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Date 18 September 2017

My Ref SS/CYP/MJH

Councillor Graham Hinchey
Cabinet Member for Children and Families
County Hall
Atlantic Wharf
CARDIFF
CF10 4UW

Dear Graham

On behalf of the Committee, I would like to thank you, Irfan Alam, Assistant Director Children's Services and Officers for attending the Children and Young People Scrutiny Committee on 12 September 2017 to present the **Briefing Report on "Signs of Safety" and the Quarter one performance report.**

Signs of Safety

The Committee welcomed the opportunity to be briefed on the new Signs of Safety model for Social Workers. The Members acknowledged that this model required a considerable change in the working practices of Social Workers and requested further information on the procedures in place to support staff, together with the feedback managers were receiving, on how staff were coping with their current workload and the new model.

The Members were also concern that the Directorate was introducing this new model when the service was operating with a 26% vacancy rate, and Members expect this to be taken into account, by managers, when trying to introduce the model, so that the change in practices does not impact on absenteeism.

Quarter one Performance

The Committee wished to thank the officers for the training they provided on the new performance measures prior to the meeting and welcomed the opportunity to review and assess the Quarter one Corporate and Directorate performance reports. The Members noted that as there were significant new performance measures, it was difficult to identify trends in performance

Members did however express its continued concern, at the level of social worker vacancies and the number of agency staff, in addition the Members hoped that a more ethnically diversity social workforce could be achieved as a result of future recruitment.

The Committee also expressed concern at the departmental overspend, which had already accrued. The Committee wished to inform you that it would be setting up Budget

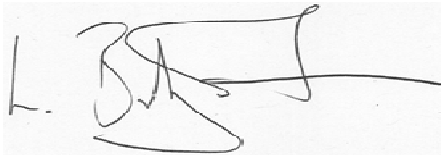
Monitoring Panel in the near future to monitor and challenge the department budget savings and expenditure.

I hope that these comments, advice and requests for information will be of use and support in improving outcomes for children. The Committee looks forward to receiving a response to this letter within the next month.

To recap, this letter requests several actions, requests for information and recommendations, as follows and requires:

- Information on the procedures in place to support staff and what feedback managers were having on how staff were coping with their current workload and the new model.

Yours sincerely

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

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

CC: Tony Young, Director of Children's Services
Jo Watkins – Cabinet Business Manger
Irfan Alam – Assistant Director for Children's Services
Jo-Anne Phillips – Project Manager
Marisa Moon – Team Manager, Intake and Assessment