progress made and lessons learnt during the last year;
 - Reflect any potential notable changes based on opportunities/risks/issue presenting that could impact on programme in short, medium, long term;
 - Confirm plans (including proposals and projects) for forthcoming year.
3. This report will continue to be brought forward in the Autumn term annually.

Background

National and local context

4. There are a wide range of national and partner influences that impact on how education is to be delivered at a local level. These must be taken into account when planning for change to ensure provision is able to adapt to expectations and can continue to deliver and improve the quality of access

to education and the learning opportunities in Cardiff. These include and are not confined to the following:

- Cymraeg 2025 and Cardiff WESP
 - Curriculum for Wales
 - ALN Reform
 - Community Focussed Schools
 - A Nation (and City) of Sanctuary
 - Starting Well Partnership and RPB
 - One Planet and Active Travel
5. In 2019, the Council and its partners outlined in a clear vision for education in the city, 'Cardiff 2030: a ten-year vision for a capital city of learning and opportunity', which built upon its achievements from its Cardiff 2020 strategy. Outlined within Cardiff 2030 is the commitment to realising the delivery of the New National Curriculum for Wales, high quality learning environments that are fit for purpose and high quality school places for young people which meets the needs of Cardiff's growing and changing population.
 6. In order to build on the high standard of education delivered in Cardiff as recognised by the recent Estyn Inspection, the Council has reiterated its commitment to making every school in Cardiff a good school, where every child can receive a great education.
 7. This includes continued commitment to high levels of investment in new and existing school buildings alongside continuing to drive up educational attainment and delivering on the commitment to put the views of children and young people at the heart of the Council's policy agenda. In doing so, the Council is keen to place a particular focus on supporting Cardiff's most vulnerable children, from supporting them and their families in their early years and through school, to the world of work and higher education.
 8. The Council later published its 'Stronger, Fairer, Greener' document in June 2022, setting out the key themes and commitments for the next five years with a strong focus on putting children and young people front and centre of their ambitions for the city. Central to this is the explicit belief that good education is the surest route out of poverty and, in turn that, the long-term prosperity of the city relies on firm support for our children and young people to reach their potential.
 9. Education is consistently ranked as the top priority for children and young people in Cardiff, a key social and cultural right which plays an essential role in overcoming poverty and disadvantage.
 10. Through the 'Stronger, Fairer, Greener' document commitments are made for projects including 'new campuses for Willows, Cathays, Cantonian, Fitzalan and Cardiff High schools through Band B of the 21st Century Schools programme'. There are also commitments to close the gap for our most vulnerable learners with a particular focus on children in care, those educated other than at school and children from the most deprived communities; to promote the benefits of bilingualism, expanding uptake in

Welsh-medium education in line with Cymraeg 2050; and provide additional funding to support maintenance in schools not covered by Bands A-C.

Programme context

11. At its meeting on 12th October 2017, the Cabinet received a report on the development of the education estate in Cardiff. The report set out the Council's proposed vision for its Band B 21st Century School strategy to address the most acute sufficiency and condition issues in Cardiff. All properties across the school estate were given a rating from A to D for the following issues, with D being the worst category:
 - Sufficiency of places available;
 - Condition of the school buildings;
 - Suitability of the environment for teaching.
12. To address the eight form of entry sufficiency requirement that was estimated to be required at secondary level, schemes affecting five English medium schools were proposed. In addition, priority schemes for Band B included an approach to the delivery of a significant level of provision for learners with Additional Learning Needs (ALN) through the development and expansion of provision in Cardiff schools. A further three schemes in Band B were included to increase Welsh-medium primary provision to meet demand. At its meeting on 14 December 2017 Cabinet approved the prioritised schemes under Band B of the 21st Century Schools Programme.
13. The opportunities presented through Band B were further supplemented as a result of the Cabinet decision in its meeting in February 2018 to allocate an additional £25million to education asset renewal, of which circa £6million would be used to implement plans to ensure the suitability of existing provision to meet Additional Learning Needs. Combined with the existing £3 million each year, this brought together a total of £40million over a 5-year period to be invested in improving the condition and suitability of the school estate.
14. The first part of this report outlines the following citywide context, progress against planned projects and the report then sets out the plans for the next 12 months, including:
 - How the remaining proposals included within Band B should best be progressed;
 - Cardiff priorities for the next phase of Sustainable Communities for Learning investment and future grant funding more broadly;
 - Scope to continue the enhanced funding for the management and maintenance of the existing education estate;
 - Substantiating and the approach to the development of provision additional learning needs (ALN), including the development of new, and the remodelling of existing, provision in Cardiff schools.

Issues

Analysis of sufficiency needs of the school population

City-wide context – mainstream places

15. The Welsh Government School Organisation Code provides guidance that, where there are more than 10% surplus places in an area overall, local authorities should review their provision and should consider whether to make proposals for their removal if this will improve the effectiveness and efficiency of provision.
16. There are a range of factors that influence the sufficiency of school places in Cardiff including resident birth rates; an ambitious Cardiff LDP programme; net migration patterns pre and post Brexit and the Covid pandemic as well as the differences in the different organisations projecting populations which inform planning public services including education.
17. Intakes to Reception classes city-wide peaked at c4,370 pupils in 2015/16 and 2016/17, corresponding with peak birth rates recorded in 2010/11 and 2011/12. Comparing intakes to the number of places available of c4,700, Cardiff retained approximately 8% surplus places.
18. City-wide intakes to primary education in September 2021 to September 2025 are projected to reduce significantly as a consequence of a sustained fall in the birth rate and changes to migration patterns. These are evidenced in data published by the Office of National Statistics and the most recent NHS GP registration data sets. However, changes to populations are not consistent in all parts of the city.
19. Intakes to mainstream Reception classes in 2021/22 fell to c3,820 pupils, a fall of c510 pupils since the peak, and are projected to fall further to c3,600 by 2025/ 2026, an overall fall of c18%. Comparing projected intakes to the number of places available of c4,700, Cardiff's surplus places would increase to c23% city-wide. This represents the equivalent of 18 surplus two-form entry primary schools. Parental preference patterns mean that the impact on some schools will be negligible, whilst for other schools the impact on pupil numbers will be far greater than the city-wide average of a 18% fall.
20. As birth rates in Cardiff, and nationally, have followed a long-term cycle of approximately 25 years intakes to primary schools are not anticipated to return to high levels until later than 2030. Nationally, the previous lowest birth rates were recorded in 1977, followed by a significant uplift and then fall to a low in 2001. This was then followed by a period of uplift to 2011/12, and falls from this date. Whilst a small uplift has been recorded in ONS data for the 2021 calendar year, no uplift has been recorded in NHS GP

registration data in the most recent dataset for the 2020/21 academic year period.

21. Intakes to secondary education city-wide are projected to peak at c4,240 pupils in 2023/24, again corresponding with the peak birth rates recorded in 2010/11 and 2011/12 and subsequent peak intakes to primary education. Intakes are projected to fall to c4,030 in 2024/25, and to fall further to c3,780 from 2028/29, the fall off-set by inward migration to the city in new housing developments.
22. The Council has utilised temporary measures at secondary school city wide, to provide a low but sustainable level of c5% surplus places at entry during the peak intake periods. Parental preference patterns mean that many schools have few surplus places, whilst a small number have a high surplus overall.
23. The city-wide surplus will inevitably increase above the 10% guidance level as a consequence of the recent and significant fall in the birth rate. The projected falling intakes to secondary education in 2028/29, would result in c11% surplus at entry, and surplus across secondary schools would exceed 10% by 2031/32.
24. In the context of great variance in birth rates and intakes to schools in Cardiff, the Council must utilise temporary measures at peak intakes to mitigate the impact that carrying surplus places causes for all schools, and particularly those that are lower ranked in parental preferences.
25. For further information regarding projections please see Appendix 1.

City-wide context – specialist places

26. At its meetings on 15 July 2021 and 14 October 2021 the Cabinet considered reports outlining the growing demand for specialist placements and authorised officers to consult on proposals to expand primary and secondary provision for primary and secondary age learners with Complex Learning Needs, Autism Spectrum Condition and Emotional Health and Wellbeing Needs.
27. The reports noted that the number of pupils with severe and complex needs, requiring a place in a special school or specialist resource base has continued to grow due to a number of factors including pupil population growth, improved survival rates for children born with significant disabilities, resulting in a higher incidence of severe and complex disabilities, increased incidence and identification of specific needs and higher incidence of children and young people with emotional health and wellbeing needs.

Primary phase - Emotional Health and Wellbeing

28. Proposals considered by Cabinet in July 2021 noted the projected increasing demand for primary age places for children resident in Cardiff

with Emotional Health and Wellbeing Needs, to 119-131 places by 2025/26.

29. The Council has approved proposals in 2022 to expand The Court Special School from 42 places to 72 places, with effect from September 2025.
30. The Council also operates 48 temporary placements for primary-age learners with Emotional Health and Wellbeing Needs at five Wellbeing Classes within mainstream schools city-wide, taking the total places to 120, and is developing proposals to further expand these places from September 2023.

Primary phase - Complex Learning Needs and/ or Autism Spectrum Condition

31. Proposals considered by Cabinet in July 2021 noted the projected increasing demand for primary age places for children resident in Cardiff with Complex Learning Needs and/ or Autism Spectrum Condition, to 547-602 places by 2025/26.
32. The Council has approved proposals in 2022 to expand this provision by 182 places, with expansion being phased from September 2022 to September 2023. By September 2026, the implementation of these proposals combined with other approved changes will increase the number of for these learners to 660 places.

Secondary phase - Emotional Health and Wellbeing

33. Proposals considered by Cabinet in October 2021 noted the projected increasing demand for secondary and post-16 places for learners resident in Cardiff with Emotional Health and Wellbeing Needs, to 380-419 places by 2025/26.
34. The Council has increasingly relied on the independent sector to provide a significant proportion of places for secondary and post-16 learners with Emotional Health and Wellbeing Needs, funding 86 places in the independent sector in 2022. However, at a time when the secondary-age population is increasing, the ability of the independent sector to respond to increased demand is limited. The costs of each additional placement in the independent sector places a significant financial burden on the Council of c£50,000 per learner per year.
35. The Council has approved proposals in 2022 to establish Special resource bases of 20 places each at Cardiff West Community High School and Eastern High, with effect from September 2022 and September 2023 respectively, increasing capacity to 194 places. Proposals to expand Greenhill Special School by 96 places were not progressed.
36. The Council is developing school organisation proposals to further expand EHW provision. In addition to this, the Council is further developing PRU provision to provide places for Key Stage 3 (age 11-14) learners alongside

an enhanced tuition service to provide a broad offer for the needs presenting.

Secondary phase - Complex Learning Needs and/ or Autism Spectrum Condition

37. Proposals considered by Cabinet in October 2021 noted the projected increasing demand for primary age places for children resident in Cardiff with Complex Learning Needs and/ or Autism Spectrum Condition, to 629-692 places by 2025/26.
38. As of February 2022, 560 secondary and post-16 learners resident in Cardiff with Complex Learning Needs and/ or Autism Spectrum Condition were placed in specialist provision, including 276 in special schools and 284 in Specialist Resource Bases in mainstream schools.
39. The Council has approved proposals in 2022 to expand this provision by 179 places, with expansion being phased from September 2022 to September 2023. By September 2026, the implementation of these proposals combined with other approved changes will increase the number of for these learners to 781 places. Whilst the factors above would broadly apply to the national context, in Cardiff, it is believed that the proportion that resident in the authority is higher than average due to factors such as proximity to the University Hospital of Wales.

Placements in independent schools, neighbouring Local Authorities or PRU provision

40. The immediate insufficiency of specialist places compared to need was projected to increase over coming years and the Council has therefore funded some places at special schools maintained by other LAs, or in independent schools. As at August 2022, 151 FTE learners were placed in independent/ OoC provision. To secure a sufficiency of places is available to meet current demand and ensure statutory duties are met, the Council has actively engaged with the independent sector to increase the number of places available through expansion of this provision.
41. Reasons for these placements include insufficient specialist places in Cardiff including Greenhill, PRU, Ty Gwyn (including whilst additional permanent provision is developed), and/or pupils need multi agency highly specialist placements, LAC OoC, or LAC residential, with the rising needs presenting it is clear that the proposals agreed to date will not be sufficient long term. Costs associated with this provision are as set out below:
 - £6.18m / average of £40.8k per learner
 - Highest costs per place PMLD / ASD provision £64k pa per learner (Ty Gwyn equivalent)
 - EHW / anxiety placements c£30k pa
 - EHW / behaviour placements c£44 – 52k
 - c£2.15m / average of £45.6k per learner due to insufficiency of Greenhill/ Court EHW / behaviour places

42. The Council continuously monitors the individual needs of learners, and how each learner's needs evolve, and analyses this data for trends to inform the planning of places and learner support. Since proposals to expand provision were considered by Cabinet in 2021/22, trends have been updated in respect of the number of children requiring specialist placements either within Cardiff's maintained special school and Specialist Resource Base provision, or within alternative provision including placements in independent schools, neighbouring Local Authorities or PRU provision.
43. Appendix 1 confirms that, when comparing the number of learners accessing specialist provision to the overall school population in the past five years, a year-on-year increase can be identified. Continuation of this trend projection would marginally exceed the range of figures (1,675 – 1,844 places in 2025/26) previously identified, by 43 pupils. The identified trend of growth from c2.9% in 2017/18 to c3.4% in 2022/23, if continued, would reach 3.9% (1,961 pupils) by 2027/28. However, such growth trends cannot be modelled to continue indefinitely and it is not anticipated that such a high proportion of specialist provision would be required.
44. The recent and current shortfall in Cardiff's specialist provision has resulted in:
- Significant continued reliance on places in the independent sector and in neighbouring Local Authorities;
 - Some learners remaining in mainstream schools with high levels of support, contributing to the significant growth in the cost of mainstream statements;
 - A number of learners with highly complex needs who would be better placed in special schools, attending SRBs. While the bases have the expertise to meet the needs of these learners, the pupils themselves receive little benefit from placement in a mainstream environment and this over-reliance on SRBs reduces the places available for learners who need and can benefit from an SRB;
 - Increased risk of appeals to Tribunal.
45. Whilst the factors above would broadly apply to the national context, in it is believed that the proportion that resident in the authority is higher than average due to factors such as proximity to the University Hospital of Wales. The medium to long-term impact on learners of the Covid-19 lockdown is uncertain. Cardiff's schools have reported concerns in respect of behavioural, emotional and social development of learners that are at present supported in mainstream provision and it is noted that there has been a further increase in the number of children presenting with complex needs following the pandemic.
46. The Council is continuing to develop proposals to expand specialist provision, to ensure that an appropriate balance in the number of, distribution of and types of provision are brought forward in early 2023.

47. School census data captured annually (PLASC) allows the Council to monitor city-wide net migration patterns and also allows for monitoring of the impact of new housing developments in each community.
48. In the past five school census data sets, the following patterns can be identified from the number of pupils promoting from one cohort in Cardiff's schools to the next cohort:
- A reducing net out-migration overall, from 470 pupils (2018-2019) to 83 pupils (2021-2022);
 - Continued net out-migration in the secondary age phase, fluctuating between 71 and 169 pupils;
 - Fewer year 6 children in Cardiff promoting to schools outside of Cardiff, independent schools or home education, reducing from 165 pupils (2018-2019) to 84 pupils (2021-2022);
 - A reversal of migration in the primary age phase, from net out-migration of 136 pupils (2018-2019) to in-migration of 129 pupils (2021-2022).
49. As a proportion of the city-wide totals these figures are relatively small, however, the impact on schools in different areas of the city can be significantly different. The reasons for the changes to migration patterns include but are not limited to:
- Brexit, and changes to UK-EU migration
 - An increase in the number of dwellings in Cardiff, as new housing is developed on strategic housing sites in the North-East and North-West of the city
 - A greater number of places available at entry to Cardiff's secondary schools, and fewer places for Cardiff pupils at schools in neighbouring Local Authorities
 - An increased number of families opting to educate children at home
50. The most recent annual report on Cardiff's Adopted Local Development Plan (LDP) confirmed the completion of over c2,100 new dwellings on strategic sites over a seven-year period since 2015 including:
- 954 properties built at St Edeyrn's, North-East Cardiff
 - 216 properties at Lisvane/ Pontprennau, North-East Cardiff
 - 739 properties at Plasdwr, North-West Cardiff
 - 213 properties on the site North of Junction 33, North-West Cardiff
51. A number of new developments in existing communities have also progressed, including those through the Cardiff Living partnership, while further developments are at earlier planning stages.
52. Whilst many of the children and young people resident in these new housing developments are new to those communities, analysis of school data indicates that many are from neighbouring areas or elsewhere in the

city, offsetting the number of new school places that may be required to serve developments.

53. Overall, the net yield of pupils city-wide is estimated at c1 form of entry per year, over a period extending approximately 15 years, necessitating the phased expansion of provision serving these areas over this period.
54. Since the school census data for 2022 was extracted, Cardiff has welcomed a number of children and young people to its schools from Afghanistan, initially placed in temporary accommodation awaiting long term dispersal, and from Ukraine both through the super-sponsor scheme and others placed in temporary accommodation.
55. It is anticipated that the school census data for 2022 – 2023 will evidence a net in-migration overall; however, there is insufficient information available to the Council at this time to have medium term or long term certainty around the continuation of use of temporary accommodation and dispersal of families to permanent homes within or outside of Cardiff.

Welsh in Education Strategic Plan 2022-2031 and the Bilingual Cardiff Strategy 2022-2027

56. The Welsh Government's Welsh Language Strategy sets out the vision of a million Welsh speakers across Wales by 2050.
57. The Welsh Government published its Cymraeg 2050 strategy in 2017 which sets out a vision of reaching one million Welsh speakers by 2050. By 2050, the aim is for 40 per cent of children (in each year group) to be in Welsh-medium education. Of those in English-medium education, the assumption is that half of those leaving school will report that they are able to speak Welsh. The strategy assumes that, nationally, 70 per cent of 15 year olds will be able to speak Welsh by 2050, made up of 40 per cent in Welsh-medium schools and 30 per cent in English-medium schools.
58. The Welsh in Education Strategic Plans (Wales) Regulations 2019 make provision for a local authority to prepare a ten-year Plan. Cardiff's WESP was well received, it was published on the Council's website 1st September following approval by the Welsh Minister in July 2022.
59. Since 2001, the number of Welsh speakers in Cardiff aged 3+ has increased by almost a third, with the most recent census indicating that over 17.5% of the city's population have one or more skills in the Welsh language. This means that Cardiff now has the third highest number of Welsh speakers in Wales.
60. In February 2022, the number of pupils enrolled in Reception in Welsh-medium education was 643 pupils, which was 16.8% of the total intake. To reach Cardiff's adopted lower range WESP target of 25% of learners enrolled in WM Reception classes by 2032, there would need to be a percentage increase of approximately 8.2%. To reach the upper range

target there would need to be a percentage increase of approximately 12.2%.

61. When compared to the most recent school census data for Reception classes in February 2022, the existing capacity in Welsh-medium primary schools and classes of 27.9FE leaves c23% surplus in Welsh-medium Reception classes. The Cardiff WESP includes a range of actions to both stimulate uptake of existing provision and to increase the number of places and distribution of provision across the city including increasing the number of specialist Welsh-medium ALN places available.

Condition & Suitability

62. Cardiff has a very large education estate, with over 127 school properties. Many sites comprise of multiple blocks, constructed during different decades and large areas of the estate in urgent need of upgrade.
63. Condition and suitability ratings for each Cardiff school are prepared independently, using Welsh Government approved methodology to classify all properties across the school estate from A to D, with D being the worst category for the following issues:
- Condition of the school buildings;
 - Suitability of the environment for teaching.
64. Table 1 shows the Property Condition of all schools and their classification.

Property Condition	2012	%	2017	%	2020	%	2021	%
A	6	5%	6	6%	3	2%	3	2%
B	98	75%	47	47%	37	30%	41	33%
C	27	20%	43	44%	84	66%	80	63%
D	0	0%	3	3%	3	2%	3	2%
Total	131		99		127		127	

65. There are three High Schools in Cardiff that are classed as “D”, which means that they are at the end of life in terms of their condition. These are Cantonian High, Willows High and Fitzalan High. All are being rebuilt as part of Band B of the Sustainable Communities for Learning Investment Programme.
66. A large proportion of primary, secondary and special schools are classified as “C” condition, which means that they are exhibiting major deterioration. This represents 63% of the overall estate. The Court Special School and Riverbank Special School, classified as “C” condition, are both due to be rebuilt as part of the Band B of the Sustainable Communities for Learning Investment Programme.

67. The above table reflects the most recent assessed position in 2021; however, Band B projects will remove all three category “D” schools, a number of category “C” schools, and will increase the number of “A” schools.

Suitability

68. In a number of Cardiff schools, teaching is inhibited by the suitability of both internal and external accommodation. Factors such as the flexibility of the space, its size and shape, levels of light, accessibility, safeguarding, ventilation and acoustics are restricting the access of young people to a broad and balanced curriculum.
69. From the suitability surveys in 2020, it was found that 111 secondary and primary schools surveyed were classed a “A” or “B” which is significantly above the condition levels of schools.
70. The surveys highlighted 5 schools that are classified as “D” for suitability. These properties have poor environments, with the buildings seriously inhibiting the schools’ ability to deliver the curriculum. All are due to be replaced as part of the Sustainable Communities for Learning Programme.

Programme Progress

Sustainable Communities for Learning Investment Programme (formerly 21st Century Schools)

71. The Sustainable Communities for Learning Investment Programme is a collaboration between the Welsh Government (WG) and Local Authorities. It is a major, long-term and strategic, capital investment programme with the aim of creating a generation of excellent zero carbon learning facilities at the heart of their communities across Wales. The programme focuses resources on the right schools in the right places, from early years through to Post-16.
72. The first wave of investment, (Band A) of the Programme was under the banner of 21st Century Schools and Education, and in Cardiff this represented a £164million investment over the five-year period ending 2018/19. The second tranche, (Band B) began in December 2017 and represented investment of £284m in Cardiff.
73. The programme envelope has since increased to £298.6m for Cardiff as Mutual Investment Model (MIM) is now excluded from the programme envelope and additional funding was secured for the acquisition of the Willows High School sites. In addition, Welsh Government is funding contributions for Net Zero Carbon (NZC) standards, which currently equates to circa £21m.
74. Band B of the Sustainable Communities for Learning Programme is being funded through a combination of traditional capital route, along with a revenue funding stream known as the Mutual Investment Model (MIM).

The Welsh Government grant intervention rates vary depending on the type of project and whether it is capital or MIM funded.

75. The Band B programme of investment is ongoing with a range of projects progressing with a total committed spend to date at c£257m (excl NZC). This includes projects such as Fitzalan High School, St Mary the Virgin, Fairwater Community Campus and the Court School. Projects not started include Greenhill Special School, Cardiff High School, Fairwater Primary School, Ysgol Nant Caerau and Ysgol Pen Y Pil.
76. In November 2022, Welsh Government advised Local authorities that the Sustainable Communities for Learning programme will now transition away from fixed bands of funding to a more agile rolling programme.
77. It is expected that as all near completion of Band B programme, there will be a requirement to submit new Strategic Outline Programme (SOP) which would initiate the start of the rolling programme with the latest submissions to this programme to be before March 2024.
78. This is to be a nine year rolling capital programme, including an indicative funding forecast for the 9 years to be submitted and the following will apply:
 - Band B projects can be included at the beginning of our 9 Year Capital Programme if appropriate.
 - Current intervention rates would be retained to support the deliverability and affordability of delivery partners' individual programmes.
 - Projects identified for delivery under the Education Mutual Investment Model (MIM) delivery framework will continue to be classified as Band B projects.
79. As a result, phasing of the remaining projects is expected to continue with schemes not yet progressed in line with the proposed rolling future Sustainable Communities for Learning Programme. When considering future priorities the Council may take into account the growing sufficiency needs in the city particularly in relation to ALN, the Local Development Plan commitments, condition and suitability of buildings.
80. However, on the basis of the current data there will not be a need for any permanent expansion of mainstream English-medium community places for the current resident population beyond those schemes already approved and/ or in progress, for the impact of this please see the Impact Assessment attached at Appendix 2. However, this will be kept under continual review to ensure a sufficiency places.

Local Development Plan

81. In addition to the Band B programme, the first primary schools to be delivered using financial contributions from the LDP are also in progress. The furthest progressed is the St Mellons CiW Primary School project on the St Edeyrn's development which is due to be completed in Spring 2023,

whilst the new school serving the early phase of the Plasdwr development, Ysgol Gynradd Groeswen Primary School is due to be delivered by September 2023. Early planning is also underway for the primary school projects at Junction 33 and the Churchlands development.

82. As new LDP developments progress, contributions on site (land, infrastructure and finance) and off site (financial contributions toward building additional places) continue to be sought and secured in line with the Council's Supplementary Planning Guidance (SPG). Given the scale of some of the developments, ensuring the Council secures appropriate size sites to ensure an appropriate scale and distribution of education provision a cross the city continues to be pursued as a priority. This continues to remain highly relevant in Cardiff owing to the known challenges of trying to secure sites of the required scale at a reasonable cost in appropriate accessible locations at a later date in built up resident areas.

Asset Programme

83. All Condition and Suitability issues identified are prioritised and assessed by qualified surveyors along with consultation with Council H&S officers, to ensure urgent priorities are being met, and that other priorities can be mitigated until they can be addressed. Priorities for the Condition and Suitability programmes are assessed in accordance with the following:
- Statutory – H&S, safeguarding, DDA, Sufficiency, catering
 - Priority Condition – weather tight, warm
 - Priority Suitability – toilets, modules, suitability affecting operations of the school
 - Non-Priority Condition – general maintenance, lifecycle, proactive asbestos strip
 - Non-Priority Suitability – specialist teaching upgrades, non-urgent safeguarding, general teaching upgrades, NZC, retrofit
84. Progress has been made with addressing historical maintenance and condition issues of the estate through the delivery of enhanced strategic capital investment with £18.6m asset management spend between 2021/22 alone.
85. However, Cardiff continues to have an un-precedented level of condition works required across increasing number of schools, particularly in relation to keeping buildings weather tight, warm and safe. Based on the priorities outlined above and needs as assessed by surveyors, anticipated costs for current 2022/23 and 2023/24 schemes related to Stonework, Drainage, Roofs, Pipework and Boilers alone is £33.2m. The anticipated costs for 2022/23 and 2023/24 schemes related to Sufficiency, H&S, Safeguarding, DDA, ALN and Catering is £65,825,542.
86. It remains a significant challenge to maintain this position with high level of ongoing investment essential alongside strategic reorganisation proposals prioritised to achieve greater impact where possible a continued

priority. Due to the extent of issues within the estate compared to available funding and resources, there has been a need to deprioritise programmed proactive roof and boiler works to future years.

87. The 22/23 and 23/24 condition programme has been planned to cover urgent issues relating to condition and H&S. During 21/22 there have been several instances of degradation of stonework facades on Victorian schools which has caused serious H&S concerns for the buildings and their users. These works have been prioritised over proactive maintenance /replacement programmes and require high levels of funding to resolve.
88. It is acknowledged that the levels of spend outlined in the programme require further re-prioritisation to allow for delivery against Council resource and market capacity. However, any re-prioritising of the programme will need to be considered against risks.

Developing provision to meet Additional Learning Needs

89. The proposals approved by Cabinet in 2022, combined with other approved proposals, will enable a phased increase in Cardiff's specialist placements to:
- 660 placements for primary-age learners with Complex Learning Needs and/ or Autism Spectrum Condition
 - 781 placements for secondary-age and post-16 learners with Complex Learning Needs and/ or Autism Spectrum Condition
 - 120 placements for primary-age learners with Emotional Health and Wellbeing Needs
 - 194 placements for secondary-age and post-16 learners with Emotional Health and Wellbeing Needs
90. The additional places were brought forward against the strategic principles outlined below:
- Schools and settings that deliver an innovative curriculum with effective whole school approaches to teaching and learning; emotional health and wellbeing.
 - Excellent specialist services to enhance the capacity of schools and other settings to include children and young people with a range of ALN.
 - Effective early identification and research-based intervention to prevent the escalation of ALN wherever possible.
 - High levels of accessibility in every school building with sufficient flexible accommodation in every school appropriate to the age and stage of learning.
 - Strong partnerships to ensure a holistic, collaborative response to a child or young person's ALN (including health, children and adult services, early years and FE providers).
 - Effective multi-agency transition planning at every stage, from early years through to primary, secondary, post 16 and adult destinations, to support admission without delay.

91. The Council will look to achieve the following when providing additional places:
- An appropriate spread of specialist places across the city, including where relevant smaller local settings;
 - An SRB in each cluster for Emotional Health and Wellbeing needs, and Complex Learning and Autism needs;
 - Create a training hub around each school with an SRB;
 - Reduce transport costs per pupil;
 - Develop individual schools in line with ALN reforms and the principles outlined above.
92. Over the past year positive progress has been made with securing the necessary decisions to progress the majority of schemes featuring increased specialist provision, but the pandemic has resulted in some delays to implementation. This has necessitated use of a range of interim solutions including extending existing provisions through use of temporary accommodation as well as purchasing a greater number of places out of county and in independent schools. The latter is at capacity and the authority is now stimulating the market to deliver new/expanded provision. Much of this is high cost and often longer distances from the pupils home with associated increased transport costs.
93. In the short term, the Council is currently working with private providers to stimulate the market to deliver a greater number of places, along with developing additional places through delivery of an enhanced Community Teaching provision.
94. New options to increase the number of specialist places for children and young people with emotional and wellbeing needs (EWB) and increased provision for those educated other than at school (EOTAS) are due to be presented at a later Cabinet paper.

One Planet Cardiff

95. Historically, the Council has measured and reported high-level carbon output across the estate. However, the Built Environment stream of the strategy provides the framework to undertake this work in considerably more detail and to actively pursue reduction through a common approach across all parts of the estate.
96. The Corporate Property Strategy 2021-26 will establish key aims and objectives outlining how the Council will reduce carbon output and off-set with new renewable energy sources. The strategy is provisionally targeting a 60% carbon reduction in retained estate – equivalent to a permanent 6% reduction per annum until 2030.
97. The 4 key areas of focus to achieve carbon reduction are:

- Relinquishment – where council property is surplus to operational requirements, property can be relinquished neutralising operational carbon
 - Modernisation of retained estate – covering a broad area including specific schemes such as refit or refurbishments to improve energy efficiency through component replacement, new standards and procurement relating to planned and reactive repair
 - Behaviour – utilise the baseline performance data to understand how existing behaviours impact energy performance in buildings. Establish best practice training for building users and managers to maximize efficiency
 - Off setting – building specific projects relating to solar, wind etc renewable energy opportunities that can be installed on site to off set carbon output
98. The school estate is essential to allow the Council to target investment in carbon reduction measures and to develop a meaningful behaviour programme. The programme has made strides in assessing the energy usage of the estate in partnership with K2N which can be found in Appendix 3 and an example school report at Appendix 4. The Council is beginning to explore the data with pilot schools and will be sharing with all schools in the New Year. The Council is also installing AICO multi-sensors that generate live data on CO₂, humidity and temperature. This data will not only help guide targeted carbon reduction.
99. Alongside the generation of baseline data, the Council is also developing a school One Planet Pledge through the curriculum team that will support full integration of One Planet principles in the New Curriculum for Wales and throughout schools. This will support the beginnings of culture change inside and outside of the Council.
100. The Council has also made progress on the retrofit of schools through REFIT. REFIT is a programme of works that considers a blend of carbon reduction measures across whole schools or buildings. The REFIT 1 was a programme of 5 schools with works of a CAPEX of £1.1m and OPEX of £36k and through these works, estimated annual savings of £149k were generated and 641 tonnes of CO₂ per annum. REFIT 2 included 11 schools and has recently been delivered and includes a CAPEX of £1.4m, OPEX of £17k, with predicted annual savings of £181k and 486 tonnes of CO₂. Based on existing REFIT projects carbon savings of circa 12% are generated.
101. Next steps will include a business case to assess how a long-term programme estate modernisation can be delivered to reduce operational carbon across schools and the wider the estate.

Considerations for the next 12 months

102. Going forward the priority for Cardiff is to deliver stronger, fairer and greener, education system that ensures every Cardiff learner is able to thrive and succeed through accessing inclusive inspiring education

opportunities in every community. Addressing the needs in the education estate in Cardiff is central to delivering this.

103. Critical to this is undertaking school organisation and investment that secures an effective pattern of education provision that ensures public money realises the intended impact for Cardiff learners. To do this every Cardiff school must be a good school that is trusted, connected to and accessed by its local community. Essential to ensuring quality is for each school/organisation to be of an appropriate size to support viability, including being able to attract and retain strong leadership and high calibre staff supporting delivery of varied offer and positive outcomes.
104. The current organisation of education provision in Cardiff is inefficient in some parts of the city and certain types of provision. Aspects of the existing pattern do not reflect modern curriculum nor take account of the challenges of resourcing high quality provision in the current climate.
105. In order to deliver change the Council will engage with stakeholders and bring forward its SOP Strategy setting out clear principles for how the education system across the city should be organised to take account of the Council's wider ambitions and for education to fulfil its role in supporting social mobilisation and, in turn the long-term prosperity of the city through ensuring our children and young people to reach their potential.
106. This SOP strategy together with the national investment aims for the Sustainable Communities for Learning New Programme will underpin the key organisation and investment priorities for Cardiff over the next ten years. Identifying appropriate Council contributions to support submission of a strategic case for the next iteration of the Sustainable Communities for Learning programme will be critical in order to improve potential for success and secure the necessary in principle agreement from the Welsh Government for future schools' investment.
107. There are ongoing pressures that will be pivotal in rolling forward the School Organisation Programme for the medium term. In the current financial climate ensuring funding for education is targeted toward learning experiences and opportunities alongside support for families is critical. Whilst investment in the infrastructure is a key part of this to reduce spend on fixed assets, ensuring an appropriate and sustainable organisation of places distributed across the city is essential. This works alongside an effective strategy to maximise the potential of our teaching and learning staff to ensure best use of their talent thereby securing the greatest impact on learner opportunities and outcomes for all.
108. In addition, there are ongoing inflationary pressures which are currently operating at circa 10% BCIS per year (sums estimated in the programme) and a stringent need for prioritisation of schemes if capital financing costs are to be kept within the current revenue envelope. Risk management will need to be carefully considered with any further re-prioritisation.

Reason for Recommendations

109. To inform Cabinet of the challenges and opportunities facing Cardiff in the development of the education estate at the current time and to highlight aspects which require proposals to be brought forward to subsequent Cabinet meetings.

Financial Implications

110. Whilst this report does not recommend any specific course of action or create any financial obligation, decision makers should be informed of the current progress in SOP Band A and Band B schemes, along with the current competing priorities against a restricted capital programme. In prioritising ongoing schemes consideration must be given to identified risks in relation to the current Local Development Plan S.106 shortfall, ALN reform, the condition of the school's estate and WESP targets. As such flexibility and potential reprioritisation of capital funding may be required to manage within the budget available. Additional Cabinet reports will be necessary as a result and will require financial evaluation of the options taken forward.
111. Further consideration will be needed on a project specific basis in relation to impact on revenue budgets and the financial impact/pupil numbers on schools in affected areas, particularly in light of the significant drop in birth rates since initial planning stages, which should inform future priorities.
112. Transport implications are outlined below. These will have a potential impact on revenue with any changes to routes, pupil numbers or school locations likely to increase costs further. In addition, capital expenditure for highways external to the school boundary are frequently excluded from WG funding and may need to be found from other budgets. Cost reduction and efficiencies should be sought within home to school transport to ensure minimal impact on available revenue budgets.
113. The risks highlighted in the report include inflation which is already having an impact on which schemes will be affordable within Band B and which schemes will need to be reconsidered in future iterations of funding. Band B funding in relation to capital receipts remains at risk with the £25 million target for Band B as yet unidentified.
114. It should be highlighted that as yet there is no specific funding within the Cardiff Council Capital Programme to match fund the rolling Sustainable Communities for Learning Programme at present.

HR Implications

115. There are no direct HR implications arising from the recommendations set out in this report. Future reports to Cabinet arising from this report will be assessed for HR implications which will be clearly set out as required.

Legal Implications

116. The individual proposals referred to as part of this paper will be subject to separate reports, requiring individual legal advice on the implications under the School Standard and Organisation (Wales) Act 2013 and the accompanying statutory School Organisation Code.
117. This report outlines the need to review Band B priorities and the following matters are relevant to Cabinet's consideration of this.
118. Under the Education Act 1996, the Council has general statutory obligations to promote high standards of education and to consider parental preferences for school places. The Council also has to satisfy its public sector duties under the Equality Act 2010 (including specific Welsh public sector duties). This means the Council must give due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. The protected characteristics are: age, gender reassignment, sex, race – including ethnic or national origin, colour or nationality, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion or belief – including lack of belief.
119. When taking strategic decisions, the Council also has a statutory duty to have due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage ("the Socio-Economic Duty" imposed under section 1 of the Equality Act 2010). In considering this, the Council must take into account the statutory guidance issued by the Welsh Minister (WG420044 A More Equal Wales The Socio-economic Duty) and must be able to demonstrate how it has discharged its duty.

Well Being of Future Generations (Wales) Act 2015

120. The Wellbeing of Future Generations (Wales) Act 2015 ("the Act") places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales – a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible.
121. In discharging its duties under the Act, the Council has set and published well-being objectives designed to maximise its contribution to achieving the national well-being goals. The well-being objectives are set out in Cardiff's Corporate Plan 2021-2024. When exercising its functions, the Council is required to take all reasonable steps to meet its well-being objectives. This means that the decision makers should consider how the proposed decision will contribute towards meeting the well-being objectives and must be satisfied that all reasonable steps have been taken to meet those objectives.
122. The well-being duty also requires the Council to act in accordance with a 'sustainable development principle'. This principle requires the Council to act in a way which seeks to ensure that the needs of the present are met

without compromising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must:

- Look to the long term
- Focus on prevention by understanding the root causes of problems
- Deliver an integrated approach to achieving the 7 national well-being goals
- Work in collaboration with others to find shared sustainable solutions
- Involve people from all section of the community in the decisions which affect them

123. The decision maker must be satisfied that the proposed decision accords with the principles above; and due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using the link below:

[Well-being of Future Generations \(Wales\) Act 2015: guidance | GOV.WALES](#)

General

124. The decision maker should be satisfied that the decision is in accordance and within the financial and budgetary policy.
125. The decision maker should also have regard to, when making its decision, to the Council's wider obligations under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

Transport Implications

126. There are financial pressures on school transport associated with supplier issues and increasing demand. The supplier costs have increased due to a combination of Brexit, COVID, Ukraine Crisis, driver shortages, vehicle shortages leading to increased contractor costs (increased costs of fuel, parts, vehicles and wages). The demand for school transport is increasing as the city is growing including the accommodation of refugees and pupil needs are becoming more complex and parental expectations have increased with a larger number of referrals and requests having to be managed. Key areas of improvement to help manage these supplier and demand issues are as follows:

- Increase Independent Travel Training to reduce the costs of the ALN provision.
- Additional staff resource to more proactively recruit new transport providers and improve contractor compliance by supporting them improving their systems and processes and training the staff in particular to better manage the complex pupils reducing the volume of issues that current arise.

- Increase the supplier base by holding regular supplier forums to advise suppliers how to become approved contractors which will increase our supplier base and stabilise contract rates with more competition.
- More effectively review and challenge all ALN Individual transport and part time placement transport.
- In the longer term, seek to review ALN Provision and placements with Education Services to get the provision located in the areas where the pupils are living which would reduce transport requirements.

Property Implications

127. Strategic Estates continue to work with and support Education colleagues through the asset management process and any property matters relating and arising from proposals. Where there are any property transactions or valuations required to deliver any proposals, they should be done so in accordance with the Council's Asset Management process and in consultation with Strategic Estates and relevant service areas.

RECOMMENDATIONS:

128. The Cabinet is recommended to note the matters outlined in this report and considerations for the next 12 months for the School Organisation Programme.

MEL GODFREY Director of Education & Lifelong Learning

Published documents referred to in this report can be found through the links below:

- 12 October 2017 - DEVELOPING THE EDUCATION ESTATE IN CARDIFF [CARDIFF COUNCIL \(modern.gov.co.uk\)](http://modern.gov.co.uk)
- 14 December 2017 - 21ST CENTURY SCHOOLS CARDIFF COUNCIL'S BAND B PRIORITIES [CARDIFF COUNCIL \(modern.gov.co.uk\)](http://modern.gov.co.uk)
- Cardiff Welsh in Education Strategic Plan 2022-2031 [CARDIFF Welsh in Education Strategic Plan 2022-31.pdf](http://modern.gov.co.uk)

Appendices referred to in this report are listed below:

Appendix 1: Annual Report Summary Data

Appendix 2: Single Impact Assessment

Appendix 3: K29 Energy Usage of the Education Estate Report

Appendix 4: Energy Usage Individual School Example (CHS)

Appendix 1 Summary data sets Autumn 2022

Birth rates and birth projection data

The below table sets out ONS birth-rate calendar year projections for Cardiff through successive evaluation updates from 2006 to 2018, published by Welsh Government, compared with recent ONS birth data, published by the ONS. This allows the Council to compare actual births to national published forecasts for Cardiff. The cyclic pattern observed in Cardiff's birth rate data has differed greatly to the population projections published by Welsh Government in 2011 and 2014, and also differs to the most recent 2018-based projections published in 2020.

Calendar Year	WG Forecast: 2006	WG Forecast: 2008	WG Forecast: 2011	WG Forecast: 2014	WG Forecast: 2018	Actual births
2018	5,023	5,638	5,100	4,720	4,050	4,027
2019	5,038	5,721	5,131	4,788	4,008	3,738
2020	5,039	5,784	5,164	4,864	4,082	3,705
2021	5,030	5,826	5,202	4,946	4,059	3,818
2022	5,016	5,853	5,239	5,036	4,034	
2023	4,996	5,869	5,273	5,111	4,024	
2024	4,974	5,872	5,304	5,169	4,029	
2025	4,953	5,869	5,328	5,218	4,033	
2026	4,931	5,861	5,342	5,253	4,035	
2027	4,910	5,850	5,345	5,281	4,036	
2028	4,891	5,840	5,352	5,307	4,038	
2029	4,877	5,832	5,366	5,334	4,044	
2030	4,869	5,827	5,379	5,360	4,056	
2031	4,867	5,831	5,390	5,389	4,072	
2032		5,845	5,401	5,418	4,093	
2033		5,870	5,416	5,449	4,117	

It is notable that the national birth rate projections do not follow a cyclic pattern, and the most recent projections set shows little change overall. This generally static projected birth rate cannot be observed in any past birth-rate data.

The Council collects GP registration data from the NHS each year which indicates that the birth rate in Cardiff in 2022, when published, will likely be lower than the birth rate projected by the Welsh Government. Any short-term or medium-term targets set in Cardiff must therefore take account of the most recent birth rate data available.

The table overleaf sets out the most recent data collection from the NHS in summer 2022, which includes all pre-school children registered with a GP born before 31/08/2021.

Academic Year of birth	Children registered with GP
2017 - 2018	4,106
2018 - 2019	3,850
2019 - 2020	3,781
2020 - 2021	3,735

Projection and forecasting methodology

Cardiff employs a robust projection methodology for planning school places which takes account of NHS GP registration data and school census data submitted by and verified by all Cardiff schools. As projections can only take account of historic and current information the Council also identifies trends within projections, and analyses school preference data and other contextual information to produce forecasts on a city-wide basis and in each locality.

Data analysis allows projections to be prepared based on localised patterns at primary school catchment area level, by secondary school catchment and on a city-wide basis. Each of these provide differing contextual information to inform the forecasting on the number of places that may be needed to meet the requirements of each area and of Cardiff as a whole.

The geographical units that are most suitable to analyse the recent and future demand for primary school places in each area are primary school catchment areas. A wider range of geographical information including aggregated primary school catchment areas, secondary school catchment areas, city-wide information and outflow to other admissions authorities informs planning for meeting the demand for secondary school places.

School catchment areas in Cardiff are not coterminous with ward boundaries and often serve all or part of several ward areas.

Separate to forecasts for existing housing in Cardiff, projections are prepared for new housing planned on large scale housing developments, including the strategic Greenfield and Brownfield housing sites identified in the Local Development Plan. These projections take account of census and housing information in Cardiff and allow a calculation of average numbers of pupils in each type of property.

Projected whole-school number on roll data and intake year data

The below table sets out aggregated pupil numbers in Cardiff mainstream schools, and projected future numbers, focused on intake years and whole-school populations.

This takes account of the verified PLASC (Pupil Level Annual School Census) data as supplied by primary schools and secondary schools each year, with the most recent dataset supplied in February 2022. The PLASC datasets confirm the number of pupils who were enrolled in English-medium, Welsh-medium and faith-based primary and secondary schools in Cardiff. Projected pupil populations are based on NHS pre-school populations and standard net cohort-transfer modelling.

As GP registration data to inform the Reception pupil population beyond 2025/26 is not yet available, primary pupil population data is based on repeated intakes of 3,595 (a weighted average of the three latest projected intakes).

Academic Year	Reception Pupil population	Yr 7 Pupil Population	Primary Pupil Population (4-11)	Secondary Pupil Population (11-16)	Secondary/post 16 pupil Population (11-18)
2017-18	4098	3670	29391	17104	17104
2018-19	4125	3816	29364	17623	17623
2019-20	4119	4010	29366	18250	18250
2020-21	4136	4097	29273	19048	19048
2021-22	3824	4077	29040	19509	19509
2022-23	3814	4196	28601	20015	20015
2023-24	3615	4235	27923	20408	20408
2024-25	3582	4028	27422	20412	20412
2025-26	3598	4072	26892	20403	20403
2026-27	3595*	4039	26391*	20362	20362
2027-28	3595*	4106	25823*	20273	20273

Grey shaded area represents captured PLASC data.
 Non shaded numbers represent projected pupil populations
 *Data not yet available, figures modelled on three year weighted average of Reception projections

Comparison of projected whole-school number on roll data and capacity

The below table sets out aggregated pupil numbers in Cardiff mainstream schools, and projected future numbers, comparing whole-school populations against published school capacities.

School capacity data takes account of published school capacities (permanent arrangements only), including phased changes where applicable, for approved proposals. This does not include potential future changes that have not yet been determined or temporary measures.

Academic Year	Primary School capacities (4-11)	Primary Pupil Population (4-11)	Secondary School capacities (11-18)	Secondary/post 16 pupil Population (11-18)	% Surplus: Primary	% Surplus: Secondary/post 16
2017-18	31,410	29,391	23,282	20,116	6.4%	13.6%
2018-19	31,724	29,364	23,752	20,669	7.4%	13.0%
2019-20	32,091	29,366	24,127	21,356	8.5%	11.5%
2020-21	32,261	29,273	24,127	22,309	9.3%	7.5%
2021-22	32,591	29,040	24,277	22,767	10.9%	6.2%
2022-23	32,661	28,601	24,277	23,322	12.4%	3.9%
2023-24	32,908	27,923	24,642	23,909	15.1%	3.0%
2024-25	32,968	27,422	24,672	24,072	16.8%	2.4%
2025-26	33,028	26,892	24,978	24,171	18.6%	3.2%
2026-27	33,088	26,391*	24,978	24,154	20.2%*	3.3%
2027-28	33,148	25,823*	24,978	24,124	22.1%*	3.4%
2028-29	33,208	25,592*	24,978	23,741	22.9%*	5.0%
2029-30	33,208	25,372*	24,978	23,390	23.6%*	6.4%
2030-31	33,208	25,352*	24,978	22,825	23.7%*	8.6%
2031-32	33,208	25,366*	24,978	22,327	23.6%*	10.6%
2032-33	33,208	25,363*	24,978	21,805	23.6%*	12.7%

Grey shaded area represents captured PLASC data.
 Non shaded numbers represent projected pupil populations
 *Data not yet available, figures modelled on three year weighted average of Reception projections

Recent net pupil migration

The below table sets out aggregated net migration transfer patterns to successive year groups across statutory primary and secondary phase education in Cardiff schools.

Academic Year	Net Primary phase cohort migration pupil numbers	Net statutory Secondary phase cohort migration pupil numbers
2018-19	-136	-169
2019-20	35	-125
2020-21	20	-71
2021-22	129	-128

City-wide and localised projections for each year group include a the 'Cohort Survival Rate (CSR)' using a three year weighted average, rather than a standardised approach across the whole education phase.

Comparison of projected number of pupils requiring specialist placement and capacity

The below table compares the published ('designated') capacities of special schools and Specialist Resource Bases in Cardiff, with recent take up in these facilities and in EOTAS placements (i.e. independent provision, placed out of county or in the PRU).

Academic Year	Designated Specialist Capacity	Recent / projected need	In-County Placements	EOTAS Placements
2017-18	936	1405	967	438
2018-19	1042	1458	1055	403
2019-20	1042	1507	1101	406
2020-21	1050	1519	1146	373
2021-22	1050	1660	1254	406
2022-23	1308	1747**	1303	444
2023-24	1459	1776**	1450	326
2024-25	1459	1830**	1459	371
2025-26	1489	1887**	1489	398
2026-27	1665	1941**	1631	310
2027-28	1665	1961**	1650	311

Grey shaded area represents historical data.
 Non shaded numbers represent projected values
 *includes temporary measures
 **Projected need based on continuation of recent trends

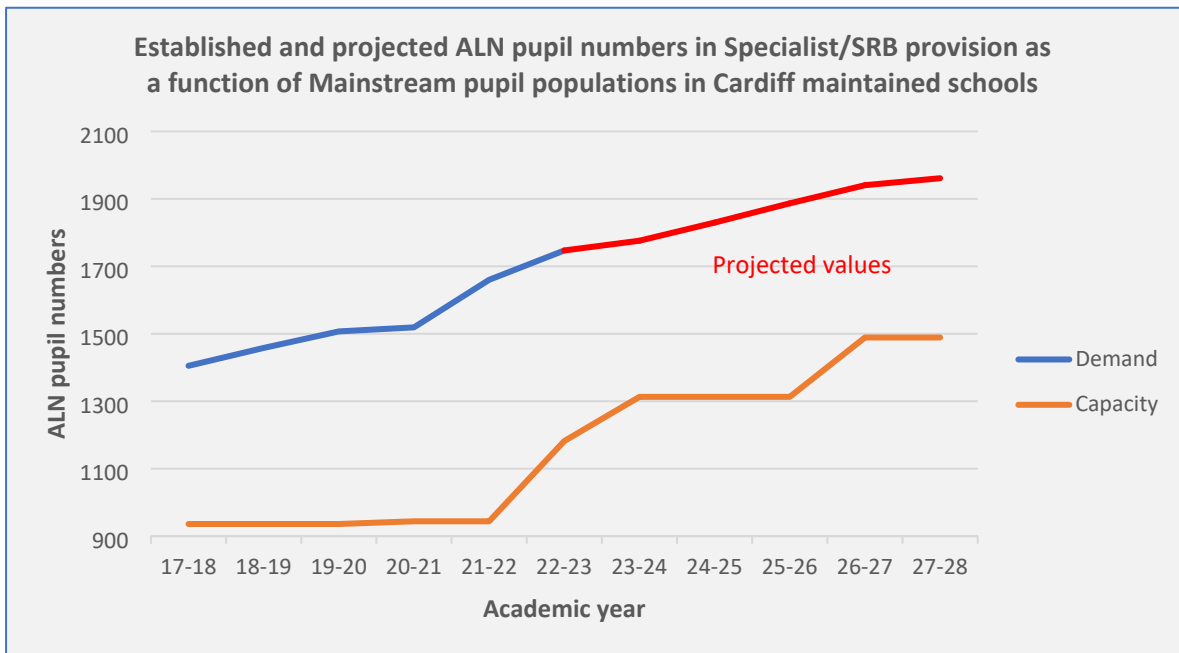
Increases to designated capacity, which aggregate all capacity across all special schools and SRBs, do not align with the projected take up of in county places as it may be necessary to phase implementation of capacity changes and admission of learners.

The above table, and the chart overleaf, illustrate a potential shortfall in Cardiff specialist provision based on a continuation of the existing trends of demand for these places; however, such growth trends cannot be modelled to continue indefinitely and it is not anticipated that such a high proportion of specialist provision would be required.

It should also be noted that the recent and current EOTAS data includes Cardiff children who are Looked After and residing elsewhere, as well as those where a specific need cannot be met in Cardiff provision. The Council must continue to offer EOTAS provision where this would be the most appropriate provision for the individual's needs and circumstances.

Where sufficient capacity is not available in Cardiff's specialist provision, and learners resident in Cardiff are placed in EOTAS provision because of a shortfall in the relevant type of provision, it may not be appropriate for a learner to transfer to Council-

maintained provision when capacity is added. The above reducing EOTAS trend takes account of the overall deficit but does not account for this.



Single Impact Assessment

Cardiff Council



1. Details of the Proposal

What is the proposal?

Title: Annual Report on Investment in the Education Estate

Is this a new proposal or are you amending an existing policy, strategy, project, procedure or service?

New

Existing

Directorate/Service Area:

Education

Who is developing the proposal?

Name: Richard Portas

Job Title: Programme Director – SOP

Responsible Lead Officer (Director or Assistant Director):

Melanie Godfrey
Director of Education and Lifelong Learning

Cabinet Portfolio:

Education (Councillor Sarah Merry)

The Single Impact Assessment (SIA) can be strengthened as time progresses, helping shape the proposal. Version control will provide a useful audit trail of how the SIA has developed. Draft versions of the assessment should be retained for completeness, however only the final version will be publicly available. Draft versions may be provided to regulators if appropriate.

Version	Author	Job Title	Date
1	Rosalie Phillips	Senior School Organisation Governance and Compliance Officer	09/12/2022

2. Overview of the Proposal

What action is the Council considering and why?

Please provide an outline of the proposal.

The report provides Cabinet with an update regarding the education estate across Cardiff, including outlining the challenges and opportunities facing the authority.

The report is the first of this type after which it is intended annual versions are to be presented to Cabinet and the C&YP Scrutiny Committee to support greater visibility of progress and enhanced opportunities for input from elected members to inform strategic planning going forward. The annual report intends to:

- Report annually against agreed School Organisation and capital investment priorities and spend;
- Update on progress made and lessons learnt during the last year;
- Reflect any potential notable changes based on opportunities/risks/issue presenting that could impact on programme in short, medium, long term;
- Confirm plans (incl proposals and projects) for forthcoming year.

This report will continue to be brought forward in the Autumn term annually.

What are the costs and/or savings?

What will the proposal cost and how will it be funded?

How might costs be reduced through involvement and collaboration, across Cardiff Council and/or with external stakeholders?

Are there savings and how will these be realised?

N/A

3. Impact Assessments

Which impact assessments do you need to complete to support your proposal?

The [Impact Assessment Screening Tool](#) provides advice tailored to your proposed policy, strategy or project regarding which impact assessments may be required and who to contact to find out more.

The screening tool is an online form with mainly multiple-choice questions which should take less than 10 minutes to complete.

Once the answers have been submitted, an automated email will be sent to you with the recommended next steps and details of who to contact for expert advice.

Put Yes or No next to each of the impact assessments listed below to indicate which ones are being carried out.

Impact Assessment	Page	To be completed: Y/N
A. Equality Impact Assessment	4	Y
B. Child Rights Impact Assessment	10	Y
C. Welsh Language Impact Assessment	14	Y
D. Habitats Regulations Assessment	19	N
E. Strategic Environmental Assessment	20	N
F. Data Protection Impact Assessment	21	N
G. Health Impact Assessment	22	N

For further information on all the above impact assessments including who to contact for advice, please visit the [Policy Portal](#).

A: Equality Impact Assessment

Guidance in completing this assessment can be accessed [here](#). Please consult the Equality Team for any further assistance with completing this assessment EqualityTeam@cardiff.gov.uk

Impact on the Protected Characteristics

Age

Will this proposal have a **differential impact [positive/negative]** on younger/older people?

	Yes	No	N/A
Up to 18 years		x	
18 - 65 years		x	
Over 65 years		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report.

Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council's policies on equal opportunities.

The Council's procedure for managing staffing changes arising from any future proposals would be used in implementing any changes. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

Any future proposals brought forward would need to consider a detailed range of information e.g. the existing/future demand of school places and appropriate actions to address any differential impacts.

What action(s) can you take to address the differential impact?

Disability

Will this proposal have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		x	
Physical Impairment		x	
Visual Impairment		x	
Learning Disability		x	
Long-Standing Illness or Health Condition		x	

Mental Health		x	
Substance Misuse		x	
Other		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report.

Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council's policies on equal opportunities.

The Council's procedure for managing staffing changes arising from any future proposals would be used in implementing any changes. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

Any future proposals brought forward would need to consider a detailed range of information e.g., the design/accessibility of any school buildings/accommodation and appropriate actions to address any differential impacts.

What action(s) can you take to address the differential impact?

Gender Reassignment

Will this proposal have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (Transgender people are people whose gender identity or gender expression is different from the gender they were assigned at birth.)		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report.

Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council's policies on equal opportunities.

The Council's procedure for managing staffing changes arising from any future proposals would be used in implementing any changes. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

What action(s) can you take to address the differential impact?

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Marriage and Civil Partnership

Will this proposal have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		x	
Civil Partnership		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report.

Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council's policies on equal opportunities.

The Council's procedure for managing staffing changes arising from any future proposals would be used in implementing any changes. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

What action(s) can you take to address the differential impact?

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Pregnancy and Maternity

Will this proposal have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		x	
Maternity		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report.

Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council's policies on equal opportunities.

The Council's procedure for managing staffing changes arising from any future proposals would be used in implementing any changes. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

What action(s) can you take to address the differential impact?

Race

Will this proposal have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White		x	
Mixed / Multiple Ethnic Groups		x	
Asian / Asian British		x	
Black / African / Caribbean / Black British		x	
Other Ethnic Groups		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
<p>There are no direct impacts arising from the recommendations of this report.</p> <p>The ethnic makeup of the school population across Cardiff varies.</p> <p>Table to go here</p> <p>Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council’s policies on equal opportunities.</p> <p>The Council’s procedure for managing staffing changes arising from any future proposals would be used in implementing any changes. This would ensure that good practice is followed, including the application of the Council’s policies on equal opportunities.</p> <p>Any future proposals brought forward would need to consider a detailed range of information e.g., the makeup of school populations and the areas they serve and appropriate actions to address any differential impacts.</p>
What action(s) can you take to address the differential impact?

Religion, Belief or Non-Belief

Will this proposal have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A

Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report.

Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council's policies on equal opportunities.

The Council's procedure for managing staffing changes arising from any future proposals would be used in implementing any changes. This would ensure that good practice is followed, including the application of the Council's / Governing Bodies policies on equal opportunities.

Any future proposals brought forward would need to consider a detailed range of information e.g., demand for VA places and appropriate actions to address any differential impacts.

What action(s) can you take to address the differential impact?

Sex

Will this proposal have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		X	
Women		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report.

Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council's policies on equal opportunities.

The Council's procedure for managing staffing changes arising from any future proposals would be used in implementing any changes. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

What action(s) can you take to address the differential impact?

Sexual Orientation

Will this proposal have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		x	
Gay Men		x	
Gay Women/Lesbians		x	
Heterosexual/Straight		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report.

Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council's policies on equal opportunities.

The Council's procedure for managing staffing changes arising from any future proposals would be used in implementing any changes. This would ensure that good practice is followed, including the application of the Council's policies on equal opportunities.

What action(s) can you take to address the differential impact?

Socio-economic Duty

Is the change anticipated to reduce or contribute to inequality of outcome as a result of socio-economic disadvantage? (e.g. will the change negatively impact on those on low-incomes or those living in deprived areas)

	Yes	No	N/A
Socio-economic impact		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report

The Council's 'Stronger, Fairer, Greener' policy sets out the key themes and commitments for the next five years with a strong focus on putting children and young people front and centre of their ambitions for the city. Central to this is the explicit belief that good education is the surest route out of poverty and, in turn that, the long-term prosperity of the city relies on firm support for our children and young people to reach their potential.

Education is consistently ranked as the top priority for children and young people in Cardiff, a key social and cultural right which plays an essential role in overcoming poverty and disadvantage.

Any future proposals brought forward would need to consider fully the commitments set out in 'Stronger, Fairer, Greener' and how any proposed changes would support these.

What action(s) can you take to address the differential impact?

Welsh Language

Will this proposal have a **differential impact [positive/negative]** on the Welsh language?

	Yes	No	N/A
Welsh language		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report.

The Council's Welsh in Education Strategic Plan sets out a series of ambitious commitments to build on the progress achieved to date. The WESP commits the Council to ensuring city wide capacity in the primary Welsh-medium sector at 10% over and above the projected intake at Reception to support growth and allow for in-year admissions and flexibility for transition. This includes the delivery of new Welsh-medium capacity at primary level by 2025 – 2026.

The Council works closely and constructively with partners on its Welsh Education Forum, which includes representatives of nursery, primary, secondary and further education, childcare, RhAG and the Welsh Government. The Forum actively informs the planning of Welsh-medium places, to continue to drive the Council's plan to sustainably increase the number of learners within Welsh-medium schools and those learning Welsh in English-medium schools.

The Council, and its partners on the Welsh Education Forum, are committed to driving the increase in number of pupils educated through the medium of Welsh, to meet the targets within Cardiff's WESP, and to meet the targets set out in the Welsh Government's Cymraeg 2050 strategy.

The Council monitors birth rates, the yield from proposed housing and the patterns of take-up in Welsh medium provision at primary and secondary age, with a view to bringing forward appropriate plans to meet any increased demand.

The Council must ensure that the expansion of school provision is brought forward in a strategic and timely manner, which does not compromise existing provision. Significantly or rapidly expanding Welsh-medium primary school provision would, inevitably, have an impact on the take-up of places in other schools, and in turn on the ability of schools to balance budgets and to attract or retain staff.

The Council's aspirations for increasing the number of Welsh speakers, and the Welsh Government's Cymraeg 2050, propose a significant change. Cymraeg 2050 sets national targets of educating 40% of learners in Welsh-medium schools, and a further 30% of learners being educated in English-medium schools being fluent in Welsh. At present, c17% of Cardiff children entering primary education are educated in Welsh-medium schools or classes.

There is a risk that provision of additional Welsh-medium primary school places may inhibit the growth at other local schools; however, Cardiff's WESP sets out a commitment to develop and implement targeted promotion in conjunction with Bilingual Cardiff to increase take up of Welsh-medium places in areas with low demand.

What action(s) can you take to address the differential impact?

Consultation and Engagement

What arrangements have been made to consult/engage with the various equalities groups?

There is no requirement for consultation/engagement arising directly out of the recommendations of this report.

Any future proposals brought forward would be subject to full consultation/engagement as part of the development/progression of any proposed changes.

--

Summary of Actions (Listed in the sections above)

	Actions
Age	
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Socio-economic Impact	
Welsh Language	
Generic/ Over-Arching (applicable to all the above groups)	

Next Steps

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

On completion of this Assessment, please ensure that the form is submitted to the Equality Team mailbox so that there is a record of all assessments undertaken in the Council
EqualityTeam@cardiff.gov.uk

B: Child Rights Impact Assessment

Guidance for Local Government prepared from Unicef is available here:

[Child Rights Impact Assessment - Child Friendly Cities & Communities \(unicef.org.uk\)](https://www.unicef.org.uk/child-rights-impact-assessment)

For further information or assistance in completing the Child Rights Impact Assessment, please contact the Child Friendly Cardiff Team ChildFriendlyCardiff@cardiff.gov.uk

STAGE 1: PURPOSE/ SCOPE

What is the policy/ strategy/ project/ procedure/ service? Summarise/ describe its overall aims and any aims specific to children.

The report provides Cabinet with an update regarding the education estate across Cardiff, including outlining the challenges and opportunities facing the authority.

The report is the first of this type after which it is intended annual versions are to be presented to Cabinet and the C&YP Scrutiny Committee to support greater visibility of progress and enhanced opportunities for input from elected members to inform strategic planning going forward. The annual report intends to:

- Report annually against agreed School Organisation and capital investment priorities and spend;
- Update on progress made and lessons learnt during the last year;
- Reflect any potential notable changes based on opportunities/risks/issue presenting that could impact on programme in short, medium, long term;
- Confirm plans (incl proposals and projects) for forthcoming year.

This report will continue to be brought forward in the Autumn term annually.

Will the policy/ strategy/ project/ procedure/ service affect children and young people? Please think about which groups of children and young people it will affect.

There are no direct impacts arising from the recommendations of this report

Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council's policies on equal opportunities

Any future proposals brought forward would need to consider any potential impacts on children and young people aged 3 – 19 and appropriate actions to address any differential impacts.

STAGE 2: BUILD AND ASSESS

Which UNCRC (United Nations Convention on the Rights of the Child) articles are relevant to the policy/ strategy/ project/ procedure/ service? Read the articles [here](#) and add any relevant ones to the table below.

The articles which form the four General Principles of the UNCRC are pre-populated in the table.

For further information or assistance on UNCRC Articles, please email the Child Friendly Cardiff Team ChildFriendlyCardiff@cardiff.gov.uk

Article 2 (non-discrimination): The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

Article 3 (best interests of the child): The best interests of the child must be a top priority in all decisions and actions that affect children.

Article 6 (life, survival and development): Every child has the right to life. Governments must do all they can to ensure that children survive and develop to their full potential.

Article 12 (respect for the views of the child): Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.

Article 23 (children with a disability): A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community.

Article 28 (right to education): Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child. Discipline in schools must respect children's dignity and their rights.

Article 29 (goals of education): Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment

What is the likely/ actual impact of the proposal on children's rights? Is it positive, negative or neutral?

(If a negative impact is assessed for any area of rights or any group of children and young people, you must list and recommend options to modify the proposal or mitigate the impact.)

There are no direct impacts arising from the recommendations of this report.

Access to education in Cardiff is on an equal basis. All schools operate in accordance with the requirements of the Equalities Act and schools will continue to apply the Council's policies on equal opportunities.

Any future proposals brought forward would need to consider any potential impacts on children and young people aged 3 – 19 and appropriate actions to address any differential impacts.

STAGE 3: VOICE AND EVIDENCE

Have you sourced and included the views and experiences of children and young people? What do you know about children and young people's views and experiences that are relevant to the proposal?

The views and experiences of children and young people have been sought on a range of school organisation proposals to date with full consideration given to these as part of the decision-making process.

Any future proposals brought forward would be subject to age-appropriate consultation/engagement with children and young people with the views expressed given full consideration as part of the decision-making process.

How do you plan to review the policy/ strategy/ project/ procedure/ service to ensure that it respects, protects and fulfils children's rights?

Please provide an outline of the monitoring and review process for the implementation and/or delivery of the proposal and how children and young people will be included in this process.

In order to deliver change the Council will engage with a range of stakeholders including children and young people and bring forward its SOP Strategy setting out clear principles for how the education system across the city should be organised to take account of the Council's wider ambitions and for education to fulfil its role in supporting social mobilisation and, in turn the long-term prosperity of the city through ensuring our children and young people to reach their potential.

STAGE 4: BUDGET

What is the budget for this proposal? Are any parts of it specifically allocated to children and young people?

To be updated following confirmation of finance position

Any future proposals brought forward would include details of budget considerations.

STAGE 5: IDENTIFIED ACTIONS

What actions have been identified or changes made to the proposal as a result of this assessment?

Age appropriate engagement/consultation with young people as part of the development of the SOP strategy and any future school organisation proposals.

Next Steps

Where it is considered that a Child Rights Impact Assessment is required, you must append the completed form to the Cabinet or Officer Decision Report. A copy must also be emailed to the Child Friendly Cardiff Team ChildFriendlyCardiff@cardiff.gov.uk

C: Welsh Language Impact Assessment

Please consult with Bilingual Cardiff for any assistance with completing this assessment
Bilingualcardiff@cardiff.gov.uk

Welsh Language Standards 88-97

Standard 88

Will this proposal have a **differential impact [positive/negative]** on:

	Yes	No	N/A
The opportunities for persons to use the Welsh language?		x	
Treating the Welsh language no less favourably than the English language?		x	

Please give details/ consequences of the differential impact, and provide supporting evidence, if any.

There are no direct impacts arising from the recommendations of this report.

The Council's Welsh in Education Strategic Plan sets out a series of ambitious commitments to build on the progress achieved to date. The WESP commits the Council to ensuring city wide capacity in the primary Welsh-medium sector at 10% over and above the projected intake at Reception to support growth and allow for in-year admissions and flexibility for transition. This includes the delivery of new Welsh-medium capacity at primary level by 2025 – 2026.

The Council works closely and constructively with partners on its Welsh Education Forum, which includes representatives of nursery, primary, secondary and further education, childcare, RhAG and the Welsh Government. The Forum actively informs the planning of Welsh-medium places, to continue to drive the Council's plan to sustainably increase the number of learners within Welsh-medium schools and those learning Welsh in English-medium schools.

The Council, and its partners on the Welsh Education Forum, are committed to driving the increase in number of pupils educated through the medium of Welsh, to meet the targets within Cardiff's WESP, and to meet the targets set out in the Welsh Government's Cymraeg 2050 strategy.

The Council monitors birth rates, the yield from proposed housing and the patterns of take-up in Welsh medium provision at primary and secondary age, with a view to bringing forward appropriate plans to meet any increased demand.

The Council must ensure that the expansion of school provision is brought forward in a strategic and timely manner, which does not compromise existing provision. Significantly or rapidly expanding Welsh-medium primary school provision would, inevitably, have an

impact on the take-up of places in other schools, and in turn on the ability of schools to balance budgets and to attract or retain staff.

The Council's aspirations for increasing the number of Welsh speakers, and the Welsh Government's Cymraeg 2050, propose a significant change. Cymraeg 2050 sets national targets of educating 40% of learners in Welsh-medium schools, and a further 30% of learners being educated in English-medium schools being fluent in Welsh. At present, c17% of Cardiff children entering primary education are educated in Welsh-medium schools or classes.

There is a risk that provision of additional Welsh-medium primary school places may inhibit the growth at other local schools; however, Cardiff's WESP sets out a commitment to develop and implement targeted promotion in conjunction with Bilingual Cardiff to increase take up of Welsh-medium places in areas with low demand.

Standard 89

Could this proposal be formulated or re-formulated, so that it would have positive effects, or increased positive effects, on:

The opportunities for persons to use the Welsh language?

--

Treating the Welsh language no less favourably than the English language?

--

Standard 90

Could this proposal be formulated or re-formulated to ensure that it does not have adverse effects, or a decreased adverse effect, on:

The opportunities for persons to use the Welsh language?

--

Treating the Welsh language no less favourably than the English language?

--

Standard 91

When consulting on the proposal, were views considered, and sought, on the effects (both positive and negative) that it would have on:

The opportunities for persons to use the Welsh language?

--

Treating the Welsh language no less favourably than the English language?

--

Standard 92

Did the consultation seek and give consideration to views on how the proposal could have positive, or increased positive effects, on:

The opportunities for persons to use the Welsh language?

--

Treating the Welsh language no less favourably than the English language?

--

Standard 93

Did the consultation seek and give consideration to views on how the proposal could have no adverse effects, or decreased adverse effects, on:

The opportunities for persons to use the Welsh language?

--

Treating the Welsh language no less favourably than the English language?

--

Standard 94

If the proposal includes the awarding of grants, has consideration been given to the guidance presented in Cardiff Council's Policy on Awarding Grants in Compliance with the Welsh Language Standards with regard to:

The opportunities for persons to use the Welsh language?

--

Treating the Welsh language no less favourably than the English language?

--

Standard 95

If research was undertaken or commissioned to assist with the development of the proposal, did it give consideration to whether it would have a **differential impact [positive/negative]** on:

The opportunities for persons to use the Welsh language?

--

Treating the Welsh language no less favourably than the English language?

--

Standard 96

Did the research undertaken or commissioned to assist with the development of the proposal give consideration to how it could have a positive effect, or increased positive effects, on:

The opportunities for persons to use the Welsh language?

--

Treating the Welsh language no less favourably than the English language?

--

Standard 97

Did the research undertaken or commissioned to assist with the development of the proposal give consideration to how it could have no adverse effect, or decreased adverse effects, on:

The opportunities for persons to use the Welsh language?

--

--

Treating the Welsh language no less favourably than the English language?

Material and Services

In addition to the impact assessment to ensure that the proposal meets the requirements of the Welsh Language Standards, consideration must also be given to the supporting materials and services that may be required.

These include (please click on the hyperlinks to view detailed information about the requirements under the Welsh Language Standards):

- [Correspondence](#) - receiving and replying (emails, letters, online communication).
- [Telephone](#) – receiving and answering calls.
- [Meetings & Public Events](#) – public meetings or events, group meetings, consultation, individual meetings.
- [Public Messages – electronic – video](#)
- [Signs, Notices & Display Material](#)
- [Publicity & Advertising](#)
- [Producing Public Documents](#) - policies, strategies, annual reports, corporate plans, guidelines, notices, codes of practice, consultation papers, licences, certificates, rules, brochures, leaflets, pamphlets or cards, ticket/vouchers.
- [Producing Forms](#)
- [Reception Services](#)
- [Websites, Apps and Online Services](#)
- [Social Media](#)
- [Self Service Machines](#)
- [Education Training Courses](#)
- [Public Address Announcements](#)

Are all supporting materials and services compliant with the requirements of the Welsh language standards?

Cardiff Council’s Welsh Language Skills Strategy

This strategy may be viewed here and additional guidance documents have been produced to support its implementation:

- [Assessing Welsh Language Skills and Identifying Welsh Essential Roles](#)

- [Recruitment, Selection, and Interview Procedures and the Welsh Language](#)

Do you have access to sufficient Welsh speaking staff to support the delivery of the proposal in compliance with the requirements of the Welsh language standards?

--

Next Steps

Where it is considered that a Welsh Language Impact Assessment is required, you must append the completed form to the Cabinet or Officer Decision Report. A copy must also be emailed to Bilingual Cardiff Bilingualcardiff@cardiff.gov.uk

D: Habitats Regulations Assessment

	Yes	No
Will the proposal affect a European site designated for its nature conservation interest*, or steer development towards an area that includes a European site, or indirectly affect a European site?	<input type="checkbox"/>	<input type="checkbox"/>

** Only two European sites designated for nature conservation interest lie within Cardiff's boundaries – the Severn Estuary and Cardiff Beech Woods, but be aware if your project affects an area close to a neighbouring authority.*

If the answer is 'Yes', then a screening exercise may need to be conducted to determine if a Habitats Regulations Assessment is required or not.

Contact the [Biodiversity Team](#) who will guide you through the process.

E: Strategic Environmental Assessment

	Yes	No
Does the strategy, policy or activity set the framework for future development consent?	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No
Is the strategy, policy or activity likely to have significant environmental effects (positive or negative)?	<input type="checkbox"/>	<input type="checkbox"/>

If you have answered 'Yes' to both of the above questions, then a full Strategic Environmental Assessment Screening is needed.

Contact the [Sustainable Development Unit](#) who will guide you through the process.

F: Data Protection Impact Assessment

	Yes	No
Will the proposal involve processing information that could be used to identify individuals?	<input type="checkbox"/>	<input type="checkbox"/>

If the answer is 'Yes', then a Data Protection Impact Assessment may be required.

Click [here](#) to read the guidance and start the Data Protection Impact Assessment process if needed.

For further information, contact the [Data Protection Service](#).

G: Health Impact Assessment

A Health Impact Assessment helps to develop policies and projects that consider the mental, physical and social health and well-being of a population during planning and development. Considering health inequalities and their impacts on local communities is an essential part of any Health Impact Assessment.

Health Impact Assessments will become a statutory requirement for public bodies in specific circumstances in the future. These circumstances have yet to be published by Welsh Government.

For further information and advice, please contact the Wales HIA Support Unit.

Website: [Home - Wales Health Impact Assessment Support Unit \(phwwhocc.co.uk\)](http://phwwhocc.co.uk)

Email: WHIASU.PublicHealthWales@wales.nhs.uk

**CYNGOR CAERDYDD
CARDIFF COUNCIL****CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE****16 JANUARY 2023**

CYPSC: BRIEFING REPORTS

Reasons for the Report

1. To provide Members with 2 Briefing reports on the following:
 - Children's Services 2022/23 Quarter 2 Performance (**Appendix A**)
 - Childcare Sufficiency – 12-month Update (**Appendix B**)

Background

2. Due to the number and breadth of items on this meeting's Agenda, and with February and March's CYPSC Agendas full, the Chair of this Scrutiny Committee recommended that both reports (attached at **Appendices A and B** to this report) be provided to Members for their information and consideration.
3. Members are requested to note that due to the limited time on the agenda, these reports will not be allocated time for consideration at this meeting (via Cabinet Member/Officer attendance, Q&A etc) but could be considered at a later date, should Members request this.
4. The reports are enclosed to provide Members with timely updates on these issues, as well as providing open and transparent access to the information by the wider public. Quarter 3 Children's Services data is scheduled to be reported to the March 2023 meeting of the Committee.
5. Further information on the reports is set out as follows:

Children's Services 2022/23 Quarter 2 Performance (Appendix A)

A 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 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)
- Intervention Hub – Adolescent Resource Centre – **new**
- Intervention Hub – Think Safe! - **new**
- Contact/ Referrals to MASH and on Open cases
- 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)
- Timeliness of Section 47s (completed in 10 working days)
- Number of children receiving Care & Support and being assessed
- Number of children receiving Care & Support in receipt of Direct Payments
- Reviewing Hub – Step Downs - **new**
- Reviewing Hub – Step Ups – **new**
- Number of children on the Child Protection Register, registrations and de-registrations
- Child Protection registration by Category of Abuse as at 30 September 2022
- Number and percentage of re-registrations of children on Child Protection Register during the period and within 12 months from deregistration (CH/024)
- The percentage of Initial Core Groups meetings held on time (CH/028)
- The percentage of visits to children on the CPR held on time (CH/030)
- % Initial Child Protection Conferences on Time
- % Child Protection Review Conferences on Time
- The number /percentage of children reported where exploitation is a factor (CH/033)
- Looked After Starts, Ends and Total Number of Children Looked After
- Timeliness of Children Looked After Reviews

- Total CLA by Placement type – comparison between 30.06.2016 (baseline number 644) and 30.09.2022 (baseline number: 1,035)
- Percentage of children in regulated placements who are placed in Cardiff (CS LAC 58)
- The Percentage of looked after children who have had three or more placements during the year (CH/043)
- Percentage of Statutory visits held on time (CH/042)
- Number of Pathway Plans completed on time
- The total number of young people during the year where a personal adviser was allocated as required
- Sickness – Children’s Services
- Percentage of social worker vacancies in all teams (Staff 1)
- Net result of Social Workers starting and leaving Council
- YOS 1 The number of first-time entrants
- YOS 2 The percentage of children re-offending within six months of their previous offence
- YJS – The number of young people in receipt of a prevention service from the Youth Justice Service

Performance data for adoption and court orders are currently under development and will be reported to a future meeting.

Childcare Sufficiency (Appendix B)

At a meeting of this Scrutiny Committee on the 18 January 2022, Members undertook a pre-decision scrutiny which Cabinet was requested to endorse the commencement to consult on the draft Cardiff Childcare Sufficiency Assessment (CSA), to enable the Local Authority to fulfil its statutory responsibility to prepare and publish a local Childcare Sufficiency Assessment (CSA) by the 30th of June 2022. A link to the papers can be found here:

[Agenda for Children and Young People Scrutiny Committee on Tuesday, 18th January, 2022, 4.30 pm : Cardiff Council \(modern.gov.co.uk\)](#)

Following the meeting (Chair's letter can be found in the link above), it was requested that an update report be submitted to this scrutiny committee.

This is attached at **Appendix B**.

Legal 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 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

7. 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 note the Appendices attached and agree whether they wish to consider any further information at a future meeting.

DAVINA FIORE

Director of Governance and Legal Services

9 January 2023

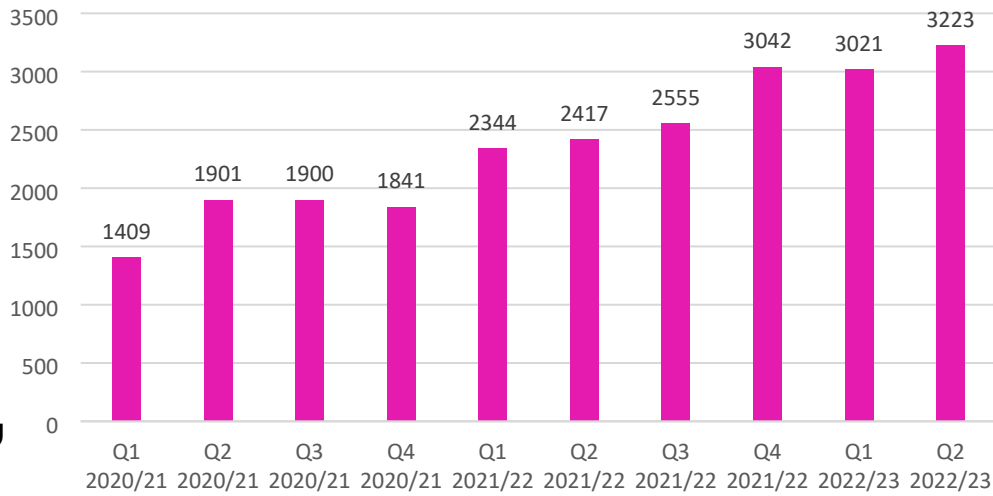
Children's Services Performance Report

Quarter 2
2022/23

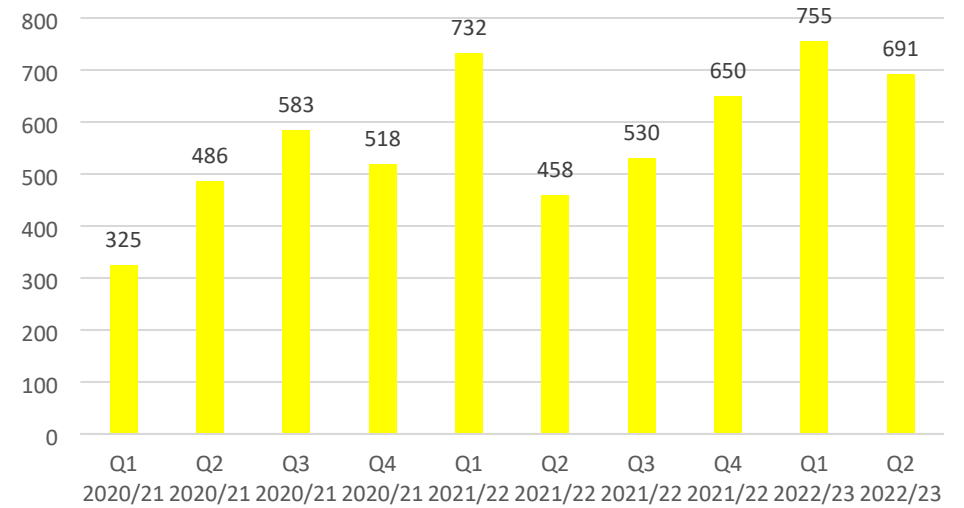


Early Help

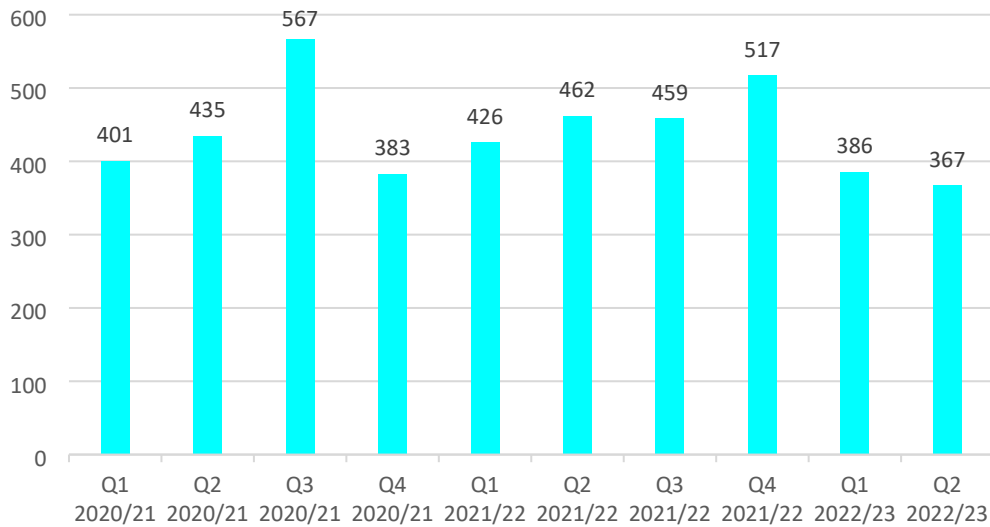
FAM KPI 01 Number of people supported through the Gateway



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** = 3,223 during Quarter 2 2022/23, compared to 3,021 during Quarter 1 2022/23, and 3,042 during Quarter 4 2021/22.

Target per quarter is 2,000. Target met. Annual Target for 2022/23 is 8,000. This is a count of the number of enquiries and well-being contacts to the Family Gateway.

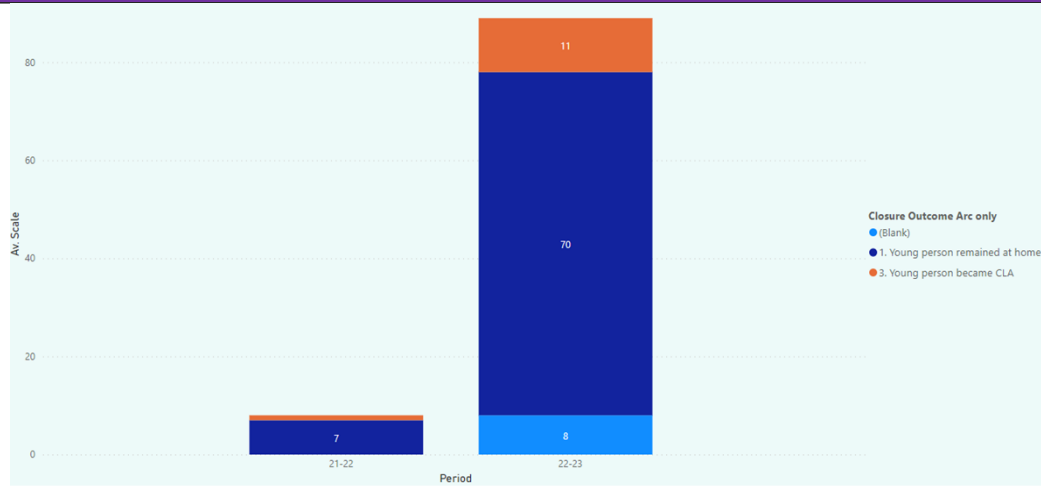
FAM KPI 02 The **number of people supported by the Family Help Team** = 691 during Quarter 2 2022/23, compared to 755 during Quarter 1 2022/23 and 650 during Quarter 4 2021/22.

Target per quarter is 438. Target met. Annual Target for 2021/22 is 1,750.

FAM KPI 03 The **number of people supported by the Support4Families Team** = 367 during Quarter 2 2022/23, compared to 386 during Quarter 1 2022/23 and 517 during Quarter 4 2021/22.

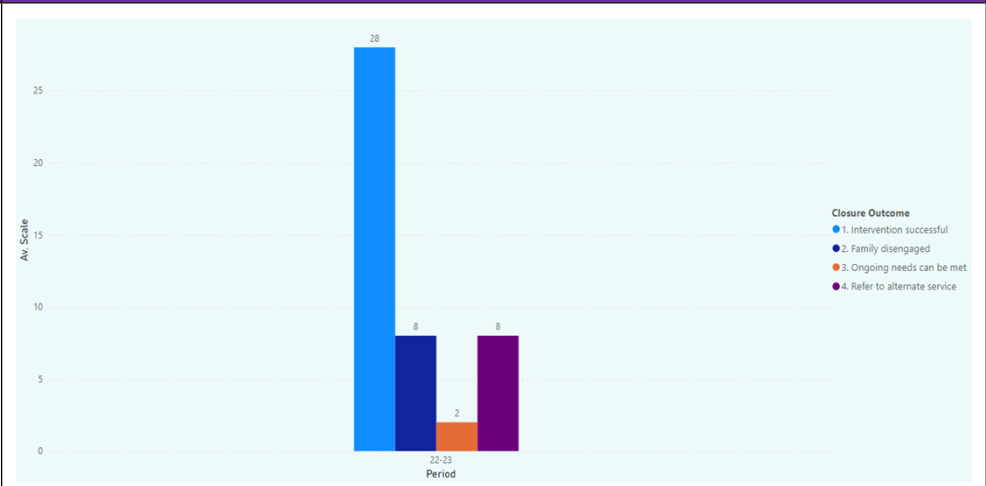
Target per quarter = 563. Annual Target for 2022/23 is 2,250.

Intervention Hub – Adolescent Resource Centre



The chart above shows the outcomes for young people who have received an intervention from the Adolescent Resource Centre during the year. To date, just 11 young people started being looked after compared with 70 young people remaining at home.

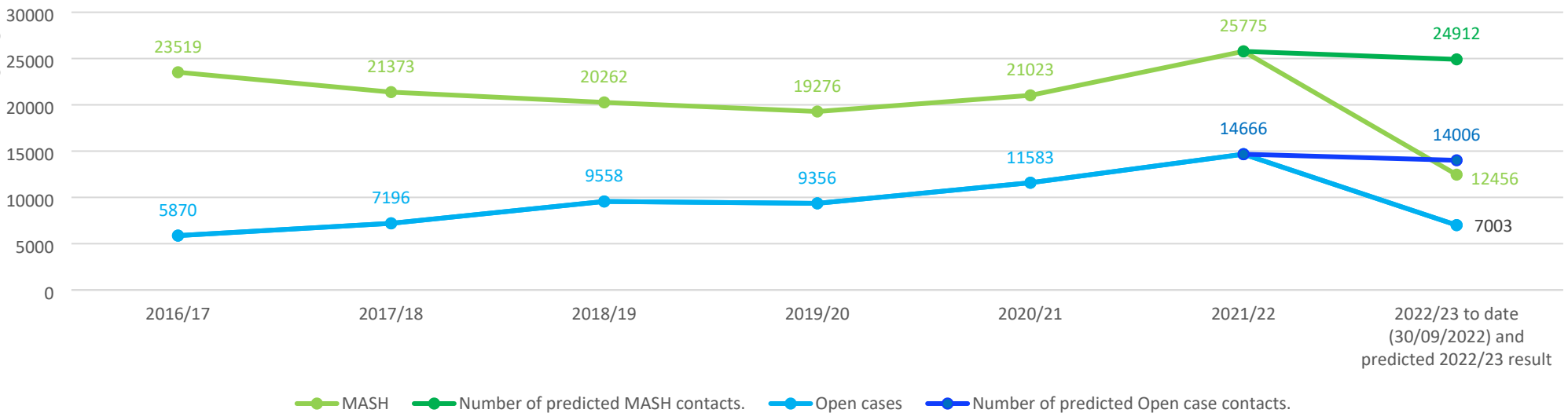
Intervention Hub – Think Safe !



The chart above shows the outcomes for young people who have received an intervention from the Think Safe! service during the year. To date, 8 young people have been referred to an alternate service compared with 28 young people for whom the intervention was successful.

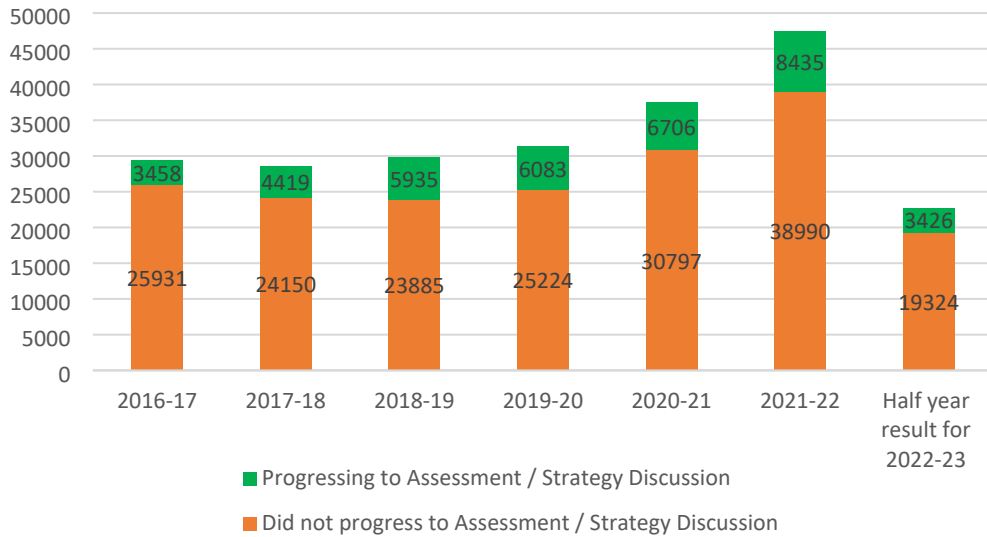
Page 253

Contact / referrals to MASH and on open cases



The graph above shows the increase in contacts / referrals of the last two years. Quarter 2 of 2022/23 shows numbers may be stabilising this year after last year's high volume of contacts and referrals, although it may be too early to forecast.

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

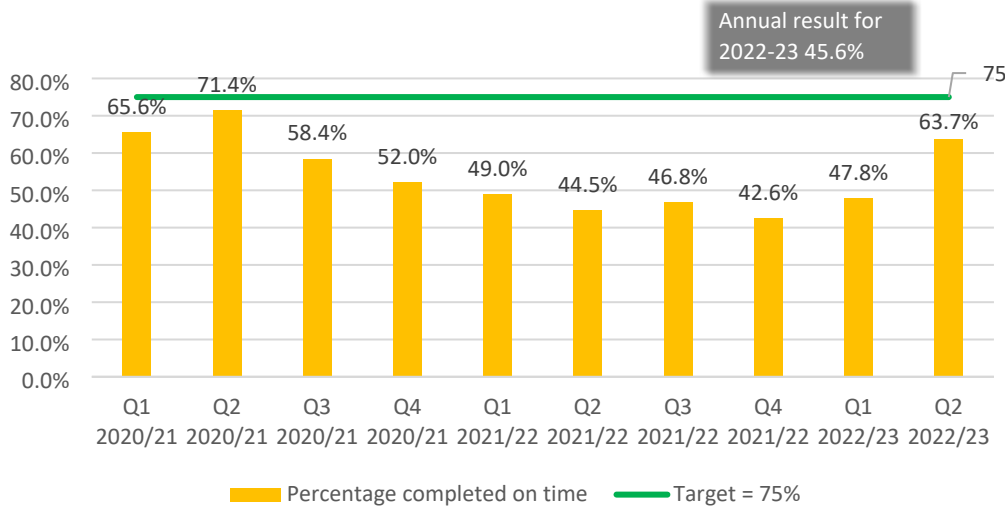


The graph to the left shows the steady increase in the number of contact / referrals received each year from 28,569 in 2017-18 to 47,425 in 2021/22. During Quarter 1 of this year, we have received 11,714 contacts. During Quarter 2 of this year, we have received 11,036 contacts.

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 and remaining at 18% for the year 2021/22. The first half of 2022/23, however, shows only 15.1% proceeded to assessment.

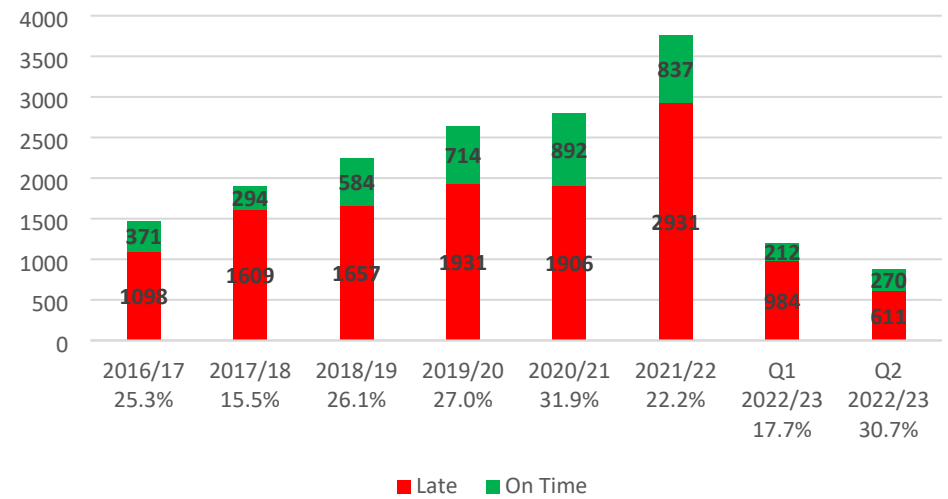
Page 254

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



63.7% (328 / 515) of new **well-being assessments** were completed within statutory timescales during Quarter 2 of 2022/23, compared to 47.8% (348 / 728) during Quarter 1 of 2022/23. 45.6% (1,143 / 2,509) of new **well-being assessments** were completed within statutory timescales during 2021/22. Further commentary below

Timeliness of Section 47s (completed in 10 working days)



30.7% (270 / 881) of **Section 47s** were completed within 10 working days during Quarter 2 of 2022/23 compared with 17.7% (212 / 1,196) in Quarter 1. 22.2% (837 / 3,768) = of **Section 47s** were completed within 10 working days during 2021/22. Further commentary below.

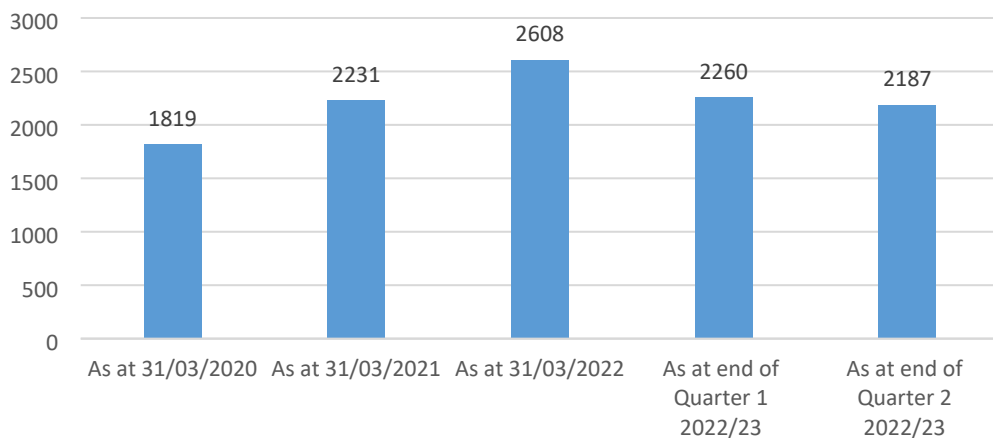
Performance in relation to the timeliness of assessment completion has improved in Quarter 2, but remains an area for improvement. The following actions continue to be taken to address this:

- Use of the management reporting system (Power BI) to provide high level and team specific detailed breakdown of performance information.
- Daily, solution focused team discussions (called 'huddles') to consider performance, demand, capacity and pressure points.
- The Operational Manager meets with the Team Managers on a weekly basis to review the previous week's performance (again with a focus on identifying presenting difficulties and problem solving).
- The discussions also include ambitious but achievable target setting for each team to address the backlog of outstanding work as well as strategies to prevent current work falling outside timescales - by reviewing progress in respect of the work that is approaching the completion deadline, determining whether the allocated worker has capacity to complete the work and, if not, determining what the barriers and support requirements are and targeting resource to assist, working across teams where necessary.
- This micro-level of discussion also enables the OM to have scrutiny of those Section 47 enquiries which are overdue or approaching the deadline for completion. For those deemed to be exceptional in nature, thus requiring OM approval for an extension, the information can be captured and logged. For those that are not deemed to be exceptional, action plans can be developed to expedite completion.
- As some teams perform consistently well, the weekly meetings enable best practice benchmarking, with managers sharing ideas and learning across the whole Intake and Assessment service. The meetings also enable the OM to collate thematic information about positive improvements and common difficulties which can then be escalated to inform strategic planning.
- Creative use of resource (for example remote workers, resource assistants, social work assistants) to create capacity for social work staff to focus upon those tasks that only they can do.

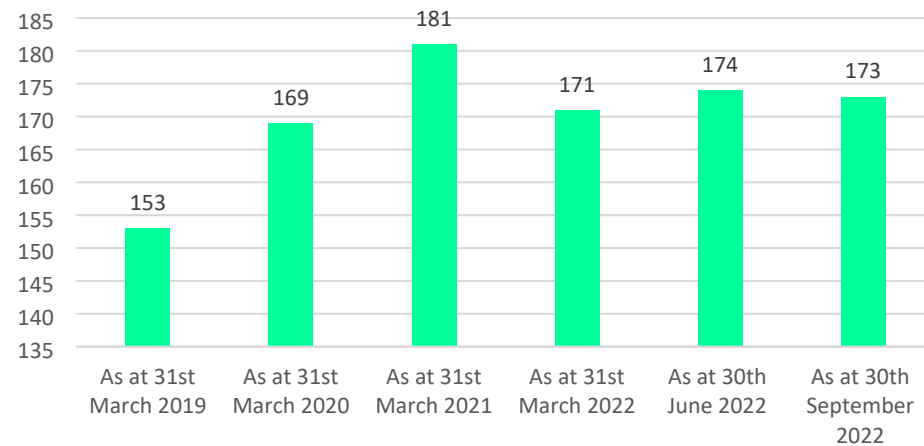
It is anticipated that performance will continue to improve but it must be accepted that this is a demand led service; demand fluctuation will have an impact on performance. The tools available ensure that the service is well placed to evaluate and improve its performance.

Care & Support Planning

Number of children receiving Care & Support and being assessed



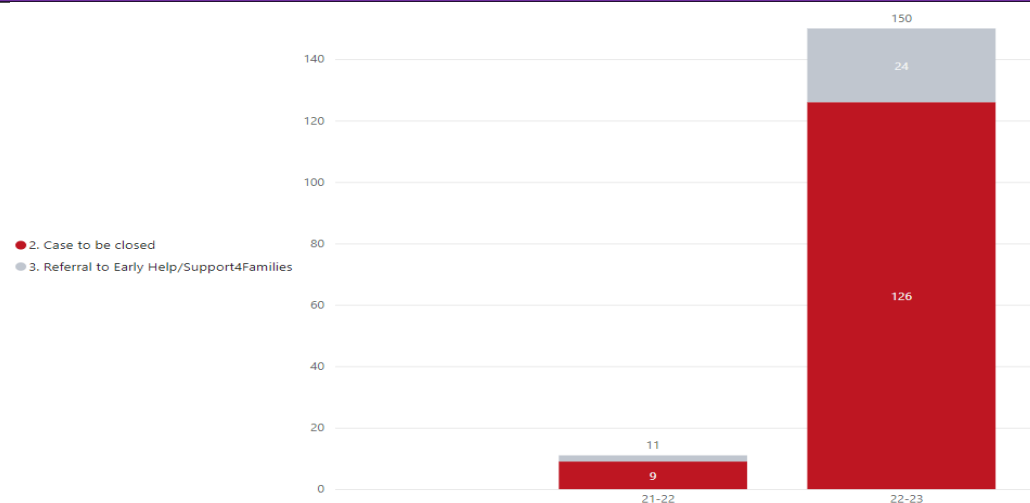
Number of children receiving Care & Support in receipt of Direct Payments



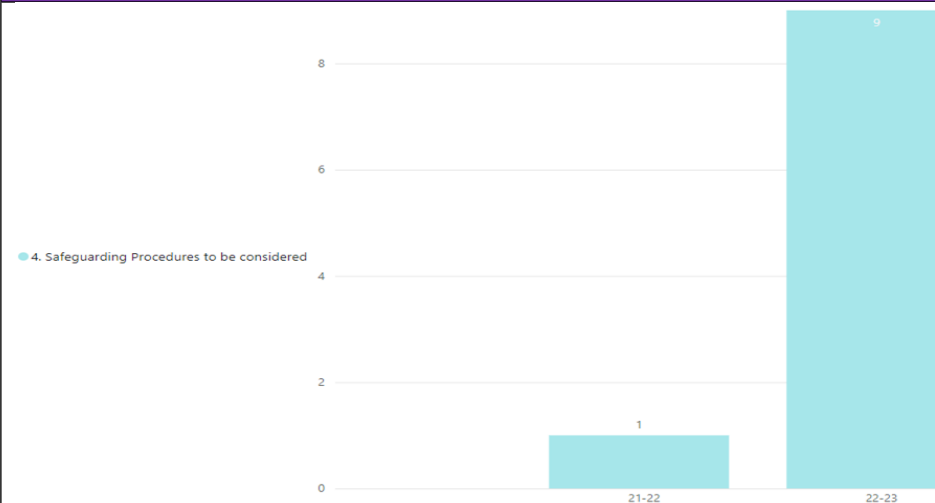
Page 256
The **number of children receiving Care & Support or being assessed** has been increasing over the last couple of years, reaching 2608 as at the 31st March 2022, however, the number has decreased over quarter 1 to 2260 children as at the 30th June 2022 and then to 2187 children as at the 30th September 2022.

CH/016 The **number of children receiving Care & Support in receipt of Direct Payments** = 173 as at the 30th September 2022.

Reviewing Hub – Step Downs

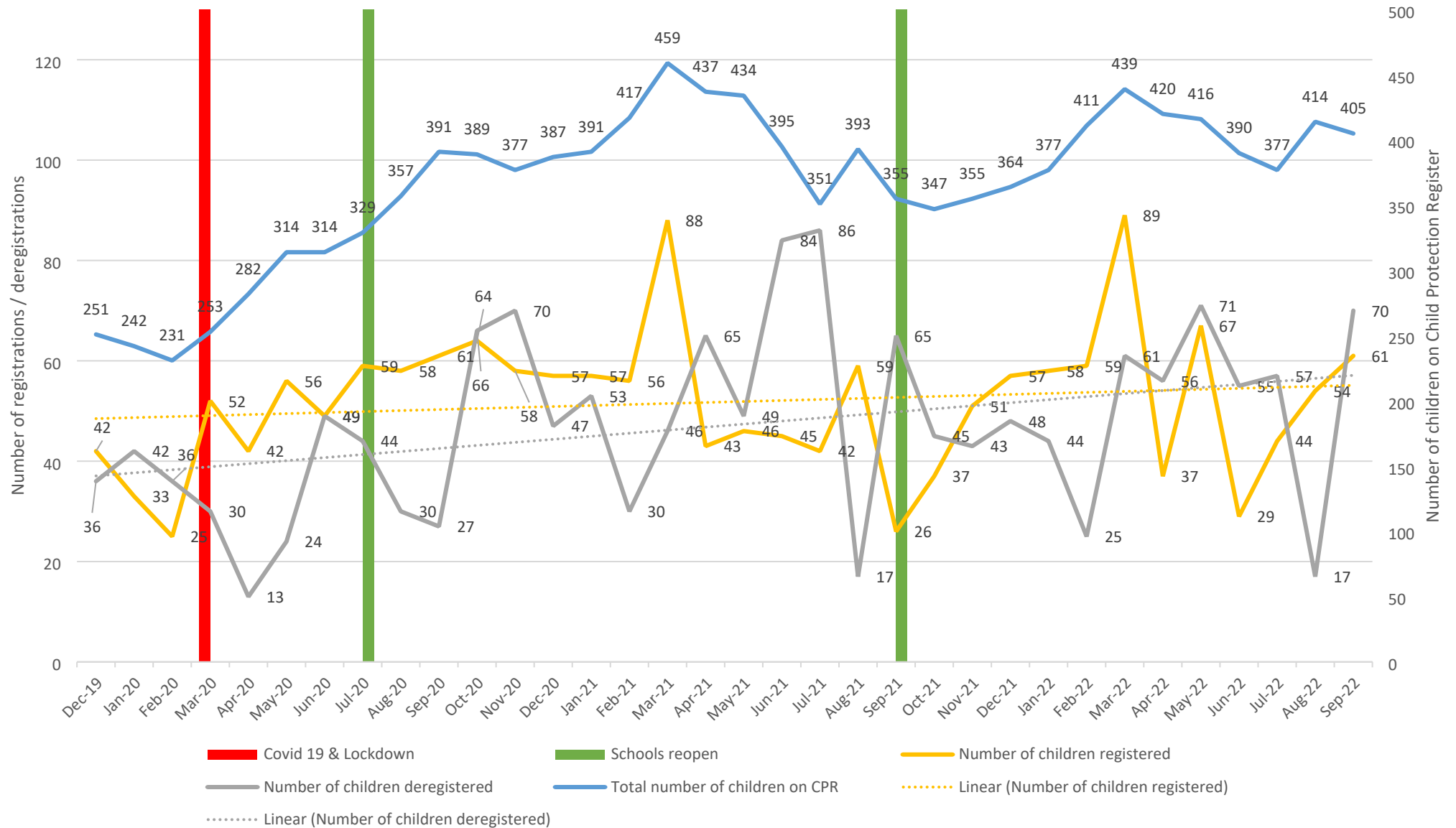


Reviewing Hub – Step Ups



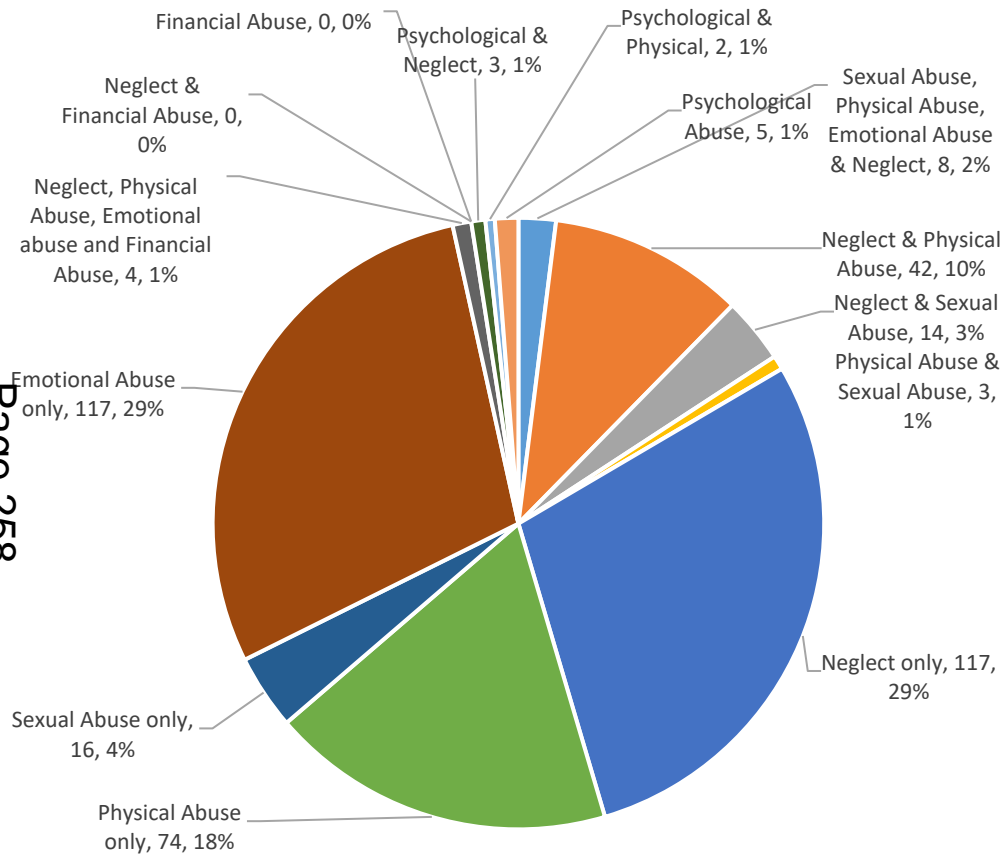
The charts above show the numbers of children stepped up and down since the introduction of the Reviewing Hub. During the year to date, 126 children have been identified for case closure and an additional 24 for step down to Early Help / Support4Families. This compares with 9 children for whom it was identified that safeguarding procedures should be considered.

Number of children on the Child Protection Register, registrations and de-registrations



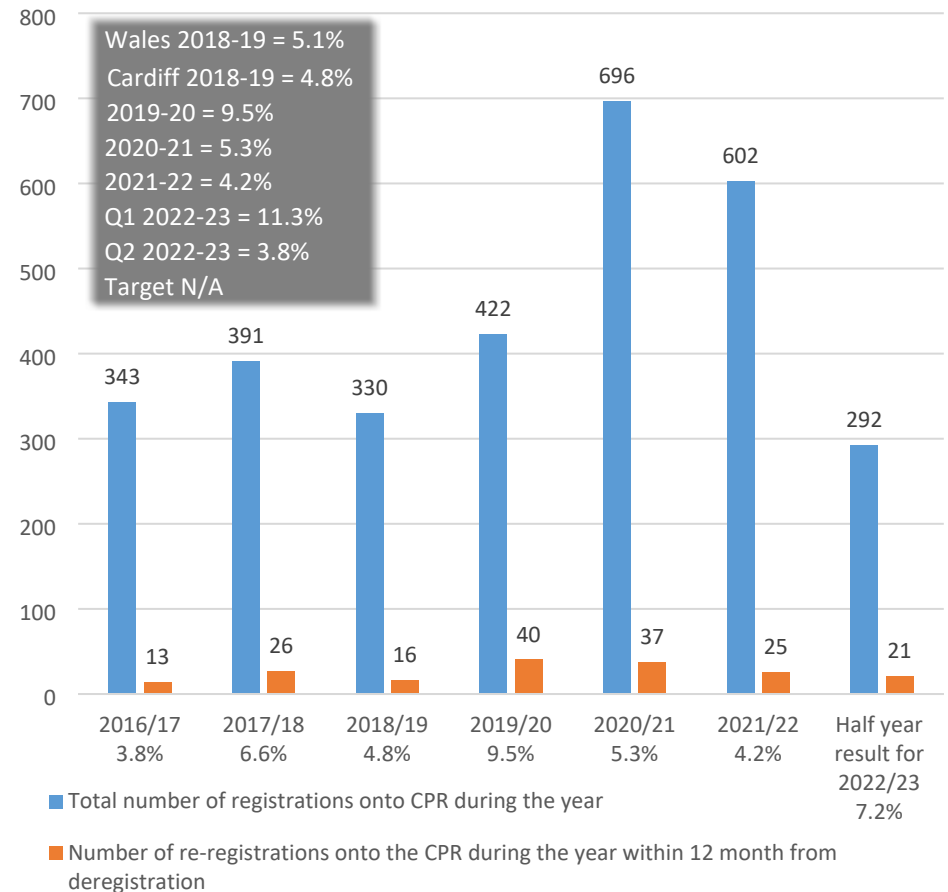
Following the steady increase of the number of children of the Child Protection Register from February 2020 to March 2021, the number had decreased over the first half of 2021/22 to 347 before increasing to 439 by the end of the year. Since then, the number of children on the CPR fell to 377 at the 31st July 2022 before rising back to 405 as at 30th September 2022.

CPR as at 30th September 2022 by category of abuse



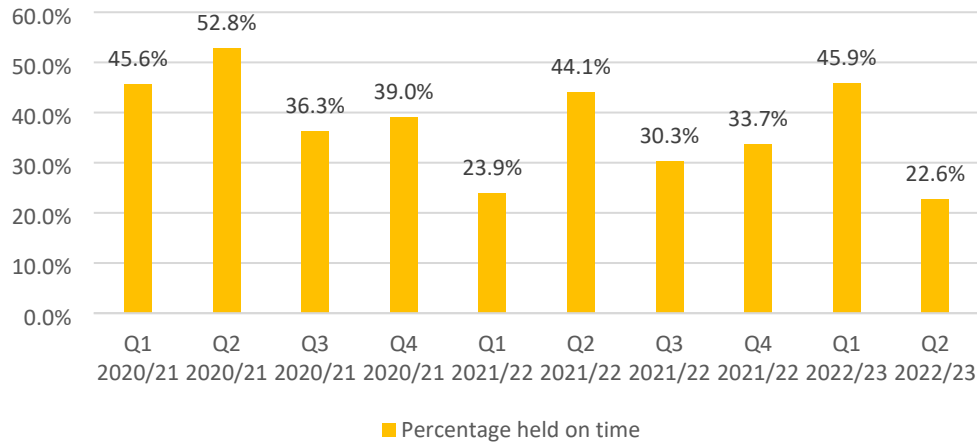
Piechart showing a breakdown of the 405 children on the Child Protection Register by category of abuse as at 30th September 2022.

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



During the first six months of 2022/23, 7.2% (21 / 292) 21 of the 292 children registered during the six months **had been on the CPR within the previous 12 months**. The percentage for Quarter 2 is 3.8% (6 / 159) which is a low re-registration rate following the high rate for Quarter 1, which was partially explained by 8 of the 15 children being part of 2 sibling groups. This compares to the annual outturn for 2021/22 = 4.2% (25 / 602) 25 of the 602 children registered during the year had been on the CPR within the previous 12 months.

CH/028 Percentage of Initial Core Group meetings held on time

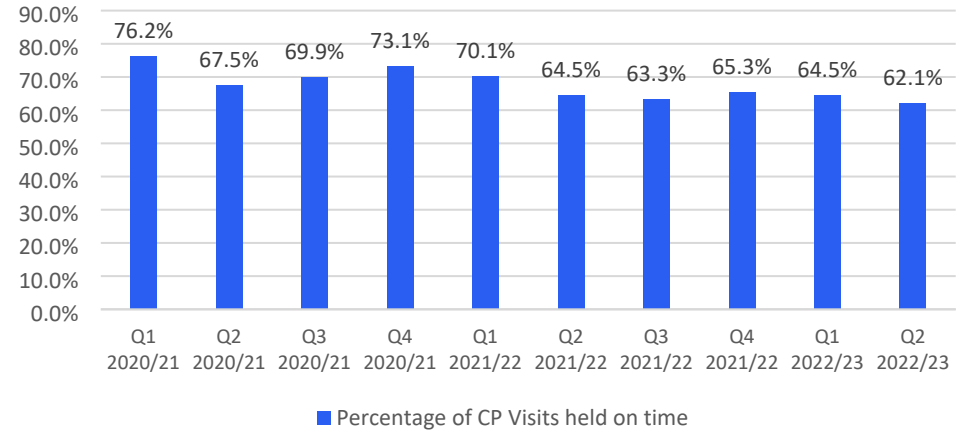


CH/028 The percentage of Initial Core Group meetings held on time = 22.6% (36 / 159) during Quarter 2 compared to 45.9% (61 / 133) during Quarter 1 of 2022/23.

We are giving consideration to centralising the process of notification of initial child protection conferences (ICPCs) to allow allocation to a social worker who will attend the ICPC and be responsible for arranging, chairing and recording the core group. An emergency Task & Finish Group has been set up to review and improve the process. Performance will be reviewed weekly with locality OMs to monitor progress against performance. Consideration is also being given to how we can better use the temporary Social Worker Resource Assistants to, among other duties, support the scheduling and minuting of core groups.

Page 259

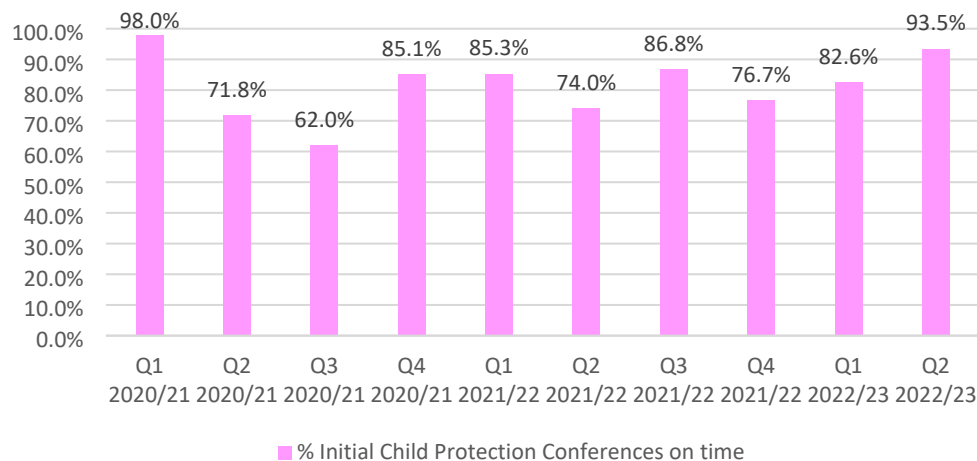
CH/030 Percentage of visits to children on the CPR held on time



The percentage of visits to children placed on the CPR, held on time = 62.1% (1,435 / 2,310) during Quarter 2 compared to 64.5% (1,465 / 2,271) during Quarter 1 of 2022/23. 6,215 / 9,408 = 66.1% of visits to children placed on the CPR were held on time during 2021/22.

Performance information is being reviewed and adapted to provide OMs with more detailed data to support monitoring of the timeliness of visits being undertaken and recorded. This will allow focused support and understanding of the barriers to improving performance. OMs will review performance weekly until improvement is achieved and maintained.

% Initial Child Protection Conferences on Time

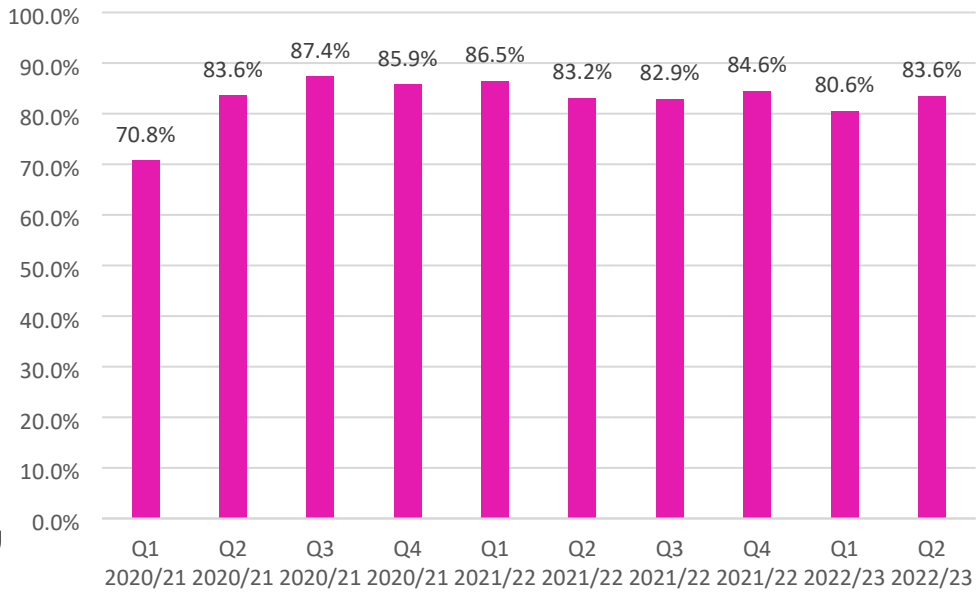


The percentage of Initial Child Protection Conferences held on time = 93.5% (158 / 169) during Quarter 2 of 2022/23, compared to 82.6% (128 / 155) during quarter 1 of 2022/23. 80.2% (483 / 602) of Initial Child Protection Conferences were held on time during 2021/22.

There has been a sustained increase in the number of children requiring an initial conference, which has placed considerable pressure on the service including the multi agency professionals available and required to attend. The service is set up to facilitate 10 initial child protection conferences each week and some weeks, there has been more demand than availability, which has impacted on timeliness.

Performance has been closely monitored by the service and 2 significant changes have been made following a new and dedicated service manager for Safeguarding coming into post in May 2022. The first is that the administrative process for scheduling initial conferences has been revised and Operational Manager approval is now required for any conference to be held outside of timescale. The impact of this on performance is evident in Quarter 2 with performance improving to 93.5%.

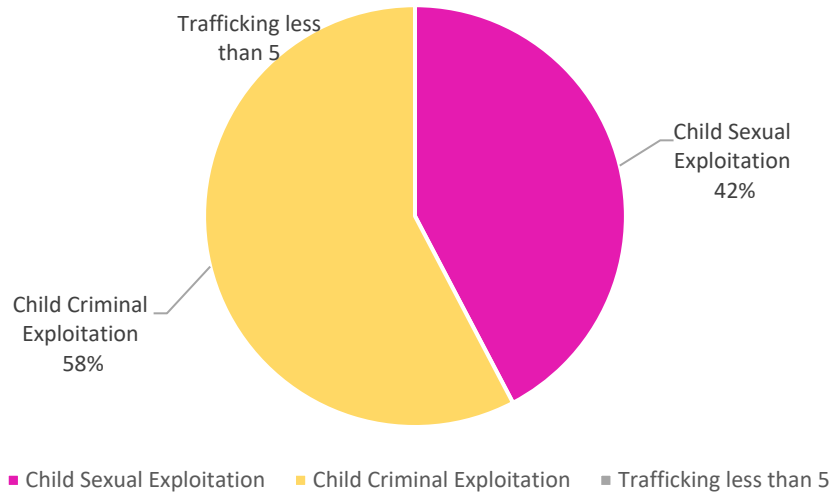
% Child Protection Review Conferences on Time



The **percentage of Child Protection Review Conferences held on time** improved to 83.6% (244 / 292) during Quarter 2 2022/23, compared to 80.6% (262 / 325) during Quarter 1 2022/23 and there was further improvement in October 2022 (89.7%). There has been increased demand on child protection reviews. Service Manager or Operational Manager approval is required for a review to go outside of timescales. Reasons for reviews being late in Quarter 2 include issues with quoracy (particularly with school attendance over the summer break), ensuring parent attendance, consistency of chair and to provide newly allocated social workers sufficient time to familiarise with complex cases.

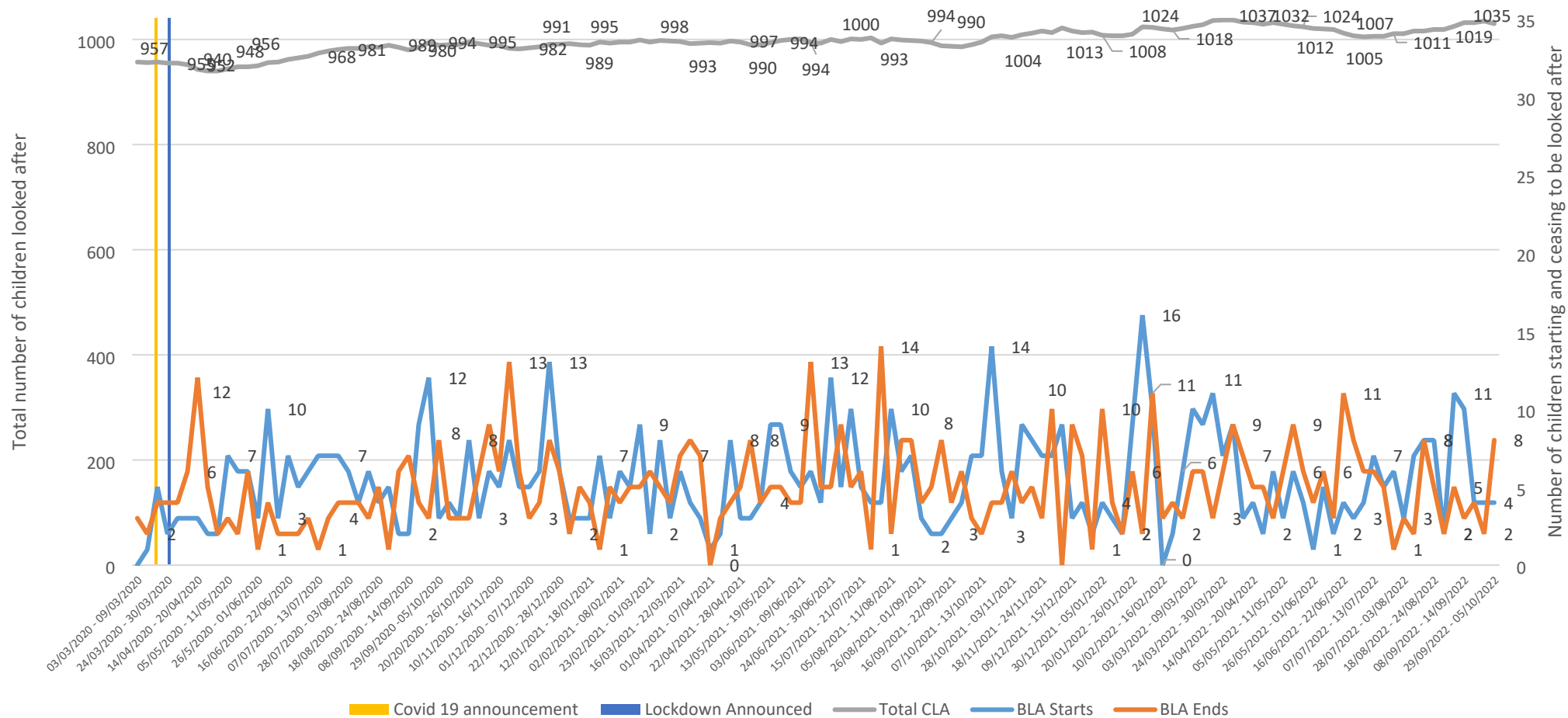
Page 260

CH/033 The number /percentage of children reported where exploitation is a factor



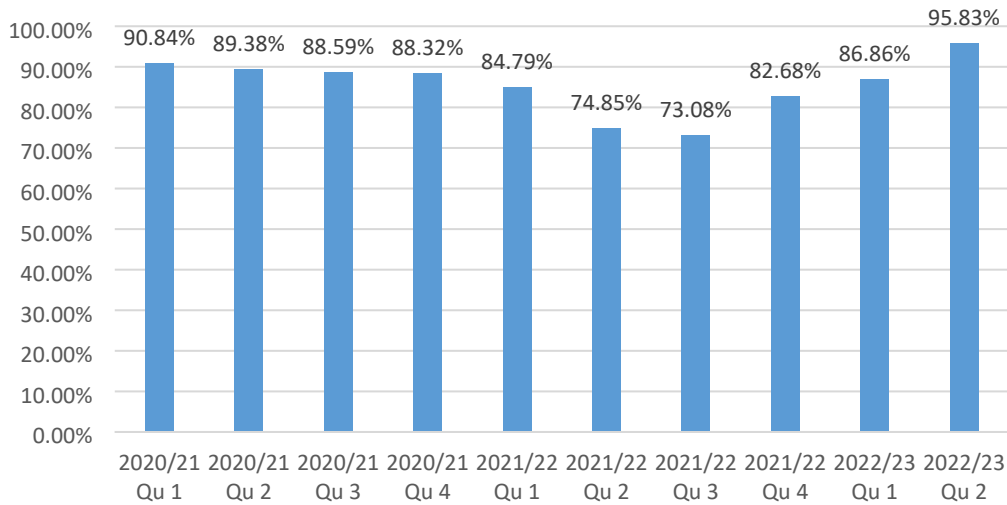
CH/ 033 **The number of children reported during Quarter 2 2022/23, where exploitation is a factor = 28**, breakdown by percentage as shown in the pie chart.

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



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 27th April 2020 peaking at 1,040 at 31st March 2022. Since then, during Quarter 1 the number of looked after has steadily reduced to 1,007 as at the 30th June 2022, before increasing during quarter 2 to 1,035 as at the 30th September 2022. 27 of the 80 children (33.8%) who started being looked after during Quarter 2 2022/23 were placed with parents on a Care Order, with family / friends or in parent and baby placements. 48 of the 1,035 were unaccompanied asylum seeking children as at 30th September 2022.

Timeliness of children looked after reviews

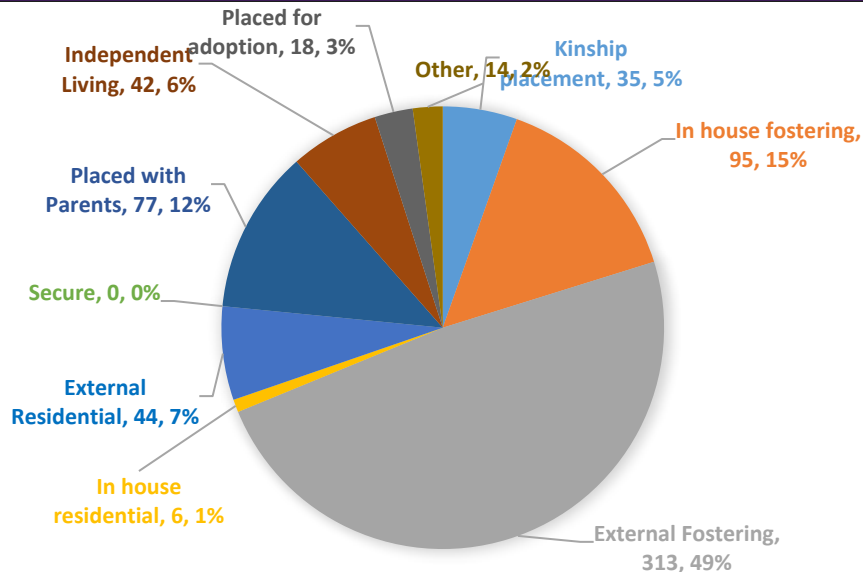


The percentage of looked after reviews held on time has increased again during Quarter 2 to 95.8% (598 / 624) from 86.9% (628 / 723) during Quarter 1 of 2022/23. During 2021/22, 78.6% (1,954 / 2,487) of looked after reviews were held on time.

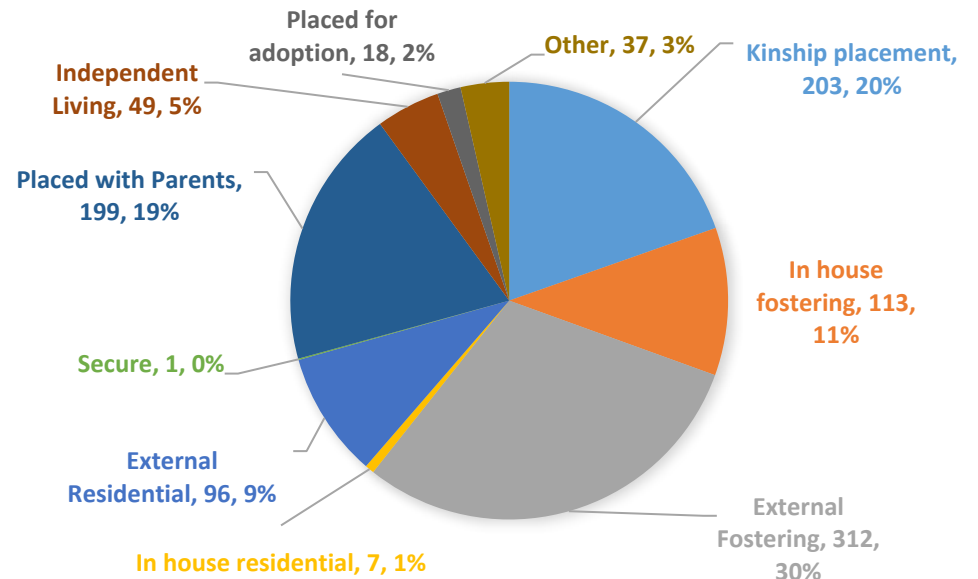
There is a designated Service Manager for the Independent Reviewing Service. The Independent Reviewing Officer (IRO) Service is now fully staffed with a full time equivalent of 13.2 IROs. We are designing new and developing current systems and processes to sustain this improvement.

The timeliness of looked after reviews further increased to **98%** in October 2022.

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

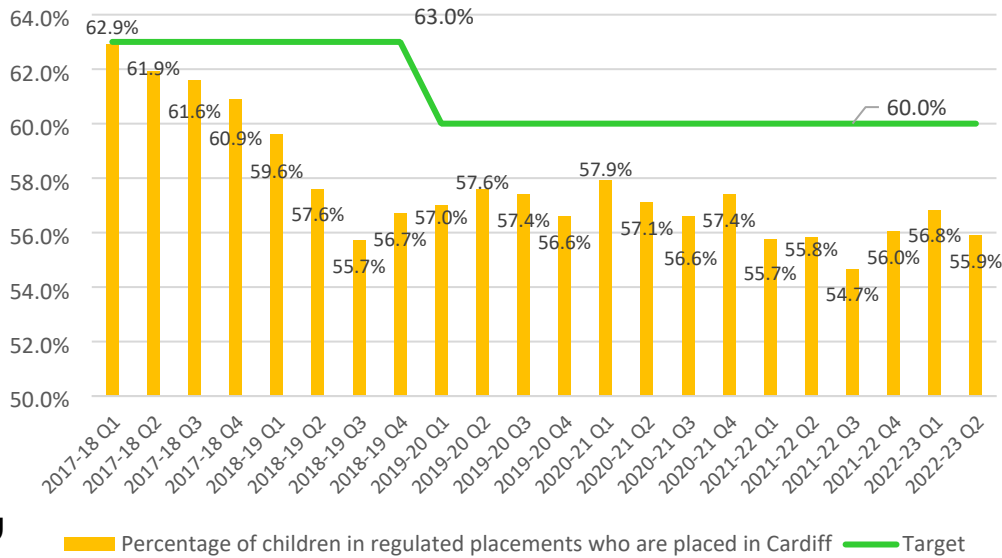


Total CLA by Placement type – as at 30.09.2022 (1,035)

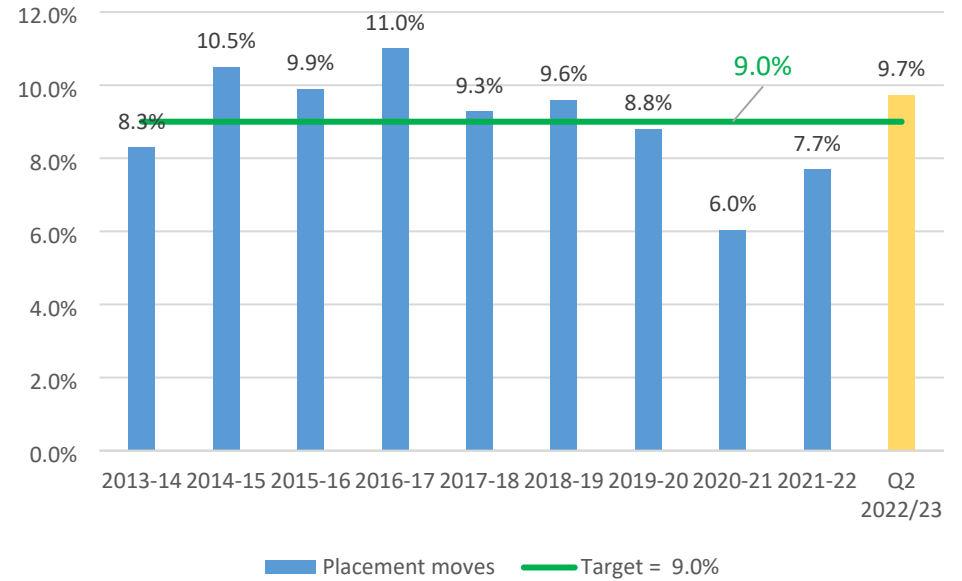


The pie charts above show the shift in the balance of care we have achieved in recent years. The percentage of children being looked after and placed with parents on a Care Order or in kinship arrangements with family members has increased from 17% (112 / 644) to 38.8% (402 / 1,035), while the percentage of children looked after in regulated placements minus kinship placements has reduced from 71% (458 / 644) to 51.6% (534 / 1,035).

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



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

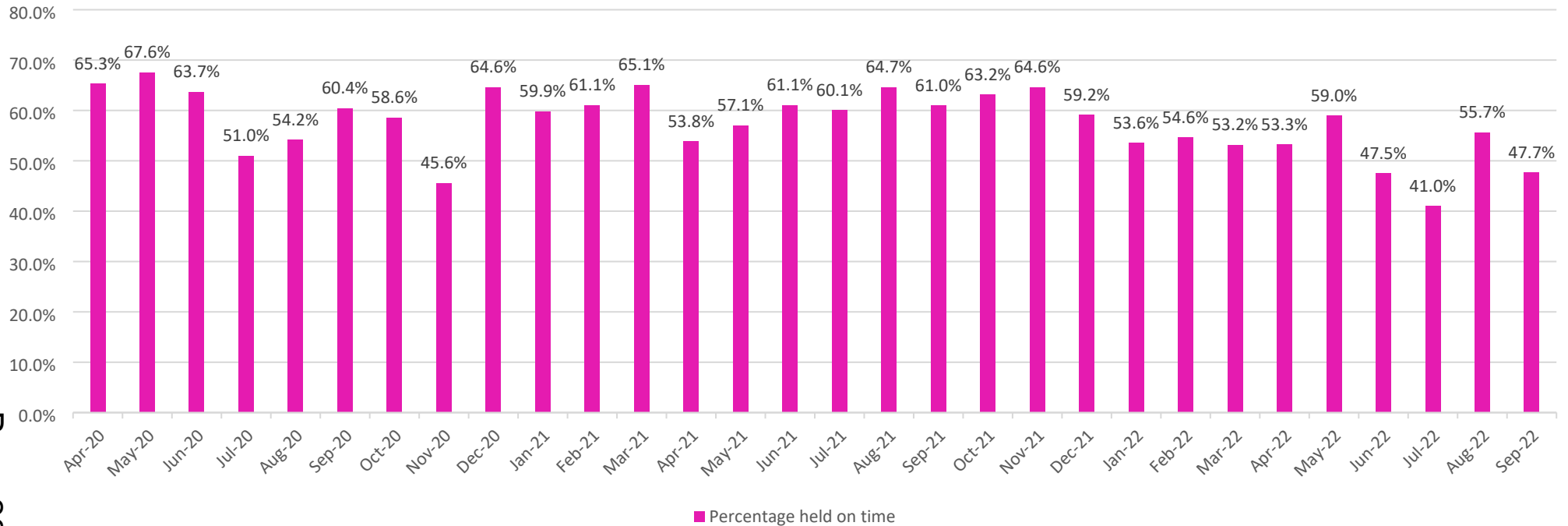


Page 263

CS LAC 58 The **percentage of children in regulated placements who are placed in Cardiff** = 55.9% (412 / 737). Target= 60%. 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 11 for a breakdown of placements.

CH / 043 **The percentage of looked after children who have had 3 or more placements during the year** = 9.7% (101 / 1,037.) This is a rolling result for Quarter 2, based on the children who were looked after as at 30th September 2022 and the number of placements they had during the preceding year. 101 of our children looked after as at the 30th September 2022 had 3 or more placements during the year. This is in comparison to 7.7% (80 / 1,040) for the 2021/22 result as at 31st March 2022. 21 more children had 3 or more placements during the year ending the 30th September 2022 than during 2021/22. A third (33%) of those with 3 or more placements were 16 and 17 year olds, where changes are more likely to be based on transitions to independent living arrangements. Placement sufficiency for this cohort of young people has also been an issue with an increase in the need for young people to be safely placed in temporary unregistered accommodation with support whilst registered placements are identified.

CH/042 Percentage of statutory visits held on time



Page 264

CH/042 The percentage of statutory visits completed on time = 48.8% (500 / 1,024) completed on time for Quarter 2 of 2022/23 this compares to 53.6% (539 / 1,005) completed on time for Quarter 1 of 2022/23 and to 58.9% (2,347 / 3,988) completed on time during 2021/22.

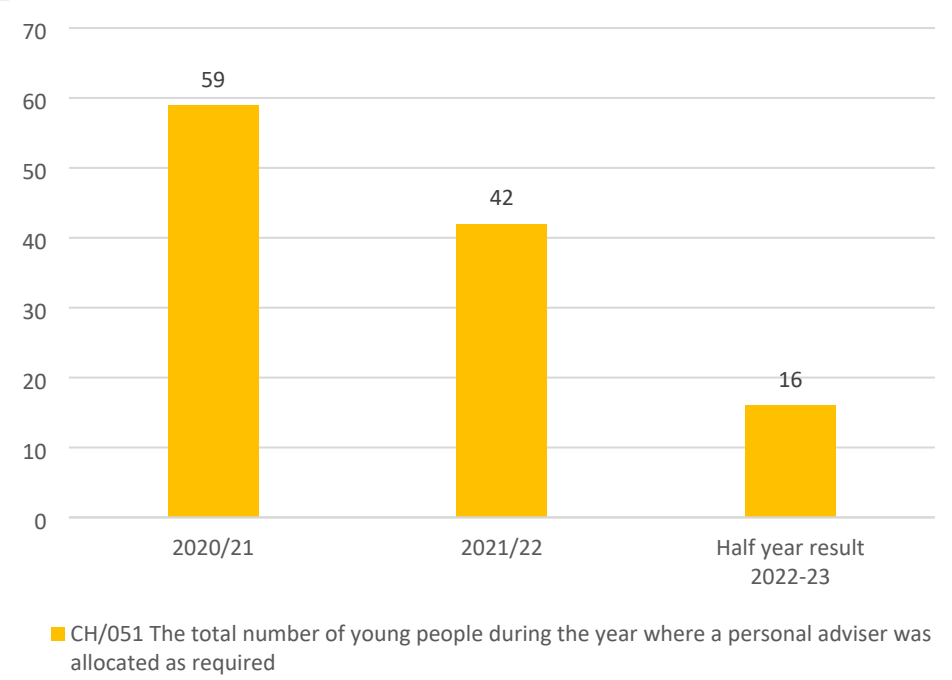
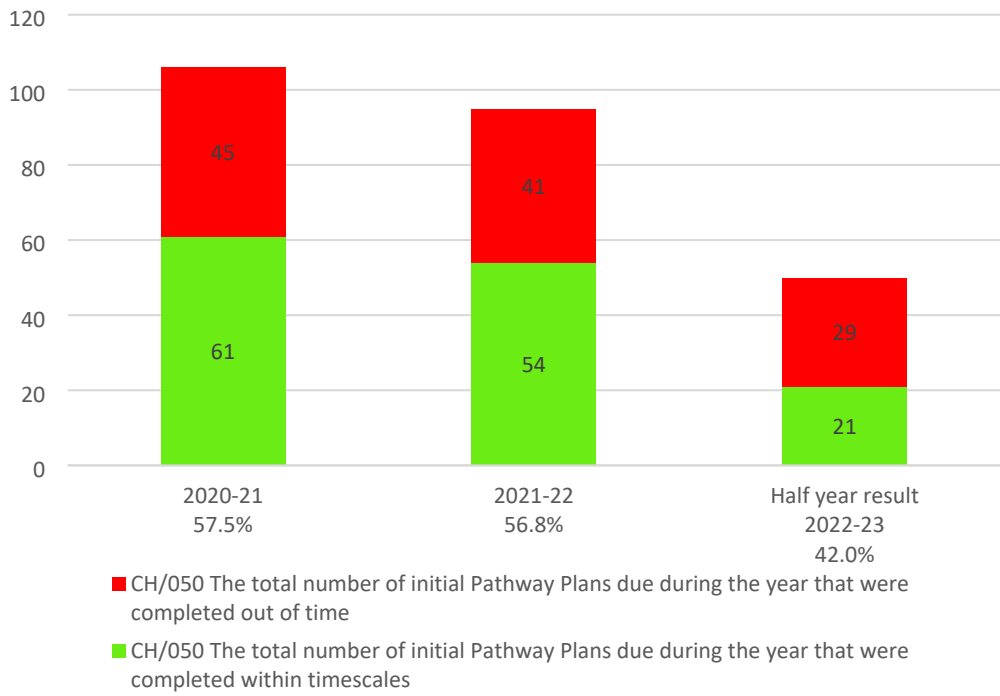
Locality OMs are working with their teams to ensure that individual performance is improved through a supportive and collaborative approach. There is further weekly oversight of performance with the locality OMs and the OM for Assessment and Care Planning. Clear actions are agreed that will bring improved performance for this year. An emergency Task & Finish Group is being set up to review and improve the process for planning, recording and monitoring visits.

Adoption

Data development

Number of Pathway Plans completed on time

The total number of young people during the year where a personal adviser was allocated as required



Court work

Data under development

Cross-cutting

Sickness – Children’s Services

FTE Target = 14.10	Q1 2022/23	Q2 2022/23	Q3 2022/23	Q4 2022/23
Children’s Services Sickness FTE days lost per person (cumulative during year)	3.23	6.65		
Children’s Services Sickness FTE days lost per person full year forecast	13.89	14.62		

Source: Corporate HR Data

The target for 2022/23 is 14.10 **FTE sickness days** lost for Children’s Services employees, the forecast based on Quarter 2 is 14.62 FTE days lost per person which would exceed the target set.
The forecast based on non covid sickness is 12.93 FTE days lost per person which would meet the target set.

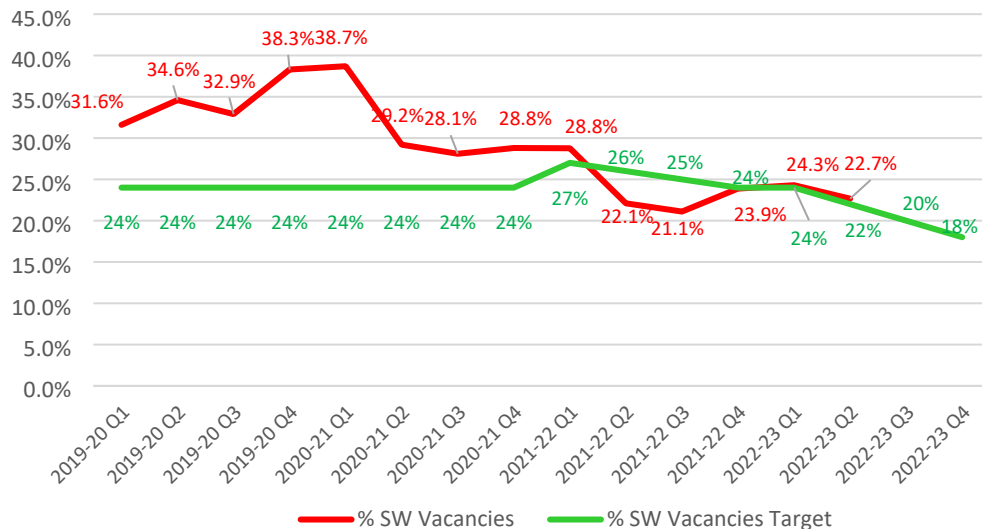
The target for 2021/22 was 17 FTE sickness days lost for Children’s Services, was met with an annual result for 2021/22 of 13.00 FTE days lost per person.

This closely compares to the annual result for 2020/21 of 12.88 FTE days lost per person and is an improvement from 18.23 FTE days lost per person for 2019/20.

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.

Page 266

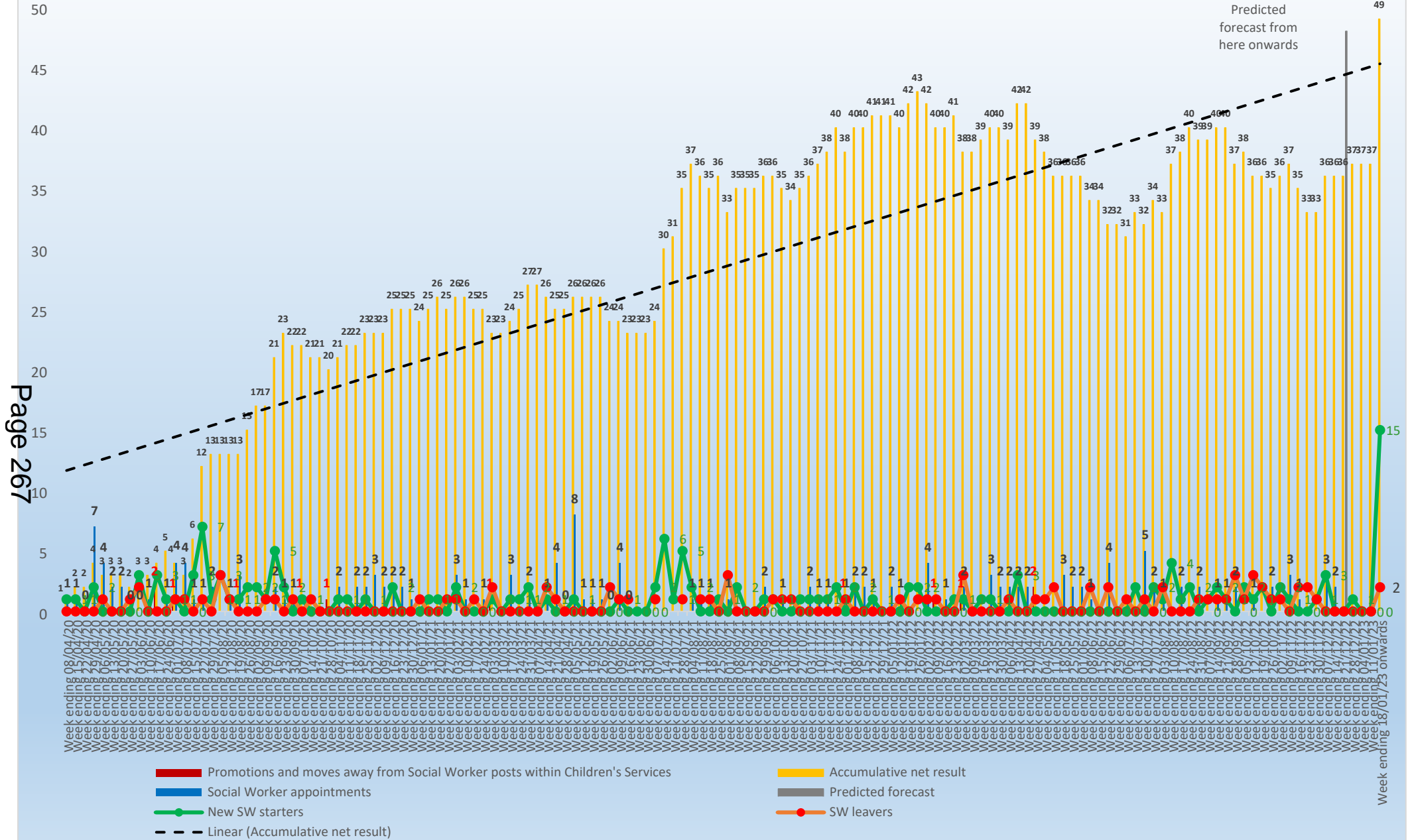
Staff 1 Percentage of social worker vacancies in all teams



Staff 1 = 22.7% **vacancy rate** as at end of Quarter 2 2022/23. 0.7% above target of 22% for Quarter 2. 49.89 out of 220.14 posts were vacant and 170.25 posts filled. 23 social worker appointments were going through the recruitment process. This year again, we are using quarterly targets with the aim of reaching the annual target of 18% by the end of the year.

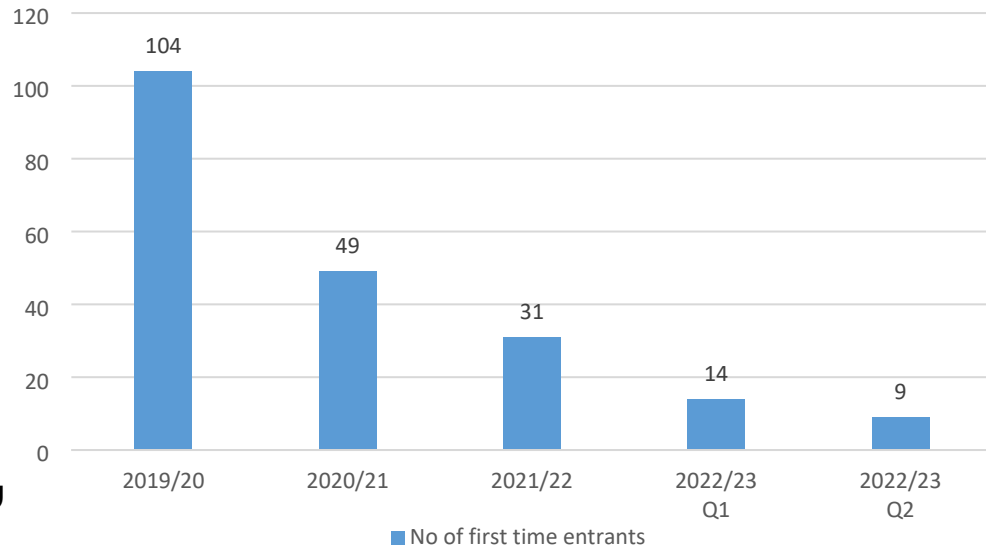
23.9% **vacancy rate** as at end of 2021/22. Target met.

Net result of Social Workers starting and leaving Council

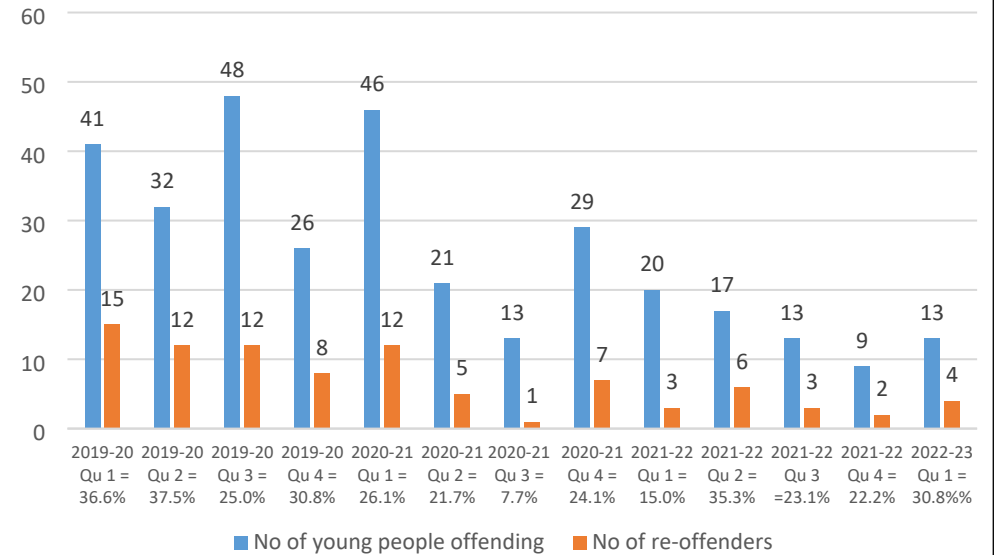


Page 267

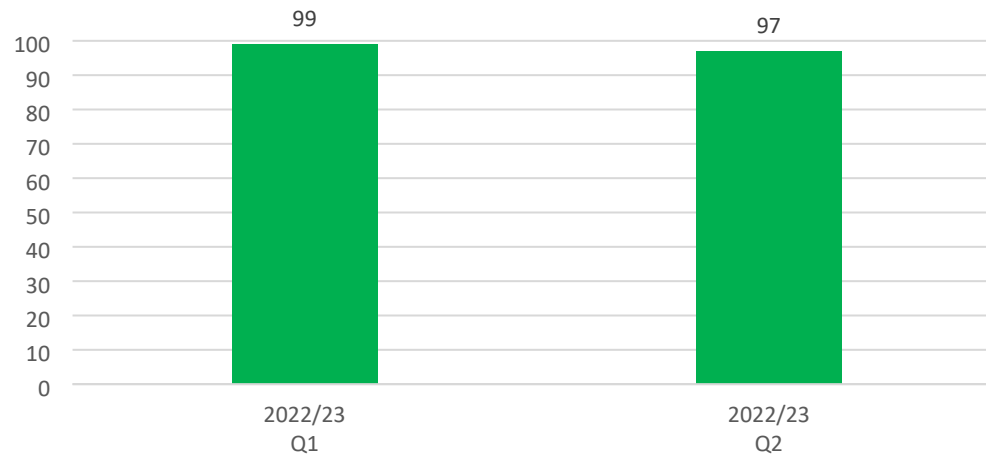
YOS 1 The number of first time entrants



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



YJS – The number of young people in receipt of a prevention service from the Youth Justice Service



YOS 1 – The **number of first time entrants** during Quarter 2 of 2022/23 = 9. 9 young people committed 28 offences. This is below the target of 17 for Quarter 2. Target met. It compares to 14 young people committing 23 offences during Quarter 1 of 2022/23.

YOS 2 The **percentage of children re-offending within six months of their previous offence** = 30.8% (4 / 13). 4 out of 13 young people re-offended. Target = 40%. Target met. Annual outturn 2021/22 = 23.7% (14 / 59 young people re-offended). Please note results are always a quarter behind.

Prevention PI – The **number of young people in receipt of a prevention service from the Youth Justice Service** during Quarter 2 of 2022/23 was 97, 97 young people were engaging over the quarter. New PI so baseline to be established, prior to target being set.

CARDIFF CHILDCARE SUFFICIENCY ASSESSMENT 2022-2027

Purpose of Report

1. For Members to receive a 12-month update on Childcare Sufficiency, which had been considered by this Scrutiny Committee in January 2022. A letter from the Chair was sent following this meeting and this briefing report updates Members on the issues and recommendations set out in **Appendix 1**.

Background

2. The Childcare Act 2006 (Local Authority Assessment) (Wales) Regulations 2016 place a duty on local authorities to prepare and publish assessments of the sufficiency of the provision of childcare in its area.
3. The term childcare refers to childcare providers, such as childminders, full day-care, afterschool clubs, sessional day-care; and home childcare providers (nannies).
4. Local Authorities must usually prepare and publish their local Childcare Sufficiency Assessment (CSA) at five yearly intervals.
5. The legislation and accompanying guidance states that the key tasks that each Local Authority is required to undertake to assess the supply of childcare in their areas are:
 - i) to identify the demand for childcare
 - ii) to analyse if gaps exist and to develop an action plan to deliver the Local Authority's duty to secure, so far as is reasonably practicable, sufficient

childcare to meet local needs of parents, (albeit for working parents or parents undertaking education or training) to assist them to obtain work.

6. Regard must be given to families wishing to access childcare:
 - i) through the medium of Welsh.
 - ii) for children with a disability or additional need.
 - iii) for those wishing to access childcare, funded via Flying Start, the Childcare Offer, employer supported vouchers or tax-free childcare and lower income families.
7. The legislation requires the draft CSA to be published bilingually on the Council's website for consultation and stakeholder feedback for a period of 28 days. The Local Authority must then amend the draft assessment in such a way as they consider appropriate, taking into account any comments received before the final submission of the assessment is made to Welsh Government.
8. A draft CSA was published on the Council's website for the statutory 28 day consultation period in May 2022.
9. A final version of the Cardiff 2022-2027 Childcare Sufficiency Assessment was submitted to the Welsh Government on 30th of June 2022.
10. The Council is required to submit to the Welsh Government an annual progress report, reporting on progress against the identified actions. The next report is due to be submitted on 1st June 2023.
11. At a meeting of the Children & Young People Scrutiny Committee (CYPSC), on the 19th of October 2022, members requested a 12-month update on progress against the committee's recommendations.

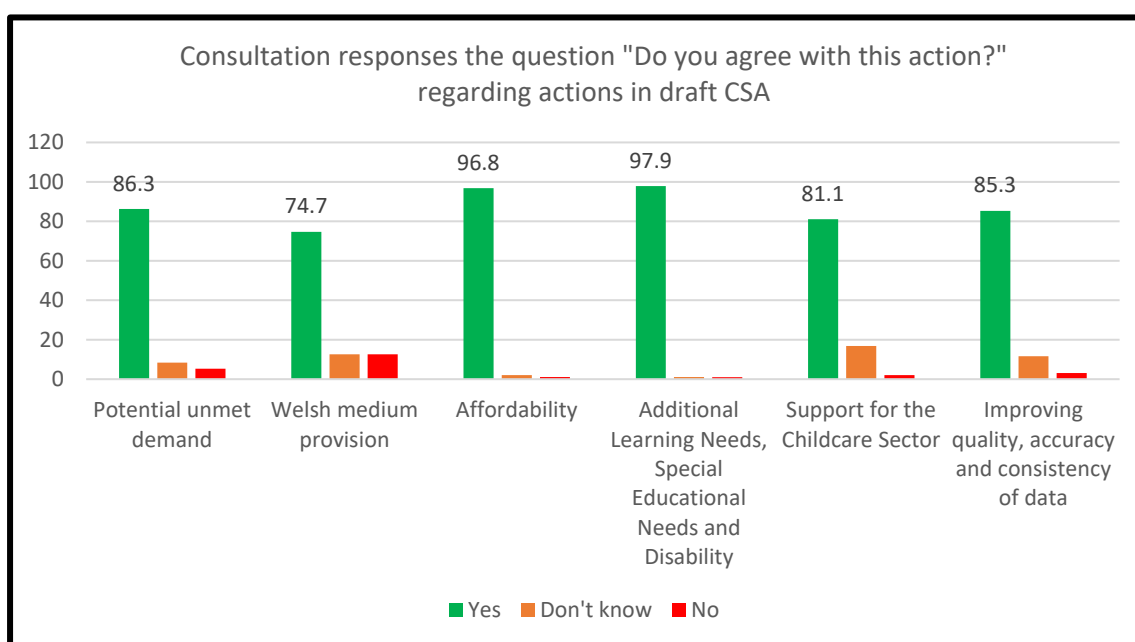
Consultation on the draft CSA

12. As part of the statutory consultation process, a bilingual online survey was developed in conjunction with Cardiff Research Centre. The survey was promoted via the Council's corporate Facebook, Twitter and Instagram accounts throughout the statutory consultation period.
13. Several face-to-face interviews were conducted during the consultation period in Cardiff libraries, hubs and Flying Start sessions.
14. The online survey was promoted to Council employees via DigiGov, the intranet and Staff Information.
15. The survey requested feedback regarding the proposed actions contained within the CSA, and the degree to which respondents agreed with these.
16. A total of 95 responses to the survey were received. The responses are shown in the tabular and graphical formats overleaf:

Table 1: Consultation responses to actions contained in the draft CSA

Proposed Action and response to question “Do you agree with this action?”	Yes %	Don't know %	No %
Potential unmet demand We will identify if demand exists, and support development of new childcare places or provision.	86.3	8.4	5.3
Welsh medium provision Develop or expand Welsh medium childcare linked to Welsh medium primary schools. We will promote the Welsh language taster courses designed for the childcare and early years workforce.	74.7	12.6	12.6
Affordability We will make the information needed by parents available on the Cardiff Family Advice and Support website and in a booklet for parents. Settings will be encouraged to sign up to provide Tax Free Childcare.	96.8	2.1	1.1
Additional Learning Needs, Special Educational Needs and Disability We will increase childcare providers' awareness and access to advice, support, guidance and training, in order to respond to the needs of children.	97.9	1.1	1
Support for the Childcare Sector We will work with the Councils' Into Work Service and the Cardiff Commitment where there are opportunities to contribute to supporting the sector.	81.1	16.8	2.1
Improving the quality, accuracy and consistency of data We will work with key partners to improve data accuracy	85.3	11.6	3.1

Graph 1: Consultation responses to actions in draft CSA



Cabinet decision

17. At the Cabinet meeting held on January 20th 2022, the Cabinet considered a report seeking Cabinet endorsement of the draft Childcare Sufficiency Assessment (CSA), to enable the Local Authority to fulfil its statutory responsibility to prepare and publish a local CSA by the 30th of June 2022.

18. Cabinet resolved that:

“Authority be delegated to the Director for Adults, Housing and Communities, in consultation with the Cabinet Member for Children and Families, to approve the final version of the Childcare Sufficiency Assessment having taken into account the results of the consultation.”


<https://cardiff.moderngov.co.uk/ieListDocuments.aspx?CId=151&MId=6661&Ver=4>

19. A final Cardiff CSA was submitted to the Welsh Government on 30th June 2022. The Welsh Government intend to recruit a consultant to review and provide feedback to all local authorities on their CSA submissions.

Children and Young People’s Scrutiny Committee Recommendations

20. The table in appendix A, identifies actions taken, and progress to date, on the recommendations made by Cllr Lee Bridgeman as CYPSC Chair, in his letter dated 20th January 2022.

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Children & Young Peoples' Scrutiny Committee recommendations	Actions	Outcomes
1. Consultation on draft CSA	<p>As part of the statutory consultation process, a bilingual online survey was developed in conjunction with Cardiff Research Centre.</p> <p>The survey was promoted via the Council's corporate Facebook, Twitter and Instagram accounts throughout the statutory consultation period.</p> <p>Several face-to-face interviews were conducted during the consultation period in Cardiff libraries, hubs and Flying Start sessions.</p> <p>The online survey was promoted to Council employees via DigiGov, the intranet and Staff Information.</p>	<p>A total of 95 responses to the survey were received and responses were then included in the final submission to the Welsh Government.</p>  <p>Childcare Sufficiency Assessment</p>
2. How it plans to address shortfalls in provision in certain areas of the city to ensure an even spread and avoid a postcode lottery;	<p>Information collated through the CSA has been used in part, to inform the Phase 1 (full Flying Start) and Phase 2 (childcare only) Flying Start expansion plans.</p> <p>Additional Welsh Government funding has been provided to allow Flying Start to increase the numbers of children and families supported.</p> <p>In 2021/22, an additional 409 children aged 0-4 were identified as new target beneficiaries, with a further 380 children to be offered a funded Flying Start childcare place in 2022/23.</p>	<p>The expansion of Flying Start childcare into new geographical areas will provide opportunities for new and existing providers to apply to become Flying Start settings, offering Welsh and/or English language services. This will widen the opportunities for families to access funded childcare across the city.</p> <p>At the same time, this presents prospects for childcare businesses to increase the places they offer, potentially ensuring that they become more financially sustainable.</p>

	<p>The Early Help & Procurement teams have developed tendering approaches that seek in the first instance, to recruit existing local providers to deliver Flying Start places to avoid any displacement.</p>	<p>Settings providing both Flying Start and Childcare Offer for Wales funded places benefit from two Welsh Government flagship schemes. Combined, they provide seamless funded provision for working parents of 2 to 4 year olds.</p>
	<p>In October 2022, the Welsh Government announced a new £70m (for Wales) Early Years and Childcare Capital funding scheme. The purpose of this capital funding is to maintain and improve the existing childcare (including Flying Start) infrastructure.</p> <p>This funding also helps support the Programme for Government commitments to:</p> <ul style="list-style-type: none"> • Fund childcare for more families where parents are in education and training or on the edge of work • Deliver a phased expansion of early years provision, to include all 2 year olds, with a particular emphasis on strengthening Welsh medium provision • Continue to support the flagship Flying Start programme 	<p>Officers have used the CSA, WESP and information about identified gaps to meet Flying Start childcare provision for Phase 1/Phase 2 expansions, to develop bids for Welsh Government capital funds.</p> <p>An initial list of 9 potential major capital projects and 6 smaller projects have been developed by Early Help teams, in conjunction with Education teams. Where possible, schemes are co-located on school sites.</p> <p>These were submitted to the Welsh Government by the end of November 2022 with funding requests totalling £2,3m. Some requests were for initial feasibility studies and exploratory works, so further funding will need to be bid for, if projects are deemed to be suitable to progress.</p> <p>All 9 projects identified are, or are planned to become, sites for Flying Start providers to meet the expansion requirements, and 5 of these projects are Welsh medium settings. CCO?</p> <p>We are currently awaiting feedback from the Welsh Government on the proposals.</p> <p>The Welsh Government have also recently announced – subject to Ministerial approval - an</p>

		<p>additional £1.75m of capital funding towards the Flying Start and Childcare Offer development on the Moorland Primary school site. This will provide early years and primary education, Flying Start and wrap-around childcare from a single location.</p>
	<p>As part of the £70m (for Wales) Early Years and Childcare Capital funding scheme, Cardiff Council has been awarded £517K to re-establish the Capital Small Grants scheme.</p> <p>This scheme will enable childcare providers to apply for a grant of up to £20K to support:</p> <ul style="list-style-type: none"> ▪ The Local Authorities Childcare Sufficiency Assessment and associated action plan; ▪ Settings delivering Welsh Medium provision and/or with a particular emphasis on strengthening Welsh medium provision; ▪ Settings directly supporting the Welsh Government's co-location of services agenda, for example on school sites, at community and health hubs; ▪ Settings providing the childcare offer, Flying Start and/or Foundation Learning places in settings; ▪ Childcare that can be delivered during the full day, term time and the school holidays in order to maximise provision to families across the year. 	<p>In response to the findings of the CSA, the Childcare Business Support Team have amended and improved the Capital Small Grants application and assessment process.</p> <p>All Care Inspectorate Wales (CIW) registered childcare providers in Cardiff were informed of the availability of the grant on November 9th 2022.</p> <p>89 applications were received by 19th December 2022. 70 of these were deemed eligible at pre-assessment. Of these, 43 have been approved, and a grant spend commitment of £384,027 made.</p> <p>The grant funding budget for 2023/24 is due to be announced shortly, but early indications are that this will be at 2022/23 levels or slightly higher.</p>

<p>3. What changes (if any) have been agreed at national level in making the (CSA) process easier to understand; any developments in relation to funding; and tackling the challenges public sector bodies face in working with private businesses.</p>	<p>No changes have currently been made at a national level. However, the Welsh Government is in the process of appointing an external consultant to review and provide feedback on the CSAs submitted, and to consider how the process could be improved.</p> <p>To support this, Cardiff's Senior Childcare Business Support Officer drafted a paper that was approved by AWARE (a membership group of all Wales officers responsible for producing CSAs). This was submitted to Welsh Government and their consultants, for consideration.</p>	<p>We are awaiting feedback on the CSA and the suggested approaches for improvements to the CSA data collection and analytical processes.</p>
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<p>4. How the Service plans to tackle the recruitment and retention of staff – and address gaps already identified such as Welsh language sector and ALN provision; and</p>	<p>The CYPSC recognised the limits of the contribution that the Childcare Business Support Team, and other relevant Early Help colleagues, can have on the national recruitment and retention challenges faced by the childcare sector.</p> <p>The subsequent cost of living crisis has exacerbated this issue, and the Welsh Government has been made aware of the consequent risks to the sector, and its ability to deliver flagship programmes such as the expansion of Flying Start childcare.</p> <p>These risks have been highlighted in the submission of Cardiff's Flying Start expansion plans and in a recent fact finding visit by Welsh Government Senior civil servants to meet Cardiff's Early Help teams.</p> <p>Notwithstanding this, the following are examples of work across Early Help to seek to support recruitment and retention in the childcare sector:</p> <ul style="list-style-type: none"> • Colleagues from the Childcare Offer, Workforce Development and Cardiff Family Advice and Support teams, working with the Council's Into Work team and external partners such as PACE, have attended public events and jobs fairs in the Central Library, Butetown Pavilion and other community venues to highlight opportunities for employment within the childcare sector • The Childcare Business Support and the Workforce Development team deliver the City & Guilds qualifying training for childminders. There are 9 delegates attending the current course 	<ul style="list-style-type: none"> • The activities covered both promoting the childcare sector as a possible source of employment, and also the role of childcare as an enabler of work, along with the financial assistance available. Although there was some interest in a number of childcare posts within the Council, it appeared potential candidates, many who were refugees from the Ukraine, did not have suitable or transferable qualifications to be able to apply in the short term • Since commencing delivery of the City & Guilds qualifying training in March 2021, a
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	<ul style="list-style-type: none"> • The Workforce Development and Accredited Centre, in partnership with the National Day Nurseries Association and with Welsh Government funding, have provided two <i>Camau Introduction to Welsh Language Support and Training for the Early Years</i> courses since April, with a third planned for January 2023. In addition both the Workforce Development and Childcare Business Support Teams signpost childcare staff to the generic Welsh medium courses provided by Learn Welsh Cymru Croeso - welcome Learn Welsh • Data from the CSA highlighted that a significant number of childcare settings were not accessing training provided by Inclusion around the Additional Learning Needs and Education Tribunal Act (ALNet) and were reporting low levels of confidence in meeting the needs of children requiring additional support. • A project outline was developed to identify barriers faced by childcare settings in accessing the training; to develop delivery methods that reduce or remove these barriers; and to monitor the impact the new delivery methods on attendance/access to the training and the effects on provider confidence. This was submitted as a workstream as part of the Early Years Transformation Pathfinder, and time limited funding has been secured to deliver this. 	<p>total of 12 Cardiff delegates have completed the training and of these, 10 have successfully gained the qualification, with 3 having completed registration with CIW</p> <ul style="list-style-type: none"> • Two courses were delivered April – December, with a third planned for delivery in January 2023 • Staff within Inclusion Services have been identified to implement this workstream. They have begun to identify a range of childcare settings who have not previously engaged with ALNet training. These settings will be contacted to help the team identify how ALNet training can be made more accessible. Training resources and approaches will be developed based on feedback and piloted with these settings. Levels of engagement, and the impact on reported confidence around ALNet and meeting the needs of children requiring additional support will be monitored. A lessons learnt report will be produced as the Pathfinder is intended to change the system to support effective practice on a sustainable model.
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<p>5. Address other issues raised by this Scrutiny Committee in this letter such as improving the quality and robustness of data; and improving access to information by families and carers, particularly on affordability.</p>	<p>Although the legislation and regulations relating to the CSA are set by the Welsh Government, a paper has been developed and submitted by the Senior Childcare Business Support Officer suggesting possible improvements. Feedback is awaited.</p>	
<p>6. The Service Area (with partners), develop the following to improve access to information for parents and families and providers</p> <p>Parents/Families</p> <ul style="list-style-type: none"> • Develop a range of materials, in an easily understandable format, to include: • Range of childcare available, including Welsh medium and ALN • Information on what financial help is available • Guidance on thresholds to help families choose what help best suits their needs 	<p>A new resource has been developed to assist work coaches and other similar professionals, to support families that they are working with, who are looking for childcare to support their employment. The content covers:</p> <ul style="list-style-type: none"> • Information about childcare types, and the importance of CIW registration • How to find childcare • Information regarding the financial assistance available to support with childcare costs • The benefits of Welsh medium education • The role of Cardiff Family Advice & Support (CFAS) as one-stop shop for advice and assistance for families, on a wide range of issues, including childcare <p>Further work is underway to:</p> <ul style="list-style-type: none"> • Provide this information in 'parent friendly' formats, both in hard copy (leaflet) and online • Develop an online questionnaire to capture parent responses to the additional questions identified by the CYPSC • Provide a suitable privacy notice to allow parents who wish to be involved in future 	<p>Please see presentation at Appendix 2.</p> <p>More detailed information, for example, on up-front payments for parents receiving Universal Credit has been identified, and will be available on the online version, with sign-posting information included in the hard copy.</p> <p>As part of the Early Years Pathfinder ALNet workstream, early discussions have taken place regarding the development of a web based ALN focused resource for parents/carers and early years providers. Such a site could host useful information regarding children's transition from childcare to school. Inclusion Services also have a Facebook page where they provide information about our Parent One group, and information and links about ALN for Early Years children.</p> <p>Facebook: Grwp 1 Group Facebook</p> <p>There is also an Early Years section within the Cardiff.gov/ALN web page that is currently under</p>

<ul style="list-style-type: none"> Information on any costs that may be required “up front” – for example, for those on Universal Credit Advice on when their child moves from childcare to education – particularly those whose child may have ALN. Publicise CFAS as a one-stop shop for advice and assistance 	<p>childcare-related consultation to be legally retained</p> <ul style="list-style-type: none"> Provide suitable links to the information for parents regarding their child’s transition from childcare to school – particularly those whose child may have ALN. 	<p>construction and will launched in the New Year with information, links to further services etc.</p> <p>Inclusion Services also have a parent section on Cardiff Education Services website, and this will be updated in the new year. Inclusion in the Early Years (birth to 5 years) Cardiff Education Services</p>
<p>Providers</p> <ul style="list-style-type: none"> Up to date news on grants, relief and rebates that may be available 	<p>Both the Childcare Business Support and the Childcare Offer Team have established effective methods of communication with childcare providers in Cardiff, and ensure that they are informed of any new grant funding, policy and programme updates that impact on their practice, etc.</p> <p>As well as a monthly bilingual newsletter, childcare settings are made aware of any new funding opportunities or policy changes via direct emails, and updates to the Childcare Business Support webpage: Cardiff Childcare Business Support - Cardiff Family Advice and Support : Cardiff Family Advice and Support (cardiffamilies.co.uk)</p>	<p>Childcare settings were made aware of the Capital Small Grants Scheme on November 9th 2022</p> <p>With the roll out of the Digital Service for the delivery of the Childcare Offer all providers who are providing places for funded children are required to register their setting on the Digital Service. Communication from the Welsh Government has been supported by the Cardiff Childcare Offer team through direct contact, routine advice and guidance to all providers.</p> <p>Providers were able to sign up on the digital service from the 3rd November, and by 14th December, 209 (80%) of the 259 potential Childcare Offer providers in Cardiff had signed up. 208 of these had been approved by the team and 156 had received their PIN and activated their account</p>

<ul style="list-style-type: none"> • Incentives for additional funding, training and development opportunities – for example if providers sign up to CFAS 	<p>The Workforce Development and Accredited Centre provide legal and regulatory and CPD training for childcare providers across Cardiff, including free training for Flying Start settings. An annual Training Needs Assessment is conducted, and two six-monthly training planners are released across the financial year, to maximise opportunities for uptake.</p>	
<ul style="list-style-type: none"> • Peer support and case studies on good practice providers 	<p>Provider Case Study Examples:</p> <p>Case Study 1: A childminder who had not previously accessed any grant funding met with a member of the Childcare Business Support Team (CBST), who explained the purpose of the grants available, and the application process.</p> <p>The childminder submitted a grant application for funds to develop an allotment as an area to support the children’s access to and learning about the natural environment.</p> <p>On a follow up visit, the CBST member of staff filmed a video (with suitable parental consent) which has been developed into this best practice resource.</p> <p>Case Study 2:</p>	<div style="border: 1px solid black; padding: 5px;"> <p>https://www.canva.com/design/DAFMY978SL8/G4mYRQN9UXHsZduvalrgog/watch?utm_content=DAFMY978SL8&utm_campaign=designshare&utm_medium=link2&utm_source=sharebutton</p> </div>

	<p>A childcare provider has applied to the Capital Small Grants Scheme for funding to equip the childcare setting with solar panels, to reduce utilities bill and move towards a lower carbon approach. Once the installation is completed, a visit will be arranged to make a short video, which can then be shared with other settings.</p> <p>Both of the above case studies contribute to the Council's One Planet Strategy to combat climate change and increase biodiversity in Cardiff.</p>	
<ul style="list-style-type: none"> Publicise CFAS as a one stop-shop for advice and assistance 	<p>Of the 5,877 calls received by the Early Help Family Gateway between April and November 2022, 138 related to childcare generally, and a further 153 to the Childcare Offer.</p>	<p>Parents can also access the Childcare Offer Team directly, or use Dewis https://www.dewis.wales or Childcare Information Wales Gwybodaeth Gofal Plant Cymru - Child Care Information Wales to directly access information about childcare in Cardiff</p>

Helping parents choose, find and pay for childcare

WHY use childcare?

For children:

High quality childcare “supports the healthy development of children¹”, and provides “a positive influence on your child’s social, emotional, and intellectual development²”.

For parents/carers:

Childcare allows parents/carers to work or take advantage of training opportunities. It enhances work-life balance and contributes to increasing family income. Parents/carers can take on employment or work longer hours, creating wider benefits for family life. Childcare can also be used for respite purposes²

1: Social Care Wales: Early Years & Childcare Induction Framework for Wales [Social Care Induction Framework for Wales](#)

2: CWLWM: Choosing Childcare http://www.childcareinformation.wales/documents/Llyfryn_Choose_childcare.pdf



Childcare Types

Registration.

Childcare that operates for children under 12 years old, and which operates for more than 2 hours per day, or more than 5 days per year, must, by law, be registered and inspected by Care Inspectorate Wales (CIW).

Non-registered childcare (under 2 hours per day, or less than 5 days per year) may still be high quality, but is NOT inspected, and a number of financial assistance programmes can NOT be claimed by parents/carers using non-registered childcare



Benefits of a CIW registered setting



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- Provides assurance that children are cared for in a safe, secure and appropriate environment,
- Are more affordable as they offer various schemes to help with childcare costs (e.g. Tax Free Childcare; the Childcare Offer for Wales; UC for Childcare),
- Have practitioners (another word for staff or childminder) who are suitably checked, qualified, and trained to support your child to thrive,
- Have strict adult to child ratios (i.e. adequate numbers of practitioners to care for groups of children),
- Have detailed policies, procedures and insurance in place to ensure that practitioners and children are cared for and are safe,
- Are inspected by CIW inspectors (Inspection Reports and more information about choosing childcare can be found online at Care Inspectorate Wales). Childcare providers can also provide a copy of their Inspection Report.

Childcare Types

Types of setting

- There are different types of childcare, which vary in the ages of children they care for; the types of building they operate from; when they open; the language(s) they use (Welsh or English); etc.
- Parents/carers may have strong views on the type of childcare they want for their children, or may want to know about all the childcare in their area, in order to make a choice.



Childcare Types

[Llyfryn Choose childcare.pdf \(childcareinformation.wales\)](#)



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Provider type	Childminder	Full daycare nursery	Playgroup	Cylch Meithrin	Out of School
Description	Operates from home (domestic premises)	Tend to operate from purpose built premises	May be on school sites, but many operate from shared premises (church halls, Scout huts, etc.)		Often, though not always, on school sites, unless a service provided at a full daycare nursery, then on their premises.
Children's ages (typical)	0 – 12, but sometimes older	From birth. Many also operate playgroup sessions (2-3 year olds); wrap-around (3 – 4 year olds), with some also offering breakfast, after school and holiday care for school aged children	2 – 3 year olds for pre-school sessions; 3-4 year olds for 'wrap-around' care	2 – 3 year olds for pre-school sessions; 3-4 year olds for 'wrap-around' care	4 – 12 (attending full time school - Reception onwards)
Opening times and sessions	Flexible, dependent on demand. Can operate before school (breakfast); 'wrap-around' part time Early Years Education; after school, or full or part days for pre-school children and during holidays	Full day (7.00 am – 6.00 pm) with full day, half day and 'sessional' (2 – 2.5 hour) provision for 2 -3 and 3 – 4 year olds. Breakfast (7.00 -9.00) and after school (3.00 -3.30 to 6.00 pm) and full day holiday for school aged children	May be one short session per day (e.g. 9 – 11.30), or two sessions with a break between. Where registered as 'full daycare' and there is a cross-over of children at lunchtime, children do not stay for more than one session per day (morning or afternoon)		Usually after school (3.00-3.30 – 6.00pm); with some breakfast provision (NB: explain Free Breakfast Initiative). Some setting provide holiday care
Language(s)	Welsh, English, bilingual	Welsh, English, bilingual	Welsh, English, bilingual	Welsh	Welsh, English, bilingual

Page 290



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Childcare Types

[Llyfryn Choose childcare.pdf \(childcareinformation.wales\)](#)



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Provider type	Nannies	Creches	Open Access Play provision (staffed)	Other provision – not child care	
Page 29	Description	Crèches provide childcare to children from as young as six weeks and upwards. They are different to day care as they can offer temporary childcare solutions for parents to attend specific events such as training, learning or even exercise classes e.g in a crèche, children are cared for while their parents or carers do something else on the same premises	Although Open Access Play may be registered with CIW, as children are free to leave whenever they like (as opposed to being collected by a parent at the end of a session), we would NOT recommend this provision being used as childcare	A variety of ‘stay and play’, Parent and Toddler/Ti a FI, and other activities are available, but as these require the parent/carer to stay with and remain responsible for the child, there cannot be classed as ‘childcare’. Many schools offer ‘after school activity clubs’ – football, French, coding, etc., - but each of these usually only operate one night per week, and usually only for an hour or so. May be used by parents, but not strictly speaking childcare	
	Children’s ages (typical)	Usually younger children, but can include school age	Usually younger children, but can include school age	School aged 4 and above	
	Opening times and sessions	As required by parents/carers	Alongside training or other class or event	Usually only during school holidays	
	Language(s)	Welsh, English, bilingual	Welsh, English, bilingual	Welsh, English, bilingual	



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What childcare do parents want/need?

- When talking to parents/carers about childcare, how far developed is their thinking?
- Which, if any, of the following have they thought about?
 - Type of childcare – linked to age of child, use of other services (e.g. do they need to be picked up from school)?
 - Language – do they have a preference for the language (Welsh or English) used in the setting?*
 - Location – may be near child’s school, home or parents/carers workplace?
 - Timing – does their preferred provider cover all their working hours?
 - Cost – do they know the likely cost? Are they aware of any financial support they could access?
- NB: The above are interlinked, and may significantly reduce potential providers. The provider would also need a vacancy matching parent/carer needs – e.g. no use if 5 days needed but only 3 days with vacancies

* In line with Cymraeg 2050, Bilingual Cardiff and the Welsh in Education Strategic Plan parents should be made aware of the benefits of bilingualism [Benefits of Welsh-Medium Education \(cardiff.gov.uk\)](https://www.cardiff.gov.uk/benefits-of-welsh-medium-education)



Finding Childcare – Childcare Information Wales

- Type “Childcare Information Wales” into your search engine
- Go to [Gwybodaeth Gofal Plant Cymru - Child Care Information Wales](#)
- Select ‘Cardiff’ from the drop down list
- Select a type of childcare. Multiple searches by different childcare types may be needed.
- The ‘**Location**’ (radial distance) ‘**Language**’ and ‘**School and other pick ups**’ filters can be very useful for narrowing down possible settings

Page 293

Issues;

- Only settings with a published Dewis record are on ChildcareInfoWales
- Does not produce a print out of results – poss Print Screen?
- NB: Limited vacancy data. Parents/carers are advised to contact and ideally visit settings



Finding Childcare – Cardiff Family Advice and Support (CFAS)

- If no suitable setting can be found, or if additional support is required, the parent, or professional working on their behalf can ring Cardiff Family Advice and Support on 03000 133 133

Required information:

- Geographical area childcare is required in
- Age of child
- Language of provision (Welsh, English, bilingual)
- Duration of childcare (half day, full day and number of days per week)
- Preference of childcare type, if the parent has one
- CFAS will provide the enquirer with a list verbally, and/or via email or post



Finding financial assistance with childcare costs

- It is a patchwork, and can be confusing and difficult to navigate
- Two types of support. Funded places, or financial assistance with costs that are paid for by parents.
- Eligibility may be dependent on the age of the child and location OR employment status/income.
- Eligibility may end if the above factors change.
- There is a website that can help find some solution



Financial assistance with childcare costs – Childcare Choices website



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- Type “**Childcare Choices**” into the search engine or www.childcarechoices.gov.uk
- Go to [Childcare Choices | 30 Hours Free Childcare, Tax-Free Childcare and More | Help with Costs | GOV.UK](http://www.childcarechoices.gov.uk)

NB: This is UK wide website, so **Wales** needs to be chosen under the “You are living in:...” drop down

Page 296

A screenshot of the Childcare Choices website. The browser address bar shows 'https://www.childcarechoices.gov.uk'. The page header includes the HM Government logo, the 'Childcare Choices' logo, and a 'MENU' button. Below the header, there is a teal banner with the text 'FIND THE RIGHT OFFER FOR YOU'. Underneath the banner, there is a form with the following fields: 'You are living in:' with a dropdown menu showing 'Wales'; 'You are:' with a dropdown menu showing 'I earn more than £152 a week'; 'My partner is:' with a dropdown menu showing 'earning more than £152 a week'; and 'Do you live with a partner?' with 'Yes' and 'No' radio buttons. At the bottom of the form, it says 'My children:' and 'Entering your children's information will make the results more relevant.' There is also a 'Privacy policy' link.

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Financial assistance with childcare costs – Childcare Choices website



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- This tool WILL highlight if families may be eligible for:
 - **Tax-Free Childcare** (working families, earning above £152 p.w. but below £100K p.a. each). Up to £2,000 per child per year.
 - **Universal Credit for Childcare.** Up to £646 a month for one child, or £1,108 for two or more.
 - **The Childcare Offer for Wales.** Parents who are working or on HE/FE courses, earning above £152 p.w. but below £100K p.a each, but only for children **aged 3-4**). 17.5 hours per week funded during term-time, 30 hours per week for 9 holiday weeks (48 weeks per year – 4 not funded). NB: Parents/carers are charged for food and refreshments, and pick up/drop off costs)
- BUT.....



Financial assistance with childcare costs – Childcare Choices website



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- Does NOT highlight Flying Start childcare for 2-3 year olds.
- This is the **only geographical-based** scheme with funded places
- All families with a 2-3 year old child resident in identified areas are eligible for the childcare provision. There are no employment/income requirements
- 2.5 hours funded childcare per day, 5 days per week, term time only. Only at settings designated as Flying Start providers.
- Eligible postcodes can be checked here: [Welcome to Cardiff Flying Start - Flying Start Cardiff](#)

Page 298



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Financial assistance with childcare costs

– limitations and pitfalls



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- **Tax Free Childcare.** Working parents only. Setting needs to be signed up (not all are). Can't be used alongside Tax Credits, Universal Credit or childcare vouchers
- **Universal Credit for Childcare.** Working parents claiming Universal Credit only. Can't be used alongside Tax credits, Tax-Free Childcare or childcare vouchers. Parents pay in advance and reclaim.
- **Flying Start childcare.** Only for children aged 2 – 3, in designated geographical areas. Only settings contracted with Cardiff Council as Flying Start settings. May not meet needs of parents looking for full daycare.
- **Childcare Offer for Wales.** Only for children aged 3-4, with eligible parents. Only settings contracted with Cardiff Council as Childcare Offer settings.



Useful Links



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Page 300

Site	Content
Cardiff Family Advice and Support Contact us - Cardiff Family Advice and Support : Cardiff Family Advice and Support (cardiffamilies.co.uk) 0300 013 3133	Access to Dewis and Childcare Information Wales databases; advice on financial support; signposting to Flying Start, Childcare Offer, etc.
Choosing Childcare http://www.childcareinformation.wales/documents/Llyfryn_Choos_e_childcare.pdf	Information on types of childcare; questions for parents to ask of setting
Benefits of Welsh medium education Benefits of Welsh-Medium Education (cardiff.gov.uk)	Information and FAQs regarding benefits of Welsh medium education /bilingualism
Childcare Information Wales Gwybodaeth Gofal Plant Cymru - Child Care Information Wales	Searchable database of published childcare provider details (location, language, times of opening, cost, etc.)
Childcare Choices Childcare Choices 30 Hours Free Childcare, Tax-Free Childcare and More Help with Costs GOV.UK	Database of financial assistance with childcare costs
Cardiff Flying Start Welcome to Cardiff Flying Start - Flying Start Cardiff	Postcode eligibility checker



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