



CHILDREN AND YOUNG PEOPLE SERVICES

Combined Team Plan 2015/16

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Service Plan: Social Services

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Combined Team Overview – Children and Young Peoples Services

The Intake and Family Support Team, Care Management Team, Child Health and Disability Team, Fifteen Plus Team and Placements and Permanency Team undertake a number of key roles for the Council.

The teams work with children and young people (and their families) who:

- Need help and support to be able to be looked after at home in their own family;
- Are at risk of harm or have been neglected;
- Are disabled;
- Are looked after;
- Are leaving care;
- Are at risk of homelessness.

The Teams broad functions are:

Intake and Family Support Team

The team receive referrals and provide information about services across all sectors available to support children in need and their families. They will signpost and refer children and families to other appropriate services and support if, following further enquiries, there is no need for statutory social services involvement. However, if families do need help from social services they will be offered further assessment to accurately identify needs and risks, and then they will begin to develop a plan for care and support along with the child and family and all other agencies involved. This work is done in a timely way to ensure the right help is given quickly.

Care Management Team

The team work with children and families in the longer term to develop and deliver the plan of care and support to meet the child's and family's needs. This includes ongoing family support for children in need, safeguarding children in need of protection from harm, and the legal planning for looking after those children who can no longer be safely cared for with their birth families. They work in close partnership with police, schools, health, housing, probation, and third sector organisations to provide co-ordinated support.

Child Health and Disability Team

The team work with children and families when the child has a significant learning and/or physical and/ or sensory disability that means they need particular help, care and support to cope with the additional demands in caring. The team covers the whole range of functions described above- signposting to appropriate support and preventative services, assessment of need and planning, family support for children in need, and statutory child protection and looked after children duties-in partnership with all other agencies involved with the family. The team also help young people who need ongoing care and support into adulthood through the transition from children's to adult services.

Fifteen Plus Team

Apart from children with disabilities, all looked after children's cases transfer to this team when the young person reaches 15 years of age where they are allocated a social worker and young person's adviser.. The team has a particular role in helping young people who are leaving care move on to more independent living settings. They work very proactively with health services, schools, colleges, training and employment agencies and housing to help the young person gain new life skills and confidence in preparation for adult life. The team also have a duty to assess the needs and plan services and support for young people aged 16 and over who present as homeless.

Placements and Permanency Team

This team works to recruit, assess, train and support local carers to provide foster placements for children who can no longer be looked after by their own families, either in the short term or longer. In some cases children will need and want to stay with their foster family until they are adults. The team also assess and support a child's extended family members to look after him/ her under kinship care arrangements, or find placements for children who need to be placed out of area. There is an ongoing recruitment campaign and dedicated officer working to maintain a healthy pool of potential local carers who can meet the needs of local children.

All of the teams are based together in the same office and are in easy, daily contact with one another, making co-ordination of care and support plans and transitions between teams as smooth as possible. The teams use a common assessment, planning, reviewing and recording system which will be further streamlined and adapted to meet the requirements of the Social Services and Wellbeing (Wales) Act 2014 being implemented next year. The workforce is relatively stable and benefits from highly experienced Team and Practitioner Managers who offer regular supervision and mentoring to the social care workforce, supporting good practice on a daily basis. The teams are very aware of the statutory performance indicators which measure the effectiveness and timeliness of the service provided to children and families, and are actively engaged in the remodelling and reshaping of services programmes to achieve efficiencies and savings.

Our Contribution to Service Plan priorities 2014/15

Our contribution to the Service Plan priorities last year:

- We have provided children and families in need with appropriate information, advice and signposting to other services (723 contacts on average received per month of which 83 on average per month go on to further assessment/ be accepted as a referral).
- We have continued to prioritise those children and families in greatest need, undertaking Section 47 enquiries in accordance with the Children Act 1989 Enquiries for children at risk of significant harm are on average 30 per month, statutory visits to children on the child protection register and looked after are on average 200 per month.
- We have fully established the post of Transitions Social Worker in the Child Health and Disability Team and worked with education, careers and employment and adult services to review and improve the policy and protocol, and the experience of young people going through this change in their life.
- We have worked with our colleagues in the voluntary sector to achieve 2% savings and efficiencies in the services we commission.
- We have implemented changes in the way we deal with cases of children at risk of sexual exploitation in line with the Cardiff and Vale of Glamorgan Local Safeguarding Children Board priority, ensuring more children are protected from ongoing exploitation (CSE Caseload).
- We have continued to appropriately refer families to preventative and targeted services designed to reduce the need for social services involvement in their lives.(approximately 100 referrals per month)
- We have complied with the Public Law Outline in relation to children's cases in care proceedings, reducing drift in plans and achieving permanency and safe outcomes for our most vulnerable children within the 26 week timescale required by the Ministry of Justice..
- We are exploring the potential for closer integration of services for children with disabilities and their families with the Cardiff and Vale UHB and Cardiff City Council, and potential developments in the provision of respite care with those partners and with Learning and Skills.
- We have devised and implemented action plans in response to the CSSIW inspections of Safeguarding and Care Planning for vulnerable looked after children, and Fostering Services, achieving improved and safer practice.
- We have implemented the actions contained in the Commissioning Strategy and Fostering Recruitment Strategy resulting in more looked after children being placed with family members(30%) or local foster carers (45%), reducing reliance on expensive external fostering (15%) and residential placements(10%).
- We have continued to highlight where the needs of vulnerable children and young people for emotional, psychological and mental ill health support, particularly those in care, are unmet, and used this information to inform emerging strategies for CAMHS.
- We have maintained a focus on the education and health of looked after children through panel processes and the corporate parenting panel to ensure they have access and support to maximise their entitlements and opportunities.
- We have commissioned a comprehensive advocacy service to 80 children and young people to help them have their views expressed and heard, and used the outcomes from feedback and consultation with children and young people to inform service delivery models and plans

Our Team Plan 2015/16

Service Outcome 1:		People in the Vale of Glamorgan are able to request support and receive help in a timely manner.						
Objective 1:		To ensure that people have access to comprehensive information about Social Services and other forms of help and support and are appropriately signposted to help and are supported by proportionate assessments, care and support plans and services that meet their individual assessed needs.						
Ref.	During 2015-16 we plan to:	Success Criteria/ Outcomes we'll achieve from this action are:	High, Medium or Low priority	Officer responsible for achieving this action	Start date	Finish date	How will the work be resourced?	Progress
SS/A001 S01 CYP6	Work with the third sector and other organisations to deliver information about services for children in need. Ensure people making contact with CYPS are sign-posted appropriately	Families receive the right level of advice, information and support in a timely, accessible manner	High	Head of Service/ Operational Managers/ Team Managers/ Duty Manager	30/06/2015	01/04/2016	Within existing resources and through the development of a first contact centre/service in line with the SSWB Act 2014.	
S01 CYP6	Ensure people making contact are aware of the threshold for referral to Social Services, how to make a referral, and how to refer to preventative and other support &	Families receive the right level of support from the right service in a timely manner.	H	Head of Service/ Operational Managers/ Team Managers/ Duty Manager	30/06 2015	01/04 2016	Within existing resources	

	services.							
S01 CYP6	Provide up to date public information on safeguarding, adoption and fostering, short break support, referral routes and advocacy on the Council Website.	Families and children have easy access to clear and appropriate information on what to expect from accessing statutory social services.	M	Head of Service/ Operational Managers/ Team Managers/ Duty Manager/Family Information Service	30/06 2015	01/04 2016	Within existing resources	
SS/A007 SO2 CYP3	Signpost and refer families to early intervention and preventative services e.g. Flying Start, FACT and IFSS.	Prevent the escalation of need for families to receive support through Children and Young People Services	H	Head of Service/ Operational Managers/ Team Managers/ Duty Manager	30/06 2015	01/04 2016	Within existing resources	
S01 CYP3`	Carry out proportionate assessment of the needs and risks of harm for children and families who need care and support from social services.	Children and families have their needs for care and support identified in clear and straight-forward terms and how we will work with them to help meet their needs	H	Head of Service/ Operational Managers/ Team Managers/ Duty Manager	30/06 2015	01/04 2016	Within existing resources	
S01 CYP3`	Meet timescales for completion of assessments and	Children and families will not experience undue	H	Head of Service/ Operational	June 2015	April 2016	Within existing resources	

	develop care and support plans to address needs and risks identified.	delay in accessing the services and support needed.		Managers/ Team Managers/ Duty Manager				
S01 CYP3`	Co-ordinate the delivery of care and support plans for a child and family from a range of service providers, and regularly review and up-date in response to any changing needs and circumstances.	Children and families will receive the care and support they need from a range of services and providers that are all working to the same outcomes, and are flexible and responsive to changing needs.	H	Head of Service/ Operational Managers/ Team Managers/ Duty Manager	June 2015	April 2016	Within existing resources	
(SS/A004) S02/A057	Continue to improve multi-disciplinary transition planning for young people moving into adulthood. Support young people at 16 years appropriately through TRIGG and via allocation of a Transition Social Worker and YPA to each young person.	Seamless transition for young people moving towards independence or to Adult Services with support.	High	Head of Service/ Operational Managers/ TMs CHAD & Fifteen Plus / Transition SW	30/06/2015	01/04/2016	Within existing resources	

Service Outcome 2:		The Vale of Glamorgan Council protects vulnerable people and promotes their independence and social inclusion.						
Objective 2:		Through the Council working in coordination with other organisations to ensure people are helped to achieve their best possible outcome and that people at particular risk have their wellbeing promoted and are safeguarded from abuse and exploitation .						
Ref.	During 2015-16 we plan to:	Success Criteria/ Outcomes we'll achieve from this action are:	High, Medium or Low priority	Officer responsible for achieving this action	Start date	Finish date	How will the work be resourced?	Progress
SS/A063	Implement Vale, Valleys and Cardiff Regional Adoptive Collaborative Model.	Services are provided by 3 co-located specialist team resulting in improved levels of service for users and the delivery of a more efficient and resilient service and an overall reduction in the Looked After Children population.	High	Rachel Evans-HOS	June 2015	April 2016	Officer Time and approximately £38K for one off implementation costs split across the 4 local authorities. £6k of implementation costs have been apportioned to the Vale.	
	Work with the police and other involved agencies to identify risk of harm to children and respond collectively to managing risk. Complete Section 47/risk assessments quickly and ensure	Children and young people are protected from abuse and exploitation. Children's and young peoples' experiences and views are heard and	H	Head of Service/ Operational Managers/ Team Managers/ Duty Manager	June 2015	April 2016	Within existing resources	

	<p>that children are seen by a worker during the assessment process</p> <p>Assessments will focus on outcomes and identify need and the care and support required to meet the need. All options for care and support are explored including private family arrangements, resulting in accommodation only for those children where there is no other option.</p>	<p>are clearly recorded within assessments.</p> <p>Children will remain in the care of their direct or wider family with appropriate support where it is safe for them to do so.</p>						
	<p>For looked after children, ensure that plans are in place at the point of accommodation and that plans (including Pathway Plans) are reviewed.</p> <p>Children are seen in line with statutory requirements.</p> <p>Reduce the LAC population through screening requests</p>	<p>Plan in place at the point of accommodation; outlining the expected plan for the period of accommodation.</p> <p>Statutory visits are conducted and recorded in line with policy and procedure.</p>	H	Head of Service/ Operational Managers/ Team Managers/ Duty Manager	June 2015	April 2016	Within existing resources	

	for accommodation and review at Placement Panel and Permanency Panel ensuring children's LAC status appropriate. Consider SGO/ RO and CO revocations where appropriate and safe to do so.	Reduction in the numbers of looked after children. All children have a clear permanency plan.						
	Ensure that all children on the child protection register have an allocated social worker and that child protection plans are developed and reviewed on a multi-agency basis. Children on the register are seen in line with statutory requirements and a record is made.	Child protection plans are reviewed in line with procedures to ensure a multi-agency response to safeguarding, delivered through timely core group working. Children are seen by a social worker in line with statutory requirements.	H	Head of Service/ Operational Managers/ Team Managers/ Duty Manager	June 2015	April 2016	Within existing resources	
	Monitor the implementation of the CIN process and guidance, and review the equity and sustainability of the management of cases in line with current team remits.	CIN cases are managed and reviewed in line with assessed needs. Cases remain open if necessary, and effective services and support is given to families where	H	Head of Service/ Operational Managers/ Team Managers	June 2015	April 2016	Within existing resources	

		cases can be closed.						
	Continue to support staff with the development of pre-court and court skills in response to the Public Law Outline (PLO)	To ensure that staff are skilled and confident to carry out robust risk assessment, and evidence based decision making, and that improved analytical skills are evident within assessments and court reports.	H	Training Department. Head of Service/ Operational Managers/ Team Managers	June 2015	April 2016	Within existing resources	

Service Outcome 3:		Social Services in the Vale of Glamorgan review, plan, design and develop quality services that deliver best value for money to improve outcomes for individuals.						
Objective 3:		To have in place clear planning and programme management processes, which are identified in commissioning strategies and annual commissioning plans, and help to ensure an appropriate range of services that deliver equity of access, joined up service and best value from a variety of providers with defined proportionate budgets directed to meeting service priorities.						
Ref.	During 2015-16 we plan to:	Success Criteria/ Outcomes we'll achieve from this action are:	High, Medium or Low priority	Officer responsible for achieving this action	Start date	Finish date	How will the work be resourced?	Progress
SS/A070	Implement key improvement areas as identified by relevant regulatory reports.	We can demonstrate progress and improved outcomes in future regulatory reviews.	High	All heads of service	April 2015	June 2016	HOS time as required	
	Implement the action plan in response to the CSSIW national inspection of safeguarding and planning for LAC and care leavers who exhibit vulnerable & risky behaviours 2015	<p>Improve corporate parenting panel remit and focus, and develop corporate parenting strategy to ensure the Council meets its corporate duties towards looked after children and care leavers</p> <p>Develop profile of this population and identify areas where</p>	<p>H</p> <p>M</p>	<p>HoS/OMs CYPS, Learning and Skills, Housing</p> <p>OM P&P and Resources</p>	<p>Workshop July 2015</p> <p>April 2015</p>	<p>Strategy Dec 2015</p> <p>April 2016</p>	<p>Within available resources</p>	<p>Partially achieved</p>

		needs are not met, and commission the appropriate services						
		Ensure risk assessments and care plans are regularly reviewed, current and shared with placements & service providers as necessary	M	OMs TMs PMs	April 2015	Achieved		
		Include MISPERs as a standing item on interface meetings with police	M	OMs	April 2015	achieved		
SS/A069	Contribute to the reshaping of CYPS in order to meet the requirements of SSWB Act 2014 and the Vale of Glamorgan Council's Reshaping and Budget strategies.	We are able to meet the duties and requirements of the Act and meet the budgetary targets required of the service.	High	Head of CYPS OM's, TM's and all team members	30/06/2015	01/04/2016	Within existing resources	
SS/A071	Review of CYPS Commissioning Strategy 2013 - 2018 Providing up to date and accurate information on the cohort of service	The Commissioning Strategy continues to provide a robust approach to service planning and accurately reflects current and relevant priorities for service	H	Head of CYPS / OM's/TM's and all teams.	June 2015	April 2016	Within existing resources	

	users and the services required to meet needs.	delivery Children remain with their families with appropriate support where it is safe for them to stay there. For children who can't stay with their birth family, they are placed with other family or local foster carers. Only children with the most complex needs are placed out of area in specialist family or residential settings .						
	Continue to implement the Foster Carer Recruitment Strategy. Respond to the improvements required in the CSSIW annual inspection report 2015.	Increase in number of approved in-house foster carers. Reduced use of externally provided foster care placements. Well managed process for recruiting quality foster carers. Ensure complete compliance with regulation 20 of the Fostering Regulations 2003. Ensure complete	H	Head of CYPS / OM's and Placement and Permanency Team	June 2015	April 2016	Within existing resources.	

		compliance with Regulation 17(1) of the Fostering Regulations 2003						
	Invest in pre and post approval training and additional assessment capacity.	Increase in number of approved in-house foster carers. Foster carers have the skills to meet the needs of looked after children. Reduced use of externally provided foster care placements.	H	Head of CYPS / OM's and Placement and Permanency Team	June 2015	April 2016	Within existing resources	
SS/A072	Contribute to implementing the LSCB integration programme, relating to services for children with disabilities, CAMHs provision and models for entry into CYPS.	To work effectively with partners to ensure integrated approaches to services A programme of work will be developed following the appointment of the Change Manager (the post has just been re-advertised) At this point the broad service areas for closer integration are identified but the details are not	H	Change Manager post created. Head of CYPS/OM's, TMs to contribute	Sept 2015	April 2016	Joint funding with Cardiff Council and UHB	

		yet known.						
	Implement regional collaborative arrangements (SEWIC) including exploring the possibility of creating a regional marketing centre for foster care.	Increase in number of approved in-house foster carers. Reduced use of externally provided foster care placements. Well managed process for recruiting quality foster carers.	H	Head of CYPS / OMs and Placement and Permanency Team	June 2015 2015	April 2016	Within existing resources	

	<p>Continue working with Cardiff Children's Services and the Cardiff and Vale UHB on the Joint Equipment Service, a joint Strategy for Children with Disability and CHC.</p> <p>Work with Learning and Skills and UHB to develop a model of residential respite provision at Ysgol Y Deri.</p>	<p>Improved capacity and responsiveness of local services for children with disabilities and their families.</p>	<p>H</p>	<p>HoS/OMs and TM /PM CHAD</p>	<p>June 2015</p>	<p>April 2016</p>	<p>Within existing resources</p>	
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