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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont, CF31 4WB / Civic Offices, Angel Street, Bridgend, CF31 4WB

*Rydym yn croesawu gohebiaeth yn Gymraeg.
Rhowch wybod i ni os mai Cymraeg yw eich
dewis iaith.*

*We welcome correspondence in Welsh. Please
let us know if your language choice is Welsh.*



Annwyl Cyngorydd,

Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

Deialu uniongyrchol / Direct line /: 01656 643148 / 643147 / 643694

Gofynnwch am / Ask for: Gwasanaethau Democrataidd

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Dydd Iau, 21 Gorffennaf 2022

PWYLLGOR Y CABINET DROS FATERION RHIENI CORFFORAETHOL

Cynhelir Cyfarfod Pwyllgor Y Cabinet Dros Faterion Rhieni Corfforaethol O bell Trwy Timau Microsoft ar **Dydd Mercher, 27 Gorffennaf 2022** am **14:00**.

AGENDA

1. Ymddiheuriadau am absenoldeb
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant
Derbyn datganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau / Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2008.
3. Cymeradwyaeth Cofnodion 3 - 12
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 02/03/2022
4. Derbyn Cyflwyniad ar Wasanaeth Gwybodaeth, Cyngor a Chymorth Pen-y-bont ar Ogwr
5. Gweithredu Siarter Gofalwyr Maeth 13 - 30
6. Datblygiad Rhianta Corfforaethol Arfaethedig 31 - 36
7. Materion Brys
I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

Nodyn: Sylwch: Oherwydd rhesymau iechyd a diogelwch ni fydd y cyfarfod hwn yn cael ei gynnal yn ei leoliad arferol. Bydd hwn yn gyfarfod rhithwir a bydd Aelodau a Swyddogion yn mynychu o bell. Bydd y cyfarfod cael ei recordio i'w drosglwyddo drwy wefan y Cyngor. Os oes gennych unrhyw gwestiwn am hyn, cysylltwch â cabinet_committee@bridgend.gov.uk neu ffoniwch 01656 643147 / 643148.

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Cyfnwidi testun: Rhowch 18001 o flaen unrhyw un o'n rhifau ffon ar gyfer y gwasanaeth trosglwyddo testun

Text relay: Put 18001 before any of our phone numbers for the text relay service

Rydym yn croesawu gohebiaeth yn y Gymraeg. Rhowch wybod i ni os yw eich dewis iaith yw'r Gymraeg

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Yn ddiffuant

K Watson

Prif Swyddog, Gwasanaethau Cyfreithiol a Rheoleiddio, AD a Pholisi Corfforaethol

Dosbarthiad:

Cynghowrwyr

F D Bletsoe
JPD Blundell
HJ David
N Farr

Cynghorwyr

J Gebbie
W R Goode
J E Pratt
JC Spanswick

Cynghorwyr

T Thomas
A Wathan
AJ Williams
HM Williams

COFNODION CYFARFOD Y PWYLLGOR Y CABINET DROS FATERION RHIENI
CORFFORAETHOL A GYNHALIWDYD O BELL TRWY TIMAU MICROSOFT DYDD MERCHER,
2 MAWRTH 2022, AM 14:00

Presennol

Y Cyngorydd J Gebbie – Cadeirydd

SE Baldwin
DBF White

HJ David
AJ Williams

D Patel

CE Smith

Ymddiheuriadau am Absenoldeb

KL Rowlands a/ac HM Williams

Swyddogion:

Lynne Berry	Rheolwr Grŵp Adfywio Tai a Chymuned
Julie Ellams	Swyddog Gwasanaethau Democraidd - Pwyllgorau
Raeanna Grainger	Independent Reviewing Service Manager
Lindsay Harvey	Cyfarwyddwr Corfforaethol – Addysg a Chymorth i Deuluoedd
Steven Howell	Rheolwr Grŵp, Y Gyfarwyddiaeth Gwasanaethau Cymdeithasol a Lles
Ryan Jones	Rheolwr Comisiynu Tai Strategol
Carys Lord	Prif Swyddog - Cyllid, Perfformiad a Newid
Claire Marchant	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Iain McMillan	Rheolwr Grŵp - Rheoli Achos a Throsglwyddo
Michael Pitman	Swyddog Gwasanaethau Democraidd – Pwyllgorau
Mark Shephard	Prif Weithredwr

236. DATGANIADAU O FUDDIANT

Dim

237. CADARNHAU COFNODION

PENDERFYNIAD: Bod cofnodion cyfarfod y Cyngor ar 23 Hydref 2019 yn cael eu cymeradwyo fel cofnod gwir a chywir.

238. Y DIWEDDARAF AM AILFODELU GWASANAETHAU PRESWYL PLANT A GWASANAETH MAETHU PEN-Y-BONT AR OGWR

Cyflwynodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr adroddiad yn rhoi'r wybodaeth ddiweddaraf am ailfodelu Gwasanaethau Preswyl Plant ac yn diweddarau gwybodaeth am ddarpariaeth a datblygiadau gwasanaeth Gofal Maeth Pen-y-bont ar Ogwr a oedd ar y gweill.

Rhoddodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr gefndir ar y gwaith a wnaed fel rhan o Ailfodelu Gwasanaethau Preswyl Plant ym Mhen-y-bont ar Ogwr ers 2018. Nododd y materion o sesiynau ymgysylltu â staff a gynhaliwyd bryd hynny ac elfennau allweddol y model newydd. Ym mis Ionawr 2019, cyflwynodd Gofal Cymdeithasol Plant adroddiad i'r Pwyllgor Rhianta Corfforaethol ar Ailfodelu Gwasanaethau Maethu. Rhagwelwyd y byddai'r gwaith o fudd i'r boblogaeth o blant â phrofiad o ofal, drwy ddarparu gwell dewis o leoliadau, gwell paru lleoliadau a mwy o leoliadau lleol. Yn ogystal, nodwyd y byddai'n sicrhau arbedion cost sy'n cyfrannu at Strategaeth Ariannol Tymor Canolig y Gyfarwyddiaeth (MTFS).

Yna amlinellodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr y sefyllfa a'r cynigion presennol. Esboniodd fod y Gwasanaethau Preswyl wedi'u hailfodelu, gyda Sunny Bank bellach yn cynnig Lleoliadau Tymor Canolig i Hirdymor i blant a phobl ifanc 8-17 oed. Roedd y Gwasanaeth wedi darparu cartref diogel a sefydlog i nifer o bobl ifanc, ac roedd dau ohonynt wedi byw yno am dros bum mlynedd, un am bedair blynedd ac un am dair blynedd. Roedd Maple Tree House (MTH) wedi bod ar agor ers 2018 yn cynnig uned frys dwy ystafell wely ac uned asesu pedwar gwely. Roedd yn cynnig amgylchedd therapiwtig i blant a phobl ifanc, gan ddefnyddio dull sy'n seiliedig ar drawma i ddarparu'r cymorth mwyaf effeithiol posibl, gan eu galluogi i ddeall eu hamgylchiadau unigol, datblygu sgiliau gwydnwch a hunanofal. Y nod, yn ystod amser person ifanc yn Maple Tree House, oedd rhoi cysondeb ac arferion iddynt a'u galluogi i ddatblygu perthnasoedd ymddiriedus a fyddai'n cefnogi eu hadferiad o drawma gan ganiatáu iddynt gael y budd mwyaf posibl o unrhyw therapi a gawsant. Ers mis Ebrill 2020 roedd y gwasanaeth wedi wynebu nifer o heriau yn gysylltiedig â Diffyg Cydymffurfio â Gofynion Rheoliadol a Phandemig Covid, gyda'i effaith ar staffio a'r bobl ifanc a oedd yn byw yn MTH. Er gwaethaf yr heriau hyn, cyflawnodd y gwasanaeth ganlyniad arolygu cadarnhaol ym mis Hydref 2020 ac roedd dealltwriaeth a hyder y tîm staff wedi parhau i wella. Y cam nesaf oedd i'r Ganolfan Breswyl newydd gael ei hadeiladu ym Mrynmenyn (ail-leoli Maple Tree House) ac roedd hen Ysgol Gynradd Brynmenyn wedi'i dymchwel a chlirio'r safle yn barod i'r gwaith adeiladu ddechrau yn ystod gwanwyn 2022 gyda'r dyddiad cwblhau disgwylidig ym mis Ionawr/Chwefror 2023. O fewn yr adeilad hwn byddai swyddfeydd hefyd lle byddai maethu a byddai'r tîm lleoliadau wedi'i gydlleoli i gefnogi'r gwaith o nodi'r opsiynau lleoli cywir ar gyfer person ifanc yn dilyn ei amser yn y cartref preswyl.

Eglurodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr fod rôl Gofalwyr Maeth Trosiannol wedi'i datblygu a oedd yn nodi bod angen chwe gofalwr maeth, oherwydd gofynion y rôl a'r angen i gael cyfle ar ôl lleoli am gyfnod byr o adferiad a bod dau ofalwr ar gael ar unrhyw adeg i gefnogi Gofalwyr Trosiannol eraill a oedd â pherson ifanc wedi'i leoli. Fodd bynnag, dim ond tri gofalwr maeth trosiannol y gallai'r gwasanaeth eu recriwtio. Gwnaeth dau o'r rhain benderfyniad yn ddiweddarach i gamu i ffwrdd o'r rôl honno gan eu bod yn dymuno darparu gofal parhaus i berson ifanc yr oeddent yn gofalu amdano ac un yn dewis gadael rôl gofalwr maeth yn gyfan gwbl. Roedd gwaith wedi'i wneud i adolygu'r rôl a datblygu polisi a oedd yn nodi'n fanwl y disgwyliadau a hefyd y cymorth sydd ar gael. Ar hyn o bryd roedd y gwasanaeth yn gweithio gyda Golley Slater ar ymgyrch recriwtio wedi'i thargedu ar gyfer Gofalwyr Maeth Trosiannol a ddechreuodd ym mis Chwefror 2022. Esboniodd fod datblygu'r cymorth therapiwtig i bobl ifanc wrth wraidd y gwaith ailfodelu. Yn dilyn recriwtio aflwyddiannus ar gyfer y seicolegydd, mae'r gwasanaeth bellach yn cyflogi Dadansoddwr Ymddygiad. Er mwyn cefnogi datblygiad y model hwn ymhellach, roedd naw aelod o staff ac un gofalwr maeth cyswllt wedi cael cynnig lleoedd ar y "Sgiliau Ymarferol mewn Dadansoddi Ymddygiad Cymhwysol" cwrs ym Mhrifysgol De Cymru gan roi cyfle iddynt, ar ôl iddyn nhw gwblhau'r cwrs yn llwyddiannus, i gynnal asesiad seiliedig ar gymhwysedd a dod yn Dechnegydd Ymddygiad Cofrestredig gyda'r Bwrdd Ardystio Dadansoddwyr Ymddygiad.

Eglurodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr fod y Gwasanaeth, ers 2018 wedi nodi'r angen i ddatblygu gwasanaeth "pop-up" preswyl newydd y gellid ei wneud yn weithredol ar fyr rybudd i ddarparu llety i berson ifanc/oedolyn ifanc na ellid ei leoli ochr yn ochr ag eraill oherwydd ei anghenion cymhleth. Gallai'r ddarpariaeth hon ddarparu, er enghraifft, dewis arall yn lle llety diogel. Pryd bynnag y symudodd y person ifanc ymlaen o'r llety hwn, gallai'r gwasanaeth gael ei "ddefnyddio i lawr" gyda staff yn cael eu hail-leoli ar draws y cartrefi preswyl eraill i gyflenwi ar gyfer absenoldebau staff. Byddai'r gwasanaeth hwn yn cael ei gofrestru fel cartref plant ond byddai hefyd yn gallu cefnogi pobl ifanc hyd at 25 oed. Gweithiodd BCBC yn agos gyda Chymoedd i'r Arfordir (V2C) a nododd eiddo lle gallai'r gwasanaeth

hwn fod wedi'i leoli. Yn 2021, gwnaeth V2C, gyda chefnogaeth BCBC, gais llwyddiannus am Grant Ariannu Gofal Integredig Dewisol (ICF), er mwyn adnewyddu'r eiddo gyda'r holl waith yn cael ei gwblhau ym mis Ionawr 2022. Hefyd, sicraodd Bwrdeistref Sirol Pen-y-bont-ar-Ogwr gyllid refeniw Llety Diogel ar gyfer 2021/22 ac ail-alinio'r gyllideb i ganiatáu recriwtio staff parhaol ar gyfer y gwasanaeth. Yr oedden nhw ar hyn o bryd yn yn y broses o recriwtio staff a pharatoi'r holl ddogfennau gofynnol er mwyn gwneud cais i Arolygiaeth Gofal Cymru (AGC) i gofrestru.

Eglurodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr fod ad-drefnu'r Gwasanaeth Maethu ym Mhen-y-bont ar Ogwr ym mis Rhagfyr 2021 yn Compostio Roedd Maethu Pen-y-bont ar Ogwr bellach wedi'i rannu'n:

- Maethu a Lleoliadau Cyffredinol – Recriwtio, asesu a chefnogi'r holl ofalwyr maeth cyffredinol (gan gynnwys gofalwyr maeth trosiannol) a gwasanaethau lleoli.
- Perthnasau a Sefydlogrwydd – Asesu a chefnogi Personau Cysylltiedig Gofalwyr Maeth, Sefydlogrwydd, Gofalwyr "Pan fydda i'n Barod", llety â chymorth a gweithwyr ail-uno.

Ar hyn o bryd, roedd gan y gwasanaeth bump Gofalwr Cyswllt, ac roedd un ohonyn nhw'n Ofalwr Maeth Person Cysylltiedig. Roedd y gwasanaeth hwn yn cael ei adolygu ar hyn o bryd ac roedd ystyriaeth bellach yn cael ei rhoi i'w rôl a'i datblygiad gan gynnwys materion fel cymorth y Tu Allan i Oriau i ofalwyr maeth. Amlinellodd y Fframwaith Dysgu a Datblygu ar ôl Cymeradwyo ar gyfer Gofalwyr Maeth, y diben hynny oedd darparu sail ar gyfer dull cenedlaethol a allai ategu dull mwy cyson o ddysgu a datblygu ar gyfer gofalwyr maeth ledled Cymru. Roedd y fframwaith yn cael ei gyflwyno'n raddol ar draws y rhanbarth CTM yn unol ag adolygiadau blynyddol a oedd i'w cynnal dros y flwyddyn. Ychwanegodd fod y cynnig ynghylch talu ffioedd i'r holl ofalwyr maeth cyffredinol wedi'i weithredu'n llwyddiannus. Roedd Polisi Cymhwysedd a Lwfansau Maethu drafft bellach wedi'i ddatblygu a fyddai'n caniatáu i Ofalwyr Personau Cysylltiedig gael eu hasesu yn erbyn y meini prawf a hefyd fod â hawl i gael "Lwfans Ychwanegol" (Ffi gynt). Cyflwynodd y Gwasanaeth y cynllun gwobrwyo gwerth £250 i ofalwyr sy'n "cyfeirio ffrind", fodd bynnag, ychydig iawn o effaith a gafodd hyn ar nifer yr atgyfeiriadau a dderbyniwyd.

Dywedodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr fod yr holl lleoliadau IFA newydd yn cael eu hadolygu gan y tîm lleoli o fewn 16 wythnos i'r lleoliad gael ei wneud. Fodd bynnag, nodwyd bod angen proses amlasiantaethol fwy ffurfiol. Roedd Cylch Gorchwyl y Panel Llety a Sefydlogrwydd yn cael ei adolygu ar hyn o bryd ac roedd ystyriaeth yn cael ei rhoi i adolygu'r lleoliadau hyn yn y cyfarfod hwn. Ar hyn o bryd, roedd nifer y plant a'r bobl ifanc a leolwyd gyda gofalwyr maeth IFA yn 45 oed, a oedd yn ostyngiad sylweddol o 70 ar 31 Mawrth 2020. Ychwanegodd fod Maethau Cymru/Maethu Cymru wedi'i lansio ym mis Medi 2021 gyda maethu Bwrdeistref Sirol Pen-y-bont ar Ogwr.

gwasanaeth yn cael ei enwi' yn Maethu Pen-y-bont ar Ogwr/Bridgend Fostering a'r Wefan Maethu wedi'i diweddarau. Ym mis Ionawr 2022 lansiodd Maethu Pen-y-bont ar Ogwr ei dudalennau Cyfryngau Cymdeithasol ar Facebook, Twitter ac Instagram.

Eglurodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr fod:

- 99 o aelwydydd Maethu cymeradwy ar gyfer lleoliadau maeth cyffredinol
- 129 o blant wedi'u lleoli gyda gofalwyr maeth cyffredinol mewnol
- 56 o bobl gysylltiedig a gymeradwywyd sy'n maethu aelwydydd
- 88 o blant wedi'u lleoli gyda Gofalwyr Maeth Personau Cysylltiedig
- 65 o blant wedi'u lleoli gydag asiantaethau maethu annibynnol

Roedd Maethu Pen-y-bont ar Ogwr wedi wynebu heriau sylweddol yn ystod 2020 oherwydd pandemig Covid 19 ond yn ystod y cyfnod hwn roedd wedi ceisio darparu cymorth parhaus i ofalwyr. Ym mis Tachwedd 2019 sicrhawyd cyllid i recriwtio 4 gweithiwr ail-uno a'u prif nodau oedd:

- cefnogi lleoliadau maeth sydd mewn perygl o golli lleoliad,
- cefnogi plant i bontio i ddarpariaeth un cam-i-lawr (o leoliadau preswyl a lleoliadau y tu allan i'r sir) a
- cefnogi plant i gael eu hailddefnyddio i ofal eu teulu biolegol.

Diolchodd y Cadeirydd i Reolwr y Grŵp am gyflwyno'r adroddiad a gofynnodd Aelodau'r Pwyllgor am y canlynol: Ychwanegodd ei bod yn arbennig o falch o weld y dull seiliedig ar drawma yn cael ei ddatblygu a gofynnodd pa mor hir y byddai fel arfer yn ei gymryd gan rywun sy'n mynegi prawf i faethu mewn gwirionedd.

Atebodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr y gellid cyflawni hyn ar gyfartaledd mewn tua 3 mis, ond weithiau roedd oedi y tu hwnt i'w rheolaeth megis datgeliad manylach gan y Gwasanaeth Datgelu a Gwahardd neu oedi cyn cael cofnodion meddygol. Cydnabu fod cydweithwyr iechyd wedi newid y wybodaeth yn gyflym pryd bynnag y bo hynny'n bosibl.

Diolchodd yr Aelod Cabinet dros Lesiant a Chenedlaethau'r Dyfodol i'r swyddog am yr adroddiad a hefyd i'r holl drigolion hynny a oedd wedi dod ymlaen ac agorodd eu cartrefi i fod yn ofalwyr maeth. Gofynnodd am sicrwydd ynghylch yr hyn a oedd wedi newid i leihau nifer y lleoliadau cyn i berson ifanc ddod o hyd i amgylchedd parhaol.

Atebodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr, o ran sefydlogrwydd lleoliadau, fod edrych ar brofiad, gwybodaeth a sgiliau penodol y gofalwyr maeth a sicrhau eu bod yn cyd-fynd ag anghenion y plentyn yn fater allweddol. Roeddent yn gwella ar hyn ac yn datblygu proffiliau gofal maeth o amgylch teuluoedd. Os nad oedd digon o ofalwyr maeth, yna roedd paru'n anoddach ond roeddent yn parhau i weithio ar y maes hwn a'i ddatblygu. Roedd Gweithwyr Cymorth Lleoliadau yn y timau a oedd yn darparu hyfforddiant, cyngor ac arweiniad pwrpasol. Roedd Gweithwyr Ailuno hefyd i hyrwyddo sefydlogrwydd lleoliadau. Holl bwynt hynny oedd yn hytrach na chaniatáu i leoliad chwalu a phlentyn yn gorfod symud i leoliad maeth gwahanol, ceisiwyd cefnogi'r gofalwyr a'r plentyn i gyrraedd pwynt lle'r oedd y lleoliad hwnnw'n parhau. Roedd yn rhaid iddynt hefyd gyflwyno rhai camau a chanllawiau dros dro ynghylch pethau fel mwy o ymweliadau bryd hynny.

Gofynnodd yr Aelod Cabinet dros Lesiant a Chenedlaethau'r Dyfodol a oedd data ar gael i ddangos sut yr oedd effaith gwasanaethau hyfforddi a chymorth wedi lleihau'r achosion o chwalu cydberthnasau.

Atebodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr nad oedd ganddo'r wybodaeth wrth law ond y byddai'n gallu ei olrhain pe bai angen.

Cyfeiriodd y Cadeirydd at adeg yn y flwyddyn flaenorol pan oedd 437 yn cael eu lletya mewn lleoliad maeth a oedd yn gyflawniad aruthrol i'r gwasanaeth.

Ategodd yr Arweinydd y geiriau o ran cyflawniad a chynnydd a gofynnodd am y diffyg diddordeb mewn dod yn ofalwr maeth ac os oedd ganddynt unrhyw syniad beth oedd yn achosi hyn, maint y broblem a beth y gellid ei wneud i fynd i'r afael â hyn. Gofynnodd hefyd beth oedd y newid ar gyfer atgyfeiriadau i asesiadau ac am gymorth i frodyr a chwiorydd plant maeth. Gofynnodd a oedd nifer y plant sydd ar fin gadael y ddarpariaeth i bontio i annibyniaeth yn rhoi hyblygrwydd i ddod â phlant allan o'r sir yn ôl i'r Fwrdeistref.

Atebodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr, o'r alwad ffôn gychwynnol yn mynegi diddordeb mewn asesiad, mai tua 60% oedd y gyfradd gadael. Yna, o'r ymweliad cychwynnol â'r asesiad, byddai 80 i 85% yn cael eu cymeradwyo. O ran y niferoedd yn gollwng, bu cryn ansicrwydd gyda'r pandemig. Bu heriau o ran recriwtio a gwahanol swyddi ar gael gyda chyflogau â chyflogau â chyflogau da. Roedd chwyddiant a chostau ynni yn creu ansicrwydd ac roedd pobl yn gofyn a allent ei fforddio. Roedd Polisi Cyllid Maethu newydd yn cael ei gyflwyno i'r Cabinet. Byddai'n cynnal adolygiad o lwfansau i ofalwyr maeth er mwyn sicrhau nad oedd disgwyl iddynt ofalu am blant ar eu traul eu hunain.

Diolchodd yr Aelod Cabinet dros Gymunedau i'r tîm am eu gwaith caled a chyfeiriodd at anghenion y plentyn a chyfateb priodoldeb yr unigolyn hwnnw'n cael ei leoli gyda'r unigolyn neu'r cwpl cywir. Gofynnodd beth roedd y gwasanaeth yn ei wneud o ran amrywiaeth o ofalwyr maeth a sut yr oeddent yn cyrraedd grwpiau lleiafrifol a sefydliadau o ddiddordeb i weld sut y gallent hyrwyddo maethu. O ran y ffigur gollwng o 60%, gofynnodd pa rwystrau oedd ar waith.

Cyflwynodd y Rheolwr Grŵp ar gyfer Lleoliadau a Gwasanaethau Darparwyr adroddiad a oedd yn: Rhai o'r galwadau cychwynnol oedd ymholiadau cyffredinol ynglŷn â'r angen am ystafell wely sbâr neu rywun sy'n chwilio am eiddo mewn ardal neu eisiau deall mwy am y broses. Diolchodd i'r Aelod am rai o'r syniadau ynghylch grwpiau cymorth ac ychwanegodd eu bod wedi cael cynnig uned wag mewn canolfan siopa gyfagos i gynnig cymorth a gweithgarwch recriwtio. Nid oedd yn gallu darparu ffigurau mewn perthynas â lefel yr amrywiaeth ond byddai'n ymchwilio iddo. Ychwanegodd fod recriwtio yn targedu chwalu mythau gan ddileu'r syniad bod yn rhaid iddyn nhw fod yn fath ystrydebol o berson. Roeddent yn croesawu ceisiadau o bob cefndir ac ardal.

Cyfeiriodd y Cadeirydd at gymhlethdod rhai o'r plant maeth a gofynnodd a oedd y Dadansoddwyr Ymddygiad ar gael i'r ofalwyr maeth ac y gellid defnyddio eu sgiliau yn y maes hwnnw.

Atebodd Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr mai prin oedd ar gael iddynt gan mai dim ond 1 dadansoddwr oedd ar gael ar hyn o bryd a oedd wedi cynyddu ei horiau yn ddiweddar o ran amser i amser llawn i gynyddu capasiti. Mae hyn yn pwysleisio'r angen i ystyried fesul achos. Ym mis Ionawr 2022, roedd gwasanaeth mapiau ar gael i gefnogi plant â phrofiad o ofal lle'r oedd problemau o ran sefydlogrwydd lleoliadau.

Nododd Rhianta Corfforaethol Pwyllgor y Cabinet y wybodaeth ddiweddaraf yn yr adroddiad a chefnogodd ddatblygiad pellach gwasanaeth Gofal Maeth Pen-y-bont ar Ogwr fel y nodir yn yr adroddiad.

239. ADRODDIAD Y GWASANAETH ADOLYGU ANNIBYNNOL (IRO)

Darparodd Rheolwr y Gwasanaeth Adolygu Annibynnol adroddiad i'r Pwyllgor Rhianta Corfforaethol yn unol â Chanllawiau Swyddogion Adolygu Annibynnol (Cymru) 2004. Roedd yr adroddiad yn cwmpasu'r cyfnod rhwng mis Ebrill 2020 a mis Mawrth 2021, yn union fel y dechreuodd y pandemig ac roedd hyn yn cyflwyno nifer o heriau ar draws y Cyngor.

Eglurodd Rheolwr y Gwasanaeth Adolygu Annibynnol fod y Gwasanaeth Adolygu Annibynnol wedi cael rhai llwyddiannau gwirioneddol o fewn y cyfnod hwnnw. Roeddent yn gallu cadw lefel uchel iawn o gydymffurfiaeth o ran Cynadleddau Achos Amddiffyn Plant ac adolygiadau Plant sy'n Derbyn Gofal. Cadeiriodd neu fe adolygodd yr IRO 195 o Gynadleddau Achos Amddiffyn Plant Cychwynnol rhwng mis Ebrill 2020 a mis Mawrth

2021 o'i gymharu â 235 yn y flwyddyn flaenorol. Cynhaliwyd cyfanswm o 518 o Gynadleddau Achos Amddiffyn Plant adolygu rhwng Ebrill 2020 a Mawrth 2021 o'i gymharu â 595 yn y cyfnod adrodd blaenorol. Fe gynhaliwyd hefyd 1,159 o gyfarfodydd adolygu Plant sy'n Derbyn Gofal rhwng mis Ebrill 2020 a mis Mawrth 2021 o gymharu â 1,191 o'r cyfnod adrodd blaenorol. Roedd yn rhaid iddyn nhw ymgymryd â ffordd gwbl newydd o weithio, gan ddefnyddio technolegau newydd i sicrhau y gallai pawb a gymerodd ran mewn cynadleddau ac adolygiadau plant sy'n derbyn gofal gymryd rhan. Roedd yn falch o adrodd lefel y cydymffurfio o ran y cyfarfodydd hynny ac nad oedd Covid wedi rhoi'r diwedd ar ymgynghori.

Eglurodd Rheolwr y Gwasanaeth Adolygu Annibynnol fod Cadeiryddion Cynadleddau yn ymgynghori â phlant a oedd yn rhan o Gynhadledd Amddiffyn Plant yn faes yr oeddent yn gweithio i'w wella. Llwyddwyd i oresgyn heriau amrywiol i alluogi rhieni i gymryd rhan ym mhob cynhadledd ac adolygiad plant sy'n derbyn gofal ac yn aml roedd yn rhaid iddynt fod yn eithaf pragmatig a meddwl y tu allan i'r bocs. Yr oeddent bellach yn cynnal pob adolygiad canol pwynt yn gyffredinol ar gyfer pob plentyn â phrofiad o ofal yn unol â'r safonau, ac yr oedd hynny'n gyflawniad gan nad oedd pob awdurdod lleol wedi gallu gwneud hynny. Parhaodd y Swyddogion Adolygu Annibynnol i gynnal ymarferion sicrhau ansawdd ar ôl pob cyfarfod unigol i ddarparu cyfoeth o wybodaeth i nodi'r hyn oedd yn rhagorol a helpu'r Rheolwr Tîm i sicrhau eu bod yn ymwybodol o'r gwaith yr oedd angen ei wneud. Roedd nifer y plant ar y Gofrestr Amddiffyn Plant a'r rhai a oedd yn derbyn gofal yn amrywio dros y cyfnod ond roeddent yn parhau'n sefydlog. Roedd yn is ar ddyddiad y cyfarfod nag yr oedd yn y cyfnod hwnnw ond braf oedd gweld nad oedd y niferoedd wedi cynyddu. Un cadarnhaol arall oedd eu bod wedi llwyddo i leihau'n sylweddol nifer y plant a oedd wedi bod ar y Gofrestr Amddiffyn Plant am dros 18 mis a oedd ar ei uchaf yn 44 o blant ond roedd yn 8 oed ar hyn o bryd. Roedd prosesau amrywiol wedi'u rhoi ar waith i leihau'r ffigur ac roedd yn gadarnhaol iawn ac nid yn unig oherwydd y Gwasanaeth Adolygu Annibynnol ond oherwydd bod Rheolwyr Tîm, y Prif Swyddog a phawb yn gweithio gyda'i gilydd i symud yr achosion ymlaen mewn gwirionedd.

Eglurodd Rheolwr y Gwasanaeth Adolygu Annibynnol fod amryw o brosesau newydd ar waith i sicrhau gweithio cyd gysylltiedig ac roedd yn gweithio'n agos iawn gyda'r Swyddog Diogelu gan edrych ar ffyrdd y gallent ddatblygu eu proses o gynyddu pryderon ac roedd hynny'n gweithio'n dda. Roedd ganddynt fwy o ddefnydd o fapio achosion a chynadledda grwpiau teuluol yn cefnogi teuluoedd ac yn helpu i ddod â'r niferoedd hynny o blant ar y gofrestr am gyfnod hir. Hefyd dros yr un cyfnod, ni dderbyniodd y Gwasanaeth Adolygu Annibynnol unrhyw gwynion ac roeddent wedi llwyddo i gynnal sefydlogrwydd yn y tîm.

Eglurodd Rheolwr y Gwasanaeth Adolygu Annibynnol fod Rheolwr Tîm llawn amser, pedwar swydd IRO amser llawn a phedwar rhan-amser. Yn y cyfnod hwn, mae un IRO rhan-amser wedi bod ar absenoldeb mamolaeth. Roedd y gwasanaeth wedi profi lefelau uwch o absenoldeb salwch o'i gymharu â'r adroddiad diwethaf a chafodd hyn effaith sylweddol ar lwyth yr achosion IRO a'r defnydd o IROs yr asiantaeth. Roedd ganddyn nhw un aelod o staff asiantaeth a oedd wedi bod o gymorth mawr ac roedd ganddyn nhw gytundeb ar gyfer dwy swydd ychwanegol sy'n cael eu hysbysebu ar hyn o bryd.

Roedd Rheolwr y Gwasanaeth Adolygu Annibynnol yn cytuno â'r sylwadau a wnaed gan Rheolwr y Grŵp, Lleoliadau a Gwasanaethau Darparwyr am waith y gweithwyr ailuno. Roedd proses newydd wedi'i sefydlu i'w hannog i gymryd rhan yn gynharach pan nodwyd bod lleoliad yn ansefydlog ac roedd hynny'n gweithio'n dda.

Eglurodd Rheolwr y Gwasanaeth Adolygu Annibynnol, o ran ffigurau, o'i gymharu o heddiw i'r cyfnod a gwmpesir gan yr adroddiad, mai 375 oedd y boblogaeth plant sy'n

derbyn gofal a nifer y plant ar y Gofrestr Amddiffyn Plant oedd 173, yr isaf yr oedd wedi bod ers amser maith.

Roedd yr Aelod Cabinet dros Lesiant a Chenedlaethau'r Dyfodol yn falch o weld bod y Cynadleddau wedi'u cynnal a gofynnodd a oedd hwn yn gyfle i'w cyflwyno ac a oedd y gwasanaeth yn fwy neu'n llai effeithlon. Gofynnodd hefyd pa bartneriaid a gyfrannodd ac a oedd y berthynas wedi gwella.

Atebodd Rheolwr y Gwasanaeth Adolygu Annibynnol fod yr amserlenni wedi'u nodi mewn deddfwriaeth ac nad oeddent yn eu cyflwyno ond roeddent yn sicrhau eu bod o fewn yr amserlenni. Pe bai'r risg wedi lleihau yna gallent eu cyflwyno. Nid oeddent wedi gweld gwahaniaeth o ran effeithlonrwydd ond yr oedd yn eithaf anhyblyg o ran deddfwriaeth. Roedd y gwaith o weithio mewn partneriaeth wedi gwella ac roeddent yn sicrhau bod yr holl asiantaethau'n cael eu cynnwys yn llawn.

Roedd y Cadeirydd yn falch o glywed am weithio hybrid a gofynnodd a oedd gan y tîm ddigon o amser i brosesu'r wybodaeth rhyngddynt.

Atebodd Rheolwr y Gwasanaeth Adolygu Annibynnol eu bod wedi siarad yn helaeth am bwysigrwydd myfyrio a gyda dau IRO arall yn y timau, byddai mwy o gyfle i wirio, myfyrio a thrafod.

Diolchodd y Cadeirydd i'r tîm am weithio y tu hwnt i achosion trawmatig a chymhleth.

Dywedodd yr Arweinydd ei fod yn falch o weld bod y pwyntiau gweithredu yn wyrdd. Roedd yn ymwybodol eu bod o dan bwysau difrifol ar hyn o bryd ac yn falch o weld capasiti ychwanegol a gofynnodd pa gamau y byddent yn eu cymryd o ran diogelu plant. Roedd meysydd lle'r oedd angen iddynt wneud gwelliannau cyflym ac roedd unrhyw beth y gallent ei wneud i helpu. Gofynnodd am wybodaeth am y broses o'r pwynt cyswllt cyntaf.

Atebodd Rheolwr y Gwasanaeth Adolygu Annibynnol y byddai achos yn dod i MASH a byddai penderfyniad yn cael ei wneud pe bai Cynhadledd Amddiffyn Plant wedi'i chynnal ac y byddai'n cael gwybod am hyn. Byddai'n cynnal archwiliad cyflym i edrych ar addasrwydd yr achos hwnnw a phe bai pryderon ar unwaith, byddai'n eu trafod gyda'r Rheolwr Tîm, y Gweithiwr Cymdeithasol a'r Cadeirydd. Dechreuodd yr archwiliad cyntaf bryd hynny pan oeddent yn gwirio a oedd yr holl gamau wedi'u dilyn yn gywir ac os nad oeddent, byddent yn mynd i'r afael ag ef. Byddent wedyn yn gwneud cynllun amddiffyn plant amlinellol a oedd yn hanfodol i sicrhau bod yr achos yn mynd i symud ymlaen yn y ffordd gywir. Roedd y canllawiau a adolygwyd yn bwysig o ran rôl y Cadeirydd ac yn rhoi llawer mwy o bwyslais ar y Cadeirydd, olrhain a monitro. Roedd proses ddwysáu dda iawn wedi'i sefydlu hefyd, diolch i'r Prif Swyddog, Rheoli Achosion. Pe bai hi neu'r Cadeirydd yn dwysáu pryderon iddo, byddai'n gweithio gyda phobl eraill i fapio camau gweithredu. Cafodd ymgynghoriadau gyda'r gweithiwr cymdeithasol ac weithiau y rheolwr tîm i edrych ar pam yr oedd rhai achosion wedi profi oedi cyn cymryd camau i'w symud ymlaen. Roedd hyn wedi bod yn hanfodol wrth symud achosion a gostwng nifer y plant ar y Gofrestr Amddiffyn Plant.

Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Lles pwysleisiodd mai rôl hanfodol y gwasanaeth IRO oedd darparu sicrwydd ansawdd ar gyfer eu hymarfer, ac roedd hynny'n rhwyd ddiogelwch gwirioneddol o ran yr heriau sy'n gysylltiedig ag amddiffyn plant a gwaith diogelu i sicrhau bod y gwasanaeth yn sefydlog, yn cael ei arwain a'i reoli'n dda. Roeddent yn cynyddu capasiti yn y gwasanaeth gan ei bod yn hanfodol bwysig bod y llwythi achosion yn y gwasanaeth IRO yn agosach at lefel yr arferion gorau. Talodd deyrnged i Reolwr y Gwasanaeth Adolygu Annibynnol o ran y gwaith yr oedd wedi bod yn ei wneud i gefnogi rhai o'r heriau a oedd ganddynt.

Ychwanegodd y Cadeirydd ei bod yn cael ei hannog yn fawr i glywed y byddai IRO yn dilyn plentyn. Un o'r beirniadaethau mwyaf ar waith cymdeithasol plant oedd eu bod yn newid y gweithwyr cymdeithasol yn rhy aml ac y byddai'n rhaid iddynt ddechrau o'r dechrau eto a allai fod yn aflonyddgar iawn.

PENDERFYNIAD: Nodwyd cynnwys yr adroddiad gan y Pwyllgor Rhianta Corfforaethol yn ogystal a Chynllun Gweithredu Gwasanaeth IRO.

240. **TAI AR GYFER PLANT A PHOBL IFANC SYDD Â PHROFIAD O OFAL**

Cyflwynodd y Prif Swyddog, Perfformiad Cyllid a Newid adroddiad yn rhoi gwybodaeth i'r Pwyllgor Rhianta Corfforaethol am y gwaith sy'n cael ei wneud o ran plant a phobl ifanc â phrofiad o ofal a'u hanghenion llety yn y dyfodol. Esboniodd fod Llywodraeth Cymru wedi rhoi'r dasg i holl Gynghorau Cymru yn ddiweddar i dderbyn eu hymateb i rianta corfforaethol mewn perthynas â phlant a phobl ifanc sydd â phrofiad o ofal a'u hanghenion llety yn y dyfodol. Roedd gan y rhai sy'n gadael gofal yng Nghymru amrywiaeth o hawliau a nodwyd yn neddfwriaeth y gwasanaethau cymdeithasol i sicrhau eu bod yn cael eu lletya'n briodol. Manylwyd ar y rhain yn Atodiad A i'r adroddiad. Manylwyd ar y gofynion a osodwyd ar awdurdodau lleol yn hyn o beth yn adran pedwar yr adroddiad. Dangosodd fod angen cydweithio nid yn unig ar draws yr awdurdod ond hefyd gydag asiantaethau eraill i sicrhau bod y garfan o bobl ifanc yn cael y lefel o gymorth yr oedd ei hangen arnynt. Roedd cydweithio ar draws y gwasanaethau cymdeithasol a thai i gefnogi'r garfan hon ac yn fwy diweddar, roedd gwaith wedi'i wneud i ystyried sut y gellid gwella hyn er mwyn sicrhau gwell dealltwriaeth rhwng y ddau wasanaeth o ran y galw presennol am wasanaethau, y gwasanaethau sydd ar gael ar hyn o bryd a hefyd y gwasanaethau a ddarperir yn y dyfodol. Roedd cynllun gweithredu arfaethedig i gyflawni'r gwelliannau hyn wedi'i atodi i'r adroddiad. Byddai hyn yn edrych ar ganlyniadau corfforaethol, comisiynu, cydweithio ac anghenion rhag amcanol er mwyn sicrhau bod y profiad a'r canlyniadau i bobl ifanc yr oedd angen i'r gwasanaethau hyn eu datblygu yn cael eu gwella. Byddai Gweithgor Cynllun Gweithredu yn cael ei sefydlu yn y cyfarfod cyntaf i gytuno ar Gylch Gorchwyl. Byddai aelodaeth y grŵp yn cynnwys asiantaethau allanol a gallent hefyd gytuno ar amserlenni ar gyfer cwblhau'r gwaith sydd wedi'i gynnwys yn y cynllun gweithredu. Awgrymodd y dylai cynnydd yn erbyn y cynllun gweithredu hwnnw gael ei adrodd yn ôl i'r Pwyllgor.

Cyfeiriodd yr Aelod Cabinet dros Gymunedau at y Cynllun Gweithredu a gofynnodd a fyddai'r unigolion dan sylw yn rhan o'r broses. Dywedodd ei bod yn edrych fel eu bod yn ceisio datblygu tai a pheidio â chynnwys unigolion wrth ddylunio'r gwasanaeth.

Nododd y Cyfarwyddwr Corfforaethol, Gwasanaethau Cymdeithasol a Lles, o ran gweithio o gartref, Cynhaliwyd gweithdai rheoli yn edrych ar fframwaith Barnardos ac roedd ymarfer bwrdd gwaith wedi'i gynnal yn cynnwys y plant ifanc. Roedd y prosiectau llety â chymorth yn allweddol o ran sicrhau ansawdd. Roeddent hefyd newydd benodi Swyddog Rhianta Corfforaethol newydd a'i rôl fyddai bwrw ymlaen â chyfranogiad.

Ychwanegodd yr Aelod Cabinet dros Lesiant a Chenedlaethau'r Dyfodol ei bod yn braf iawn gweld y maes hwn dan y chwyddwydr mewn cyfarfod o'r Cabinet. Roedd llety pobl ifanc yn bwysig i bob aelod ac yn enwedig gyda phlant a phobl ifanc â phrofiad o ofal. Gofynnodd a fyddai'n bosibl gweld amserlenni yn y cyfarfod fel y gallent gael dealltwriaeth o ba bryd y byddai cynnydd yn cael ei wneud. Roedd hi'n falch iawn eu bod yn estyn cymorth cynghorwyr personol hyd at 25 oed.

Gofynnodd yr Arweinydd am fwy o wybodaeth am amserlen y cynllun gweithredu.

Atebodd y Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Llesiant mai rôl Rhianta Corfforaethol Pwyllgor y Cabinet fyddai monitro'r modd y cyflawnir y cynllun gweithredu. Byddai hwn yn cael ei gyflwyno i'r cyfarfod nesaf gydag amserlen a manylion am y cynnydd sy'n cael ei wneud a lle byddai cyfle i fonitro' ymhellach y Cynllun Gweithredu.

PENDERFYNIAD: Nodwyd cynnwys yr adroddiad gan y Pwyllgor Rhianta Corfforaethol.

241. EITEMAU BRYD

Dim

Daeth y cyfarfod i ben am 15:30

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE CORPORATE PARENTING

27 JULY 2022

REPORT OF THE CORPORATE DIRECTOR SOCIAL SERVICES AND WELLBEING

IMPLEMENTATION OF A FOSTER CARER CHARTER

1. Purpose of report

- 1.1 The purpose of this report is to provide the Cabinet Committee Corporate Parenting with an update into the development of a Foster Carer Charter for Bridgend Fostering Service; and to approve the adoption and implementation of the Charter on behalf of the Council as Corporate Parents.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:-

- **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
- **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 As part of Bridgend Fostering Service's Service Development Plan for 2022/23, a questionnaire was developed in conjunction with liaison foster carers and sent to all foster carers asking them a range of questions.

- 3.2 The questions included how satisfied foster carers are with the Service, what is working well and areas for improvement.
- 3.3 57 responses were received with scores ranging from “Happy” to “Extremely Unhappy”. Overall, most of the responses received were positive.
- 3.4 The key themes identified as requiring improvement were:
- Allowances
 - Communication
 - Support
 - Training and Development
- 3.5 Some of the comments received included:
- *Becoming very disillusioned with the lack of support and the failure to be treated as a professional.*
 - *Lack of support and communication. Feeling used and abused.*
 - *Communication between Departments and keeping foster carers updated with any information regarding the children in our care to make us feel appreciated. Volunteer drivers should be used again to take pressure off foster carers to allow us to look after the children in our care.*
 - *XX has been absolutely outstanding. She has been able to deal with a very complex and difficult case with grace and dignity but also with a firm hand to ensure the best possible outcome for our foster daughter. She has kept us updated every single step of the way and we feel confident that whatever the outcome for the child the right decision will be made as XX is extremely competent at what she does.*
 - *I would like to see foster carers opinions considered a little bit more in regard to matching in adoption. Foster Carers end up knowing these children better than anyone else.*
 - *I feel lots of carers go to private agencies as there has been no rise in payments in around 18 years. Who else would work for a company that doesn't appreciate the hard work of fostering.*
 - *No holiday allowance, no paid respite, no birthday allowance, no Christmas allowance.*
 - *Allowances and foster carer fees. Inflation affects foster carers too. There's not enough of a rise to compensate, look at the rise of fuel, gas and electricity. We don't get a minimum wage, we don't get holidays, we don't get sick pay. If you value your carers take this seriously or you'll end up losing them all to IFA's.*
 - *Great communication between Social Workers and ourselves, even throughout the Covid 19 pandemic.*
- 3.6 In addition to the above, a State of the Nation survey undertaken by The Fostering Network in 2021 highlighted that both foster carers and fostering services agree that

improving the status of foster carers in the team around the child is the number one thing that will change children's experience of foster care for the better.

- 3.7 Furthermore, since 2011, The Fostering Network has been campaigning for every fostering service to commit to a Foster Carers' Charter that sets out clear expectations for how foster carers should be treated, trained and supported which is agreed by the Corporate Parents, fostering service and foster carers. A Charter can help to build understanding between those involved in delivering care to children, promoting more cohesive working in the team around the child and improving experiences and outcomes for children in care.
- 3.8 The Foster Carers' Charter supports local authorities' responsibilities as Corporate Parents and sets out a framework of rights and expectations for foster carers. It sets out mutual roles and responsibilities, which are 'owned' by both foster carers and the fostering service. It covers issues such as supervision, involvement in planning and decision making, information and payments.

4. Current situation/proposal

- 4.1 In order to address some of the areas for improvement identified within the Foster Carer feedback and to improve the status of foster carers, it is proposed that Bridgend County Borough Council implements a Foster Carer Charter (attached as **Appendix 1**) in line with the work and recommendations of The Fostering Network following their State of the Nation report in 2021.
- 4.2 The proposed Charter sets out Bridgend Fostering Service's Vision Statement (launched with our Foster Carers at the Information, Consultation and Engagement (ICE) Event on 19th May 2022. The vision is:

We aim to ensure that Foster Carers are recognised as professionals whose views are actively sought and considered when decisions are being made about children in their care. Foster Carers will be provided with the right support and skills at the right time to ensure that children and young people in their care achieve the best possible outcomes.

- 4.3 The Charter defines the roles and responsibilities of Corporate Parents, Fostering Service and Foster Carer. In simple terms, a Corporate Parent is intended to carry out many of the roles a parent would. They may not be able to provide everything a loving parent can, but they should still be able to provide our children and young people with the best possible support and care. At the heart of corporate parenting is an intention to encourage people and organisations to do as much as they can to make sure children and young people feel in control of their lives and able to overcome the barriers they face.
- 4.4 Corporate Parents need to be satisfied, and ensure, that there is a joined-up, effective and holistic approach to meeting the needs of care experienced children through the

local planning arrangements – the Foster Carers’ Charter is one element of committing to make this a reality for foster families.

4.5 The Charter sets out the following commitment:

The Foster Carers’ Charter represents a commitment on behalf of Bridgend County Borough Council in its role as the Corporate Parent, the fostering service and the foster carer to work in partnership in the best interests of the children for whom they care. It is a promise, owned by everybody involved, to always strive for best practice.

4.6 The proposed Charter was shared with foster carers at the ICE meeting on 19th May 2022, providing opportunity for discussion amongst carers and feedback. Overall the proposal and Charter were well-received by those attending and agreement that establishing this within Bridgend County Borough Council would assist in raising the status of foster carers.

4.7 If the proposal and Charter are accepted by the Committee the next steps would be the development of an Implementation Plan which will include a self-assessment for Councillors and Bridgend County Borough Council (BCBC) Officers and Foster Carers which will establish a baseline and set out the actions to be taken to improve on this baseline.

5. Effect upon policy framework and procedure rules

5.1 There is no effect upon the policy framework and procedure rules arising from this report.

6. Equality Act 2010 implications

6.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy or proposal.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The Well-being of Future Generations (Wales) Act 2015 provides the basis for driving a different kind of public service in Wales, with five ways of working to guide how the Authority should work to deliver well-being outcomes for people. The following is a summary to show how the five ways of working to achieve the well-being goals have been considered in this report:

- **Long Term** – Central to Children’s Social Care’s Strategy to reduce the number of children who need to be looked after, is being able to place children with foster carers who live within the County Borough allowing continuity in terms of education, health care, peers and contact with birth family. This proposal will

deliver a message to our carers about how valued their contribution is, encouraging them to continue being foster carers for BCBC.

- **Prevention and Integration** - Having a sufficient number of foster care placements available for children who cannot continue to live at home with their family is a significant challenge across Wales. There is significant work taking place as part of Maethu Cymru/Foster Wales around both recruitment and retention in recognition of the size of the challenge. The proposal in this report would support BCBC's attempts to retain the Foster Carers we currently have, thereby preventing further reduction in the number of placements that are available, by acknowledging the resilience and dedication shown by our foster carers throughout the pandemic and demonstrating that they are a valued part of the wider social care team.
- **Collaboration and Involvement** – Regular consultation events (ICE meetings) are ordinarily undertaken by Bridgend Fostering that support consultation and collaboration with carers regarding matters that are going well and issues/concerns. In addition to this the service has 5 liaison carers who regularly support foster carers and provide further opportunity for consultation and feedback. At the ICE meeting held on 19th May 2022 foster carer were consulted with regarding the proposal to introduce the attached Foster Carer Charter and this was well received by those in attendance.

8. Financial implications

8.1 There are no specific financial implications arising directly out of this report.

9. Recommendation

9.1 It is recommended that the Committee notes the information contained within this report and approves the adoption and implementation of the Foster Carer Charter on behalf of the Council as Corporate Parents.

Claire Marchant
Corporate Director, Social Services and Wellbeing
July 2022

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Background documents:
Foster Carer Consultation Questionnaire

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Bridgend County Borough Council
Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr



www.bridgend.gov.uk



Bridgend County Borough Council

Foster Carers' Charter

Social Services and Well-Being

Vision Statement

We aim to ensure that Foster Carers are recognised as professionals whose views are actively sought and considered when decisions are being made about children in their care. Foster Carers will be provided with the right support and skills at the right time to ensure that children and young people in their care achieve the best possible outcomes.

Roles and commitment

The foster carers' charter represents a commitment on behalf of Bridgend County Borough Council in its role as the corporate parent, the fostering service and the foster carer to work in partnership in the best interests of the children for whom they care. It is a promise, owned by everybody involved, to always strive for best practice.

The corporate parent's role

The role of the corporate parent when placing and supporting children in a foster home is to:

- act in their best interests, and promote their physical, emotional and mental health and wellbeing
- encourage them to express their views, wishes and feelings and take them into account
- help them to gain access to, and make the best use of, services provided by the Bridgend County Borough Council and its relevant partners
- promote high aspirations, and seek to secure the best outcomes for them
- ensure that they are safe, and that there is stability in their home lives, relationships and education or work
- prepare them for adulthood and independent living.

The fostering service's role

The fostering service aims to provide both a stable home environment and first-rate family system, to foster and care for children who are valued, supported and encouraged to grow and develop as individuals. To achieve this aim the service recruits, trains and approves foster carers and delivers ongoing support

to them, in order to give them the skills and confidence they need to develop meaningful relationships with the children and young people they care for. In this way the service provides stable, inclusive, loving relationships within a home environment, continuing to nurture healthy attachments as part of the foster family.

The foster carer's role

Foster carers look after children by developing meaningful relationships in a safe and nurturing family environment. The stability, care and love provided by foster carers helps the child to achieve recovery and healing from past trauma and promotes resilience for the child to realise their full potential.

A foster carer's relationships with other members of the team around the child should be based on mutual trust and respect.

This charter explains what all parties can expect from one another.

What foster carers and fostering services can expect from the corporate parent

1. Working in partnership and valuing relationships

We understand that we must provide foster carers with the best possible opportunity to give the children in our care a loving, stable home, and to enable those children to enjoy a positive, nurturing experience of family life – one that does not set them apart from their peers.

We must:

- treat foster carers as experts on the child and include them in all relevant meetings where planning and decision making affect them or the children they care for
- treat foster carers without discrimination and respect them as colleagues
- value foster carers' skills and expertise equally to those of other professionals
- embed the [Keep Connected Principles \(Appendix 1\)](#) into practice to support children to remain in contact with former foster families where it is in the best interest of the child.
- respect confidentiality.

2. Information

We know that information is vital in order for foster carers to provide care that meets the child's need. We must:

- share, with the fostering service and foster carers, all the relevant information needed in order to care safely for the child and to support the child in fulfilling their potential
- provide this information in writing prior to the placement, or as soon as possible in the case of emergency placements
- secure clear and timely plans for the child's care.

3. Clarity about decisions

We recognise that for children to live a full family life, foster carers must be able to make decisions regarding the children they look after.

We must:

- ensure that foster carers can make everyday decisions that mean that their fostered child is not treated differently from their peers and can feel part of their family
- provide clarity about any decision foster carers cannot take at the outset so that everyone is clear about their respective responsibilities
- deal swiftly with any requests for decision making on matters that are outside of the foster carer's authority.

4. Communication and consultation

We believe that open and honest dialogue is the key to a good relationship.

We must:

- facilitate communication between foster carers and decision makers

What foster carers can expect from the fostering service

1. Working in partnership

We recognise that foster carers have skills and expertise and can make the biggest difference to the everyday lives of children in care.

We must:

- value foster carers' skills and expertise equally to those of other professionals
- recognise that foster carers are the people who live with children every day and usually know them best
- include foster carers in all meetings that affect them and the children they care for
- ensure that our fostering service will comply with fostering regulations and guidance
- treat foster carers without discrimination and respect them as colleagues
- respect confidentiality.

2. Information

We know that information is vital for foster carers to provide care that meets the child's needs. We must:

- share all information we have about the child in order to care safely for them
- provide this information in writing prior to placement, or as soon as possible in the case of emergency placements
- provide foster carers with information on all financial matters including tax, allowances and additional entitlements
- provide foster carers with full details of all relevant policies and procedures.

3. Support

We recognise that fostering can be an isolating and challenging task, and that appropriate and timely support makes all the difference to the fostering family and to the children in their care.

We must:

- ensure there is a robust post-approval induction process
- respond promptly to requests for additional support, including respite/short break support and out of hours support
- provide foster carers with regular supervision and phone contact
- give foster carers honest and open feedback
- provide foster carers with access to 24-hour support from people with fostering expertise
- pay foster carers' allowances, expenses and fees in a timely manner
- ensure that there is a local group, recognised by the fostering service, where foster carers and their family can find support and share experiences with other fostering families
- support foster carers when facilitating contact with birth families
- follow the [Keep Connected Principles \(Appendix 1\)](#) to support foster carers to maintain contact after a child moves on where it is in the best interest of the child
- provide support to 'children who foster'
- recognise and champion the contribution foster carers and their families make to fostering.

4. Learning and development

We believe foster carers must have learning and development opportunities throughout their fostering career. This will ensure they have the skills and knowledge they need and allow them to develop their practice in order that they can help transform the lives of the children they foster.

We must:

- ensure all foster carers have an individual annual training plan
- provide foster carers and their family with appropriate, accessible and relevant training by trainers who understand fostering
- support foster carers to develop meaningful relationships with the children in their care and the other members of the team around the child
- continue to provide all foster carers with other development opportunities which make the best use of their skills and expertise, such as mentoring or providing training or support.

5. Fair treatment

We recognise that foster carers have a right to be treated fairly, no matter what the circumstances. We must:

- consult with foster carers before changing terms and conditions
- ensure honesty and openness in all our discussions and communications with foster carers
- provide a framework for dealing with allegations, including access to independent support and identified internal support mechanism, and adhere to agreed timescales
- ensure that foster carers are treated with respect, kept informed and provided with emotional support should they be subject to an allegation
- ensure that foster carers know the arrangements for the payment of fees and allowances if they are not able to foster while the subject of an allegation.

6. Communication and consultation

We believe that open and honest dialogue is the key to a good relationship.

We must:

- ensure that we consult with foster carers in a meaningful way on matters that affect them
- give foster carers timely feedback from consultations
- provide clear information on how foster carers can give us feedback and report concerns.

What fostering services can expect from foster carers

1. Working in partnership

We must demonstrate a high standard of care and conduct. We believe that open and honest dialogue is the key to a good relationship and we will aim to build a meaningful and collaborative relationship with our supervising social worker and the child's social worker.

We must:

- demonstrate our expertise and make use of our skills to the best of our ability
- provide children with a positive experience of family life
- attend meetings about the children and young people we care for
- work with the individuals and agencies involved with the child such as the child's social worker, fostering service, school, and health and religious bodies

- work with birth parents, wider family and any other significant people in a child's life, inclusion in FGC where considered in the best interest of child.
- meet the standards set out in fostering regulations and guidance and follow policies and procedures
- inform our supervising social worker about factors that impact on our fostering including changes in our household
- inform our supervising social worker about any difficulties that arise for us
- inform the child's social worker about any concerns we have related to the child
- respect confidentiality
- maintain an open dialogue with the fostering service.

2. Respect for the child

Every child and young person should be respected as an individual and be supported in meeting their needs and achieving their aspirations and potential.

We must:

- develop a meaningful relationship with the child - understand their needs, support their growth, become an advocate and champion for them, and maintain relationships with them when they move on where in the child's best interest
- care for the child in a manner that recognises and respects their identity - including their ethnic, religious, linguistic and cultural heritage
- afford the same level of protection and care to a child as we would our own child
- support the child to make decisions regarding their own lives, as appropriate to their age, understanding and ability
- support the child to inform the development of the services which affect their care, as appropriate to their age, understanding and ability.

3. Learning, development and support

We must access learning and development opportunities throughout our fostering career in accordance with the needs of the children we are caring for. This will ensure we have the skills and knowledge we need and allow us to develop our practice in order that we can help transform the lives of the children we foster.

We must:

- be willing and able to develop our skills throughout our fostering career
- attend relevant training
- be willing to attend and contribute to support groups.



Keep Connected Principles

Children and young people who move within and out of the care system should be enabled and supported to maintain their relationships with their former foster families and other people who are significant to them.

Rationale

Moving on in foster care – to adoption, back home or to wider family, to another foster family, to residential care or to adulthood – is a time for a proper ending, not a forever goodbye, as abrupt endings are likely to lead to separation and loss issues for the child.

What we know about attachment in terms of transitions is very different from thinking 20 years ago. Previously it was believed that a child should be supported in transferring their attachment from one set of carers to another – old attachments would be replaced by a new attachment.

Now, it is widely held that an important role of the foster carer is to support a child to develop a strong internal working model¹ (incorporating resilience, confidence, self-esteem, problem solving abilities) and because of this children are capable of developing additional secure attachments.

This change in understanding is critical to the role that foster carers play in supporting a child in the transition to their new family or living arrangements, and advocates a need for the supportive and positive presence of the foster carers throughout and beyond the transition process. While there will be some occasions when it is not in a child's best interests to keep in contact with their previous foster families or others, these will be the exception rather than the rule. We need a culture shift to ensure that the starting position in any transition planning is for ongoing contact.

1. An internal working model is a set of expectations and beliefs about the self, others and the relationship between the self and others developed by John Bowlby, founder of attachment theory.

The Fostering Network has developed a set of principles, in consultation with foster carers, fostering services and organisations in the care sector, including those working with young people, to shape how transitions from and within the care system are approached across the UK. The aim is for all children and young people who are moving on from foster families to be enabled to keep in touch with them – and with other significant people in their lives – through better understanding of the importance of this, planning and support.

Principles

1. The child’s relationship with their foster family is important and this relationship – alongside those with other significant people in the child’s life – should not be ended abruptly, which could cause unnecessary trauma.
2. The child’s feelings should be held in mind and responded to sensitively. Where it is possible, children should be consulted about the relationships that are important to them and how they would like to maintain contact.
3. Every member of the team around the child should understand the importance of the child’s key relationships, particularly the foster family, throughout the transition and beyond.
4. Maintaining contact after a fostered child moves on should be routinely considered part of the role of a foster carer, and foster carers should be supported to carry this out.
5. The relationship between the foster carer and the new family, in whatever form that takes, should be promoted as an ongoing working relationship that needs to be sustained and supported sufficiently over a period of time.
6. Birth family members and adopters should be encouraged and supported to enable their children to maintain contact with former foster families.
7. Where it is not possible to maintain direct contact with foster families in the longer term, children and foster carers should be encouraged to keep in contact in other ways. This could include letters, cards, telephone calls and social media, but should not be used as substitutes for the initial face-to-face contact post-move, unless absolutely necessary.



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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET COMMITTEE CORPORATE PARENTING

27 JULY 2022

REPORT OF THE CORPORATE DIRECTOR OF SOCIAL SERVICES AND WELL BEING

PROPOSED CORPORATE PARENTING DEVELOPMENT

1. Purpose of report

- 1.1 The purpose of this report is to set out proposals for consideration by the Cabinet Committee Corporate Parenting for the development of Corporate Parenting in Bridgend.

2. Connection to corporate well-being objectives/other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:

- **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
- **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The Council appointed to the new post of Corporate Parenting & Participation Officer in March 2022 and this role commenced at the end of April 2022. The post is cited within the Case Management & Transition portfolio within Children's Social Care but has responsibility for working across the Council and with partners to promote and progress corporate parenting in Bridgend.
- 3.2 The Corporate Parenting and Participation Officer's role is to support and develop the governance and activity of Corporate Parenting in Bridgend County Borough Council (BCBC). Following on from their induction, the Corporate Parenting and Participation Officer has identified steps to establish a refreshed approach to addressing how our

care experienced children and young people and our care leavers (our children and young people) are parented by their Corporate Parent.

4. Current situation/proposal

4.1 The first Cabinet Committee Corporate Parenting meeting of the municipal year is an opportunity for Bridgend to begin and establish a revised approach to Corporate Parenting.

4.2 As a starting point to a refreshed approach, it is important there is a shared understanding of:

- what Corporate Parenting is;
- who has Corporate Parenting responsibilities and specifically,
- what these responsibilities are.

4.3 Following on from a shared understanding of Corporate Parenting, through the engagement of Councillors, workforce, partners and importantly our children and young people, there needs to be a strategic and operational plan for how these responsibilities are fulfilled, monitored and evaluated. It is proposed to develop a clear Corporate Parenting Vision and Strategic plan through the following:

4.3.1 Establishing a shared Vision for Corporate Parenting Responsibilities

In order to understand how well our children and young people are being cared for, our aspirations for them and our expectations for their lives. To have a holistic view, we must engage with all involved or responsible for the care of our children and young people and be led by the children and young people themselves. By working together, we can be clear on:

- What constitutes a good parent;
- What good Corporate Parenting is;
- What the responsibilities of Corporate Parenting, are and who has these responsibilities;
- The expectations we have of ourselves and our partners;
- Most importantly, what our children and young people expect from their Corporate Parents and how can we achieve this and in turn raise the aspirations they have of us.

This vision will be developed via detailed conversations in workshops on Corporate Parenting topics. It is proposed that an event will take place in September 2022 to progress the development of the vision and clear roles and responsibilities. Whilst the workshop will take place in September 2022, the Corporate Parenting & Participation Officer will be seeking to gain the views of our children and young people throughout the summer school holiday period. These views will be collated and presented in a format chosen by the children and young people.

4.3.2 Establishing a governance structure that supports the strategic and operational approach to Corporate Parenting

Bridgend County Borough Council already has an established Cabinet Committee Corporate Parenting that meets quarterly and the current terms of reference for the Committee are set out in Part 3 Responsibility for Functions in the Council's Constitution. This Committee provides strategic scrutiny to Corporate Parenting. To

enable the Committee to deliver its responsibilities, it is proposed to develop a supporting multiagency Operational Group of professionals that can provide the expertise around how we collectively care for our children and young people. It is proposed the Corporate Parenting Operational Group will provide high level advice, guidance, and support to ensure all Directorates of the Council, key partner agencies and Elected Members understand and embrace their Corporate Parenting responsibilities resulting in a positive impact for our children and young people.

This work will be achieved through staff briefings, workshops, training and more especially through the direction and support of the Committee and its multiagency Operational Group driven by the priorities and objectives of the Corporate Parenting Strategy.

The membership for the Operational Group will naturally evolve overtime according to the need for specific expertise. However, it is proposed that the core membership will include representation from Children Social Care, Adult Social Care, Education, Youth Justice, Leisure, Health, Housing and the commissioned Advocacy provider. The Chair will be elected by the Group at the first meeting, however, in order to ensure that there is continuity, regular reporting, monitoring of progress between meetings and clear lines of communication between the Committee and the Operational Group, it is proposed that the Operational Group be chaired by the Chair of the Cabinet Committee Corporate Parenting. The draft Terms of Reference for the Operational Group will also be presented to the first meeting for consideration and approval with the intention for this to be ratified by the Committee in October.

4.3.3 Establishing a Corporate Parenting Performance Framework

In addition to the development of a strategy and operational plan, it is essential that we also measure and monitor the effectiveness of the care and parenting we provide for our children and young people. Therefore, it is proposed that the Corporate Parenting Operational Group identify key performance indicators on the priority themes identified within the workshop event along with any other relevant evidence for parenting performance. The Performance Framework would be both quantitative and qualitative and would be collated into an agreed formatted dashboard to be used by the Operational Group for benchmarking and reporting to the Committee for scrutiny.

It is proposed that the Performance Framework would highlight multiagency data and therefore, whilst it is recognised that Children's Social Care would host the dashboard, there is a commitment and expectation of all Council Directorates and partner agencies to provide their agreed data in a timely manner as agreed by the Operational Group.

4.3.4 Establish care experienced forums to provide our children and young people with a collective voice.

Whilst the Corporate Parenting and Participation Officer continues to engage with children and young people and champions their voice through briefings, training and supporting recruitment and selection panels there is a need for the establishment of regular forums that require more support. Having consulted with other local

authorities, it is noted that once an Operational Group, Strategic Plan and Performance Framework for Corporate Parenting is being supported and coordinated by the appointed officer, little time remains for the support needed to run participation groups on a regular basis.

It is proposed to therefore commission a specialist support to establish and facilitate a care experienced young people forum and a care leavers forum. The following points provide an explanation to the support:

- The purpose of this expertise is to establish an independent voice for our care experienced and care leavers with a dedicated resource;
- As the forums will be supported independently of BCBC, they will be able to provide suggestions and challenge;
- The recruitment, promotion for young people, session planning, young people liaison, facilitation and refreshments would be included within the support offered by two workers;
- The forums would benefit from two workers at all times which would enable more variety for activities and facilitation;
- The two forums will develop their own work programme from their experiences and as a collective voice from themes and issues drawn out of advocacy that is provided for children and young people in Bridgend;
- The forums will serve as a pool of expertise for the Corporate Parenting & Participation Officer and Children Social Care to call on for consultation, recruitment and selection along with specific projects;
- The forums will also act as a conduit for communication to all care experienced children and care leavers in Bridgend;
- The forums will be linked with regional and national projects that are relevant to their interest and status;
- It is hoped that these forums will further strengthen both the offer of advocacy across Bridgend and Children Social Care's / Bridgend Corporate Parents' understanding of the lived experience of our children and young people.

5. Effect upon policy framework and procedure rules

5.1 There is no impact on the policy framework or rules arising from this report.

6. Equality Act 2010 implications

6.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy or proposal.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 Long term – the proposals enable the short term issues to be addressed whilst looking at how Corporate Parenting can be approached in a strategic manner to make plans for the future.

7.2 Prevention – the proposals that have been made mean that the responsibilities we all have for Corporate Parenting are identified and established into what we need to

report on. Measuring and reporting on these responsibilities will enable us to take early action on any issues identified.

- 7.3 Integration – the consultation workshop event is intended to draw out who has specific responsibilities for our children and young people in particular circumstances. Moreover, the event will identify where professionals and agencies need to work together in the future to forge a coherent approach to the care of our children and young people.
- 7.4 Collaboration – the success and effectiveness of our Corporate Parenting in Bridgend is dependent on how well we work together to achieve shared goals and aspirations for our children and young people. These goals and aspirations will be agreed and worked to in the proposed multiagency Operational Group and in liaison with the ; Committee.
- 7.5 Involvement – due consideration has been given to how different ‘providers of care’ are involved in the proposals around Corporate Parenting. Specific attention and proposals are given to enabling the voice and lived experience of our children and young people.

8. Financial implications

- 8.1 The proposed Consultation Workshop event in September 2022 will cost approximately £400 and will be funded by the Social Services & Wellbeing Training budget.
- 8.2 The specialist participation support provided for 12 months will cost approximately £10,000 and will be funded from within existing Childrens Social Care budgets.

9. Recommendations

- 9.1 It is recommended that the Committee consider the contents of this report and support the proposals set out in the report to establish:
- a shared vision for corporate parenting responsibilities;
 - a governance structure that supports the strategic and operational approach to Corporate Parenting;
 - a Corporate Parenting Performance Framework;
 - care experienced forums to provide our children and young people with a collective voice.

Claire Marchant
Corporate Director, Social Services and Wellbeing Directorate
July 2022

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Background documents:

None