

# Public Document Pack

## 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,

### **PWYLLGOR CRAFFU TESTUN 2**

Cynhelir Cyfarfod Pwyllgor Craffu Testun 2 hybrid yn Siambr y Cyngor, Swyddfeydd Dinesig, Stryd Yr Angel, Penybont Ar Ogwr CF31 4WB/ o bell trwy timau Microsoft ar **Dydd Llun, 27 Mawrth 2023** am **10:00**.

### **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 5 - 26  
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 03 11 22 a 20 01 23
4. Cefnogaeth i Ofalwyr Ifanc ac Oedolion sy'n Ofalwyr 27 - 38

Ffôn/Tel: 01656 643643

Negeseuon SMS/ SMS Messaging: 07581 157014

Facs/Fax: 01656 668126

Twitter@bridgendCBC

Ebost/Email: [talktous@bridgend.gov.uk](mailto:talktous@bridgend.gov.uk)

Gwefan/Website: [www.bridgend.gov.uk](http://www.bridgend.gov.uk)

Cyfnwyd 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

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

Gwahoddwyr:

Cynghorydd Jane Gebbie – Dirprwy Arweinydd y Cyngor ac Aelod Cabinet - Gwasanaethau Cymdeithasol a Chymorth Cynnar  
Cynghorydd Rhys Goode – Aelod Cabinet Llesiant a Chendlaethau'r Dyfodol

Claire Marchant - Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles  
Jacqueline Davies - Pennaeth Gofal Cymdeithasol i Oedolion  
Laura Kinsey - Pennaeth Gofal Cymdeithasol I Blant

Andrew Thomas - Rheolwr Grwp – Atal a Lles  
Martin Morgans - Pennaeth Gwasanaeth – Perfformiad a Gwasanaethau Partneriaeth  
Kathy Proudfoot – Swyddog Datblygu Gofalwyr  
Sophie Moore - Rheolwr Lles - Byw'n Iach

Ryan Statton - Rheolwr Cymunedau Egniol, Halo Leisure  
Ceri Evans - Cyfarwyddwr Datblygu Busnes a Phartneriaethau, Awen  
Gareth Howells - Prif Swyddog Gweithredu, TuVida  
Jenny Park – Cyfarwyddwr Gofal a Gwasanaethau, TuVida

5. Ymweliad Gwiriad Gwelliant Arolygiaeth Gofal Cymru (AGC) â Gwasanaethau Gofal Cymdeithasol Plant - 21 - 24 Tachwedd 2022 39 - 88

Gwahoddwyr:

Cynghorydd Jane Gebbie – Dirprwy Arweinydd y Cyngor ac Aelod Cabinet - Gwasanaethau Cymdeithasol a Chymorth Cynnar

Claire Marchant - Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles  
Laura Kinsey - Pennaeth Gofal Cymdeithasol I Blant  
Iain McMillan – Dirprwy Bennaeth Gofal Cymdeithasol Plant  
Raeanna Grainger - Rheolwr Grŵp, IAA a Diogelu

Tracey Shepherd - Uwch Reolwr - Tim Arolygu Awdurdodau Lleol - Arolygiaeth Gofal Cymru

6. Casgliadau/ Argymhellion

7. Diweddariad Rhaglen Gwaith 89 - 106

8. 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: Bydd hwn yn gyfarfod Hybrid a bydd Aelodau a Swyddogion mynychu trwy Siambr y Cyngor, Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr / o bell Trwy Timau Microsoft. 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.

Yn ddiffuant

**K Watson**

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

**Dosbarthiad:**

Cynghorwyr

S Aspey  
F D Bletsoe  
E L P Caparros  
P Davies

Cynghorwyr

P Ford  
D M Hughes  
M Lewis  
J Llewellyn-Hopkins

Cynghorwyr

RL Penhale-Thomas  
A Wathan  
AJ Williams  
R Williams

This page is intentionally left blank

## PWYLLGOR CRAFFU TESTUN 2 - DYDD IAU, 3 TACHWEDD 2022

COFNODION CYFARFOD Y PWYLLGOR CRAFFU TESTUN 2 A GYNHALIWIYD YN SIAMBR Y CYNGOR, SWYDDFEYDD DINESIG, STRYD YR ANGEL, PENYBONT AR OGWR CF31 4WB DYDD IAU, 3 TACHWEDD 2022, AM 10:00

### Presennol

Y Cynghorydd F D Bletsoe – Cadeirydd

E L P Caparros  
M Lewis  
AJ Williams

P Davies  
J Llewellyn-Hopkins  
R Williams

P Ford  
RL Penhale-Thomas

D M Hughes  
A Wathan

### Swyddogion:

Lucy Beard	Swyddog Craffu
Meryl Lawrence	Uwch Swyddog Gwasanaethau Democraidd - Craffu
Claire Marchant	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Jessica Mclellan	Swyddog Craffu
Janine Nightingale	Cyfarwyddwr Corfforaethol - Cymunedau
Zak Shell	Pennaeth Gwasanaethau Cymdogaeth
Kelly Watson	Prif Swyddog – Gwasanaethau Cyfreithiol, Adnoddau Dynol a Rheoleiddio
Delyth Webb	Rheolwr Grwp Adfywio Strategol

### 7. DATGANIADAU O FUDDIANT

Datganodd y Cynghorydd Richard Williams fuddiant personol yn eitem 5 ar yr agenda fel aelod o'r Pwyllgor Rheoli Datblygu.

### 8. CYMERADWYO COFNODION

#### PENDERFYNWYD:

Bod Cofnodion cyfarfod y Pwyllgor Trosolwg a Chraffu Testun 2 a gynhaliwyd ar 11 Gorffennaf 2022 yn cael eu cymeradwyo fel cofnod gwir a chywir.

### 9. AROLYGIAETH GOFAL CYMRU (AGC) ADRODDIAD GWERTHUSO PERFFORMIAD GWASANAETHAU GOFAL CYMDEITHASOL PLANT 23 - 27 MAI 2022

Cyflwynodd y Cyfarwyddwr Corfforaethol – Gwasanaethau Cymdeithasol a Llesiant yr adroddiad a'i ddiben oedd cyflwyno i'r Pwyllgor Adroddiad Arolygiaeth Gofal Cymru (AGC) o Wasanaethau Gofal Cymdeithasol Plant a gofyn i'r Pwyllgor ystyried yr adroddiad a gwneud sylwadau ar y Cynllun Gweithredu cysylltiedig.

Cyflwynodd y Dirprwy Bennaeth Gofal Cymdeithasol Plant y Cynllun Gweithredu manwl ac eglurodd ei fod wedi'i osod yn 4 adran yn unol ag adroddiad AGC. Tynnodd sylw at y gwaith sy'n cael ei wneud i fynd i'r afael â phob maes i'w wella yn y cynllun. Cadarnhaodd, er bod rhai camau gweithredu wedi'u cwblhau, bod nifer ohonynt yn mynd rhagddynt ond bod llawer o feysydd a nodwyd i'w gwella eisoes wedi'u nodi gan y gwasanaeth eu hunain cyn yr arolygiad a gwaith wedi dechrau arnynt yn barod.

Dywedodd y Dirprwy Arweinydd a'r Aelod Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar (Dirprwy Arweinydd) ei bod hi'n gwybod, pan gafodd ei phenodi'n Aelod Cabinet dros Wasanaethau Cymdeithasol ar ddiwedd y llynedd, y byddai'n her a'i bod wedi bod yn ddigalon ar adegau. ynghylch rhai o'r heriau a wynebir. Fodd bynnag, roedd hi bellach yn fwy calonogol a gallai weld mwy o gyfleoedd a'i bod yn treulio

cymaint o'i hamser â phosibl gyda defnyddwyr gwasanaeth. Dywedodd am sgysiau diweddar Gofalwyr Maeth a oedd wedi bod wrth eu bodd yn rhoi gwybod iddi am y newidiadau y gallent eu gweld yn cael eu gwneud o fewn y practis.

Pwysleisiodd y byddai cwblhau'r hyfforddiant 'Arwyddion Diogelwch' yn rhoi gwell trosolwg i reolwyr. Yn ogystal, cododd yr heriau a wynebir gan yr agenda nid-er-elw o ran digonolrwydd y ddarpariaeth o leoliadau i bobl ifanc. Yn olaf, tynnodd sylw at y pwysau ar y cyllidebau ar gyfer Gwasanaethau Cymdeithasol a'r angen i edrych am ddyfodol mwy cynaliadwy ac arweiniad a chyfeiriad gan Lywodraeth Cymru. Rhybuddiodd pe byddai sefyllfa'r gyllideb yn aros yr un fath, yna ni fyddai'r Gwasanaethau Cymdeithasol yn aros yr un fath a bod angen cael sgwrs gyda chymunedau lle byddai'r effaith yn cael ei deimlo.

Diolchodd Aelod i'r Swyddogion a'r Dirprwy Arweinydd am eu gonestrwydd a thryloywder a gofynnodd a oedd y Cyfarwyddwr Corfforaethol yn fodlon bod yr adroddiad arolygu yn adlewyrchiad gwir a chywir o'r ddarpariaeth gwasanaeth ym Mhen-y-bont ar Ogwr.

Cadarnhaodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Llesiant ei bod hi a thynnodd sylw at y ffaith ei fod yn adlewyrchu'r hunanwerthusiad yr oeddent wedi'i gyflwyno i AGC a'i bod yn gobeithio ei fod hefyd yn adlewyrchu'r cyngor yr oedd wedi'i roi i'r Cyngor llawn pan gyflwynodd Adroddiad Blynyddol y Cyfarwyddwr Gwasanaethau Cymdeithasol.

Cyfeiriodd Aelod at y ganran uchel o ymatebwyr i'r arolwg pobl a oedd yn teimlo eu bod yn cael eu trin ag urddas a pharch 'yn anaml' neu 'byth', a oedd yn teimlo eu bod yn cael eu clywed 'yn anaml' neu 'byth', pan ofynnwyd iddynt pa mor hawdd oedd cysylltu â'r gwasanaethau cymdeithasol, a ddywedodd, 'ddim yn hawdd' neu 'anodd iawn' a, phan ofynnwyd iddynt pa mor ddefnyddiol oedd y wybodaeth, y cyngor a'r cymorth a gynigiwyd gan y gwasanaethau cymdeithasol, a ymatebodd naill ai 'ddim yn ddefnyddiol o gwbl' neu 'ddim yn ddefnyddiol'. Nododd y cyferbyniad â'r arolwg staff lle dywedodd 93% o'r ymatebwyr eu bod yn cael eu cefnogi i wneud eu gwaith a dywedodd 71% bod eu llwyth gwaith yn hylaw. Gofynnodd ai'r ffigurau oedd y safonau arferol a holodd pam roedd yr arolwg pobl yn adrodd un peth a'r arolwg staff yn adrodd peth arall.

Cadarnhaodd Dirprwy Bennaeth Gofal Cymdeithasol Plant fod yr ymateb i'r arolwg pobl yn faes yr hoffent ei weld yn cael ei wella. Cadarnhaodd, er bod y gwasanaeth yn cael amser heriol iawn, roedd yn ymddangos bod yr ymatebion i'r arolwg staff yn adlewyrchu lefel y gefnogaeth, yr adnoddau a'r cymorth lles sy'n cael eu rhoi i mewn yn gorfforaethol.

Mewn ymateb i gwestiwn ynghylch pryd y byddai rheoli perfformiad yn cyd-fynd â'r dangosyddion perfformiad, amlygodd fod hyn wedi'i gydnabod yn yr hunanwerthusiad ac er ei fod yn faes i'w ddatblygu o hyd, dywedodd ei fod mewn sefyllfa llawer gwell ers Mai gyda gwybodaeth ar gael o ddydd i ddydd i'r tîm rheoli.

Mewn ymateb i gwestiwn a oedd yr her o niferoedd cyson uchel o atgyfeiriadau, mwy o gymhlethdod o ran angen a heriau gweithlu yn nodweddiadol o bob awdurdod lleol yng Nghymru neu'n arbennig i Ben-y-bont ar Ogwr, cadarnhaodd y Cyfarwyddwr Corfforaethol – Gwasanaethau Cymdeithasol a Llesiant fod Pen-y-bont ar Ogwr yn y chwarter uchaf o ran nifer y plant sydd wedi bod mewn gofal a'r nifer ar y Gofrestr Amddiffyn Plant. Bu cynnydd sylweddol, hyd yn oed ers y cyfnod adolygu, yn y plant sy'n agored i'r awdurdod ar sail gofal a chymorth, yn nifer y cysylltiadau drwy'r drws ffrynt a nifer yr asesiadau a gynhaliwyd yn y gwasanaethau statudol plant.

Tynnodd sylw at yr angen i newid y cydbwysedd gofal a bod AGC wedi sylwi bod yr awdurdod yn colli cyfleoedd i atal anghenion rhag gwaethygu a bod angen gwneud

gwaith ar draws y system i edrych ar ble mae adnoddau'n cael eu buddsoddi. Tra'n cydnabod yr angen am adnoddau pan oedd angen ymyrraeth statudol, tynnodd sylw at yr angen i gael gwasanaethau atal wedi'u targedu, lle bo plant a theuluoedd yn cael eu cymhell i newid, a allai ddarparu canlyniadau gwell na gwasanaethau statudol. Mae'r Sefydliad Gofal Cyhoeddus (IPC) wedi gwneud darn o waith yn edrych ar Gymorth Cynnar, Trothwy Gofal, diogelu a sut i reoli anghenion plant a theuluoedd ym Mhen-y-bont ar Ogwr, wedi'i ysgogi gan ddata a thystiolaeth. Fodd bynnag, y cyngor gan yr IPC oedd bod y galw ar y swm presennol yn debygol o barhau dros gyfnod o 2 flynedd o leiaf ac roeddent wedi darparu meini prawf clir o ran yr hyn sydd angen ei ystyried i ostwng y lefel. Felly, er bod rhai awdurdodau ledled Cymru yn arddangos nodweddion tebyg, roedd rhai wedi llwyddo i symud cydbwysedd gofal.

Mewn perthynas â chwestiwn ynghylch a oedd y cyfleoedd a gollwyd i archwilio a lliniaru risg yn drylwyr a diffyg chwilfrydedd proffesiynol yn deillio o faterion yn ymwneud â chapasiti, eglurodd y Dirprwy Bennaeth Gofal Cymdeithasol Plant fod AGC wedi bod yn cyfeirio at y set sgiliau a welsant wedi'i adlewyrchu yn y ffeiliau o ran ymarfer. Cyfeiriodd at y Cynllun Gweithredu a'r gyfres o opsiynau hyfforddi a oedd wedi'u casglu; roedd llawer ohonynt yn orfodol (ar gyfer staff parhaol a staff asiantaeth). Tynnodd sylw at y ffaith bod chwilfrydedd proffesiynol yn sgil go iawn, i fynd o dan yr hyn a gyflwynir ar y wyneb ac yn un yr oedd angen i bob gweithiwr cymdeithasol ei feddu.

Yn ddiweddarach, mynegodd Aelod bryder y gallai plant ddiflannu oddi ar y radar yn anfwriadol oherwydd diffyg chwilfrydedd proffesiynol neu dderbyn yr hyn a welir ar y wyneb, a holodd a oedd mecanwaith mewnol i staff iau fynd â phryderon yn ôl i uwch reolwyr i sicrhau bod modd edrych yn fanylach ar unrhyw risgiau nad ydynt yn cael eu harchwilio.

Cadarnhaodd y Dirprwy Bennaeth Gofal Cymdeithasol Plant ei bod yn bwysig cael goruchwyliaeth gan reolwyr cymorth, goruchwyliaeth a goruchwyliaeth anffurfiol. Roedd yn cydnabod bod y cyfle i gael sgysiau ar draws y ddesg wedi'u colli yn ystod y pandemig ond bod yr holl dimau diogelu bellach yn ôl mewn swyddfeydd â digon o staff a bod hyfforddiant goruchwyllo yn hanfodol i sicrhau bod gan reolwyr y sgiliau i ddarparu'r arweiniad hwnnw. Er y bu heriau sylweddol o ran swyddi gweigion ar lefelau rheoli, roeddent wedi gallu penodi uwch reolwyr o awdurdodau lleol eraill lle'r oedd taliad atodol ar sail y farchnad wedi cynorthwyo.

Mewn ymateb i gais am eglurder ar ystyr trothwyon a safonau anghyson, dywedodd ei fod yn cyfeirio at lefel yr ymyrraeth a ddarperir ar sail risg. Roedd y cynnydd sylweddol iawn mewn cysylltiadau Gwybodaeth, Cyngor a Chymorth (IAA) a dderbyniwyd wedi'u hadlewyrchu mewn nifer o ffeiliau yr edrychodd AGC arnynt a nodwyd y gwelliant sylweddol o'r anghysondeb o ran trothwyon a phenderfyniadau ers y digwyddiad critigol ym mis Chwefror a mis Mawrth. Roedd nifer y rheolwyr a roddwyd i'r gwasanaeth hwnnw wedi'i dreblu gyda chapasiti ychwanegol gan uwch weithwyr cymdeithasol sy'n gwneud y rhan fwyaf o benderfyniadau o ran risg ac yn sicrhau trothwyon cyson.

Nododd Aelod yr oedi cyn ysgrifennu adroddiadau a gofynnodd a oedd galwadau i'r IAA yn cael eu recordio fel bod y wybodaeth a oedd wedi'i chynnwys mewn galwad ar gael ar unwaith, pe bai angen.

Cadarnhaodd y Dirprwy Bennaeth Gofal Cymdeithasol Plant nad oedd galwadau'n cael eu recordio ond tynnodd sylw at y ffaith, os oedd gan unrhyw weithiwr proffesiynol bryder diogelu, y dylent ffonio i mewn a'i bod yn bwysig bod hynny'n cael ei gofnodi ar y ddogfen gywir. Cadarnhaodd fod gan Addysg eu gweithdrefnau a'u polisiâu diogelu eu hunain ac er bod athrawon yn gallu cysylltu â'r IAA am gyngor, os yw gweithiwr proffesiynol yn galw am gyngor ac eisiau cofnodi'r wybodaeth, mae angen iddynt ddatgan hynny, fel bod cyfrifoldeb deuil.

Er mwyn egluro ymholiad Aelod ynghylch a fyddai'n gyfrifoldeb ar y sawl sy'n adrodd i gyflwyno ffurflen ar ôl yr alwad os oedd am i'w wybodaeth gael ei chofnodi, dywedodd y byddai hynny'n dibynnu ar natur y drafodaeth ond os oedd hynny i wneud atgyfeiriad diogelu yr oedd gweithiwr proffesiynol am ei gyflwyno, dylid mynd ar drywydd hynny yn ysgrifenedig, ond bod gweithwyr proffesiynol yn yr IAA wedi cofnodi ar y system sgyrsiau gyda gweithwyr proffesiynol eraill.

Mynegodd yr Aelod bryder y gallai fod nifer o fân bryderon yn cael eu hadrodd gan wahanol unigolion gan arwain at bryder diogelu na fyddai IAA o reidrwydd yn ei godi. Cytunodd y Cyfarwyddwr Corfforaethol i gynhyrchu nodyn briffio yn nodi'r broses ar gyfer galwadau a wneir i'r Gwasanaeth IAA, i gynnwys manylion ynghylch sut neu os yw'r rhain yn cael eu cofnodi a chyfrifoldeb ysgolion wrth wneud atgyfeiriadau diogelu.

Nododd yr Aelod ganran yr ymatebion i'r arolwg pobl nad oedd yn gweld y cyngor a roddwyd yn ddefnyddiol a thynnodd sylw at y ffaith, pe bai galwadau'n cael eu recordio, y gallai Rheolwyr wrando ar y cyngor ac os nad oedd o gymorth, y gallai godi mater hyfforddi. Dywedodd fod Penaethiaid yn derbyn cyngor anghyson lle mae rhai yn cael eu hysbysu nad oedd angen iddynt lenwi ffurflen, tra bod rhai yn gyfystyr ag atgyfeiriad diogelu, felly roedd yn hanfodol bod pob galwad yn cael ei chofnodi er mwyn amddiffyn plant.

Cadarnhaodd y Dirprwy Bennaeth Gofal Cymdeithasol Plant fod prosesau mewnol o fewn ysgolion lle maent yn adrodd am eu problemau a'u pryderon, er eu bod yn bryderon lefel isel. Os oedd y rheini'n bryder diogelu a bod atgyfeiriad diogelu'n cael ei wneud, roedd hynny'n cael ei gofnodi. Fodd bynnag, cynigiodd ymchwilio i achosion unigol all-lein gyda'r Aelod.

Dywedodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Llesiant eu bod yn ceisio sicrhau rhyngwyneb cryfach gydag ysgolion ac y byddai'r Dirprwy Bennaeth Gwasanaethau Plant yn cyfarfod â Ffederasiwn Penaethiaid Ysgolion Cynradd ac Uwchradd. Roeddent hefyd yn bwriadu ailddechrau cyfarfodydd rheolaidd ar sail clwstwr ysgolion i archwilio enghreifftiau a deall a oeddent yn faterion untro neu'n arwydd o rywbeth mwy systemig. Cadarnhaodd hefyd fod gan Addysg y seilwaith diogelu y gellid ei ddefnyddio i godi pryderon.

Dywedodd y Dirprwy Arweinydd fod yr IPC wedi amlygu bod gan Ben-y-bont ar Ogwr ddau ddrws ffrynt ar gyfer diogelu nad oedd yn arfer da a'i fod yn rhywbeth yr oedd y gwasanaeth yn bwriadu mynd i'r afael ag ef fel rhan o'u Cynllun Gweithredu.

Mewn ymateb i ymholiad ynglŷn â hwyluso cyswllt dan oruchwyliaeth, eglurodd y Cyfarwyddwr Corfforaethol mai trefniadau cyswllt a gyfeiriwyd gan y llysoedd teulu ar gyfer plant â phrofiad o ofal gyda'u rhieni a'u teulu estynedig oedd y rhain, yn cael eu goruchwyllo gan weithwyr cyswllt mewn lleoliad addas ac y dylent fod yn nrofiad cadarnhaol i'r plentyn. Cadarnhaodd eu bod yn gweld mwy a mwy o gyswllt yn cael ei gyfeirio gan y llysoedd a bod adolygiad cychwynnol yn cael ei gynnal i ystyried mesurau tymor byr i sicrhau capasiti i hwyluso cyswllt o'r ansawdd gorau cyn adolygiad dyfnach yn y Flwyddyn Newydd.

Mewn ymateb i gwestiwn ynghylch yr hyn a oedd yn cael ei wneud i sicrhau adroddiadau cyson o ansawdd uchel, cyfeiriodd y Dirprwy Bennaeth Gwasanaethau Plant at hyfforddiant sy'n cael ei ddarparu i staff ar ysgrifennu adroddiadau a'r polisi cofnodi i gefnogi cofnodion cyson o ansawdd da yn ogystal â hyfforddiant goruchwyliaeth i reolwyr.



Gofynnodd Aelod beth oedd wedi'i gynnwys yn y Cynlluniau Gweithredu a oedd wedi'u datblygu a'u gweithredu.

Dywedodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Llesiant, yn dilyn y digwyddiad critigol, fod adolygiadau asiantaeth sengl mewn modd amserol a oedd yn cael ei gydnabod gan AGC a chynlluniau gweithredu a ddilynwyd wedi'u hintegreiddio i'r cynllun gweithredu gwerthuso perfformiad a'r cynllun strategol 3 blynedd, yn ogystal â cynllun gweithredu cyfunol o ganfyddiadau'r archwiliad ynghylch gwella arferion a pholisïau, sicrhau systemau sicrhau ansawdd effeithiol a goruchwyliaeth dda gan reolwyr.

Gofynnodd Aelod beth oedd y llwyth achosion cyfartalog fesul gweithiwr cymdeithasol, y nifer uchaf o achosion gyda gweithiwr cymdeithasol ac a oedd, ar lefel asesu, llwythi achosion ar lefel critigol, lle'r oedd nodi neu liniaru risg yn cael ei ystyried yn fater difrifol.

Yn yr IAA, dywedodd Dirprwy Bennaeth y Gwasanaethau Plant fod lefelau achosion yn 16 a'r isaf yr oedd wedi'i weld erioed ac o fewn y gwasanaeth a reolir, byddai tua 18 neu 19. Yn y timau Ardal, roedd y llwyth achosion uchaf tua 26 ond byddai rhai amgylchiadau penodol mewn perthynas â hyn fel grŵp mawr o frodyr a chwiorydd. O fewn tîm Ardal y Gorllewin roedd llwythi achosion cyfartalog tua 20, yn y Gogledd tua 23 ac yn y Dwyrain tua 24 neu 25. Cytunodd i ddarparu'r nifer llwyth achosion uchaf fesul ardal i'r Pwyllgor ar ôl y cyfarfod.

Cadarnhaodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Llesiant fod llwythi achosion yn yr IAA ar y lefel iawn oherwydd yr adnoddau ychwanegol sylweddol yn y rhan honno o'r gwasanaeth. Roedd y llwyth achosion mewn ardaloedd diogelu yn uwch na'r delfrydol a fyddai tua 15. Er bod gwaith yn mynd rhagddo i weld a ellid cau achosion yn ddiogel rhag gofal a chymorth, roedd y gwasanaeth hefyd wedi gweithio'n galed i sicrhau bod pob achos yn cael ei ddyrannu bob amser, hyd yn oed os oedd hyn yn golygu bod uwch weithwyr cymdeithasol neu reolwyr tîm yn dal nifer fach o achosion am gyfnod byr. Fodd bynnag, tynnodd sylw hefyd at y ffaith bod maint y gwaith yn ei gwneud yn anodd cadw llwythi achosion ar lefel hylaw ac felly lefel y pwysau ar y gyllideb a gweithwyr asiantaeth.

Mewn perthynas â phwysau cyllidebol, dywedodd y Dirprwy Arweinydd fod gan yr IAA lefel briodol o lwyth achosion oherwydd yr adnoddau ychwanegol a'r staff asiantaeth a neilltuwyd i'r gwasanaeth ar gost sylweddol i'r Awdurdod.

Mewn ymateb i ymholiad ynghylch lefel y llwythi achosion i alluogi gweithwyr cymdeithasol i ymdopi â phwysau'r gwaith ac i nodi a lliniaru risg, dywedodd Dirprwy Bennaeth y Gwasanaethau Plant y byddai'r safon aur tua 15 i 18 achos ac efallai ychydig yn uwch yn IAA, lle'r oedd trosiant uwch o achosion.

Mewn ymateb i gwestiwn ar hyfforddiant 'Hanfodion', dywedodd Dirprwy Bennaeth y Gwasanaethau Plant fod yr hyfforddiant wedi dechrau cael ei ddarparu cyn yr arolygiad, ei fod yn orfodol i bawb a'i fod wedi'i gyflwyno a'i ddarparu, ond y byddai'n parhau i fod yn rhan o'r hyfforddiant sefydlu i bob aelod newydd o staff.

O ran a oedd cynlluniau hyfforddi unigol ar gyfer pob aelod unigol o staff neu gynlluniau hyfforddi generig ar gyfer rolau, cadarnhaodd fod hyfforddiant pob gweithiwr cymdeithasol yn rhan allweddol o'u goruchwyliaeth fisol a bod eu cynlluniau hyfforddi unigol yn cael eu hystyried bob blwyddyn yn eu harfarniad blynyddol. Yn ogystal, roedd cynlluniau hyfforddi tîm a gwasanaeth a oedd yn esblygu ac roedd adolygiad parhaus o'r angen am hyfforddiant. Cydnabu'r ymdrech a wynebir gan ymarferwyr wrth flaenoriaethu hyfforddiant yn erbyn galw achosion brys a thynnodd sylw at yr angen am gydbwysu pwysau cystadleuol.

Dywedodd y Dirprwy Arweinydd fod angen i weithwyr cymdeithasol gwblhau nifer orfodol o oriau o Ddatblygiad Proffesiynol Parhaus er mwyn parhau i fod yn gofrestrdig, a bod ymarferwyr hefyd wedi cael gwybod i flaenoriaethu rhywfaint o hyfforddiant gorfodol, yn enwedig mewn perthynas â chyflwyno'r model ymarfer newydd.

Nododd AGC y bu 'effaith andwyol sylweddol ar ddarpariaeth rhai gwasanaethau plant' a holodd Aelod a oedd gwasanaethau eraill yn ogystal ag IAA a allai fod yn destun pryder.

Cadarnhaodd y Cyfarwyddwr Corfforaethol – Gwasanaethau Cymdeithasol a Llesiant ei fod yn ymwneud yn bennaf â'r digwyddiad critigol yn yr IAA ond tynnodd sylw at y ffaith na fyddai achosion yn mynd i'r IAA ar eu pen eu hunain ac y gallent drosglwyddo i rannau eraill o'r gwasanaeth, er iddi nodi eu bod yn ceisio gweithredu fel un gwasanaeth. Amlygodd hefyd enghraifft o rai o'r amgylchiadau ynghylch galw digwyddiad critigol yn IAA.

Mewn perthynas â chwestiwn ar gofnodion goruchwyllo, cadarnhaodd ei fod yn faes sy'n cael ei archwilio'n rheolaidd a bod polisi goruchwyllo yn cael ei gyd-gynhyrchu gyda goruchwylwyr a'r sawl sy'n cael eu goruchwyllo. Cynhyrchwyd y cofnodion goruchwyllo gan oruchwylwyr ond cydnabu nad oedd bob amser wedi bod cystal ag y dylai fod a'i fod yn faes lle'r oedd angen gosod safonau.

Gofynnodd Aelod am wybodaeth ynghylch beth oedd taliadau uniongyrchol (DP), faint y gwnaed cais amdanynt a faint a dalwyd.

Cadarnhaodd Dirprwy Bennaeth y Gwasanaethau Plant fod taliadau uniongyrchol yn fath o gefnogaeth a ddarperir i blant ac oedolion ac mewn gofal cymdeithasol plant ac a ddefnyddir i gefnogi teuluoedd a phlant anabl yn dilyn asesiad i weld a ellir diwallu eu hanghenion gan daliad uniongyrchol. Telir y taliad uniongyrchol i deulu a all gyflogi cynghorydd personol i'w helpu i ddiwallu'r angen cymorth a nodwyd. Cadarnhaodd fod nifer y Taliadau Uniongyrchol a ddarperir yn cynyddu flwyddyn ar ôl blwyddyn, sy'n creu pwysau ar y gyllideb ac y byddai adolygiad o Daliadau Uniongyrchol ar draws y gyfarwyddiaeth eleni. Ar 12 Rhagfyr, byddent yn ymgysylltu ac yn lansio strategaeth a dogfen bolisi ac roedd yn gobeithio y byddai'r adolygiad polisi yn mynd i'r afael â'r mater o deuluoedd yn dweud eu bod yn gorfod mynd trwy'r felin i gael taliad uniongyrchol.

Gofynnodd Aelod beth oedd y cynllun i leihau'r rhestr aros o 12 wythnos am gymorth iechyd meddwl a mynegodd bryder bod rhai plant â phryderon iechyd meddwl hefyd yn absennol o'r ysgol a bod y rhestr aros wedyn hefyd yn effeithio ar eu haddysg.

Cytunodd y Dirprwy Bennaeth Gofal Cymdeithasol Plant fod y rhestr aros yn llawer rhy hir ar gyfer gwasanaeth mor bwysig ac nad oedd yn cael ei darparu gan y gyfarwyddiaeth gwasanaethau cymdeithasol. Fodd bynnag, cytunodd i gael gwybodaeth am y rhestr aros gan yr uwch swyddog perthnasol.

O ran sut y caniatwyd i'r rhestr aros gyrraedd 12 wythnos, cyfeiriodd y Dirprwy Arweinydd eto at y problemau sylweddol yn y gweithlu ledled Cymru a dywedodd ei fod yn rhywbeth yr oedd angen i Lywodraeth Cymru ei ystyried yn fanwl. Dywedodd mai dim ond hanner llawn oedd y cwrs hyfforddi gwaith cymdeithasol diwethaf yng Nghaerdydd a bod Pen-y-bont ar Ogwr yn recriwtio ei myfyrwyr gwaith cymdeithasol ei hun gyda mwy yn manteisio ar hynny nag erioed o'r blaen. Dywedodd, lle'r oedd staff wedi'u dargyfeirio o wasanaeth neu pan fo diffyg staff, y byddai oedi ond ei fod wedi gwella yn dilyn yr arolygiad.

Ymatebodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Llesiant i ymholiad ynghylch yr hyn yr oedd y Gyfarwyddiaeth yn ei wneud i annog pobl i ddilyn gyrfa ym maes gofal cymdeithasol ym Mhen-y-bont ar Ogwr yn lle awdurdodau lleol eraill, gan gydnabod yr angen am farchnata mwy sensitif a chadarnhaodd fod arian wedi'i glustnodi i ariannu swydd farchnata yn y gyfarwyddiaeth. Cyfeiriodd at yr angen i bobl deimlo eu bod yn cael cefnogaeth dda ac am gynnig ariannol ac anariannol cystadleuol. Yn ogystal, roedd angen i gydweithwyr hyrwyddo'r cyfleoedd yn eu rhwydweithiau.

Er mwyn rhoi sicrwydd i'r Pwyllgor ynghylch y broses ar gyfer cofnodi achosion o blant ar goll, dywedodd Dirprwy Bennaeth y Gwasanaethau Plant fod atgyfeiriad diogelu yn cael ei roi ar ffeil y plentyn yn achos plentyn ar goll ac y byddai cofnodion ysgrifenedig ar gael mewn ymateb i hynny gyda arolygiaeth rheolwyr a chamau gweithredu y cytunwyd arnynt.

Mewn ymateb i gwestiwn ynghylch cynnwys plant a phobl ifanc yn ystyrlon, cadarnhaodd y byddai'n un o ofynion allweddol y Swyddog Rhianta a Chyfranogiad Corfforaethol. Byddai barn plant sydd â phrofiad o ofal a barn pob plentyn yn ganolog i'r gwaith o greu'r fframwaith ymgysylltu a chynnwys. Roedd llais y plentyn hefyd yn ganolog i'r hyfforddiant Hanfodion a ddylai gael ei atgyfnerthu gan reolwyr tîm mewn goruchwyliaeth.

Dywedodd y Dirprwy Arweinydd fod gan blant â phrofiad o ofal ei manylion cyswllt a bod polisi drws agored i drafod unrhyw bryderon a allai fod ganddynt.

Mewn ymateb i ymholiad ynghylch ymweliadau rota yn dychwelyd, dywedodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Llesiant fod y Gyfarwyddiaeth wrthi'n ystyried sut y gellid eu dwyn yn ôl yn effeithiol.

Cadarnhaodd hefyd y byddai cyflwyno'r Cynllun Gweithredu yn effeithio ar yr amlen gyllidebol y maent yn gweithio ynddi. Roedd gorwariant sylweddol a ysgogwyd yn bennaf gan weithlu, dibyniaeth ar staff asiantaeth a'r sefyllfa lleoliadau. Roedd rhywfaint o gymorth penodol hefyd wedi'i ariannu gan gronfeydd wrth gefn wedi'u clustnodi oherwydd y tanwariant y llynedd.

Diolchodd y Cadeirydd i'r Dirprwy Arweinydd, y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Llesiant a'r Dirprwy Bennaeth Gofal Cymdeithasol Plant am eu hadroddiad a'r wybodaeth a ddarparwyd i'r Pwyllgor.

**PENDERFYNWYD:** Yn dilyn ystyriaeth fanwl a thrafodaethau gyda Swyddogion ac Aelodau Cabinet, gwnaeth y Pwyllgor y cynigion canlynol:

1. Bod Cadeirydd y Pwyllgor Trosolwg a Chraffu Testun 2 yn cysylltu â'r Dirprwy Arweinydd a'r Aelod Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar i nodi:
  - a) Yr hyn y gall Aelodau ei wneud i gefnogi'r Cyngor i hyrwyddo recriwtio i Wasanaethau Cymdeithasol Pen-y-bont ar Ogwr; a
  - b) Pa gymorth y gall y Pwyllgor ei roi i'r Dirprwy Arweinydd a'r Aelod Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar yn ei thrafodaethau â Chymdeithas Llywodraeth Leol Cymru ynghylch telerau ac amodau cyflogaeth a thâl.

a gwnaeth y Pwyllgor gais am y canlynol:

2. Nodyn briffio yn nodi'r broses ar gyfer galwadau a wneir i'r Gwasanaeth Gwybodaeth, Cyngor a Chymorth (IAA), i gynnwys manylion ynghylch sut neu os yw'r rhain yn cael eu cofnodi a chyfrifoldeb ysgolion wrth wneud atgyfeiriadau diogelu.
3. Manylion llwyth achosion cyfredol Gweithiwr Cymdeithasol gan gynnwys y llwyth achosion uchaf a briodolir i unrhyw un Gweithiwr Cymdeithasol.
4. Faint o Daliadau Uniongyrchol y gwnaed cais amdanynt yn y 12 mis diwethaf a wnaed.
5. Y rhestr aros bresennol ar gyfer plant sy'n aros am gymorth gan y Tîm Iechyd Meddwl Emosiynol Ieuentid.

10. **GALW PENDERFYNIAD Y CABINET I MEWN: ADFYWIO GLANNAU PORTHCAWL NEILLTUO TIR YM MHARC GRIFFIN A BAE SANDY**

Cyflwynodd yr Uwch Swyddog Gwasanaethau Democrataidd - Craffu yr adroddiad a oedd â'r pwrpas o alluogi'r Pwyllgor i graffu ar benderfyniad y Cabinet ar 18 Hydref 2022 mewn perthynas â'r adroddiad ar Adfywio Glannau Porthcawl: Neilltuo Tir ym Mharc Griffin a Bae Sandy.

Dywedodd, yn unol â Rheol 18 o'r Rheolau Trosolwg a Chraffu yng Nghyfansoddiad y Cyngor, fod pum Aelod o'r Pwyllgorau Trosolwg a Chraffu, a dau Gadeirydd Craffu, wedi gofyn i benderfyniad Gweithredol a wnaed gan y Cabinet ar 18 Hydref 2022 gael ei Alw i Mewn.

Dywedodd yr argymhellwyd bod y Pwyllgor yn ystyried penderfyniad y Cabinet ar 18 Hydref 2022 yn ymwneud ag Adfywio Glannau Porthcawl: Neilltuo Tir ym Mharc Griffin a Bae Sandy a phenderfynu a oedd yn dymuno:

- i) cyfeirio'r penderfyniad yn ôl i'r Cabinet i'w ailystyried, gan nodi yn ysgrifenedig natur ei bryderon; neu
- ii) penderfynu peidio â chyfeirio'r mater yn ôl i'r Cabinet.

Gwahoddodd y Cadeirydd yr Aelodau a oedd wedi cefnogi'r Galw i Mewn i siarad ar y rhesymau dros y Galw i Mewn.

Dywedodd yr Aelodau mai'r prif resymau dros y Galw i Mewn oedd:

- Dylai Craffu ddangos ei fod yn rhoi sicrwydd i'r cyhoedd, y Cabinet a Swyddogion bod y Cyngor yn symud ymlaen i'r cyfeiriad cywir ac y dylid ei weld fel rhywbeth sy'n ychwanegu gwerth ac yn cryfhau'r broses o lunio polisi cyhoeddus.
- Yr angen am dystiolaeth amlwg bod yr awdurdod lleol wedi gweithredu'r 5 Ffordd o Weithio yn Neddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 (Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015), a oedd yn ei gwneud yn ofynnol i ymgynghoriad cyhoeddus fynd y tu hwnt i'r isafswm statudol.
- Roedd yr aelodau wedi derbyn nifer sylweddol o sylwadau gan gynghorwyr tref, y cyhoedd a sefydliadau lleol ym Mhorthcawl yn gwrthwynebu'r cynigion

a'u bod wedi codi pryderon a chwestiynau dilys ynghylch y cynlluniau adfywio. Croesawodd yr Aelodau'r cyfle i roi llais i'r bobl hynny, gan gydnabod yr effaith cenedliadol sylweddol a'r newid diwrthdro i'r dref y gallai'r cynlluniau datblygu eu cael ar Borthcawl.

- Mynegwyd pryder y gallai canfyddiad y cyhoedd o gyfarfod y Cabinet fod fel a ganlyn, sef ei fod yn benderfyniad a oedd wedi'i bennu ymlaen llaw o ystyried lefel uchel y pryderon cyhoeddus nad oedd yn ymddangos eu bod wedi'u trafod na'u trin yn ddigonol.
- Bod angen tystiolaeth amlwg bod ystyriaeth ddigonol wedi'i rhoi i'r ymateb i'r ymgynghoriad cyhoeddus a oedd yn llethol yn erbyn neilltuo tir i'r dibenion a amlinellwyd yn adroddiad y Cabinet.
- Colli manau agored at ddibenion hamdden, newidiadau i Barc Griffin, pryderon am dai arfaethedig yn Sandy Bay, diffyg buddsoddiad mewn cyfleusterau twristiaeth, yn ogystal â'r effaith ar fywyd gwyllt ac ecoleg, na chawsant eu trafod yn ddigonol yn ystod trafodaethau'r Cabinet ar y mater hwn.
- A oedd angen neilltuo'r holl dir i alluogi adfywiad glannau Porthcawl (a allai agor y llifddorau ar gyfer tai) a pham nad oedd yr opsiwn o leihau arwynebedd y tir y bwriedir ei neilltuo wedi'i ystyried.
- Roedd angen ymchwilio ymhellach i'r ddeuoliaeth rhwng y broses o feddiannu'r tir a'r broses Gorchymyn Prynu Gorfodol (GPG).
- Mae Porthcawl yn em yng nghoron y Fwrdeistref, ac roedd angen ystyried cyfleoedd i'w hadfywio mewn modd sympathetig sy'n hyrwyddo twristiaeth yn yr un modd ag ardaloedd cyfagos sy'n elwa o dwristiaeth.

Roedd yr Aelod Cabinet dros Adfywio am:

- Diolch i'r Pwyllgor am y gwahoddiad ond dywedodd fod y rhan fwyaf o'r penderfyniadau wedi'u gwneud cyn iddi ddod yn Aelod Cabinet a dywedodd y byddai Swyddogion mewn gwell sefyllfa i ddarparu'r wybodaeth gefndir.
- Rhoi gwybod bod angen neilltuo'r tir ar gyfer gweithredu'r Cynllun Datblygu Lleol (CDLI) y cytunwyd arno yng nghyfarfod blaenorol y Cyngor.
- Amlygu bod y Cabinet, yn dilyn e-byst gyda phryderon gan drigolion, wedi gofyn i Swyddogion hwyluso ymweliad safle iddynt a oedd yn caniatáu iddynt ragweld faint o fannau agored fyddai ar gael. Yn ogystal, yn dilyn y Strategaeth Creu Lleoedd roedd nifer y tai arfaethedig wedi'u lleihau ac roedd yr ardal ar gyfer manau agored wedi'i helaethu.
- Cadarnhau bod y Cabinet hefyd wedi cynnal taith gerdded gyda Chynghorwyr lleol er mwyn iddynt weld faint o fannau agored fyddai ar gael a sut y byddai Parc Griffin yn cael ei ymestyn, ac y byddai taith gerdded arall yn cael ei threfnu ar gyfer rhanddeiliaid lleol.
- Nodi y byddai'r cwrt tenis pob tywydd newydd yn ei le cyn cael gwared ar y cyrtiau tennis presennol ac y byddai hyn yn cael ei wneud mewn ymgynghoriad â Chymdeithas Tennis Porthcawl.
- Cadarnhau, er nad oedd unrhyw benderfyniad wedi'i wneud ynghylch beth yn union a fyddai'n cael ei ddatblygu ar y tir, byddai cyfleusterau masnachol a

hamdden a fyddai'n gwella Porthcawl ac y byddai'r holl randdeiliaid yn rhan o unrhyw benderfyniadau a wneir.

- Mewn perthynas ag a oedd neilltuo'r tir yn fater ar wahân i'r Gorchymyn Prynu Gorfodol, er ei fod yn gysylltiedig, cadarnhaodd y gofynnwyd am gyngor cyfreithiol priodol a'u bod yn bethau ar wahân.
- Roedd yn teimlo bod y 5 Ffordd o Weithio yn Neddf 2015 WBFG(W) 2015 wedi'u bodloni ac amlygodd yr angen mawr am dai ac y byddai 30% ar gyfer tai cymdeithasol.
- Mewn perthynas ag a roddwyd ystyriaeth ddigonol i'r prosiect gan y Cabinet, amlygodd fod Bae Sandy wedi'i glustnodi ar gyfer datblygiad ers y Cynllun Datblygu yn 2004 ac felly nid oedd yn newydd.

Roedd Y Cyfarwyddwr Corfforaethol – Cymunedau am:

- Ei gwneud yn glir nad oedd y defnydd o'r tir yn Sandy Bay a Coney Beach wedi'i benderfynu ymlaen llaw ond bod y tir wedi'i neilltuo, a oedd yn fecanwaith cyfreithiol i ddileu ei ddefnydd presennol (fel maes carafanau), ar gyfer dibenion cynllunio gyda'r bwriad o ymgynghori'n helaeth ar yr hyn y gellir ei gyflawni yn yr ardal.
- Egluro bod ystyriaeth ddyledus wedi'i rhoi i'r holl sylwadau a wnaed gan y cyhoedd a chyfeiriodd at Atodiad 5 i adroddiad y Cabinet a oedd yn manylu ar y prif bryderon o'r dros 600 o ymatebion a gafwyd. Roedd deddfwriaeth Diogelu Data yn gwahardd cyhoeddi'r ymatebion yn llawn yn y parth cyhoeddus, ond cadarnhaodd fod Aelodau'r Cabinet wedi derbyn dogfen a oedd yn manylu ar bob gwrthwynebiad a dderbyniwyd.
- Cadarnhau mai'r cynllun drafft oedd cynyddu maint Parc Griffin o 4 erw i 8 erw a chreu parc hifain hir a chysylltu Parc Griffin â'r parc angenfilod. Yn bwysig, unwaith y caiff ei ddynodi'n fan agored ffurfiol, gellir amddiffyn tir.
- Nodi mai un o'r gwrthwynebiadau oedd yr angen i dynnu cornel oddi ar un o'r lawntiau bowlio ym Mharc Griffin er mwyn cael mynediad i'r safle a allai effeithio ar y cyrtiau tenis ond, amlygodd ei fod yn lawnt fowlio segur yr oedd y Cyngor wedi ymrwymo i'w ail-osod ac mewn perthynas â'r cyrtiau tenis, roedd y Cyngor wedi ymrwymo i ddarparu cyrtiau pob tywydd newydd sbon.
- Roedd maes arall a oedd yn peri pryder yn ymwneud â Hyb y Cyn-filwyr nad oedd, meddai, yn addas i'w ddefnyddio oherwydd ei fod wedi dirywiad a bod y Cyngor wedi ymrwymo i'w helpu i ddod o hyd i eiddo newydd a gweithio gyda'r gymuned ar gyfleusterau.
- Gan gyfeirio at y Strategaeth Creu Lleoedd, cadarnhawyd bod Coney Beach a Sandy Bay wedi bod yn y CDLI fel safle strategol ar ôl iddo roi'r gorau i fasnachu yn gynnar yn y 2000au. Fe'i rhoddwyd yn y CDLI, fel dyraniad tai posibl, yn 2004, yn 2014 ac yn awr eto a chadarnhaodd ei fod yn mynd ymlaen i Lywodraeth Cymru i'w archwilio'n gyhoeddus.

- Mewn perthynas â Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015, tynnodd sylw at natur esblygol Porthcawl fel tref glan môr i drigolion ac ymwelwyr a hawl pobl i gael rhywle i fyw (gan gynnwys yr angen am dai fforddiadwy), i chwarae, i gael cyflogaeth. ac i gael addysg. Roeddent wedi edrych ar y cynlluniau oedd yn eu lle ac wedi cynhyrchu Strategaeth Creu Lleoedd yr ymgynghorwyd arni gydag arddangosfa ym Mhafiliwn y Grand a gyda 3 wythnos o hysbysfyrddau yn Cosy Corner ac a fabwysiadwyd gan y Cabinet ym mis Mawrth.
- Cadarnhaodd ehangder daearyddol y Strategaeth Creu Lleoedd a dywedodd ei bod wedi llunio gweledigaeth gref ar gyfer adfywio ac yn ganolog iddi oedd mannau agored, teithio llesol, mannau cymunedol, mynd â thraffig i ffwrdd o lan y môr, dod â chanol y dref a glan y môr gyda'i gilydd, ysgol newydd yn yr ardal, cartrefi newydd (cyfran yn fforddiadwy) a chyfleoedd hamdden. Fodd bynnag, byddai manylion y rheini'n rhan o'r ymgynghoriad gan mai'r ddeddfwriaeth gynllunio yn unig oedd y neilltuo ei hun i ganiatáu ystyried ei ddefnydd yn y dyfodol. -
- Nododd mai'r rheswm am yr angen i neilltuo'r holl dir oedd oherwydd nad oedd unrhyw ganiatâd cynllunio pendant na phenderfyniadau ar ba ardaloedd fyddai'n cael eu defnyddio ar gyfer mannau agored, ar gyfer yr ysgol newydd, ar gyfer tai, lle byddai'r ffyrdd a byddau gadael unrhyw ran o'r tir allan o'r neilltuad yn rhag-benderfynu beth ellir ei wneud gyda'r safle yn y dyfodol.
- Cadarnhawyd bod y 5 ffordd o weithio wedi'u gwreiddio'n llwyr ym mhopeth a wnânt a bod angen sicrhau dyfodol cynaliadwy i bobl ifanc. Cyfeiriodd at adrannau 2 a 7 o Adroddiad y Cabinet lle'r ystyriwyd y 5 Ffordd o Weithio ac ystyriaethau'r Ddeddf Hawliau Dynol ym mharagraffau 4. 41 i 4. 47.
- Dywedodd ei bod wedi'i gwneud yn glir o'r Strategaeth Creu Lleoedd y byddai angen GPG i neilltuo a glanhau teitl peth o'r tir nad oedd ganddo enwau na theitlau. Eglurodd fod neilltuo yn ddeddfwriaeth gynllunio tra bod GPG yn ddeddfwriaeth eiddo.

Nododd Arweinydd y Cyngor eto bod yr ymgynghorwyd ar y Strategaeth Creu Lleoedd wedi bod yn helaeth gan gynnwys yr ymgysylltu wyneb yn wyneb ym Mhafiliwn y Grand a'i bod wedi'i chymeradwyo gan yr Aelodau yn y Cyngor. Dywedodd fod y Cyngor wedi ymateb i lawer o'r ymgynghoriad cyhoeddus trwy gynnwys mwy o fannau agored cyhoeddus a thynnodd sylw at y bwriad i ehangu Parc Griffin a chynlluniau i gynnal, gwella ac amddiffyn y twyni creiriol a'r rhwydwaith teithio llesol a fyddai'n darparu datblygiad gwirioneddol integredig ar gyfer ymwelwyr a thrigolion lleol. Cyfeiriodd hefyd at yr adroddiad ymgynghori cynhwysfawr a dderbyniwyd ac a ystyriwyd gan y Cabinet.

Cyflwynodd y Prif Swyddog Adfywio Atodiad 3 o adroddiad y Cabinet a thynnodd sylw at y mannau agored a gynlluniwyd a gwelliannau ansoddol eraill.

Gwahoddodd y Cadeirydd y siaradwyr cyhoeddus a restrir isod i annerch y Pwyllgor am uchafswm o dri munud, yn eu tro, gyda'u sylwadau, eu gwrthwynebiadau a'u pwyntiau ynghylch penderfyniad y Cabinet (a wnaed yn ei gyfarfod ar 18 Hydref 2022).

Enw:

Sefydliad:

- |                        |   |
|------------------------|---|
| 1. Jamie Strong        | Llais i Ddyfodol Porthcawl                    |
| 2. Don Tickner         | Cymdeithas Ymddiriedolaeth Ddinesig Porthcawl |
| 3. Margaret Minhinnick | Cymru Gynaliadwy                              |

Roedd y sylwadau, y gwrthwynebiadau a'r pwyntiau a wnaed gan y siaradwyr cyhoeddus yn cynnwys y canlynol:

- Pam na ellid lleihau arwynebedd y tir y bwriedir ei neilltuo, pam fod angen iddo gynnwys y twyni creiriol, pam na ellid lleihau'r ardal o dir a gynigir ar gyfer tai yn Sandy Bay i greu mwy o fannau hamdden gwarchoddedig, a pham na allai'r estyniad i Barc Griffin fynd i'r blaen traeth dymunol yn Sandy Bay.
- Gan nodi bod dogfennau'n cyfeirio at y neilltuad sy'n galluogi'r tir i gael ei farchnata i ddatblygwyr, a oedd unrhyw bosibilrwydd o ymgynghoriad cyhoeddus ar ddatblygu'r tir neu a oedd defnydd y tir wedi'i benderfynu ymlaen llaw, gan amlygu bod y CDLI eisoes yn cyfeirio at y nifer o dai fyddai'n cael eu hadeiladu ar y tir.
- Mynegwyd pryder ynghylch graddau ymdrechion y Cyngor i ymgynghori â'r cyhoedd gan gyfeirio at Swyddfa Comisiynydd Cenedlaethau'r Dyfodol a Deddf Llesiant Cenedlaethau'r Dyfodol 2015 sy'n nodi, wrth ddatblygu cynlluniau, ei bod yn hollbwysig bod awdurdodau cynllunio yn ymgysylltu â phobl yn eu cymunedau eu hunain i gael proses gyfranogol, a oedd yn canolbwyntio ar gyflawni lleoedd cynaliadwy ac sy'n nodi gofyniad a oedd yn mynd y tu hwnt i'r isafswm ymgynghori statudol a nodir mewn deddfwriaeth gynllunio.
- Pryderon pellach ynghylch y diffyg ymgynghori gwirioneddol â'r cyhoedd ynghylch cynllunio'r siop fwyd yn Salt Lake a Cosy Corner gan amlygu'r cyfleoedd cyfyngedig i ymgysylltu neu wneud sylwadau a bod unrhyw gyfleoedd yn methu â bodloni gofynion Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.
- Pryderon ynghylch diffyg tystiolaeth o ddealltwriaeth wirioneddol o Ddeddf Llesiant Cenedlaethau'r Dyfodol 2015 sy'n ei gwneud yn ofynnol i gyrrff cyhoeddus ddangos sut mae eu penderfyniadau'n bodloni llesiant cymdeithasol, amgylcheddol, diwylliannol ac economaidd eu cymuned a Chymru.

Nid oedd yn glir a oedd y pum ffordd o weithio, sy'n gynhenid i'r system gynllunio, yn enwedig cynnwys, wedi'u dehongli yn unol â'r ddeddfwriaeth, oherwydd pe bai hynny wedi digwydd, byddai mwy na phroses ymgynghori ac nad oedd yn glir sut y defnyddiwyd cydweithredu, integreiddio, atal a hirdymor ar gyfer llesiant cenedlaethau'r dyfodol ym Mhorthcawl a Chymru.

- Roedd angen dull mwy cydlynol er mwyn i weithwyr proffesiynol weithio mewn partneriaeth â phobl sydd â phrofiad byw i hysbysu, i ailddiffinio gweledigaethau a gwerthoedd a rennir ac i rannu'r cyfrifoldeb i sicrhau



atebion cynaliadwy, cydfuddiannol drwyddi draw ac mae Deddf Llesiant Cenedlaethau'r Dyfodol 2015 yn darparu fframwaith cyflawni ar gyfer holl staff y Cyngor ac Aelodau etholedig.

Cadarnhaodd yr Uwch Swyddog Gwasanaethau Democraataidd - Craffu nad oedd unrhyw sylwadau ysgrifenedig na gwrthwynebiadau wedi dod i law.

Mewn ymateb i faterion a godwyd gan y siaradwyr cyhoeddus, gwnaeth y Cyfarwyddwr Corfforaethol – Cymunedau:

- Nodi bod y twyni creiriol yn mynd i aros heb eu newid ac y byddent yn cael eu diogelu a chadarnhawyd ei fod wedi ei gynnwys yn y neilltuad gan ei fod yn rhan o'r maes carafanau a bod ganddo garafanau arno.
- O ran cytundeb y perchnogion, roedd angen caniatâd cynllunio ac ymgynghori ar bopeth.  
Cadarnhau bod yr ymgynghoriad ar y neilltuad wedi mynd y tu hwnt i'r gofynion sylfaenol ac, mewn perthynas â Cosy Corner, er bod cyllid grant gan Lywodraeth Cymru yn gofyn am adeilad at ddefnydd cyflogaeth, roedd y Cyngor hefyd yn darparu manau agored a chyfleusterau cymunedol.
- Cytuno bod ymgynghori a chydgyhyrchu yn hynod bwysig ond amlygodd mai neilltuad oedd y mater hwn ac mai'r cynlluniau manwl fyddai'n dod nesaf, ac roedd yn ymwymo i weithio gyda nhw i gyflwyno cynllun wedi'i gydgynhyrchu ar gyfer yr hyn y mae'r gymuned ei eisiau.

Gwahoddodd y Cadeirydd unrhyw Aelodau eraill a oedd wedi cefnogi'r Galw i Mewn i siarad ac yna gwahoddodd unrhyw Aelodau eraill o'r Pwyllgor i ofyn cwestiynau neu roi sylwadau.

Holodd Aelod, gan gyfeirio at gyfleusterau mewn ardaloedd cyfagos, pam nad oedd cyfeiriad at gyfleusterau yn yr adroddiadau, beth oedd y gost o gynhyrchu'r cynlluniau drafft a beth fyddai'r gost i gynhyrchu rhai newydd ar ôl cynnwys y cyhoedd.

Dywedodd y Cyfarwyddwr Corfforaethol unwaith eto fod y neilltuad yn fecanwaith cynllunio cyfreithiol i ganiatáu cyflwyno cynlluniau manwl yn y dyfodol nad oedd ar gael tan ymgynghoriad cyhoeddus, ond dywedodd mai'r uchelgais oedd bod yn glan môr bwysig.

Mewn ymateb i p'un a fyddai'r ffordd a gynlluniwyd i redeg drwy Barc Griffin yn newid, dywedodd ei bod yn allweddol i gael ffordd i mewn i'r safle datblygu ac mai'r fynedfa a nodwyd oedd yr unig opsiwn oherwydd cymuned breswyl ar y pen uchaf. Fodd bynnag, nid oedd maint, graddfa a chyfeiriad y ffordd wedi'u dylunio eto. Amlygodd hefyd yr ymrwymiad i ddarparu cartrefi ond gyda chymuned gytbwys a chynaliadwy.

Mewn ymateb i gwestiwn ynghylch lleoliad a hygyrchedd y cyrtiau tenis newydd, dywedodd yr Arweinydd y byddent yn gweithio'n agos gyda'r Gymdeithas Tennis Lawnt a'r clwb lleol ynghylch y cynllun manwl, ond y cynlluniau oedd adleoli'r cyrtiau o fewn Parc Griffin a oedd wedi'i ehangu. Tynnodd sylw at fantais y ffaith bod y cyrtiau newydd yn gyfleuster pob tywydd.

Atgoffodd y Prif Swyddog - Gwasanaethau Cyfreithiol a Rheoleiddiol, Adnoddau Dynol a Pholisi Corfforaethol yr Aelodau mai penderfyniad y Cabinet ar y neilltuad yn unig oedd cwmpas y Galw i Mewn.

Mewn ymateb i gwestiwn ynghylch ei gweledigaeth ar gyfer Porthcawl, dywedodd yr Aelod Cabinet dros Adfywio fod ganddi lawer o syniadau posibl gan gynnwys ardal wlyb a chyfleusterau hamdden dan do ar gyfer ymwelwyr a phreswylwyr a'i bod yn awyddus i weithio gyda phreswylwyr.

Mewn perthynas â chwestiwn ynghylch yr ymatebion i'r ymgynghoriad cyhoeddus, eglurodd y Cyfarwyddwr Corfforaethol - Cymunedau fod yr holl sylwadau wedi'u rhoi i'r Cabinet ond bod angen eu gwneud yn ddiennw ar gyfer yr adroddiad cyhoeddus. Nododd hefyd, lle bu sylwadau tebyg, eu bod wedi'u cynnwys yn Atodiad 5 o adroddiad y Cabinet o dan themâu a phenawdau.

Mewn ymateb i gwestiwn ynghylch sut y byddai eiddo ar lan y traeth, sydd fel arfer yn denu premiwm, yn cael eu diogelu fel cartrefi fforddiadwy, dywedodd y Cyfarwyddwr Corfforaethol - Cymunedau nad oedd y manylion ar gael eto ond tynnodd sylw at y ffaith bod canran benodol o dai fforddiadwy yn hanfodol i greu cymunedau cynaliadwy.

Mewn ymateb i gwestiwn ynghylch Cyngor Tref Porthcawl, cadarnhaodd eu bod yn ymwneud â'r Strategaeth Creu Lleoedd fel ymgynghorai a rhanddeiliad allweddol, ac y byddent yn parhau i gyfranogi wrth symud ymlaen. Ymatebodd yr Aelod Cabinet dros Adfywio eu bod hefyd yn cynllunio taith gerdded arall drwy'r safle gyda chynrychiolwyr rhanddeiliaid.

Mewn ymateb i ymholiad ynghylch cyllid ar gyfer cyfleusterau o fewn y Parc Griffin newydd, dywedodd y Cyfarwyddwr Corfforaethol - Cymunedau fod Parc Griffin wedi'i drosglwyddo'n ased cymunedol (CAT) i Gyngor Tref Porthcawl a bod y cymorth a'r gynhaliath referniw yn hollbwysig. Roedd yn awyddus i ddefnyddio cytundebau Adran 106 ar gyfer symiau cyfalaf gohiriedig i ofalu am rywfaint o'r seilwaith gan amlygu sefyllfa anodd y gyllideb a bod angen i gyfleusterau fod yn gynaliadwy. Byddai trafodaethau gyda Chyngor Tref Porthcawl yn parhau ynghylch dyfodol Parc Griffin.

Mewn ymateb i p'un a fyddai'r ffordd arfaethedig drwy Parc Griffin yn effeithio ar y cytundeb gyda Chyngor Tref Porthcawl, dywedodd y Cyfarwyddwr Corfforaethol - Cymunedau fod y gornel y bwriadwyd ei defnyddio ar gyfer y ffordd wedi'i thynnu oddi ar y CAT a thynnodd sylw at y ffaith na ellid cael gwared ar yr hen gyfleusterau cyn gosod cyfleusterau newydd.

Sicrhaodd yr Arweinydd y byddai partneriaeth gyda Chyngor Tref Porthcawl ar y cynlluniau ar gyfer Parc Griffin.

Amlygodd Aelod y bu llawer o drafod ynglŷn â Pharc Griffin ond ychydig iawn o ran Sandy Bay ar wahân i'r cyfeiriad at dai a holodd a oedd gweledigaeth neu gynllun ar gyfer y tir a neilltuwyd eisoes.

Cadarnhaodd y Cyfarwyddwr Corfforaethol - Cymunedau fod yna gynlluniau a fframwaith lefel uchel a strategol a dywedodd fod yna gynlluniau ar gyfer 200 o gartrefi ar Salt Lake a 900 ar y tir a neilltuwyd. Fodd bynnag, amlygodd y byddai'r safle yn llawer mwy na hynny ac er bod gweledigaeth glir iawn ar gyfer y safle, ni ellid pennu'r manylion ymlaen llaw oherwydd yr angen am geisiadau cynllunio.

Mewn ymateb i ymholiad gan Aelod, cadarnhaodd y Cyfarwyddwr Corfforaethol fod 600 o sylwadau wedi dod i law ynghylch y neilltuo, dros 1000 yn ymwneud â'r CDLI a swm tebyg ar y Strategaeth Creu Lleoedd; felly canran uchel o drigolion a thynnodd sylw hefyd at y nifer fawr o bobl a aeth i'r arddangosfa ac yr atebwyd eu cwestiynau yno.

## PWYLLGOR CRAFFU TESTUN 2 - DYDD IAU, 3 TACHWEDD 2022

Mewn perthynas â seilwaith, roedd hynny'n rhan allweddol o'r ddarpariaeth a dywedodd na fyddai cartrefi newydd yn cael eu cyflwyno i gymuned oni bai ei fod yn gynaliadwy a bod cyfleusterau o'u cwmpas.

Tynnodd yr Arweinydd sylw hefyd at y cynlluniau i ymestyn y ddarpariaeth addysg cyfrwng Saesneg a'r ddarpariaeth addysg a gofal plant cyfrwng Cymraeg yn ogystal â'r seilwaith ehangach ar gyfer Porthcawl.

Mewn ymateb i ymholiad ynghylch a fyddai cyfeirio'r penderfyniad ar y neilltuo yn ôl i'r Cabinet i'w ailystyried yn rhwystro ac yn gohirio cynlluniau i symud ymlaen i ymgynghoriad cyhoeddus, dywedodd yr Arweinydd pe bai'r penderfyniad yn cael ei gyfeirio'n ôl y byddai'n ychwanegu amser at y broses ac nad oeddent eisiau gohirio cynlluniau ar gyfer Porthcawl. Fodd bynnag, amlygodd er bod egwyddorion allweddol eisoes wedi'u cytuno gan y Cyngor wrth gymeradwyo'r CDLI, bod dewisiadau i'w gwneud ac y byddent yn ystyried yr holl safbwyntiau a fynegwyd ynghylch yr ymgynghoriad gan gynnwys sut i ymgynghori ac ymgysylltu â'r gymuned ar y manylion.

Gan ystyried a oeddent yn fodlon â'r ymatebion, gwahoddodd y Cadeirydd Aelodau'r Pwyllgor, i nodi a oeddent yn dymuno:

- a) Cyfeirio'r penderfyniad yn ôl i'r Cabinet i'w ailystyried, gan nodi'r rhesymau a'r rhesymeg dros y cais;

Neu

- b) Penderfynu peidio â chyfeirio'r mater yn ôl i'r Cabinet.

### PENDERFYNWYD:

Daeth y Pwyllgor i'r casgliad na fyddai'r Penderfyniad yn cael ei gyfeirio'n ôl i'r Cabinet ond gwnaeth yr Argymhelliad a ganlyn i'r Cabinet:

- a) O ystyried pryderon a fynegwyd i'r Aelodau gan drigolion Porthcawl, safbwyntiau a rannwyd gan siaradwyr cyhoeddus a chwestiynau gan Aelodau, y dylid gofyn i'r Cabinet, wrth symud ymlaen ar gyfer y camau nesaf yn y broses eu bod yn cynnwys Cyngor Tref Porthcawl, yr holl randdeiliaid a'r cyhoedd. mewn ymgynghoriad ac ymgysylltu pellach.

## 11. DIWEDDARIAD BLAENRAGLEN WAITH

Ar ôl ystyried yr adroddiad ar y Ddiweddaraf y Blaenraglen Gwaith, gofynnodd y Pwyllgor am y canlynol:

1. Bod cwmpas yr adroddiad Gweithio Integredig gyda Bwrdd Iechyd Prifysgol Cwm Taf yn cynnwys naratif ynghylch rhyddhau cleifion o'r ysbyty.
2. Pan fydd yr adroddiad ar IAA wedi'i amserlennu y bydd yna wahoddedigion o'r Adran Addysg hefyd.

Ni nodwyd unrhyw eitemau pellach i'w hystyried ar y Blaenraglen Waith o ystyried y meini prawf dethol ym mharagraff 4. 3, a gellid ailystyried hyn yn y cyfarfod nesaf.

Nid oedd unrhyw geisiadau i gynnwys gwybodaeth benodol yn yr eitem ar gyfer y cyfarfod nesaf.

**PWYLLGOR CRAFFU TESTUN 2 - DYDD IAU, 3 TACHWEDD 2022**

**PENDERFYNWYD:**

Bod y Pwyllgor yn cymeradwyo'r Blaenraglen Waith yn Atodiad A, yn amodol ar gynnwys y ceisiadau uchod, yn nodi y byddai'r Blaenragle Waith ac unrhyw ddiweddariadau gan y Pwyllgor yn cael eu hadrodd i gyfarfod nesaf COSC ac yn nodi'r Daflen Monitro Gweithredu Argymhellion yn Atodiad B.

12. **MATERION BRYD**

Dim.

Daeth y cyfarfod i ben am Time Not Specified

**COFNODION CYFARFOD Y PWYLLGOR CRAFFU TESTUN 2 A GYNHALIWYD YN SIAMBR Y CYNGOR, SWYDDFEYDD DINESIG, STRYD YR ANGEL, PENYBONT AR OGWR CF31 4WB DYDD GWENER, 20 IONAWR 2023, AM 13:30**

**Presennol**

Y Cyngorydd F D Bletsoe – Cadeirydd

S Aspey  
RL Penhale-Thomas

E L P Caparros  
A Wathan

P Davies  
AJ Williams

M Lewis  
R Williams

**Ymddiheuriadau am Absenoldeb**

P Ford, D M Hughes a/ac J Llewellyn-Hopkins

**Swyddogion:**

Meryl Lawrence  
Claire Marchant  
Jessica Mclellan  
Chris Morris  
Mark Wilkinson

Uwch Swyddog Gwasanaethau Democrataidd - Craffu  
Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles  
Swyddog Craffu  
Accountant  
Rheolwr Grwp, Anabledd Dysgu, Iechyd Meddwl a  
Chamdddefnyddio Sylweddau

2. **DATGANIADAU O FUDDIANNAU**

Datganodd y Cyngorydd Richard Williams fuddiant personol ym mharagraff 4.1.7 ar yr agenda, eitem 3, fel cyn-aelod o'r staff yng Nghyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr – Amddiffyn y Cyhoedd.

3. **STRATEGAETH ARIANNOL TYMOR CANOLIG 2023-24 I 2026-27**

Cyflwynodd y Prif Swyddog – Cyllid, Perfformiad a Newid grynodedb o'r adroddiad, a diben hwn oedd cyflwyno Strategaeth Ariannol Tymor Canolig 2023-24 i 2026-27 drafft, oedd yn egluro blaenoriaethau gwario'r Cyngor, amcanion buddsoddi allweddol a meysydd cyllido a dargedwyd ar gyfer arbedion angenrheidiol. Roedd y strategaeth yn cynnwys rhagolwg ariannol am 2023-2027 a chyllideb refeniw fanwl ddrafft ar gyfer 2023-24.

Diolchodd y Cadeirydd i'r Prif Swyddog – Cyllid, Perfformiad a Newid am ei chrynodeb cynhwysfawr a chyfeiriodd at y Pwysau ar y Gyllideb ddrafft yr oedd y Pwyllgor yn eu hystyried, gan atgoffa'r Aelodau i ystyried a oedd y rhain yn ddigon ac yn gadarn.

Bu'r Aelodau yn trafod y canlynol:

Mewn ymateb i gwestiwn a oedd y gostyngiad yn nifer y darparwyr gofal preswyl i blant o ganlyniad i'r ffaith fod Llywodraeth Cymru wedi datblygu cynigion i ddileu elw preifat, dywedodd y Dirprwy Arweinydd ac Aelod y Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar (Dirprwy Arweinydd) fod rhai darparwyr er elw yn ceisio gadael y farchnad yng Nghymru gan arwain at yr angen i leoli plant dros y ffin ond dal i wneud elw. Dywedodd hefyd fod unrhyw anghenion gofal cymhleth am gost ychwanegol.

Dywedodd Cyfarwyddwr Corfforaethol y Gwasanaethau Cymdeithasol a Lles (Cyfarwyddwr Corfforaethol), oherwydd bod rhai darparwyr yn dewis gadael y farchnad, bod y rhai oedd ar ôl yn cael mwy o blant a phobl ifanc. Roedd anhawster cynyddol i ddod o hyd i leoliadau ac angen am leoliadau mwy pwrpasol yn ogystal â nifer y plant

oedd angen cymorth y tu allan i leoliadau rheoledig, oedd yn dod â phremiwm cost. Er bod y Gyfarwyddiaeth yn datblygu darpariaeth fewnol, roedd yn parhau i ddibynnu ar ddarparwyr allanol annibynnol ar hyn o bryd. Eglurodd fod y ffaith fod anghenion plant a phobl ifanc yn gynyddol gymhleth ar ôl y pandemig a bod yr economi hefyd yn profi problemau sylweddol o ran gweithlu yn effeithio ar gostau.

Mewn ymateb i gwestiwn ynghylch unrhyw gynlluniau ar gyfer ailfodelu yn y gwasanaethau cymdeithasol, dywedodd y Cyfarwyddwr Corfforaethol fod yna raglen drawsnewid sylweddol, yn cynnwys trawsnewid ymarfer seiliedig ar gryfder, mewn gofal cymdeithasol oedolion a phlant yn seiliedig ar alluogi a hyrwyddo annibyniaeth. Tynnodd sylw at bwysigrwydd y gwasanaethau ataliol a gynigir gan Awen a Halo, sy'n rhoi gwerth da ac yn canolbwyntio ar y rhai mwyaf agored i niwed, yn ogystal ag ailfodelu gwasanaethau gofal a chymorth cartref, gwasanaethau gofal yn y cartref mewnol a rhai a gomisiynir, anabledau dysgu ac iechyd meddwl.

Dywedodd y Dirprwy Arweinydd fod gweddnewid ar agenda'r Bwrdd Partneriaeth Rhanbarthol, sy'n gyfrifol am gyflenwi cymunedol.

Mewn ymateb i gwestiwn ynghylch yr ymgynghoriad cyhoeddus ynglŷn â'r cynnydd arfaethedig o 6% yn y Dreth Gyngor, dywedodd y Dirprwy Arweinydd y byddai safbwyntiau trigolion yn cael eu trafod a'u hystyried.

Dywedodd wrth y Pwyllgor fod angen gwerthfawrogi gweithwyr Iechyd a Gofal Cymdeithasol, gan gydnabod bod y boblogaeth sy'n heneiddio yn achosi mwy o alw ar wasanaethau, a bod angen i dâl ynghyd â thelerau ac amodau'r gweithwyr hyn adlewyrchu hynny. Tynnodd sylw hefyd at Gyfarwyddeb Llywodraeth Cymru ynghylch System Ofal Genedlaethol, fyddai'n golygu y câi pob aelod o staff yr un telerau ac amodau, gan arwain at lai o gystadleuaeth rhwng awdurdodau.

Mewn ymateb i ymholiad ynghylch beth oedd y pwysau cost yn deillio o Ddeddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 ac a oeddent yn cael eu hariannu'n llawn, dywedodd y Cyfarwyddwr Corfforaethol fod hyn yn cael ei ariannu ar fformiwla a oedd yn adlewyrchu'r niferoedd a'r gwendidau. yn y boblogaeth, ond tynnodd sylw at y cynnydd yn y galw yn ogystal ag anghenion cynyddol y boblogaeth. Tynnodd sylw hefyd at bwysau sylweddol yn deillio o gyfrifoldeb statudol ar yr Awdurdod, oedd yn lletya sefydliadau diogel megis CEM Parc, ac er bod cyllid cychwynnol ar gyfer hynny wedi dod oddi wrth Lywodraeth Cymru, nid oedd y dyraniad cychwynnol a glustnodwyd bellach yn ddigonol ar gyfer y pwysau oedd yn deillio o anghenion newidiol y boblogaeth.

Dywedodd y Dirprwy Arweinydd mewn ymateb i gwestiwn am y goblygiadau a'r costau hirdymor yn dilyn y pandemig, fod y galw am wasanaethau wedi cynyddu'n aruthrol yn y Gwasanaethau Cymdeithasol, Addysg a Sefydliadau yn y Trydydd Sector a'r sector Gwirfoddol.

Tynnodd Aelod y Cabinet dros Les a Chenedlaethau'r Dyfodol sylw at y diffyg yn nifer y bobl oedd yn manteisio ar y cynigion gan Halo ac Awen a bod yna gostau'n gysylltiedig â pheidio â chael cymaint o aelodaeth neu gyfranogiad ag a geid o'r blaen gyda'r gwasanaethau hynny.

Mewn ymateb i gwestiwn ynghylch ffigurau'r pwysau ar y gyllideb ar gyfer y blynyddoedd i ddod, dywedodd y Cyfarwyddwr Corfforaethol fod y ffigurau ar gyfer 2023-24 yn cynrychioli pwysau cylchol, ond mai'r rheswm pam na chafodd y rhan fwyaf o ffigurau'r flwyddyn i ddod eu cynnwys oedd nad oedd y cynnydd mewn chwyddiant a phwysau yn hysbys.

Eglurodd y Prif Swyddog - Cyllid, Perfformiad a Newid pe bai'r pwysau ar y gyllideb yn cael eu cymeradwyo, y byddent yn mynd i mewn i gyllideb sylfaenol y gwasanaeth. Felly, byddai unrhyw godiadau oherwydd tâl neu chwyddiant yn cael eu codi'n awtomatig.

Mewn perthynas â'r pwysau o £758,000 ar Gyllideb Anableddau Dysgu, dywedodd Rheolwr y Grŵp - Anabledd Dysgu, Iechyd Meddwl a Chamddefnyddio Sylweddau ei fod yn ymwneud â'r contractau oedd ganddynt gyda 4 sefydliad i ddarparu cymorth i bobl fyw yn eu cartrefi eu hunain. Dywedodd mai un o fwriadau Cynllun Cyflenwi'r Gwasanaeth Anableddau Dysgu oedd rhoi dewis ac ystod o weithgareddau ehangach i bobl gymryd rhan ynddynt. Ddatblygodd y gwasanaeth yn gyflymach pan gafodd gwasanaethau dydd eu lleihau yn ystod y pandemig a phan benderfynodd pobl, ar ôl y pandemig, y byddai'n well ganddynt gymryd rhan mewn gweithgareddau gartref. Tynnodd sylw hefyd at y boblogaeth oedd yn heneiddio a'r cynnydd yng nghymhlethdod anghenion pobl ag anableddau dysgu yn ogystal â'r cynnydd mewn cyflogau a chyfraddau uwch darparwyr oedd yn effeithio ar gostau.

Roedd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles yn dweud bod mwy o bobl hŷn yn defnyddio gwasanaethau dydd ôl-bandemig fel na ellid symud y gyllideb oddi wrth hynny i gefnogi cyllideb Anableddau Dysgu. Fodd bynnag, roedd sefydliad arbenigol allanol wrthi'n cynhyrchu darn o waith i edrych ar fodel gweithredu cynaliadwy ar gyfer Gwasanaethau Dydd ac Anableddau Dysgu a'r cyllid sy'n ofynnol i'w redeg.

Mewn ymateb i gwestiwn am beth oedd yn cael ei wneud i geisio lleihau nifer y plant mewn lleoliadau preswyl y tu allan i'r sir a chost hynny ac a oedd hi'n bosibl cael digon o staff, dywedodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles fod hyd at 20 o leoliadau preswyl annibynnol, ond dywedodd fod rhai plant mewn lleoliadau asiantaeth faethu annibynnol neu gyda theulu estynedig y tu allan i'r ardal. Er mwyn lleihau'r nifer, tynnodd sylw at yr angen i ofalwyr maeth â chymorth fod ar gael mewn ffordd amserol, ac i'r uned asesu a'r tîm maethu gael eu cydleoeli, gan ddefnyddio'r model therapiwtig i weithio'n ddwys gyda phlant i'w cynorthwyo i adael lleoliadau preswyl a mynd at ofalwyr maeth.

Sicrhaodd y Dirprwy Arweinydd y Pwyllgor fod plentyn yn cael ei roi yn y lleoliad mwyaf priodol iddo, lle byddai'n ffynnu, waeth beth fyddai'r gost. Dywedodd fod y cynnydd yn y plant mewn lleoliadau preswyl yn ganlyniad i'r cynnydd yn nifer y plant oedd wedi profi gofal a'u dibyniaeth ar wasanaethau i ddarparu ar eu cyfer.

Dywedodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles fod cyfran y plant oedd wedi bod mewn gofal oedd mewn lleoliadau preswyl yn gymharol isel, o'i feincnodi yn erbyn poblogaethau'r plant oedd wedi bod mewn gofal mewn awdurdodau eraill.

Mewn ymateb i bryder a fynegwyd ynghylch effaith arbedion arfaethedig yng nghyllideb yr ysgolion ac unrhyw alw cynyddol a allai hynny ei achosi ar wasanaethau cymdeithasol, dywedodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles fod y Fforwm Diogelu Ysgolion wedi cael ei ailsefydlu gan ddarparu cyfarfodydd rhyngwyneb rheolaidd rhwng cydweithwyr. Dywedodd fod nifer sylweddol o atgyfeiriadau wedi cael eu gwneud gan ysgolion a bod y gwasanaeth yn gweithio gydag ysgolion i gynorthwyo i ddad-ddwysáu problemau lle roedd hynny'n bosibl. Roedd darn o waith hefyd yn cael ei wneud gan Diogelu ac Addysg a Chymorth i Deuluoedd ynghylch targedu gwasanaethau ataliol er mwyn rheoli'r risgiau y tu allan i wasanaethau statudol, lle roedd hynny'n bosibl.

Soniodd y Dirprwy Arweinydd fod hyn yn amlygu gwerth cael Swyddogion Cymorth Gwaith Cymdeithasol oedd yn galluogi Gweithwyr Cymdeithasol i gadw llwythi achosion i lawr a gwneud gwaith yn gyflymach. Dywedodd na fyddai'r arbedion effeithlonrwydd o 2% yng nghyllidebau ysgolion yn cael effaith uniongyrchol ar y gwaith yn y gwasanaethau cymdeithasol.

Mewn ymateb i gwestiwn ynghylch mwy o bwysau yng nghyllideb taliadau uniongyrchol, dywedodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles fod hynny oherwydd cynnydd yn yr angen a dangosodd, yn dilyn y pandemig, fod taliadau uniongyrchol yn ffordd gost-effeithiol iawn o liniaru'r pwysau mewn teuluoedd a'u galluogi i ddod o hyd i'w cymorth eu hunain, gan ddod â gofal cymdeithasol i mewn i'r gweithlu.

Cydnabu'r Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles, mewn ymateb i ymholiad ynghylch digonolrwydd y pwysau o £2 miliwn mewn gofal cymdeithasol oedolion, fod beth bynnag a fuddsoddir yn y pwysau mewn Gwasanaethau Cymdeithasol yn cael effaith ar rannau eraill o'r Awdurdod, ond bod dyletswydd statudol arni hi i gynghori ynghylch yr adnoddau oedd yn ofynnol ar gyfer gofal cymdeithasol. Er y byddai'r pwysau'n lliniaru'r pwysau ar y gyllideb, nid oedd yn cwrdd â'r lefel gyfredol o orwario ac amlygodd nifer o feysydd a fyddai'n cael eu cynorthwyo drwy'r pwysau gan gynnwys costau'r gweithlu a chartrefi gofal a deiliadaeth.

Mynegodd Aelod bryder ynghylch pa mor hir y byddai Cyfarwyddiaethau eraill yn gallu parhau i ddod o hyd i gynigion i leihau'r gyllideb er mwyn cefnogi'r pwysau yn y gwasanaethau cymdeithasol ac a fyddai'r gwasanaethau cymdeithasol yn wynebu toriadau.

Dywedodd y Dirprwy Arweinydd y byddai o leiaf 2-3 blynedd cyn i unrhyw fudd gael ei weld, gan dynnu sylw at y toriadau yn y cyllid grant a'r toriadau anghynladwy yn y gwasanaethau cymdeithasol dros flynyddoedd lawer.

Dywedodd Aelod y Cabinet dros Les a Chenedlaethau'r Dyfodol ei bod yn debygol y byddai canlyniadau'r pandemig yn cael eu teimlo ar draws y sector cyhoeddus am ddegawdau i ddod a bod angen hyblygrwydd a dealltwriaeth i ganiatáu i awdurdodau lleol unigol ddelio â'r effaith yn y ffordd oedd orau iddyn nhw. Fodd bynnag, fe wnaeth hefyd gydnabod y cymorth gan Lywodraeth Cymru, gan dynnu sylw at y codiad diweddar yn y cyllid ar gyfer tai a digartrefedd.

Dywedodd y Dirprwy Arweinydd y byddai'n parhau i wneud sylwadau i Lywodraeth Cymru a'r DU nes bod yr holl wasanaethau cyhoeddus yn cael eu hariannu'n deg.

Fe wnaeth Uwch Swyddog y Gwasanaethau Democrataidd - Craffu atgoffa'r Aelodau, cyn cynnig i'r Gwahoddedigion adael y cyfarfod, mai hwn oedd cyfle'r Pwyllgor i sicrhau bod ganddynt yr holl wybodaeth oedd arnynt ei hangen o ran pwysau'r gyllideb ac i sicrhau eu bod yn fodlon eu bod yn angenrheidiol, wedi eu cyfrifo'n gadarn ac yn ddigonol.

Mewn ymateb i gwestiwn a gyflwynwyd gan Aelod ynghylch a oedd y Gyfarwyddiaeth wedi ystyried unrhyw ddewisiadau ar gyfer gostyngiadau yn y gyllideb oddi wrth y gwasanaethau dewisol a beth oedd y rhesymau pam y cawsant eu gwrthod, dywedodd Aelod y Cabinet dros Les a Chenedlaethau'r Dyfodol fod diwylliant a hamdden o fewn ei bortffolio ef a'u bod wedi cael trafodaethau ynglŷn â chau llyfrgelloedd a'r posibilrwydd o edrych ar gau rhai lleoliadau halo. Fodd bynnag, ar y cyfan, teimlad y Cabinet oedd mai bychan iawn fyddai'r arbediad a gâi ei gyflawni ac y byddai'n cael effaith rhy fawr ar breswylwyr ynysig a bregus a'u mynediad at gymorth angenrheidiol.



Dyweddod y Dirprwy Arweinydd, pan oedd y pwysau ar staff mor eithafol, nad oedd hi'n barod i ystyried unrhyw ostyngiadau yn y Gwasanaethau Cymdeithasol gan gydnabod y gost a'r adnoddau sylweddol sy'n ofynnol ar gyfer y tîm a reolir ond hebdo, meddai, byddai gwasanaethau cymdeithasol yn destun craffu penodol gan Arolygiaeth Gofal Cymru neu Lywodraeth Cymru. Tynnodd sylw at gyflwyno swydd Dirprwy Bennaeth Gofal Cymdeithasol Plant oherwydd y pwysau sylweddol ar lefel reoli a phe bai llwythi'r achosion yn parhau i godi i lefel na ellid ei reoli y byddai angen cyflwyno rhagor o staff asiantaeth i leihau risg.

Dyweddod y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles fod y Gwasanaethau Oedolion wedi gweithio'n galed i symud i ffwrdd oddi wrth fodel seiliedig ar ddiffygion a hyrwyddo'r hyn y gallai pobl ei ddefnyddio yn eu cymuned leol. Fodd bynnag, ar ôl y pandemig, bu cynnydd mewn heriau iechyd a lles emosiynol a chorfforol oedd wedi arwain at yr angen cynyddol am wasanaethau statudol, a hynny wedi digwydd yr un pryd â'r cynnydd yng nghost y ddarpariaeth a'r heriau yn y gweithlu. Pwysleisiodd hefyd yr effaith ar wasanaethau statudol pe bai gwasanaethau dewisol yn cael eu lleihau.

Mewn ymateb i gwestiwn a gyflwynwyd gan Aelod ynghylch yr hyn yr oedd y Gyfarwyddiaeth yn ei wneud i leihau dibyniaeth ar staff asiantaethau costus ac i ysgogi pobl i ymuno â'r gweithlu fel aelodau parhaol o staff, roedd y Dirprwy Arweinydd yn cydnabod y byddai'n well medru peidio â chael staff asiantaeth o gwbl yn y gweithlu. Fodd bynnag, dywedodd mai dim ond hanner llawn oedd y cwrs hyfforddi gwaith cymdeithasol diweddaraf yng Nghaerdydd a dywedodd fod angen i Lywodraeth Cymru gefnogi a chreu gwasanaeth gofal cenedlaethol i edrych ar delerau ac amodau'r holl staff er mwyn datrys materion recriwtio. Tynnodd sylw at y ffaith nad oedd staff iechyd a gofal cymdeithasol yn cael eu gwerthfawrogi'n briodol a bod eisiau'r un gefnogaeth iddynt hwy ag yr oedd LIC wedi'i roi i nyrsys yn ddiweddar. Aeth ymlaen i ddweud bod ymgyrch barhaus i recriwtio, gan gynnwys ymgyrchoedd recriwtio rhyngwladol, fideos ar y cyfryngau cymdeithasol, hysbysebion mewn papurau newydd a 12 diwrnod y Nadolig oedd yn hyrwyddo anrhegion i ofalwyr.

Dyweddod y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles ei bod yn bwysig hyrwyddo'r agwedd ariannol ac anariannol ar weithio i Ben-y-bont ar Ogwr. Ailadroddodd yr angen i edrych ar y telerau ac amodau ond o fewn Pen-y-bont ar Ogwr ar yr ochr ariannol, roeddent wedi defnyddio atchwanegiadau marchnad mewn rhai timau ac wedi ail-werthuso rolau swyddi. Ar yr ochr anariannol, roedd yn cydnabod yr angen am lwythi achosion y gellir eu rheoli, gweithwyr cymorth i staff, goruchwyliaeth dda gan reolwyr, arolygu, hyfforddi a marchnata. Anogodd yr Aelodau i barhau i rannu'r fideos ar y cyfryngau cymdeithasol oedd yn dangos y profiad cadarnhaol o weithio i Ben-y-bont ar Ogwr.

Er bod y gwasanaeth yn y tymor byr yn edrych ar recriwtio rhyngwladol, yn y tymor canolig, roedd angen iddynt dyfu eu gweithwyr cymdeithasol eu hunain. Fodd bynnag, roedd hyn yn gofyn am anfon pobl ar y cwrs gwaith cymdeithasol, fyddai'n golygu y byddai dibyniaeth Gwasanaethau Cymdeithasol y Plant ar staff asiantaeth yn parhau am flwyddyn o leiaf. Mewn Gofal Cymdeithasol Oedolion, tynnodd sylw at y gefnogaeth a'r cymorth oedd ar gael i roi'r profiad a'r offer gorau iddynt ar gyfer eu gwaith a dywedodd fod y gweithlu yn brif flaenoriaeth i'r Gyfarwyddiaeth.

Dyweddod y Cadeirydd fod Aelodau'r Pwyllgor, oedd eisiau gofyn cwestiynau, i gyd wedi siarad ac felly, gan nad oedd unrhyw gwestiynau pellach i'r gwahoddedigion, diolchodd iddynt am eu presenoldeb a gadawsant y cyfarfod.

**PENDERFYNWYD:**

Yn dilyn ystyried yr adroddiad a'r atodiadau, gwnaeth y Pwyllgor yr Argymhellion canlynol i'w cadarnhau a'u cynnwys yn yr adroddiad i'r Cabinet ar y Strategaeth Ariannol Tymor Canolig Ddrafft, gan gynnwys y pwysau cyllideb arfaethedig a chynigion i leihau'r gyllideb o fewn cylch gwaith y Pwyllgor Craffu hwn, fel rhan o'r broses o ymgynghori ar y gyllideb:

1. Roedd y Pwyllgor yn cydnabod y galw corfforol ac emosiynol ar y gweithwyr gofal cymdeithasol ac yn argymhell bod y Cabinet yn adolygu'r cyflogau ar gyfer gweithwyr gofal cymdeithasol, yng ngoleuni pwysau allanol ac ystyried sut i sicrhau bod y staff hyn yn teimlo eu bod yn cael eu cefnogi a'u gwerthfawrogi'n briodol.
2. Nododd y Pwyllgor fod mwyafrif pwysau'r gyllideb o fewn y Gyfarwyddiaeth Gwasanaethau Cymdeithasol a Lles ac, yn dilyn ystyriaeth fanwl a thrafodaethau gyda Swyddogion ac Aelodau'r Cabinet, roedd y Pwyllgor yn fodlon eu bod yn ddigonol ac yn angenrheidiol.

4. **EITEMAU BRYD**

Dim

Daeth y cyfarfod i ben am Time Not Specified

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2

27 MARCH 2023

#### REPORT OF THE CORPORATE DIRECTOR SOCIAL SERVICES AND WELLBEING

##### A REPORT ON SUPPORT FOR YOUNG CARERS AND ADULT CARERS

#### 1. Purpose of report

The purpose of this report is to:

- Inform the Committee of the requirements of the Carers Charter in Wales and the related areas of focus that can support unpaid carers to maintain their well-being.
- Describe the work that is taking place within Bridgend County Borough to support unpaid carers to enable the Committee to consider how well the Council, and partners, support young carers and adult carers.

#### 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 focused 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 Charter for Unpaid Carers sets out the rights of unpaid carers, both adult carers and young carers, under the Social Services and Well-being (Wales) Act 2014.

- 3.2 The Charter aims to raise the awareness of the rights of carers amongst both carers themselves and professionals involved in the design and delivery of services and support for carers in exercising their rights.
- 3.3 The Charter for Unpaid Carers is aligned to the principles of the Social Services and Well-being (Wales) Act (2014) including:
- Giving people voice and control in their own lives.
  - Increasing preventative support services in the community to help people as early as possible.
  - Promoting the well-being of people with care and support needs and also carers.
  - Encouraging people to become more involved in the design and delivery of services.
- 3.4 The legislation embeds a number of new rights for unpaid carers, including:
- The right to well-being.
  - The right to have information, advice and assistance.
  - The right to an assessment.
  - The right for carers to have their voice heard and have control over decisions about your support.
  - The right to advocacy.
- 3.5 The Charter for Unpaid Carers aligns also to the Well-being of Future Generations (Wales) Act 2015, particularly the aim of embedding a preventative approach, a more joined up approach to service design and delivery and consideration of the longer-term impacts of actions.
- 3.6 The Charter describes how the principles might look in practice including involving unpaid carers in co-producing approaches that impact on them. A focus on community based preventative support and recognising that carers should be supported to look after their health and well-being is identified. The importance of offering appropriate information, advice and assistance is seen as a vital first step in a preventative approach and connecting people to support via carers' services or health partners. The need for advocacy is also important.
- 3.7 The Charter highlights the statutory duty for local authorities to offer and undertake a carer's needs assessment to identify the support that might be needed to enable an unpaid carer to continue in their caring role should they wish to do so. Direct Payments are identified as one approach that can help to improve choice, control and independence for people in this context.
- 3.8 The impact of health crises which result in hospitalisation and subsequent hospital discharge is identified as a stressful and uncertain time for unpaid carers and the need for additional support. The promotion of a carer's assessment should be highlighted at each opportunity to provide the unpaid carer with supportive arrangements where required.

- 3.9 The opportunities to support unpaid carers to access differing forms of education, learning and training is also a focus of the Charter and for education and employment to be a consideration within a carer's assessment.
- 3.10 Financial security is also an identified concern for many unpaid carers and the need for improved access to specific financial and benefits advice for carers is identified.
- 3.11 The Council has supported the development of a regional statement of intent alongside Cwm Taf Morgannwg University Health Board, and Rhondda Cynon Taf and Merthyr Tydfil Councils. A definition of an unpaid carer has also been developed as shown below:

“A carer is someone who cares and supports someone who wouldn't be able to manage without their help. Unpaid carers who look after family, friends or neighbours are not the same as paid care workers or staff employed by Health, Social Services, voluntary or private agencies.”

- 3.12 The Cwm Taf Morgannwg statement of intent supports delivery against four national priorities for carers:

- Supporting a life alongside caring.
- Identifying and valuing unpaid carers.
- Providing information, advice and assistance.
- Supporting unpaid carers in education and the workplace.

- 3.13 The vision for carers in Cwm Taf Morgannwg states:

“Carers of all ages in Cwm Taf Morgannwg will be recognised and valued as being fundamental to supportive and resilient families and communities. They will not have to care alone and will be able to access information, advice and support to help meet their needs, empowering them to lead healthy and fulfilled lives, balancing their caring role and their life outside caring”.

- 3.14 There is a stated aim across the Cwm Taf Morgannwg region to embed good practice in relation to:

- The legal rights of a carer.
- The rights to a carers' needs assessment.
- The benefits and financial help available.
- Learning new skills to help in the caring role.
- Balancing employment and caring.
- Planning for emergencies.

- 3.15 The statement of intent for carers is accompanied by 5 aims:

**Aim 1** – Identifying carers of all ages and recognising their contributions.

**Aim 2** – Providing up to date, relevant and timely information, advice and assistance to carers of all ages.

**Aim 3** - Providing support, services and training to meet the needs of carers of all ages.

**Aim 4** – Giving carers of all ages a voice with more choice and control over their lives.

**Aim 5** – Working together to make the most of our resources for the benefit of carers of all ages.

## **4 Current situation/proposal**

### **4.1 Adult Social Care**

4.1.1 The focus has been on pre-emptive early intervention supporting carers' well-being and ensuring that there is accessible advice, information and assistance within our communities for carers. In the 2011 Census, there were 18,000 people who identified as unpaid carers in Bridgend County Borough. It is likely, even at that time, that the actual figure would have been higher; this is because people often do not identify themselves as carers, but as family members.

4.1.2 A carer's needs assessment, provides an opportunity to have a 'what matters' conversation with a social work member of staff and an opportunity to discuss and explore, for example:

- What support and help might assist the carer to look after the person that they are caring for.
- To focus on how much of their time is spent caring.
- To consider how their caring role affects their life and well-being.
- Explore their feelings and choice about caring.
- To provide advice and information about financial support.
- To consider whether the carer wishes to work, access training or undertake further education.

This is not an exhaustive list, it will very much depend on what is 'important' to the carer at that time, however assessment does provide an opportunity to identify what support would be required to maintain the carer's own well-being.

4.1.3 In 2021/22 there were 362 contacts made directly to adult social care services on behalf of carers; the majority of referrals came from carers themselves, social workers and third sector organisations. Of these, 31% of carers were provided with advice and assistance. 140 referrals resulted in a full carer needs assessment being completed, with 18% of carers receiving a plan of support specifically to meet their well-being outcomes.

4.1.4 At the end of February 2023, there has been a 37% increase in the number of people having a full carer's needs assessment when compared to the previous year; however the numbers of people whose needs have been met by a plan of support has reduced. The challenge in securing care and support will have impacted on the ability to directly

deliver support to people and their carers and there has been an increased reliance on universal and community support carers.

4.1.5 Focusing on carers has been a priority for adult services through the Continuous Improvement Group. This group comprises team managers and senior social work practitioners in Adult Social Care. A task and finish group has been developed to ensure there are consistent approaches to offering and recording carers' assessments, as well as providing information advice and assistance to carers within the County Borough.

## **4.2 Young Carers**

4.2.1 There have been 77 young carers assessments conducted since April 2022. There were 27 instances where no additional support was needed or wanted, 50 carers assessments resulted in additional support.

4.2.2 The coordination of support for young carers is based within the Safeguarding and Family Support Service within the Multi-Agency Safeguarding Hub (MASH). The service is able to connect young carers into a range of internal and external support. A range of partners who have signposted to the young carers service have included Action for Children, Barnardo's, BCBC Early Help and the Young Carers in Schools project.

4.2.3 A specific support programme for young carers is being operated by Whitehead Ross and being funded via Welsh Government grant funding. This programme supports referrals via the Young Carers Coordinator following a carer's assessment with a short-term intervention programme.

4.2.4 The interventions can include activities such as well-being, arts and activities and also one to one support sessions. A maximum of 18 young carers are supported over eight-week periods providing a break from caring, lifestyle support and well-being interventions. On completion of the programmes, any residual needs are reviewed and connections to broader opportunities explored.

4.2.5 Since 2020, the Prevention and Wellbeing Service based within the Social Services and Wellbeing Directorate has supported a number of programmes and activities for young carers. This has included the launch of the National Young Carers card that has been supported by Welsh Government, developing a young carer-led network and also supporting community-based engagement opportunities:

- 170 young carers have taken part in a series of young carers "You are valued" days to support friendship groups. This has been developed working in partnership with local schools and have included activities and events identified as important by young carers including outdoor opportunities and have enabled young carers to build friendships and connections to other young carers. Building on this approach there have been 11 awareness raising events to increase the range of partners supporting young carers and to enhance understanding of needs.
- Young adult carers are supporting the development of the Young Carers Network which has attracted 70 participants. Young carers have been involved in the

development of advocacy resources and creating promotional campaigns. Young carer ambassador roles are developing.

- The Young Carers Network has been engaging with primary and secondary schools, Bridgend Carers Centre, Whitehead-Ross Education and Consulting Ltd Bridgend Inclusive Network Group, Bridgend College and the Council. There will be opportunities to expand this approach going forward and with the support of young carers.
- The Network has to date helped to distribute 280 young carers' identity cards and the Council has been developing partnership working with 8 local businesses to add value to the card. Prior to the Welsh Government launch of a National young carers card scheme, Bridgend had historically operated a similar scheme although young carers identified the need to improve awareness and benefits available.

### **4.3 Bridgend Carers Wellbeing Service**

- 4.3.1 Since 2019, the Council has commissioned the Carers Wellbeing Service delivered by the Care Collective (formerly Carers Trust South East Wales) to support unpaid carers to maintain their well-being and have a life beyond caring. In addition, the service has aimed to provide practical support within communities and to share information and advice. This has supported four posts whose purpose has been to support unpaid carers who have been actively supporting people in communities.
- 4.3.2 By the end of March 2022, the service had supported 4,750 beneficiaries with non-statutory support. This approach has been successful in helping to identify those who previously might not have identified as unpaid carers with 37% previously not known to services.
- 4.3.3 This partnership approach conducted 990 'what matters' conversations and was able to share information and connect people to community support in the majority of instances. This lower level support has helped to reduce demand where appropriate but has also been able to escalate the need for a carers assessment where circumstances have suggested this would be required.
- 4.3.4 For much of this period, services and support have needed to be delivered flexibly and creatively through the pandemic and in line with national restrictions. The information that unpaid carers have been sharing indicates that the pandemic has been a particularly challenging period.
- 4.3.5 From April 2023, the Council has commissioned a new carer's well-being service. A requirement of the new well-being service provider is that they will work with the Council to collaborate with other services, building on existing provision, to enhance the delivery of support for carers. The provider will work with carers who are undertaking their caring role without the support of statutory organisations, as well as those who are caring for people who receive care and support from the Council.

### **4.4 Halo**

- 4.4.1 Through the Healthy Living Partnership and use of Social Care Recovery investment,



Halo Leisure has supported unpaid carers. The Carers Wellbeing and Respite programme has worked with unpaid carers and community partners to create a six-week intervention programme focused on improving wellbeing, knowledge and confidence.

4.4.2 Information sessions have been integrated into programmes recognising the value of information and advice and reducing the need for escalation in many cases. These information sharing approaches have involved BAVO, Care and Repair, Alzheimer's and Carers Trust.

4.4.3 There have been some very positive results recorded from the approach developed including 80% of carers reporting increased physical activity, 100% were confident to manage their nutrition, 100% felt able to manage their wellbeing and 87% felt more knowledgeable about their rights and entitlements:

*"I have met some lovely people.... all unpaid carers themselves, who understand what I am going through and felt great support from speaking to them".(Participant-carer wellbeing programme)*

4.4.4 The Feel Good for Life programme has been supporting people with a cognitive impairment or dementia and their unpaid carers and Halo have more recently secured 5 years of National Lottery investment to sustain and expand opportunities. 100 unpaid carers are regularly supported in addition to those who are cared for. The programme is operated in partnership with Awen and including physical and creative activity.

4.4.5 Digital approaches have been successfully developed including loan equipment and training with weekly streamed opportunities to help carers to remain connected. This became particularly important during the pandemic but remote access to activities and social connections has continued. The Feel Good for Life programme will have engaged with Digital Communities Wales to help carers develop digital skills and confidence to use the devices that Halo have made available. The programme won a UK Active award for its innovative approach:

*"You have no idea how much this session means to us and the effort you put into it. It gives us something to look forward to every week". (Participant-Feel Good for Life)*

4.4.6 Beyond this, carers have been supported via free access to leisure opportunities when accompanying the cared for person and cost-effective access arrangements to transition into broader opportunities. Young carers have also been supported with a range of low cost and no-cost leisure opportunities.

## **4.5 Cwm Taf Morgannwg University Health Board**

4.5.1 Cwm Taf Morgannwg University Health Board has a lead officer in place to support unpaid carers with partners. This post-holder can connect unpaid carers known to Health services into Social Services and Wellbeing, into the Bridgend Carers Wellbeing Service or broader third sector and commissioned programmes.

- 4.5.2 The role coordinates the development and distribution of A-Z guides for unpaid carers also including hospital discharge guides. This recognises the importance of advice and information at what is recognised as potentially being a challenging time for unpaid carers in relation to admission and discharge.
- 4.5.3 There are also leaflets produced to be distributed via GP surgeries encouraging all unpaid carers to register with their GP to maximise the support that is available.
- 4.5.4 This role also has an important role in having a weekly presence at the Princess of Wales Hospital supporting staff and visitors and raising awareness of what unpaid carers can access.
- 4.5.5 The role coordinates a “carers champion network” across the region including third sector representation, with regular meetings to discuss areas of good practice and challenges being faced. The Council has its own Lead Officer for Carers who would engage in this Network.
- 4.5.6 Via the Welsh Government’s carers’ funding allocation to Regional Programme Boards, there are also two commissioned support services that are of regional benefit to carers across the Cwm Taf Morgannwg University Health Board area.
- 4.5.7 The Cab4Carers project is managed by Citizen’s Advice Bureau (CAB) Merthyr Tydfil with a specific focus on unpaid carers and areas including benefits, debt, housing and employment, supported by a CAB4Carers advisor. The Health Board is developing the presence of this service further for the Princess of Wales Hospital.
- 4.5.8 There is also commissioned support via Marie Curie Cymru to develop a new volunteer-led helper service and to support carers to take a break. If successful there may be opportunities to consider scaling up such a volunteer led approach.

## **4.6 Awen**

- 4.6.1 Through the Council’s cultural partnership with Awen, it has also been possible to co-produce activities and opportunities that support unpaid carers of all ages:
- The Hynt scheme is a national programme providing free access for people requiring a carer to attend a visit or performance and 265 tickets have been issued since restrictions have eased. There are opportunities to raise further awareness of the Hynt scheme amongst unpaid carers.
  - Awen have supported a carers’ respite project including parent carers, siblings and families with over 320 beneficiaries and including outdoor opportunities and family refreshments. This has involved a co-production approach with other third sector organisations and a joint development of new approaches.
  - Relaxed cinema screenings have been offered supporting carers and cared for with 135 carers supported in an accessible setting and sensory theatre opportunities have also been progressed. This recognises that whilst integrated opportunities are important wherever possible there can be a need for more a bespoke provision also.

- The Doorbell Dances programmes have also seen home based visits to unpaid carers in Porthcawl, Bryntirion, Caerau, Maesteg, Pencoed and other locations. This involves entertainment being delivered to the doorstep of identified carers who have faced challenges and Awen report how well these have been received.
- The Voices of Experience programme has worked alongside unpaid carers to capture their stories and to promote the value of unpaid carers during Carers Week. This assists in connecting unpaid carers to creative and cultural activity and the creation of advocacy resources also.
- Beyond core library service provision, the 'books on wheels' scheme has supported the more vulnerable with home delivery of resources including books, DVDs and audiobooks. This allows those who are more housebound or facing restrictions due to caring responsibilities to receive resources at home and for them to be regularly updated.
- Over the past year Awen have operated an iPad loan scheme which has helped unpaid carers to keep in touch with family, arrange home deliveries or read, in addition to the ICT access readily available in library settings.
- Libraries are rebuilding a vibrant programme of group activities including Knit and Natter, Bore Coffi, craft afternoons and supporting the Feel Good for Life programme.
- E-resources are available twenty-four hours a day and include books, audio, magazines plus family history resources. The trend towards an increased demand for digital resources began during the pandemic and has continued. More people are aware of what resources are available in this manner.
- Awen also support the Reading Well national book recommendation scheme providing information and advice, advice for relatives and carers, and the related resources are endorsed by Health professionals.
- More recently, Awen have offered the Warm Welcome scheme in libraries and cultural venues providing activities and warm space availability as support to combat the cost of living crisis for the more vulnerable.

#### **4.7 Wales Co-Operative Centre/ Cwmpas**

- 4.7.1 The Council has, since 2020, been working collaboratively with the Wales Co-operative Centre (now known as Cwmpas) on a "Connecting Carers" programme that has intended to identify common interests and needs amongst unpaid carers and to develop more collaborative approaches.
- 4.7.2 This work has involved developing a collaborative network with partners who could support the development of more carer-friendly communities. The focus has included people living with cognitive impairment, parent carers of children living with disabilities and older adults.
- 4.7.3 The partners involved have included third sector organisations, Adult Learning, Awen, Halo, Health and have explored how carer wellbeing can be supported.

- 4.7.4 Digital approaches have been taken forward in community centres and third sector venues with an aim of building skills and confidence and streaming of group wellbeing activities. Six venues have been equipped to date.
- 4.7.5 Early activities have included streaming of exercise programmes as part of the Super Agers programme and mental wellbeing and anxiety management. This approach has the potential for unpaid carers to attend an activity closer to home and also to remain engaged with activities if they are facing challenges such as time or transport.
- 4.7.6 The next phase of development will work with unpaid carers on developing additional resources that are deemed important to unpaid carers and to work with partners to develop group opportunities and streamed activities.

## **4.8 BAVO**

- 4.8.1 Since the development of a partnership approach between the Council and BAVO, the Building Resilient Communities approach has secured investment that has supported unpaid carers and other vulnerable individuals within communities. During the pandemic in particular over 5000 people were supported within the third sector and local communities as opposed to receiving a service.
- 4.8.2 There is now a role within BAVO that connects directly to the Council's Common Access Point and can ensure that the third sector and community opportunities are well placed to support unpaid carers. This can include support for statutory services to reduce their demand or to escalate concerns that are identified in a community setting.
- 4.8.3 Supported by the Regional Investment Fund, there is a county-wide network of community navigators in place that can support both carer and cared for closer to home and at the earliest opportunity. This forms part of a cross-sector preventative approach to de-escalating needs of more formal support. The funding currently focuses on older adults, learning disabilities and carers but may be expanded going forward.
- 4.8.4 The Council also employs Local Community Co-ordinators (LCCs) in the North of the County Borough to support people with more complexity and as an interface with social care services also. These roles are professionally qualified and able to operate as an interface between statutory services and alternative models of support. There is a plan to complete whole county coverage of LCCs in the near future.
- 4.8.5 BAVO have also helped to facilitate a carer-friendly network of community partners who can collaborate, share learning and insight, and help co-create the supportive opportunities carers need. This has enabled a number of new projects and approaches that are potentially able to be scaled up to be trialled.

## **5. Effect upon policy framework and procedure rules**

- 5.1 There is no effect upon policy framework and procedure rules.

## 6. Equality Act 2010 implications

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions.. It is considered that there will be no significant or unacceptable equality impacts as a result of this report

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

7.1 The wellbeing goals identified within the Act have been considered in the preparation of this report.

- **Long Term:** Unpaid carers can be anticipated to have a long-term place in how the needs of vulnerable individuals can be sustainably met in community settings.
- **Prevention:** Supporting the resilience and wellbeing of unpaid carers will be integral to the ability to provide required support and prevent needs escalating.
- **Integration:** The need for a cohesive cross-sector approach is identified in the inherent interface between Health, social care and third sector to appropriately support unpaid carers.
- **Collaboration:** There is a particular need to co-produce and design services, support and opportunities with partners and stakeholders who can offer learning and insight.
- **Involvement:** The need to ensure that unpaid carers have voice, choice and involvement in things that can impact on their wellbeing is required in approach.

## 8. Financial implications

8.1 There is a clear focus on investing in preventative approaches that can de-escalate the need for statutory services by using community-based and preventative approaches and potential cost avoidance or demand management.

8.2 The Bridgend Carer Wellbeing Service has a contract in place for 2023-2025 funded by the Adult Social Care core budget with the potential to extend it by an additional two years. This is valued at £119k per annum.

8.3 A number of the programmes and interventions identified are supported by external investment and their potential for longer term sustainability will need to be reviewed.

8.4 The use of Direct Payments based approaches in line with a new Direct Payment strategy as a more flexible approach to meeting needs may present some opportunities.

## 9. Recommendations

9.1 Scrutiny Committee is asked to:

- Note the requirements of the Carers Charter in Wales and the related areas of focus that can support unpaid carers to maintain their wellbeing.
- Note the work that is taking place within Bridgend to support unpaid carers and scrutinise how well the Council, and partners, support young carers and adult carers.

Claire Marchant

**CORPORATE DIRECTOR, SOCIAL SERVICES AND WELLBEING**

March 2023

**Contact officer:** Andrew Thomas  
Group Manager, Prevention and Wellbeing

**Telephone:** (01656) 642692

**Email:** [andrew.r.thomas@bridgend.gov.uk](mailto:andrew.r.thomas@bridgend.gov.uk)

**Postal address:** Civic Offices, Bridgend, CF31 4WR

**Background documents:** None

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2

27 MARCH 2023

#### REPORT OF THE CORPORATE DIRECTOR SOCIAL SERVICES AND WELLBEING CARE INSPECTORATE WALES (CIW) IMPROVEMENT CHECK VISIT TO CHILDRENS SOCIAL CARE SERVICES 21 - 24 NOVEMBER 2022

#### 1. Purpose of report

1.1 The purpose of this report is to present to the Committee the Care Inspectorate Wales (CIW) report of their improvement check visit to Bridgend County Borough Council Children's Services during November 2022, and to request that the Committee considers the report and comments on the associated updated Action Plan.

#### 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**:

- **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 CIW carried out a first improvement check of Children's Services in Bridgend County Borough Council (BCBC) in November 2022, this visit followed a Performance Evaluation Inspection (PEI) during May 2022. The improvement check focused on the progress made in the following areas identified for improvement during the Performance Evaluation Inspection in May 2022:

- **People – voice and control**

<b>Areas of improvement identified from PEI - May 2022</b>	<b>Progress identified from improvement check - November 2022</b>
Seeking, hearing (including the use of direct work) and recording the voice of the child	Significant improvements made and must be sustained

People consistently feel listened to and treated with dignity and respect	Some improvements made; further action is required
Workforce recruitment and retention	Some improvements made; further action is required
Management oversight	Significant improvements made and must be sustained
Staff support, supervision, and training	Some improvements made; further action is required

- **Prevention**

<b>Areas of improvement identified from PEI - May 2022</b>	<b>Progress identified from improvement check - November 2022</b>
Provision of information, advice, and assistance (IAA). People receive the right support at the right time	Some improvements made; further action is required

- **Well-being**

<b>Areas of improvement identified from PEI - May 2022</b>	<b>Progress identified from improvement check - November 2022</b>
Compliance with statutory responsibilities	Some improvements made; further action is required
Arrangements for supervised contact between children and their families	Some improvements made further action is needed
Identification and response to child exploitation	Some improvements made further action is required

- **Partnership and Integration**

<b>Areas of improvement identified from PEI - May 2022</b>	<b>Progress identified from improvement check - November 2022</b>
Thresholds for early help and statutory services	Some improvements made further action is required
Learning from reviews and audits	Some improvements made further action is required

### 3.2 The scope of the inspection included:

- Evaluation of the experience of people following the PEI undertaken in May 2022.
- Evaluation of the experience and outcomes people achieve through their contact with social services.
- Consideration of evidence of improvement made following the PEI undertaken in May 2022, and plans for service development and improvement.



- 3.3 The date of the improvement check was 21-24 November 2022, and the inspection team consisted of a lead inspector and four inspectors.
- 3.4 The inspection team reviewed the experiences of people's journey through care and support through review and tracking of their social care record. The team reviewed 25 cases, with more detailed case tracking of 6 of these cases. This included interviewing the allocated case worker and their manager, other professionals involved, and where possible having conversations with the person in receipt of social care services, their family or carers.
- 3.5 The Inspection team :
- Spoke with 46 Authority employees (including some agency staff) from across various departments
  - Spoke with 3 people using services
  - Spoke with a partner organisation and a care provider
  - Spoke with the Chief Executive of BCBC
  - Spoke with BCBC Cabinet Member for Social Services and Early Help
  - Spoke with the Chair of the Cwm Taf Morgannwg Safeguarding Board
  - Requested and reviewed supporting documentation provided by the Authority
  - Observed the Improving Outcomes for Children Board
  - Observed two BCBC Overview and Scrutiny Committees
  - Listened to a presentation delivered by the Authority's Senior Management Team, which focused on the Authority's improvement journey following the PEI and the current position of the Authority's Children's Services.
- 3.6 CIW confirmed that a report of the findings would be published on their website and provided to the Minister for Health and Social Services..

#### **4. Current situation/proposal**

- 4.1 The CIW Improvement check letter/report is attached at **Appendix 1**.
- 4.2 CIW recognise that recruitment and retention has been and continues to be a significant issue in Bridgend Childrens Social Care, with a loss in experienced staff and reliance on high levels of agency and newly qualified social workers. CIW recognise that the workforce position remains fragile, and this remains a significant risk to the Authority achieving and sustaining improvements.

The Authority continues to experience high level of contacts and demand for children's social care services with increased complexity in needs, which the service is responding to within the context of increasing financial pressures.

CIW confirmed that the Authority must continue to assure itself of the priority status, pace, quality, delivery, and impact of its improvement activity.

#### **4.3 Summary of findings**

A summary of the main findings of the improvement check in the four main areas including strengths and areas for improvement can be found below:

## **People – Strengths**

- Action has been taken to ensure the voice of the child is consistently sought and listened to
- Some assessments clearly articulated the complex family circumstances of some children, whilst maintaining the uniqueness of individual children
- The Authority continues to regard the rights of children with evidence of the active offer of independent advocacy
- There is improved engagement and involvement of care experienced children
- The offer of a carers assessment at the point of contact is made and recorded
- A review of direct payments has taken place with further engagement with individuals
- Workforce continues to be a priority for the Authority
- A leadership and management programme has been commissioned
- Staff continue to manage increasing volumes of work and increased complexity of need
- Staff feel supported by managers
- There has been some reduction in caseloads
- Staff have received 'Back to Basics' Training
- There are increased opportunities for staff to reflect and embed learning
- The 'Newly Qualified Social Worker - Supporting your First Three Year's in Practice' programme has been re-launched

### **4.4 People – Areas for Improvement**

- The Authority must continue to work towards ensuring a sufficient and sustainable workforce, to consistently meet statutory responsibilities
- The Authority should continue to monitor the quality of social care records ensuring recording is strengthened, and a consistent approach taken.
- The Authority must ensure people consistently feel listened to and are treated with dignity and respect

### **4.5 Prevention - Strengths**

- Quality assurance arrangements have been strengthened
- Additional resources into the IAA service have impacted positively
- The Authority and its partners respond promptly to meet the needs of children particularly where acute need and risk is identified
- A good range of early help and edge of care services are available
- An independent review of Childrens Services has been commissioned

### **4.6 Prevention – Areas for Improvement**

- The Authority must continue to closely monitor the position of Children's Social Services and early help services and identify and take action to mitigate risks to achieving and sustaining improvement and compliance with statutory responsibilities

- The Authority should ensure systems are in place to provide all staff, with up to date information regarding availability and accessibility of early help services
- The Authority must ensure children are not placed in unregistered services and must continue to identify suitable, registered placements

#### 4.7 **Partnerships and Integration - Strengths**

- Collaborative partnership working at operational and strategic levels
- Agencies working effectively together through child protection processes

#### 4.8 **Partnerships and Integration – Areas for Improvement**

- The Authority must prioritise work to ensure children and families access the right support at the right time, with smooth access and transition between early help and statutory services

#### 4.9 **Wellbeing – Strengths**

- The IAA service is more stable, contacts/referrals are screened within 24 hours, with improved management oversight
- Child protection conferences, and reviews of care experienced children, are held in statutory compliance
- Practitioner assessments show wider understanding of family context and focus on risk
- The Authority and partner agencies identify immediate learning from critical events and child practice reviews
- Evidence of young people, parents and carers being involved in safeguarding processes

#### 4.10 **Wellbeing - Areas for Improvement**

- The Authority must maintain focus on ensuring compliance with all its statutory responsibilities
- The Authority must progress work as a matter of urgency to implement and embed consistent practice regarding responses to child exploitation
- The Authority must continue to closely monitor contact arrangements

### **Recommendations and Next Steps**

- 4.11 During the PEI in May 2022 CIW identified a number of areas requiring improvement where they had significant concerns. At the improvement check in November 2022, CIW found that improvements had been made but further actions are needed, so it remains that the Authority's Children's Services require improvement.
- 4.12 To ensure timely action to sustainably improve the areas for improvement, Cabinet approved a 3 year strategic plan for Children's Services in February 2022. The implementation of the priorities in the plan continues to be overseen by an Improving Outcomes for Children Board chaired by the Chief Executive and advised by an

Independent Advisor. There is also a Member's Advisory Panel as part of the governance comprising of Group Leaders.

- 4.13 The Action Plan has been updated to reflect the areas where improvement has been made, and where the additional recommendations made by CIW in the Improvement check can be found. The updated Action Plan can be found at **Appendix 2**. The progress to implement the outstanding and additional areas for improvement and corresponding actions will continue to be overseen by the Improving Outcomes for Children Board and reported to the Member Advisory Panel and Scrutiny Committee. CIW have indicated they will continue to closely monitor the Authority's performance and progress in achieving the improvements required.

## **5. Effect upon policy framework and procedure rules**

- 5.1 There is no effect upon the policy framework and procedure rules.

## **6. Equality Act 2010 implications**

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. The inspection team included a Welsh speaking inspector, enabling CIW to make the active offer of conducting parts of the inspection process in Welsh. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

## **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 wellbeing 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 – Social Services is demand led and the Social Services and Well-being (Wales) Act 2014 (SSWBA) focusses on sustainable prevention and well-being outcomes for the future. There is a requirement to meet the needs of people in the longer term and, because of rising demographics and increasing complexity, the remodelling and transformation of services continues to be a priority.
- Prevention – one of the four themes within the CIW inspection is Prevention. CIW have identified areas of strength for Prevention in their report. The areas for improvement are also included, and actions for improvement have been addressed within the updated Action Plan at **Appendix 2**.
- Integration – one of the four themes within the CIW inspection is Partnerships and Integration. CIW have identified areas of strength for Integration and Partnerships in their report. The areas for improvement are also included, and actions for improvement have been addressed within the updated Action Plan

at **Appendix 2**. The SSWBA requires local authorities to work with partners, particularly the NHS and the Police, to ensure care and support for people and support for carers is provided. The report refers to work with statutory partners.

- Collaboration – The collaborative approaches described in the report, are managed and monitored through various strategic and collaborative boards across Directorates and with partners, including the Childrens' Social Care Improving the Outcomes for Children Strategic Board.
- Involvement – the key stakeholders are the people who use social care. There is considerable engagement including surveys, stakeholder meetings, feedback forms and the complaints process. The provision of accessible information and advice helps to ensure that the voice of adults, children and young people is heard.

## **8. Financial implications**

- 8.1 Whilst there are no direct financial implications arising from this inspection report, there are a number of significant pressures that the Directorate has identified, particularly in the areas of workforce and service provision (placements) in children's social care which have been considered as part of the Council's Medium Term Financial Strategy.

## **9. Recommendation**

- 9.1 It is recommended that the Committee considers the CIW report on the improvement check of Bridgend's Children's Social Care Services and comments on the associated updated Action Plan.

**Claire Marchant**  
**CORPORATE DIRECTOR SOCIAL SERVICES AND WELLBEING**  
**March 2023**

**Contact officer:** Laura Kinsey  
Head of Children's Social Care

**Telephone:** (01656) 642314

**Email:** laura.kinsey@bridgend.gov.uk

**Postal address:** Civic Offices, Angel Street, Bridgend CF31 4WB

**Background documents:** None

This page is intentionally left blank



Claire Marchant  
Corporate Director Social Services & Wellbeing  
Bridgend County Borough Council

[Claire.Marchant@bridgend.gov.uk](mailto:Claire.Marchant@bridgend.gov.uk)

Ein cyf / Our ref:

Dyddiad / Date: 22/12/2022

Dear Director,

### **Improvement Check visit to Bridgend County Borough Council Children's Service**

This letter summarises the findings of Care Inspectorate Wales (CIW) improvement check of Bridgend County Borough Council ('BCBC' / 'the local authority') Children's Service on 21–24 November 2022. This was the first improvement check following the performance evaluation inspection (PEI) of BCBC Children's Service in May 2022.

#### **Introduction**

We carry out inspection activity in accordance with the Social Services and Well-being (Wales) Act 2014; key lines of enquiry; and the quality standards in the *Code of Practice in relation to the performance and improvement of social services in Wales*. This helps us determine the effectiveness of local authorities in supporting, measuring, and sustaining improvements for people and in services.

The Improvement Check focussed on the progress made in the following areas identified for improvements during our last PEI in May 2022:

<b>Principle</b>	<b>Areas of improvement identified from PEI - May 2022</b>	<b>Progress identified from improvement check - November 2022</b>
People	Seeking, hearing (including the use of direct work) and recording the voice of the child	Significant improvements made and must be sustained
People	People consistently feel listened to and treated with dignity and respect	Some improvements made; further action is required

People	Workforce recruitment and retention	Some improvements made; further action is required
People	Management oversight	Significant improvements made and must be sustained
People	Staff support, supervision, and training	Some improvements made; further action is required
Prevention	Provision of information, advice, and assistance (IAA). People receive the right support at the right time	Some improvements made; further action is required
Partnerships	Thresholds for early help and statutory services	Some improvements made; further action is required
Partnerships	Learning from reviews and audits	Some improvements made; further action is required
Well-being	Compliance with statutory responsibilities	Some improvements made; further action is required
Well-being	Arrangements for supervised contact between children and their families	Some improvements made; further action is required
Well-being	Identification and response to child exploitation	Some improvements made; further action is required

## 1. Summary of findings

- 1.1. During our PEI in May 2022, we identified BCBC, like many local authorities across Wales, had experienced challenges in the provision of social care. Many of the pressures experienced by the local authority's children's services reflected recovery from the Covid pandemic including high levels of demand and increased complexity of people's needs. Critical deficits in the number of social workers, because of recruitment and retention issues, along with staff absences and a highly competitive market, had resulted in the loss of experienced staff and a reliance on newly qualified and agency social workers. Whilst the local authority continues to take significant action to address the challenges of recruitment and retention, this remains a significant pressure. High numbers of agency staff are being used to fill gaps in teams, including some management posts. The workforce position remains fragile. The local authority is aware of the fundamental importance of having a stable and sufficient workforce to ensure there is sufficient capacity and capability to drive forward and sustain improvements.
- 1.2. The local authority is experiencing rising numbers of children who are subject to child protection registration, care experienced children,<sup>1</sup> and children receiving care and support. There continues to be an increase in the numbers of contacts/referrals received and a high level of demand for services coupled

---

<sup>1</sup> A child or young person who is either looked after or who has previously been looked after by a local authority under legislation.



with increased complexity in the needs of children and families, which BCBC is responding to within the context of increasing financial pressures. Leaders have a good line of sight on the current situation in children's services. The Chief Executive of BCBC continues to chair the Improving Outcomes for Children Board, which was set up in March 2022. The Board has made a positive impact through improved oversight of children's services and early help services, ensuring there is sufficient information about, and scrutiny of, performance.

- 1.3. Leaders and senior managers are committed to making improvements to support children's well-being. There continues to be a strong focus and a considerable amount of work underway to secure and monitor improvements in children's services. Improved systems have been implemented to monitor compliance and areas of risk and potential risk. The local authority has commissioned external expertise to support with identifying how well services are working, and how services can be improved or refined to maximise their impact and outcomes for children and families. The local authority continues to commission a programme of independent quality assurance to provide ongoing assessment of the strengths and areas for development in children's services and to inform practice development.
- 1.4. On 24 November 2022, the Cwm Taf Morgannwg Safeguarding Board published the Child Practice Review in relation to the tragic death of Logan Mwangi. The Board and the agencies involved with Logan and his family during his short life, have accepted in full the findings of the Child Practice Review. The Safeguarding Board and the local authority have stated they will implement the review recommendations. We will monitor the local authority's progress regarding implementation of recommendations through our ongoing performance review activity.
- 1.5. The local authority has strengthened managerial oversight and quality assurance, resulting in some positive developments in practice. Significant improvement plans have been formulated and new posts in children's services have been introduced to assist in driving plans forward. Implementation and embedding of improvement plans continue to be work in progress. However, the fragility of the workforce position remains a significant risk to the local authority achieving and sustaining improvements. **The local authority must continue to assure itself of the priority status, pace, quality, delivery, and impact of its improvement activity.**

## Key findings and evidence

Key findings and some examples of evidence are presented below in line with the four principles of the Social Services and Well-being (Wales) Act 2014.

## 2. People

### Strengths:

- 2.1. Action has been taken to ensure the voice of the child is consistently sought and listened to, and consideration is given to the lived experience of the child. We saw the use of pen pictures which included the child's history, and use of tools to help to facilitate the child's views and wishes and to aid

communication to improve understanding and safety for children. The increased focus on promoting the voice of the child was evident in our discussions with staff, as was the increased management oversight in relation to children's social care records.

- 2.2. There were examples of assessments that clearly articulated the context of the complex and challenging family circumstances of some children, with a focus on understanding the uniqueness of individual children. We also saw examples of direct work undertaken with children to help understand the child's lived experience, the presenting risks and to assist in identifying issues/concerns.
- 2.3. Overall, the local authority continues to give regard to the rights of children to be offered independent professional advocacy. We saw examples of children being provided with the active offer of advocacy. Given the increase in the number of care experienced children, the local authority is working with the independent advocacy provider to ensure the active offer of advocacy is consistently provided.
- 2.4. The newly appointed corporate parenting and participation officer is promoting improved engagement and involvement of care experienced children and young people. Several consultation and engagement activities have taken place with care experienced children including consultation on what makes a 'good parent,' what it is like to be 'in care' or a 'care leaver,' and what are the important issues for care experienced children.
- 2.5. Following the PEI action has been taken to ensure that the meaningful offer of a carers assessment at the point of contact is made and recorded.
- 2.6. The local authority has undertaken a review of its direct payment scheme. A face-to-face engagement event with those individuals/carers in receipt of direct payments is due to be held in December 2022. Work is in progress to explore innovative and creative solutions, including the use of direct payments and family help services as part of care and support arrangements.
- 2.7. Recruitment, retention, and workforce well-being continue to be priority areas for the local authority. Significant action has been taken to address the recruitment and retention issues for example enhanced marketing campaigns, international recruitment, 'Grow our own Social Work Programme,' and implementation of market supplements.
- 2.8. A bespoke management and leadership programme has been commissioned to support managers/leaders to develop their skills including the development of team culture and practice, performance management, quality assurance and coaching and mentoring. These skills are important in driving forward improvement plans and supporting staff particularly during times of workforce pressures, increased workforce anxiety and significant change.
- 2.9. Staff continue to work tirelessly to manage an increasing volume of work coupled with the increasing complexity of need. Staff are working in an environment of significant change due to the implementation of improvement plans, with increased management oversight and scrutiny. Staff spoke of the positive impact of the changes being implemented, including improved quality

assurance and oversight. Staff also told us about opportunities for reflective practice and introduction of peer supervision.

- 2.10. Staff we spoke with felt supported by managers and confirmed they felt confident to raise with their managers any concerns they may have. We saw there had been several management changes within the care experienced children's team, which had impacted on the level and consistency of management support provided. The recent appointment of a permanent team manager aims to provide management stability, consistency, and support.
- 2.11. There has been a reduction of some caseloads. Workloads were generally described as busy but manageable. Implementation of the Social Work Support Officer Model (from December 2022) should increase capacity for practitioners to concentrate on practice and free them up from some administrative functions.
- 2.12. Most staff we spoke with confirmed they had received Back to Basics training, which introduced the concept of Signs of Safety.<sup>2</sup> The aim of this training is to build a strong foundation to further develop, enhance, and reflect on social work practice within the safeguarding arena. **The local authority should evaluate the impact of this training, including the impact on outcomes for children and families and buy-in from staff.**
- 2.13. We saw increased opportunities for staff to reflect and embed learning. Training on professional curiosity is now mandatory, a training programme is in place. We saw some examples of how professional curiosity was appropriately applied in practice. Staff spoke of how access to on-line training/development resources were beneficial for their professional development. **This is improved practice and should continue.**
- 2.14. The local authority has reviewed and re-launched the Newly Qualified Social Worker 'Supporting your First Three Years in Practice' framework, to ensure that all newly qualified social workers are supported through transition from graduate to newly qualified social worker. Fourteen newly qualified social workers (including agency workers) commenced the programme in October 2022, which requires them to complete a mandatory training pathway and an additional development programme. It is important staff have the capacity to undertake training and maximise development opportunities.

#### **Areas for improvement:**

- 2.15. **The local authority must continue to work towards ensuring a sufficient and sustainable workforce, with the capacity and capability to consistently meet statutory responsibilities.**
- 2.16. Whilst there has clearly been a significant focus on promoting the voice of the child, the quality of recording in relation to capturing children's voices remains

---

<sup>2</sup> Signs of Safety approach is a relationship-grounded, safety-organised approach to child protection practice, created by researching what works for professionals and families in building meaningful safety for vulnerable and at-risk children. The approach expands the investigation of risk to encompass family and individual strengths, periods of safety and good care that can be built upon to stabilise and strengthen a child's and family's situation. The approach is designed to be used from commencement through to case closure in order to assist professionals at all stages of the child protection process.

variable. Work is on-going in relation to the quality of recording, including the forthcoming launch of the recording policy for social workers and managers, which is planned for December 2022. **The local authority should continue to monitor the quality of social care records ensuring recording in relation to siblings, ethnicity, language, religion is strengthened, and a consistent approach taken.**

- 2.17. Some teams have experienced turnover of staff and or changes of management. We saw staff turnover had adversely impacted on consistency of workers for some children and families, presenting challenges regarding relationship building. Whilst social care records indicated respectful working with families, we received mixed feedback from a small number of people regarding how well they felt they were listened to and treated with dignity and respect. **The local authority must ensure people consistently feel listened to and treated with dignity and respect.**

### 3. Prevention

#### Strengths:

- 3.1. Quality assurance arrangements have been strengthened to provide leaders with a better understanding of performance including compliance with statutory requirements, gaps/pressures in service provision and quality of intervention.
- 3.2. It was evident the resources put into the IAA service this year, including additional staffing and management oversight, has positively impacted on the timeliness of screening contacts/referrals, and has provided staff with opportunities to improve practice. We could see how the improvements were beginning to positively impact on outcomes for some children and families.
- 3.3. The local authority is experiencing a significant increase in contacts/referrals, for example there was a 32% increase in the number of contacts/referrals received during the period April to August 2022, compared with the same period in 2021. Most of the contacts/referrals received are from partner agencies (health, police, education). This has resulted in an increase in the number of Section 47 enquiries<sup>3</sup> undertaken, safeguarding strategy discussions held, and assessments and care and support plans completed. The impact of the increased demand has been felt across children's social services and early help services.
- 3.4. We saw examples of the local authority and partners responding promptly and effectively to meet the needs of children, especially where acute need and risk was identified. For example, the local authority, police, and other relevant agencies were able to convene strategy meetings at short notice. The subsequent planning was focused and based on good exchange of information across agencies. This resulted in assistance being offered to parents which was appropriate and proportionate to presenting need and risk. We saw examples of the local authority working with care providers to support

---

<sup>3</sup> Section 47(1) of the Children Act 1989 contains duties which require a local authority to make, or cause to be made, such enquiries as it considers necessary to enable it to decide whether it should take any action to safeguard or promote the child's welfare.

them in responding to children's needs and areas of risk. **This is positive practice and should continue.**

- 3.5. There is a good range of early help and edge of care services available to support children and families. Work is in progress to look at best practice across BCBC early help, children's social services and edge of care services with the aim of preventing children's needs escalating and requiring protection.
- 3.6. The local authority has commissioned an independent review of children's services to evaluate its operating models. Early help services and edge of care services will be included in this review and any subsequent action planning as a result.

#### **Areas for improvement:**

- 3.7. There is unmet demand for services to support children and young people's emotional well-being. At the time of the improvement check there were 76 young people on the waiting list for the Youth Emotional Wellbeing Team (this is a reduction from April 2022 when there were 119 children on the waiting list for this service). We were informed all children referred had been screened and were being offered alternative support (such as school-based counselling, well-being workers that form part of a wider offer), where appropriate. As it is the responsibility of health boards and local authorities to support people's mental health and well-being, it is important they work together to identify and address unmet needs in relation to mental health and emotional well-being. **The local authority must continue to closely monitor the position of children's social services and early help services to ensure any indicators of risks to achieving and sustaining improvement and compliance with statutory responsibilities, and pressure/ gaps in service provision are quickly identified and the required action is taken.**
- 3.8. Action has been taken to increase staff awareness of early help services; however, some staff were unclear about availability and accessibility of some early help services. **The local authority should ensure systems are in place to provide all staff, with up to date information regarding availability and accessibility of early help services and records relating to intervention of early help services.**
- 3.9. In common with other local authorities, BCBC is experiencing pressure in relation to sufficiency of appropriate residential placements for care experienced children. There are a small number of children who are currently placed in services providing care and support that are not registered as required by law. The local authority has a development plan in place to increase the sufficiency of residential provision for care experienced children. Work is also in progress with national and regional partners through the National Fostering Framework to increase the numbers of foster carers in Bridgend County, including carers who have additional skills and experience in caring for children who would otherwise require residential care, or are moving on from such provision. **The local authority must ensure children are not placed in unregistered services and must continue its efforts to identify suitable, registered placements.**

## 4. Partnership

### Strengths:

- 4.1. We saw collaborative partnership working at operational and strategic levels. This is critical to ensure improvements are delivered and sustained, and the well-being of children and families is consistently promoted and protected, and the local authority has a professional support network from which it can draw expertise, knowledge, support, and constructive challenge. A Bridgend Children's Summit was recently held with all key partners at Chief Executive level to agree the vision and priorities for integrated working for children and families in Bridgend County. **This is positive practice and should continue.**
- 4.2. Opportunities for agencies to work effectively together through child protection processes were embraced by partners. We saw examples of partners exchanging information which enabled a good understanding of both presenting risk and family context relevant to circumstances. The local authority and partner agencies are reviewing the information sharing platforms. Overall, social care records and feedback from staff demonstrated generally good information exchange, and a mutual understanding of each other's roles and responsibilities. Arrangements are in place for partners to constructively challenge and share/escalate concerns. The fortnightly Joint Operational Group meeting provides regular opportunity for constructive challenge and continuous improvement between partners. **This is improved practice and should continue.**

### Areas for improvement:

- 4.3. Work is underway with both internal and external partners to ensure clarity and consistency of thresholds for access to early help and statutory services. **The local authority must prioritise this work to ensure children and families access the right support at the right time and ensure smooth access to services, and where required smooth transition between early help / preventative and statutory services.** Given the increase in demand for support/services the provision of timely early help is likely to alleviate the level of demand on statutory services.

## 5. Well-being

### Strengths:

- 5.1. Actions taken by the local authority, in relation to its IAA service, has assisted to stabilise this service to ensure contacts/referrals are now consistently screened within 24 hours, with improved management oversight. The ability and capacity to respond to immediate safeguarding needs and crisis is a positive improvement for the local authority and partner agencies, with prompt and timely responses consistently evident.
- 5.2. We found initial child protection conferences, child protection reviews and reviews of care experienced children are being held in accordance with statutory timescales, as are reviews for care experienced children and reviews of support or financial support for children with Special Guardianship

Orders. We also found timely and appropriate action had been taken in relation to episodes of children going missing.<sup>4</sup>

- 5.3. There are some good examples of practitioner assessments, which demonstrate both a wider understanding of family context and a focus on risk. We saw use of genograms, chronologies and historical information being used to inform decision making and assessments. We noted an improvement in the quality of workload supervision records, which generally detailed action to be taken and follow up of actions. Several internal and independent audits have taken place to inform managers line of sight on practice and to identify improvements and good practice.
- 5.4. The local authority and partners identify any immediate learning from critical events and child practice reviews. For example, following a recent child practice review staff in the case management teams and the independent chairs of child protection conferences and reviews were reminded of the statutory duty to inform any person who holds parental responsibility for a child, of child protection concerns.
- 5.5. We saw evidence of young people and parents and carers being involved in the safeguarding process. For example, we saw how an interpreter had been used to communicate with a parent, in their first language, ensuring the parent could understand the safeguarding concerns of the local authority. The local authority has committed to developing a parent's charter to understand better, and act on, parents experience of working with children's social services. **This is improved practice and should continue.**

### Areas for improvement

- 5.6. Performance indicators in relation to timeliness of meeting statutory requirements in some areas (as detailed above) were generally good. **The local authority must maintain focus and scrutiny on ensuring compliance with all its statutory responsibilities.**
- 5.7. Whilst work in relation to child exploitation has commenced on both a local and regional level, the local authority is at an early stage of change management in respect of implementing and embedding consistent practice regarding identifying and responding to child exploitation. **The local authority must progress this work as a matter of urgency.** The recent appointment of a lead role regarding child exploitation may assist in driving this work forward.
- 5.8. Arranging contact between children and members of their families continues to present challenges for some staff in relation to workload management. The social care records we reviewed did not evidence direct impact of this on children and families. **This is an area that the local authority should continue to closely monitor.**

---

<sup>4</sup> The All Wales Practice Guide – *Safeguarding children who go missing from home or care*, defines a child as missing when their whereabouts cannot be established, they will be considered as missing until located and their wellbeing or otherwise confirmed.

## 6. Next steps

- 6.1. During our PEI in May 2022, we identified a number of areas requiring improvements and where we had significant concerns. At this improvement check we found improvements have been made, however further actions are needed to ensure the well-being of children and families is consistently promoted and protected. It remains that the local authority's children's services require improvement.
- 6.2. We will continue to closely monitor through our ongoing performance review activities the progress made by the local authority in securing the improvements required. We recommend the local authority maximise opportunities to share and learn from positive practice.
- 6.3. This inspection letter will be published to our website. The local authority will be expected to present the letter to elected members and subject it to public scrutiny through a formal and open committee meeting at the earliest opportunity.

## 7. Methodology

- 7.1. Most inspection evidence was gathered by reviewing the experiences of people through reading and tracking of their social care records. We reviewed 25 social care records and of these we tracked 6. Tracking a person's social care record includes where possible, having conversations with the person in receipt of social care services, their family or carers, key worker, the key worker's manager, and other professionals involved.

We also:

- Spoke with 46 local authority employees (including some agency staff) from across various local authority departments
- Spoke with 3 people using services
- Spoke with a partner organisation and a care provider
- Spoke with the Chief Executive of BCBC
- Spoke with BCBC Lead Cabinet Member for Social Services and Early Help
- Spoke with the Chair of the Cwm Taf Morgannwg Safeguarding Board
- Requested and reviewed supporting documentation provided by the local authority
- Observed the Improving Outcomes for Children Board
- Observed two BCBC Scrutiny Committees
- Listened to a presentation delivered by the local authority senior management team, which focused on the local authority's improvement journey following the PEI and the current position of the authority's children's service

## 8. Welsh Language

- 8.1. The inspection team included a Welsh speaking inspector, enabling CIW to make the active offer of conducting parts of the inspection process in Welsh.



**9. Acknowledgements**

9.1. CIW would like to thank everyone who gave their time and contributed to this inspection.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lou Bushell-Bauers', with a small dot to the right of the signature.

**Lou Bushell-Bauers**  
Head of Local Authority Inspection  
**Care Inspectorate Wales**

This page is intentionally left blank

**Children's Social Care**  
**May 2022 – Care Inspectorate Wales - Performance Evaluation Inspection**  
**November 2022 – Care Inspectorate Wales – Improvement Check**  
**ACTION PLAN**

PRINCIPLE 1 PEOPLE (Pe)							
REF	AREA FOR IMPROVEMENT	ACTION	RESPONSIBLE	TIMESCALE	PROGRESS/UPDATES/ACTIONS	CROSS REFERENCE	BRAG
Pe1	Opportunities for children's views to be consistently sought and appropriately recorded need to be strengthened	Develop an engagement and involvement framework so children and young people have an opportunity to become meaningfully involved in all aspects of the work of Children's Social Care in Bridgend.	Dep HoS/GM Case Management and Transition/Corporate Parenting Officer	March 23	Number of consultation and engagement activities, events and focus groups have taken place with care experienced children and care leavers including what makes a good parent, what it is like to be 'in care' or 'a care leaver', and identifying the most important issues for care experienced children, young people and care leavers when being supported by statutory agencies and partners. The outcome of the engagement is informing the priorities of the Bridgend Corporate Parenting Board	3 Year Plan (V1)	

		<p>Finalise and launch recording guidance for social workers and managers</p>	<p>Principal Officer Training</p>	<p>Dec 22</p>	<p>Young People Interview Panels are supporting recruitment</p> <p>Our young people volunteering to be Young Ambassadors with Voices from Care to discuss the future of the Care System in Wales at the Senedd with Ministers and the Children Commissioner for Wales</p> <p>Commissioned a new Specialist Participation Service contracted to run a Care Experienced Forum and a Care Leavers Forum that will both meet monthly from November 22</p> <p>The Directorate recording guidance has been reviewed. The review of this guidance contributes to embedding, in practice, a focus on identifying and supporting 'what matters' to individuals, their carers, children and families utilising their strengths, and hearing and capturing their voices in recording our involvement with them, in shaping their care and support arrangements. The guidance was produced in consultation with staff from across social work and direct care services. Guidance and accompanying documents is</p>		
--	--	---	-----------------------------------	---------------	--	--	--

Page 61		Audit implementation and impact of recording guidance for social workers	HoS/Principal Officer Training	March 23	available on the intranet. Training on recording skills is available for direct care, social work and foster carers.  Audit activity will take place 3 months after launch.		
Pe 2	Limited Evidence of Direct Work	Practice guidance to be reviewed to ensure it reflects the need for practitioners when undertaking assessments to focus on the quality of the child's lived experiences.	HoS/Principal Officer Training	Dec 22	Practice guidance has been reviewed. There is guidance on listening to and recording the voice of the child, and tools for practitioners to use when undertaking direct work with children and young people available on the children's social care web pages. This area will be strengthened further by the development of 'lived experience of the child' practice guidance.	3 Year Plan (V2) Review/Audit Plan Review D Rec 5	
Pe 3	Inconsistent use of chronologies and genograms	<ul style="list-style-type: none"> <li>Reminder to teams regarding genogram and chronology software and report</li> <li>Provide refresher training to teams on the software and report</li> <li>Review chronology format and underpinning guidance</li> </ul>	OP Bus Manager  Op Bus Manager/GM Locality hubs	April 22 April/May 22 May 22 Continuous	Completed	Review/Audit Plan Audit B Rec 1	

		<ul style="list-style-type: none"> <li>• Deliver ongoing programme of training to all new staff</li> <li>• Monitor use of chronologies through supervision and audit</li> </ul>	<p>Op Bus Manager/GM Locality hubs</p> <p>OP Manager/PO Training</p> <p>OP Manager/PO Training</p>	<p>Continuous</p>			
<p>Pe 4</p>	<p>Strengthen business support for practitioners</p>	<p>Review the Business support to practitioners to create the Social Work Support Officer Model and significantly increase capacity for practitioners to concentrate on practice rather than administrative functions</p>	<p>GM Bus Support/Bus Change Prog Manager</p>	<p>April/May 2023</p>	<p>New SWSO implemented 1<sup>st</sup> December 2022</p> <p>Training plan completed February 2023</p> <p>Implementation and completion of MoU with Team Managers March 2023</p> <p>Proposed changes to the fostering service business support team -consultation complete Feb 2023 and then advertisement of posts</p> <p>Full implementation and transfer of roles April/May 2023</p>	<p>Workforce Project Plan</p>	

<p>Pe 5</p>	<p>Variable evidence of management oversight/Quality of supervision</p>	<p>Supervision policy and accompanying appendices to be reviewed Draft supervision policy to be consulted on and finalised</p> <p>Directorate Framework Supervision Policy to be re-launched</p> <p>Supervision training to be arranged</p> <p>Commission a bespoke leadership and management development programme to support all managers to develop their skills in leading, the development of team culture and practice, coaching and mentoring</p> <p>Implement evidence-based mechanisms to ensure that reflective</p>	<p>PO Training</p> <p>PO Training</p> <p>PO Training</p> <p>Director/PO Training</p> <p>Director/HoS/</p>	<p>Dec 22</p> <p>Dec 22</p> <p>Dec 22</p> <p>Dec 22</p>	<p>Review completed and revised policy has received cabinet approval</p> <p>An external provider has been commissioned who will deliver a programme of training for supervisors and supervisees from Jan 23 onwards</p> <p>Programme is underway and bi-annual audit of supervision will take place to monitor implementation/effectiveness</p> <p>Training programme commenced Jan – May 2023 Training on facilitating action learning sets is available and teams are encouraged to use action learning sets to share and reflect on practice.</p> <p>Our QA Framework promotes a learning culture that values critical reflection and access to</p>	<p>Review / Audit Plan Audit C Rec 1</p>	
-------------	---	---	---	---	--	--	--

		<p>practice is embedded including communities of practice and action learning sets</p> <p>Focus on wellbeing through implementing a tiered approach to ensure timely and effective trauma informed support to workforce, including through effective line management support, peer support, and timely access to specialist support where needed</p>	<p>PO Training</p> <p>Director/HoS/P O Training</p>	<p>March 23</p> <p>March 23</p>	<p>both formal and informal learning and development opportunities that will enhance quality champion evidence-based practice and place an emphasis on development and improvement.</p> <p>Our revised supervision policy outlines the core functions of supervision including the requirement to support and attend to staff wellbeing. It also describes how peer support can be facilitated through group supervisions sessions. General and specialist wellbeing support continues to be available for all staff and managers and our approaches are under continuous review to ensure the offer is the best possible</p>		
<p>Pe 6</p>	<p>Practice model – implementation of Signs of Safety</p>	<p>Relaunch and set out a detailed implementation plan encompassing for a model of strength-based practice which will have at its core a deep understanding of the dangers and harms to children and effective safety planning to address issues and strongly mitigate risks:</p>			<p>Back to basics training is being delivered to teams to introduce the concept of Signs of Safety in readiness for formal implementation of the full model.</p>	<p>Review/Audit Plan Review D Rec 3</p>	



Page 65		<ul style="list-style-type: none"> <li>Principal Officer to be appointed to lead on the project</li> <li>Implementation plan to be finalised</li> </ul>	HoS  HoS	Dec 22  Dec 22	Principal Officer appointed commenced Jan 23  Implementation plan for first phase has been agreed with an appointed signs of safety consultant facilitating sessions with the leadership team to prepare for a service launch in March 23		
Pe7	Review of direct payments scheme	Explore innovative and creative solutions including the use of direct payments and family help services as part of care and support arrangements in children's services teams.	Dep HoS/GM Commissioning	May 23	Draft policy and strategy document has been engaged on with staff and key stakeholders.  A face-to-face engagement event with those individuals/carers in receipt of Direct Payments was held on 2/3/23. The feedback from the event will now be reviewed by the project group to ensure that it is reflected in the draft strategy and policy. The Direct Payment Policy will be considered by Cabinet in May 2023	3 Year Plan S7	
Pe8	Consistent offer of a carers assessment	Undertake engagement exercise with carers to explore why carers do not feel that the offer of a carers	Dep HoS/GM Case	March 23	Following conclusion of the Direct Payments engagement, further		

Page 66		assessment has consistently been made within Bridgend, and address any barriers to participation	Management, Transition/ Carers Development Officer		engagement with carers will take place before the end of the financial year with a view to co-producing a carers strategy.  As an interim measure the manager of the Disabled children team has reviewed paperwork to ensure that the meaningful offer of a carers assessment at the point of contact is captured and recorded within our systems		
<b>November 2022 – Improvement Check</b>							
Pe9	Continue to work towards ensuring a sufficient and sustainable workforce, with the capacity and capability to consistently meet statutory responsibilities	Workforce strategy to be closely monitored and co-ordinated through the local authority planning group Workstreams the following: <ul style="list-style-type: none"> <li>• Strategic commissioning of agency staff</li> <li>• Agency to permanent conversions</li> <li>• Re-grading of existing posts</li> <li>• Market supplements</li> <li>• Grow our own/traineeships and secondments/social care apprenticeships</li> <li>• Workforce charters</li> <li>• Enhanced marketing/approaches to recruitment</li> </ul>	Director and Workforce Board	Continuous	Fortnightly workforce planning meetings take place to closely monitor the workstreams and their impact. The challenges continue with ongoing reliance on agency staff (and their turnover). Some of the positive impacts will not be achieved until the medium/long terms eg 'grow our own', full team of international recruits etc..		

Page 67		<ul style="list-style-type: none"> <li>International recruitment</li> </ul>					
	Pe10	Continue to monitor the quality of social care records ensuring recording in relation to siblings, ethnicity, language, religion is strengthened, and a consistent approach taken	Audit tools to be reviewed to ensure these factors are captured and monitored	PO Training	April 2023	No update currently	
Pe11	Ensure people consistently feel listened to and treated with dignity and respect	In addition to the engagement and involvement framework for children and young people (Pe1) a Parents Charter to also be developed	HoS	Sept 2023	Discussions are underway regarding a regional charter being developed with input from a third sector advocacy provider		
<b>PRINCIPLE 2 – PREVENTION (Pr)</b>							
Ref	AREA FOR IMPROVEMENT	ACTION	RESPONSIBLE	TIMESCALE	PROGRESS/UPDATES/ACTIONS	CROSS REFERENCE	BRAG
Pr 1	Opportunities to prevent escalation of need continues to be a challenge for the local authority given the persistently high volume of referrals together with the	<p>A Workforce Plan has been developed for Children's Social Care (CSC) areas of development includes:</p> <p>Review of skill mix in CSC to develop workforce plan</p> <p>Develop a revised business case for the Bridgend 'Grow our own Social Work Programme'</p>	Director/ Workforce Board	March 23	<p>Growing our own Social Work Programme - 4 staff have been seconded on the BSc Social Work Cardiff Met/Bridgend college programme commenced academic year 2022/23.</p> <p>4 social work trainees have been recruited and have commenced the BSc social</p>		

Page 68	complexity of needs of children and families, and workforce challenges	International recruitment	Director/ Workforce Board	March 23	work programme (as above). Trainees are super- numery staff, each trainee has an individual programme of learning and development alongside their academic study and practice learning placements they will gain practical experience across Adults and Childrens teams  Further funding has been agreed for 8 trainee/secondees in the 23/24 academic year.  A project group has been set up to oversee international recruitment and to date 8 social workers have been offered posts with prospective start dates in January 2023.	3 Year Plan (W2)	
		Social Work Charter	Director/ Workforce Board	March 23	The social work charter is in draft, and workshops have taken place with practitioners and managers to finalise a draft for launch on world social work day 2023.	3 Year Plan (W3)	
		Undertake a review of integrated family support service and family group conferencing, arrangements within Bridgend with a view to determining if this whole family	Head of Children's Social Care/ Head of Education & Family	June 2023	Our improvement partner will undertake a whole system Childrens services review  The project will involve considering services currently delivered in the education,	3 Year Plan (P7)	

		<p>approach can be expanded for working with more families</p>	<p>Support/GM Family Support</p>		<p>social care and wellbeing, communities, finance and performance directorates</p> <p>In addition the following areas have been progressed:-</p> <p><b>Edge of Care / IFSS</b></p> <p>Increase of posts to support increased demand and prevent escalation.</p> <p>Further work has been undertaken to understand specific needs within BCBC, including emotional regulation and tolerance programmes for parents, and Family Connections which focuses on conflict resolution skills for whole families</p> <p>A case tracker has been developed within edge of care services / IFSS to monitor timescales and reduce drift. This is used as a supervision tool</p> <p>Commissioning further staff to be trained in ‘train the trainer’ evidence-based parenting programmes so numerous groups can run simultaneously to offer support to parents.</p> <p><b>Family Group Conferencing</b></p> <p>Since October 2022 the LA has committed to funding FGC’s for</p>		
--	--	--	----------------------------------	--	--	--	--

		<p>Develop an updated commissioning strategy for family support services and interventions to ensure the optimal range of commissioned and Council provided services to meet the needs and interventions set out in care and support and child protection plans</p>	<p>GM Commissioning/ Contract Monitoring Officer</p>	<p>June 2023</p>	<p>all families who are open to statutory services for at least 3 months</p> <p>The development of a conflict resolution programme for families who have gone through the FGC process and will require a whole family approach plan to be embedded for the longer term.</p> <p>The terms of reference for the children and young people area planning groups have been finalised and meetings have been set up A priority focus of the planning group is family support services and intervention</p> <p>A BCBC Strategic Commissioning Plan, is currently being drafted this will be presented to Scrutiny in May 2023, prior to wider engagement and finalisation. This plan covers both Early Help and regulated Children's Services</p>	<p>3 Year Plan (S1)</p>	
<p>Pr2</p>	<p>Missed opportunities to thoroughly explore and mitigate risk and a lack of</p>	<p>Raise awareness of the need for practitioners to exercise professional curiosity in their practice, applying critical evaluation to any information</p>				<p>Review /Audit Plan Audit B Rec 2</p>	

	<p>professional curiosity</p>	<p>they receive and keeping an open mind:</p> <ul style="list-style-type: none"> <li>• Back to Basics Training to be arranged</li> <li>• Mandatory Professional curiosity training to be arranged</li> <li>• Signs of Safety Training to be arranged</li> <li>• Review QA evidence of training</li> </ul>	<p>PO Training</p> <p>PO Training</p> <p>PO Training</p> <p>PO Training</p>	<p>March 23</p> <p>March 23</p> <p>March 23</p> <p>March 23</p>	<p>Ongoing programme of Back-to-Basics Training is in place with dates scheduled through to March 2023. Back to Basics Training is mandatory.</p> <p>8 Professional curiosity training courses have taken place this year with two further courses scheduled for Nov and Dec 22.</p> <p>Signs of Safety training to commence from Jan 23.</p> <p>Training activity is evaluated initially at engagement with and reaction to an individual event. How learning has been transferred by an individual into their role and how new skills and knowledge have been used are less tangible and harder to measure. Discussion within supervision and performance data are mechanisms used to gauge the wider impact of learning</p>		
--	-------------------------------	---	---	---	--	--	--

Page 72					on the individual and the organisation		
Pr 3	Placement sufficiency and support	<p>Complete the establishment of the children's assessment hub at Brynmenyn, reviewing the model to ensure the right multiagency therapeutic input including access to psychological assessments where required.</p> <p>Working with regional partners ensure there is sufficient quantity and quality of flexible provision for children who's needs cannot be met in standard residential or fostering provision.</p> <p>Develop a commissioning strategy for the provision of accommodation, care and support services for children with disabilities, working closely with education and health partners to ensure integrated models for short and long-term care provision</p>	<p>HoS/GM Placement and Provider Services</p> <p>HoS/GM Placement and Provider Services</p> <p>Dep HoS/GM Placement &amp; Provider Services/ GM Commissioning/ Contract Monitoring Officer</p>	<p>March 23</p> <p>March 23</p> <p>March 23</p>	<p>Prior to opening, a root and branch review of the existing service delivery model will be completed to ensure the operating model in the new home is fit for purpose.</p> <p>Radical reform funding from WG has also been granted for us to commission a MYST for fostering and residential care</p> <p>The regional children's programme board has established an accommodation workstream which is driving the development and bids for associated funding for specialist provision.</p> <p>The terms of reference for the children and young people area planning groups have been finalised and meetings have been set up. A priority focus of the planning group will be support services for children with disabilities and accommodation options for children and young people</p>	<p>3 Year Plan (S2)</p> <p>S3)</p> <p>(S4)</p> <p>(S5)</p>	



		<p>Develop a commissioning strategy with key partners to meet the accommodation, care and support needs of care experienced children and young people and care leavers</p> <p>Work with national and regional partners through the National Fostering Framework to increase the numbers of Bridgend foster families, including carers who have additional skills and experience in caring for children who would otherwise require residential care, or are transitioning from such provision. The work to increase the numbers of Bridgend foster carers should consider the most effective recruitment and retention strategies as well as the range of support for foster carers from the Council.</p>	<p>Dep HoS/GM Case Man &amp; Transition/GM Placement &amp; Provider Services/GM Commissioning/ Contract Monitoring Officer</p> <p>HoS/GM Placements and Provider Services</p>	<p>March 23</p> <p>March 23</p>	<p>See above</p> <p>There are several targeted recruitment activities for the year utilising online marketing combined with showcasing events that promote both retention and recruitment. These include, recognition awards, 3 days of scheduled events within the community to include visits to schools, leaflet drops and speaking with local businesses. Attendance at school summer fetes and delivering presentations to teaching staff.</p> <p>There has been success with online marketing - 6.9K views of the Christmas recruitment video.</p> <p>A range of other promotions including local advertising, linking with local radio and</p>	<p>(S6)</p>	
--	--	---	---	---------------------------------	---	-------------	--

		<p>Await outcome of MYST bid to Welsh Government</p>	<p>HoS/GM Placements and Provider Services</p>	<p>Continuous</p>	<p>other targeted promotional aids are planned</p> <p>We currently have 8 prospective carers being assessed and we have been approached by kinship carers, in accordance with our new financial policy – to be assessed under Form F with a view to providing respite placement</p> <p>See above</p>		
<p>Pr 4</p>	<p>Accessibility of information, advice and assistance</p>	<p>Undertake a review of the MASH /IAA team structure, duties and responsibilities and consideration of the resources required to strengthen these arrangements to ensure that the safest decisions are being made in response to concerns shared with the department and that staff are working in an environment which enables them to be the best practitioners they can be:</p>	<p>Dep HoS/GM Safeguarding</p>	<p>March 23</p>	<p>Draft review document produced for consideration</p>	<p>Review/Audit Plan</p> <p>Audit A Rec 1</p>	

Page 75		<p>Review operating model and resource implications</p> <p>Implement IAA focussed improvement plan</p>	<p>Dep HoS/GM Safeguarding</p>	<p>Ongoing</p>	<p>and presented to CMB. Final report to be produced on options and resource implications by Dec 22. IPC are progressing with this review, their draft report due February 2023 IAA focused improvement plan is in place and is updated 6 weekly and reviewed regularly in silver meetings Workforce project being progressed by CSC workforce project</p> <p>IAA focused plan implemented and continues to be reviewed 6 weekly and shared in silver</p>		
Pr 5	<p>Strengthening of Quality Assurance (QA) framework and alignment of performance and quality assurance systems</p>	<p>Commission a programme of independent detailed Quality Assurance to provide a thorough assessment of the strengths and areas for development in Bridgend Children's Social Care services to inform the practice development programme, and the Council, and partnership quality assurance programmes</p>	<p>HoS/PO Training</p>	<p>Dec 22</p> <p>Jan 23</p>	<p>Further independent audits have been carried out in relation to case management and supervision and findings/recommendations reported to the Improvement Board</p> <p>Review completed</p>	<p>3 Year Plan (P4)</p>	

		<p>Directorate QA framework to be reviewed</p> <p>Draft QA framework to be consulted on and finalised</p> <p>Directorate QA Framework to be relaunched</p>	<p>PO Training</p> <p>PO Training</p> <p>Director</p>	<p>Dec 22</p> <p>March 23</p>	<p>Q and A activity will be reported to the Directorate performance meeting chaired by the statutory Director</p> <p>Internal audit and review of the framework and its impact will be carried out 12 months after implementation Team based facilitated briefing sessions have been rolled out across the Directorate. An implementation group has been established. Teams are testing out the new audit tools within WCCIS. A formal launch of the framework will take place in March 23. A Quality assurance officer post is being recruited to in order to coordinate this work</p>	<p>Review/Audit Plan</p> <p>Audit A Rec 2</p>	
<b>November 2022 – Improvement Check</b>							
Pr6	Continue to closely monitor the position of children’s social services and early help services to	Bronze Silver and Gold meetings will continue to take place to ensure situational awareness and the required corrective actions are implemented in a timely way	Director/HoS/D eputy HoS	June 2023	Bronze silver and gold meetings are taking place as indicated where comprehensive		

Page 77	ensure any indicators of risks to achieving and sustaining improvement and compliance with statutory responsibilities, and pressure/ gaps in service provision are quickly identified and the required action is taken				data/dashboards are presented by every part of the service. In addition, monitoring and analysis of cross directorate activity and performance is monitored by the shared dataset that is presented at every EH and SG Board meeting		
Pr7	The local authority should ensure systems are in place to provide all staff, with up-to-date information regarding availability and accessibility of early help services and records relating to intervention of early help services		GM Early Help		The Early Help web pages on the BCBC website were updated in august 2022 to improve awareness of services available to support children and families. These pages are regularly reviewed to add new services or resources that may assist children, families, and professionals		
Pr8	Ensure children are not placed in unregistered services and must continue its efforts to identify suitable,	Children's commissioning strategy to be finalised which will include placement/sufficiency	GM Commissioning	Continuous	Children are only placed unregistered services in exceptional circumstances and when this does happen the arrangements are closely monitored and reported to CIW for consideration by their enforcement panel.		

	registered placements				<p>The process of developing a BCBC Strategic Commissioning Plan, which will be drafted by end of March and taken into Scrutiny in May 2023, prior to wider engagement and finalisation. This plan covers both Early Help and regulated Children's Services</p> <p>A key element of the plan will be the updating of the Placement Sufficiency Strategy – which will be a standalone document with the key findings included in the above strategic plan</p>		
--	-----------------------	--	--	--	--	--	--

### PRINCIPLE 3 – PARTNERSHIP AND INTEGRATION (Pi)

Ref	AREA FOR IMPROVEMENT	ACTION	RESPONSIBLE	TIMESCALE	PROGRESS/UPDATES/ACTIONS	CROSS REFERENCE	BRAG
Pi1	Inconsistent thresholds and standards of practice	<p>Back to basics training to be arranged with the intention of building a strong foundation on which we can further develop, enhance, and reflect on social work practice within the safeguarding arena</p> <p>In addition to the back to basics training an overarching training programme will include the following:</p>	PO Training	March 23	A programme of core and specialist training is ongoing covering Back to Basics and subject specific courses as listed above.	<p>Audit Plan/Review</p> <p>Review D Rec 1</p> <p>3 Year Plan (P5)</p> <p>(Pe6)</p>	

		<ul style="list-style-type: none"> <li>• Appreciative enquiry</li> <li>• Analysis of risk</li> <li>• Professional curiosity</li> <li>• Working with uncooperative and hostile families</li> <li>• Disguised compliance</li> <li>• Relationship based practice/collaborative communications (focus on safety)</li> <li>• Facilitating strategy and core group meetings</li> <li>• Practice of helping children and young people – promoting participation in assessment and planning</li> <li>• Child Protection case conferences</li> <li>• Working with challenge and recognising the impact of high stress on our responses</li> <li>• Neglect</li> <li>• Coercive control</li> <li>• Understanding children and young people’s experiences of living in an environment where there is domestic abuse</li> <li>• Domestic violence (ref VAWDASV)</li> </ul> <p>Develop a series of practice development plans, where appropriate with partners, for key service areas. The practice development plans will include priorities for policy</p>	<p>HoS/Dep HoS/PO Training</p>	<p>March 23</p>	<p>Completed</p> <p>Practice development plans completed and are reviewed in silver meetings on a weekly basis</p>		
--	--	--	--	-----------------	--	--	--

Page 80		development, decision making processes, training and development					
Pi 2	The local authority will need to ensure its communication strategy is sufficiently robust to effectively communicate to staff and partners the vision for children's services and the many developments taking place/planned to take place	Work through Regional Safeguarding Board structures to ensure most effective partnership arrangements, and ownership of improvements required within Bridgend Social Care services	Director/HoS	Continuous	Partnership working has been strengthened through the Regional Safeguarding Board Executive Steering Group and the Bridgend Joint Operational Group. A follow up summit is being held to explore a vision and priorities for integrated working for children and families in Bridgend.  There is strong accountability and oversight exercised through the CTM Regional Safeguarding Board, its Executive Steering Group and its sub-groups.	3 Year Plan (B1)	
Pi 3	Share learning from audits and reviews with staff and partners	Ensure that learning from Child Practice Reviews and other in-depth analysis is systematically embedded through learning, training and development and follow up quality assurance and review  This will be undertaken through the work of the Regional Safeguarding Board subgroups and development of	GM Safeguarding &IAA/ Principal Officer Training	Continuous	Learning from Child Practice Reviews is incorporated into relevant training courses. Bespoke briefing sessions for staff to take place in relation to the Bridgend Child Practice Reviews when reviews the reviews are completed, and reports Published.	3 Year Plan (P6)	



		the operational ways of working within Bridgend Children's Social Care			Three practice learning events in relation to Child T took place in dec 2022.  Further dates for learning events from any reviews/audits will take place upon their completion.		
--	--	--	--	--	---	--	--

**November 2022 – Improvement Check**

Pi4	Ensure clarity and consistency of thresholds for access to early help and statutory services. The local authority must prioritise this work to ensure children and families access the right support at the right time and ensure smooth access to services, and where required smooth transition between early help / preventative and statutory services	Our improvement partner will undertake a whole system children's services review	Director/Head of Service	June 2023	<p>The project will involve considering services currently delivered in the education, social care and wellbeing, communities, finance, and performance directorates, and it will address key questions in the following areas:</p> <p>Whether front door arrangements and pathways protocols and systems can be more effective in delivering outreach, assessment, referral, signposting, and support for families. This will include whether there should continue to be multiple front doors for children, families, and professionals for IAA</p> <p>Whether and how more effective joint working across Directorates can be achieved at each levels of the continuum of need above.</p>		
-----	--	--	--------------------------	-----------	--	--	--

					<p>Whether more can be done to deliver and co-ordinate services in locality hubs and clusters to better support schools and other universal services</p> <p>Whether Council resources are best targeted and will meet future demand</p> <p>Whether commissioning and joint work with partners can be improved</p>		
--	--	--	--	--	---	--	--

**PRINCIPLE 4 – WELLBEING (W)**

Ref	AREA FOR IMPROVEMENT	ACTION	RESPONSIBLE	TIMESCALE	PROGRESS/UPDATES/ACTIONS	CROSS REFERENCE	BRAG
W1	Further work is required to improve the timeliness of meeting statutory responsibilities	Enhance the use of business intelligence within children’s social care teams through live performance dashboards which promote safe and effective practice, management oversight and decision making	GM Business Support	March 2023	A performance management framework has been implemented across the Directorate which provides management oversight of key performance management data. The Children’s Social Care monthly performance management report includes key national metrics as well as local operational information, such as assessments and reviews. The report follows a child / young person’s pathway. To further strengthen these	3 Year Plan (B4)	

					<p>arrangements the dashboard presented to silver meeting has been further developed and provides management oversight of key performance information on a weekly basis. Operational service area dashboards continue to be developed to provide management oversight at weekly bronze meetings. Next steps are to prioritise the list of statutory requirements and work with the WCCIS team to build on the suite of data/performance reports to enhance automated reporting and streamline data validation arrangements</p> <p>Performance management mechanisms have been improved and routine meetings in place with the Director to review progress against plans</p>		
W2	Facilitation of supervised contact	A review of the current supervised contact arrangements to be undertaken to ensure that it meets the needs of those who require this provision	GM Case Management & Transition/GM Locality Hubs/Contract Monitoring Officer	March 23	<p>A review will be undertaken by our improvement partner as part of their work to review the operating model, this review will be completed by March 23.</p> <p>In the interim the group manager is monitoring the demands placed on staff to</p>		

Page 84					undertake supervision of contact and deploying resource to support the teams		
W3	Consistent high quality written records	<p>Review of the recording policy, and the chronology functionality within WCCIS to ensure every child has an up-to-date version on their record</p> <p>Foster carer recording guidance and associated training to be reviewed</p> <p>Audit implementation and impact of recording guidance for social care staff</p>	<p>Policy Officer</p> <p>GM Placements and Provider Services</p> <p>Policy Officer</p>	<p>March 23</p> <p>March 23</p> <p>Continuous</p>	<p>The guidance on the use of chronologies has been included in the revised recording policy.</p> <p>Fostering Policy and procedures have been reviewed and updated, the PO will work with the Policy Officer to progress approval of the policy framework. Working groups have been set up and SCDWP officers will facilitate a review of foster carer training.</p> <p>Policy Officer appointed and has commenced a review of policies /guidance across Childrens Social Care</p>	<p>Audit/Review Plan</p> <p>Review D Rec 5 (Pe1)</p> <p>Audit/Review Plan</p> <p>Review D Rec 5</p>	
W4	CSE and CCE – strengthen interventions and mapping	Regional Safeguarding Board Exploitation Steering Group to be set up	Director/HoS	Dec 22	The regional steering group is established, and the Group Manager for Development and Improvement is engaged in this area of work.	See W7 below	

Page 85		Interim local tool, together with practice guidance notes has been developed	GM Locality Hubs/GM Safeguarding and IAA		<p>A referral pathway for identifying and assessing exploitation has been developed – this includes a MASH screening tool and an exploitation assessment these are in use. Testing of these processes for inclusion on WCCIS is underway</p> <p>A direct intervention working tool to support social work teams in intervention with children who are being exploited or at risk of being exploited has been presented to teams The use of this tool is included in the exploitation training</p>		
W5	First year of practice – ensure competence and confidence of staff and provide consistent supervision and oversight	Review and re-launch the newly qualified social worker ‘Supporting your first three years in practice’ framework, to ensure that all newly qualified social workers are supported through transition from graduate to newly qualified social worker	HoS/Principal Officer Training	Dec 23	<p>The programme has been reviewed and revised. 14 NQSW’s (including agency workers) commenced the programme in October 22. All NQSW’s are required to complete a mandatory training pathway and an additional development programme. This includes reflective learning on areas relevant to social workers in both Adult and Childrens Social Care</p> <p>NQSW’s will have:</p>	<p>3 Year Plan (W6)</p> <p>(W7)</p> <p>(W8)</p> <p>(W9)</p>	

Page 86					Support from a mentor based within their team	Audit/Review Plan	
					Reflective professional supervision by a qualified social worker. Weekly for the first four weeks then every 4 weeks for the remainder of their first year in practice.	Review D Rec 2	
<b>November 2022 – Improvement Check</b>							
W6	Performance indicators in relation to timeliness of meeting statutory requirements - maintain focus and scrutiny on ensuring compliance with all its statutory responsibilities	Performance framework and associated monitoring mechanisms to be embedded across the Directorate	Director/GM Business	Continuous	A Performance framework is in place and ensures that monitoring takes place through the regular meetings with the Director and Heads of Service and scrutiny by the Improvement Board		
W7	Implement and embed consistent practice regarding identifying and responding to child exploitation, progress work as a matter of urgency	Regional exploitation strategy to be finalised and implemented  Local referral pathways and practice toolkits to be consistently implemented across all teams	GM Practice improvement	Dec 22  June 2023	Regional exploitation strategy has been signed off  A referral pathway for identifying and assessing exploitation has been developed – this includes a MASH screening tool and an exploitation assessment these are in use. Testing of these processes for inclusion on WCCIS is underway	(see W4 above)	

		<p>Exploitation prevention panel to be established</p> <p>Workforce</p> <p>Ensure on-going training and support from lead practitioners</p>		<p>June 2023</p> <p>June 2023</p> <p>June 2023</p>	<p>A direct intervention working tool to support social work teams in intervention with children who are being exploited or at risk of being exploited has been presented to teams The use of this tool is included in the exploitation training</p> <p>The concept of the Exploitation Prevention Panel has been presented to partners; further work is ongoing to develop the Terms of Reference for the Panel which will meet monthly, The first Panel meeting is scheduled for May 2023</p> <p>2 senior practitioner posts have been appointed in March 2023 one to be based in the IAA and one in the localities. These officers will be responsible for screening. A Social work support officer role is being developed for advert to support the exploitation lead and 2 senior practitioners in this area of work</p> <p>Training – all teams have been trained in the use of the screening and assessment documents, a presentation to all teams on the BCBC exploitation strategy was completed in Nov 22</p>		
--	--	---	--	--	--	--	--

					A further half day training on exploitation and direct intervention will be supported by SCDWP and delivered to the Youth Justice team, as well as Education and Family Support colleagues together with Social Care staff to ensure that there is a common understanding of how services manage exploitation		
W8	Closely monitor contact arrangements for children and their families	Conclude the review of existing arrangements and underpinning resources  Implement recommendations of the review	GM Case management and transition	June 2023	Short term – a report went to CMB in November 2022, the recommendations in this report were implemented and alleviated some of the short-term pressure.  Long term- This is part of the review by IPC currently awaiting final report.		



## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2

27 MARCH 2023

### REPORT OF THE CHIEF OFFICER - LEGAL & REGULATORY SERVICES, HR AND CORPORATE POLICY

#### FORWARD WORK PROGRAMME UPDATE

#### 1. Purpose of report

1.1 The purpose of this report is to:

- a) Present the Committee with the Forward Work Programme (**Appendix A**) for consideration and approval;
- b) Request any specific information the Committee identifies to be included in the items for the next two meetings, including invitees they wish to attend;
- c) Request the Committee to identify whether there are presently any further items for consideration on the Forward Work Programme having regard to the selection criteria in paragraph 4.3;
- d) Present the Recommendations Monitoring Action Sheet (**Appendix B**) to track responses to the Committee's recommendations made at the previous meetings;
- e) Advise that the Committee's updated Forward Work Programme and Recommendations Monitoring Action Sheet will be reported to the next meeting of Corporate Overview and Scrutiny Committee (COSC).

#### 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's Constitution requires Overview and Scrutiny Committees to each propose items for the Forward Work Programme having regard to the Council's Corporate Priorities and Risk Management framework.
- 3.2 The Corporate Overview and Scrutiny Committee has the additional role of having oversight and coordination of the Forward Work Programmes for the Subject Overview and Scrutiny Committees to develop and implement an effective overall Forward Work Programme for Scrutiny.

#### Best Practice / Guidance

- 3.3 The Centre for Governance and Scrutiny's (CfGS) Good Scrutiny Guide recognises the importance of the Forward Work Programme. In order to 'lead and own the process', it states that Councillors should have ownership of their Committee's work programme, and be involved in developing, monitoring and evaluating it. The Good Scrutiny Guide also states that, in order to make an impact, the scrutiny workload should be coordinated and integrated into corporate processes, to ensure that it contributes to the delivery of corporate objectives, and that work can be undertaken in a timely and well-planned manner.
- 3.4 Forward Work Programmes need to be manageable to maximise the effective use of the limited time and resources of Scrutiny Committees. It is not possible to include every topic proposed. Successful scrutiny is about looking at the right topic in the right way and Members need to be selective, while also being able to demonstrate clear arguments for including or excluding topics.
- 3.5 The CfGS guide to effective work programming 'A Cunning Plan?' makes the following reference to the importance of good work programming:

*'Effective work programming is the bedrock of an effective scrutiny function. Done well it can help lay the foundations for targeted, incisive and timely work on issues of local importance, where scrutiny can add value. Done badly, scrutiny can end up wasting time and resources on issues where the impact of any work done is likely to be minimal.'*

#### Forward Work Programme

- 3.6 Following the approval of the schedule of Scrutiny Committee meeting dates at the Annual Meeting of Council on 18<sup>th</sup> May 2022, the scheduling of standing statutory reports to Scrutiny Committees upon: the Medium Term Financial Strategy, Performance, the Corporate Plan, Budget Monitoring, etc. were mapped to the appropriate timed COSC meeting dates into a draft Forward Work Programme.
- 3.7 The draft Forward Work Programme for each Scrutiny Committee has been prepared using a number of different sources, including:

- Corporate Risk Assessment;
- Directorate Business Plans;
- Previous Scrutiny Committee Forward Work Programme report topics / Minutes;
- Committee / Member proposed topics;
- Policy Framework;
- Cabinet Work Programme;
- Discussions with Corporate Directors;
- Performance Team regarding the timing of performance information.

3.8 There are items where there is a statutory duty for Policy Framework documents to be considered by Scrutiny, e.g. the MTFS including draft budget proposals scheduled for consideration in January 2023, following which the COSC will coordinate the conclusions and recommendations from each of the Subject Overview and Scrutiny Committees in a report on the overall strategic overview of Cabinet’s draft Budget proposals to the meeting of Cabinet in February 2023.

3.9 An effective FWP identifies the issues that the Committee wishes to focus on during the year and provides a clear plan. However, at each meeting the Committee will have an opportunity to review this as the Forward Work Programme Update will be a standing item on the Agenda, detailing which items are scheduled for future meetings and be requested to clarify any information to be included in reports and the list of invitees. The FWP will remain flexible and will be reported to each COSC meeting with feedback from each SOSC FWP and any updated information gathered from FWP meetings with Scrutiny Chairs and Corporate Directors.

#### **4. Current situation/proposal**

4.1 The Committee approved its Forward Work Programme at its previous meeting.

4.2 The Committee’s Forward Work Programme will also be reported to the Corporate Overview and Scrutiny Committee, for coordination and oversight of the overall FWP.

#### Identification of Further Items

4.3 The Committee is reminded of the Criteria Form which Members can use to propose further items for the FWP which the Committee can then consider for prioritisation at a future meeting. The Criteria Form emphasises the need to consider issues such as impact, risk, performance, budget and community perception when identifying topics for investigation and to maximise the impact scrutiny can have on a topic and the outcomes for people. Criteria which can help the Committee come to a decision on whether to include a referred topic, are set out below:

#### Recommended Criteria for Selecting Scrutiny Topics:

**PUBLIC INTEREST:** The concerns of local people should influence the issues chosen for scrutiny;

**ABILITY TO CHANGE:** Priority should be given to issues that the Committee can realistically influence, and add value to;

PERFORMANCE:	Priority should be given to the areas in which the Council is not performing well;
EXTENT:	Priority should be given to issues that are relevant to all or large parts of the County Borough; or a large number of the Authority's service users or its population;
REPLICATION:	Work programmes must take account of what else is happening in the areas being considered to avoid duplication or wasted effort.

#### Reasons to Reject Scrutiny Topics:

- The issue is already being addressed / being examined elsewhere and change is imminent.
- The topic would be better addressed elsewhere (and can be referred there).
- Scrutiny involvement would have limited / no impact upon outcomes.
- The topic may be sub-judice or prejudicial.
- The topic is too broad to make a review realistic and needs refining / scoping.
- New legislation or guidance relating to the topic is expected within the next year.
- The topic area is currently subject to inspection or has recently undergone substantial change / reconfiguration.

#### Corporate Parenting

- 4.4 Corporate Parenting is the term used to describe the responsibility of a Local Authority towards looked after children and young people. This is a legal responsibility given to local authorities by the Children Act 1989 and the Children Act 2004. The role of the Corporate Parent is to seek for children in public care the outcomes every good parent would want for their own children. The Council as a whole is the 'corporate parent', therefore all Members have a level of responsibility for the children and young people looked after by Bridgend.
- 4.5 In this role, it is suggested that Members consider how each item they consider affects children in care and care leavers, and in what way can the Committee assist in these areas.
- 4.6 Scrutiny Champions can greatly support the Committee in this by advising them of the ongoing work of the Corporate Parenting Cabinet Committee and particularly any decisions or changes which they should be aware of as Corporate Parents.
- 4.7 The Forward Work Programme for this Committee is attached as **Appendix A**.
- 4.8 The Recommendations Monitoring Action Sheet to track responses to the Committee's recommendations at the previous meeting is attached as **Appendix B**.

#### **5. Effect upon policy framework and procedure rules**

- 5.1 The work of the Overview & Scrutiny Committees relates to the review and development of plans, policy or strategy that form part of the Council's Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental wellbeing in the County Borough of Bridgend.

## 6. Equality Act 2010 implications

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

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

- 7.1 The Act provides the basis for driving a different kind of public service in Wales, with 5 ways of working to guide how public services should work to deliver for people. The following is a summary to show how the 5 ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

- Long-term - The approval of this report will assist in the planning of Scrutiny business in both the short-term and in the long-term on its policies, budget and service delivery.
- Prevention - The early preparation of the Forward Work Programme allows for the advance planning of Scrutiny business where Members are provided an opportunity to influence and improve decisions before they are made by Cabinet.
- Integration - The report supports all the wellbeing objectives.
- Collaboration - Consultation on the content of the Forward Work Programme has taken place with the Corporate Management Board, Heads of Service and Elected Members.
- Involvement - Advanced publication of the Forward Work Programme ensures that stakeholders can view topics that will be discussed in Committee meetings and are provided with the opportunity to engage.

## 8. Financial implications

- 8.1 There are no financial implications directly associated with this report.

## 9. Recommendations

- 9.1 The Committee is recommended to:

- a) Consider and approve the Forward Work Programme attached as **Appendix A**;
- b) Identify any specific information the Committee wishes to be included in the items for the next two meetings, including invitees they wish to attend;

- c) Identify any further items for consideration on the Forward Work Programme having regard to the selection criteria in paragraph 4.3 of this report;
- d) Note the Recommendations Monitoring Action Sheet to track responses to the Committee's recommendations made at the previous meetings, attached as **Appendix B**;
- e) Note that the Forward Work Programme, Recommendations Monitoring Action Sheet and any updates from the Committee will be reported to the next meeting of COSC.

Kelly Watson  
**Chief Officer – Legal & Regulatory Services, HR and Corporate Policy**  
21 March 2023

**Contact Officers:** Meryl Lawrence  
Senior Democratic Services Officer - Scrutiny

Lucy Beard  
Scrutiny Officer

Jessica McLellan  
Scrutiny Officer

**Telephone:** (01656) 643515 / 643613 / 643263

**Email:** [scrutiny@bridgend.gov.uk](mailto:scrutiny@bridgend.gov.uk)

**Postal address:** Democratic Services - Scrutiny  
Bridgend County Borough Council  
Civic Offices  
Angel Street  
Bridgend  
CF31 4WB

**Background documents:** None.

**Draft Outline Forward Work Programme  
Subject Overview and Scrutiny Committee 2:**

**APPENDIX A**

<b><u>Date of Meeting:</u></b>	<b><u>Report Topics:</u></b>
Mon 11 July 9.30am	<ul style="list-style-type: none"> <li>- Corporate Parenting Champion Nomination report;</li> <li>- Nomination to the Public Service Board Scrutiny Panel report;</li> <li>- Draft Outline Forward Work Programme.</li> </ul>
Thurs 15 September 10am	Meeting postponed for national period of mourning
Thurs 3 November 10am	<ul style="list-style-type: none"> <li>- Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social Care Services 23 - 27 May 2022</li> <li>- Call In of Cabinet Decision: Porthcawl Waterfront Regeneration: Appropriation of Land at Griffin Park and Sandy Bay</li> </ul>
Thurs 8 December 10am	<ul style="list-style-type: none"> <li>- Annual Report – Safeguarding of Children and Adults</li> <li>- Summary of Adult Services Inspection Reports</li> </ul>
Friday 20 January 1.30pm	<ul style="list-style-type: none"> <li>- Draft Medium Term Financial Strategy 2023-24 to 2026-27 and Budget Proposals</li> </ul>
Thurs 16 February 10am	<ul style="list-style-type: none"> <li>- Adult Social Care Pressure Areas</li> <li>- The Development of Learning Disability Services</li> </ul>
Mon 27 March 10am	<ul style="list-style-type: none"> <li>- <b>Support for Young Carers and Adult Carers</b></li> <li>- <b>Care Inspectorate Wales (CIW) Improvement Check Visit to Children's Social Care Services - 21 - 24 November 2022</b></li> </ul>
<b>To be scheduled as part of 2023/24 AFWP</b>	<ul style="list-style-type: none"> <li>- Early Intervention to Reduce Care Experienced Children and Key Pressures including Information, Advice and Assistance (IAA), Early Help and Edge of Care</li> <li>- Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and Further Integration with BAVO.</li> <li>- Support for Young Carers and Adult Carers</li> <li>- Adult Mental Health</li> <li>- Transition</li> <li>- <b>The outcome of the external expert review into learning disability services</b></li> <li>- Post 18 Housing and Financial Support for Care Experienced Children (Post Basic Income Pilot)</li> </ul>

This page is intentionally left blank



**Subject Overview and Scrutiny Committee 2**

**RECOMMENDATIONS MONITORING ACTION SHEET**

<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Action</b>	<b>Responsibility</b>	<b>Outcome</b>
11 July 2022	Corporate Parenting Champion Nomination	Councillor Alan Wathan was nominated to represent Subject Overview and Scrutiny Committee 2 as an invitee to meetings of the Cabinet Committee Corporate Parenting.	Scrutiny / Chief Officer – Legal and Regulatory Services, HR and Corporate Policy	<b>ACTIONED</b> – Membership of Corporate Parenting Cabinet Committee updated and formally reported to Cabinet 19 July 2022.
11 July 2022	Nomination to the Public Service Board Scrutiny Panel	Councillor Paula Ford was nominated to sit on the Public Service Board Scrutiny Panel.	Scrutiny	<b>ACTIONED</b> – Membership of Public Service Board Scrutiny Panel updated and initial Briefing session arrangements underway.
11 July 2022	Forward Work Programme Update	The Chairperson proposed that a glossary of acronyms would assist Members.	Scrutiny	<b>ACTIONED</b> - response and information circulated to Members.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
3 November 2022	Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social Care Services 23 - 27 May 2022	<p>The Committee proposed That the Chair of the Subject Overview and Scrutiny Committee 2 liaise with the Deputy Leader and Cabinet Member for Social Services and Early Help to identify:</p> <ul style="list-style-type: none"> <li>a) What Members can do to support the Council's promotion of recruitment into Bridgend Social Services; and</li> <li>b) What support the Committee can provide to the Deputy Leader and Cabinet Member for Social Services and Early Help in her discussions with Welsh Local Government Association regarding employment terms and conditions and pay.</li> </ul>	Scrutiny / Chair of SOSC 2	Awaiting Response from Engagement between Deputy Leader and Chair of SOSC 2.
3 November 2022	Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social	The Committee requested a briefing note setting out the process of calls made to the Information, Advice and Assistance (IAA) Service to	Scrutiny / Corporate Director -Social Services and Wellbeing	<b>ACTIONED</b> - response and information circulated to Members on 8 February 2023.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
	Care Services 23 - 27 May 2022	include detail as to how or if these are being recorded and the responsibility of schools when making safeguarding referrals.		
3 November 2022	Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social Care Services 23 - 27 May 2022	The Committee requested Detail of Social Worker current caseloads including the highest caseload attributed to any one Social Worker.	Scrutiny / Corporate Director -Social Services and Wellbeing	<b>ACTIONED</b> - response and information circulated to Members on 8 February 2023.
3 November 2022	Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social Care Services 23 - 27 May 2022	The Committee requested how many Direct Payments have been applied for in the past 12 months and how many were made	Scrutiny / Corporate Director -Social Services and Wellbeing	Recommendations circulated requesting response - to be provided. Chased.
3 November 2022	Care Inspectorate Wales (CIW) Performance Evaluation Report Of Childrens Social Care Services 23 - 27 May 2022	The Committee requested the current waiting list for children awaiting help from the Youth Emotional Mental Health Team.	Scrutiny / Corporate Director -Social Services and Wellbeing	<b>ACTIONED</b> - response and information circulated to Members on 8 February 2023.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
3 November 2022	Call in of Cabinet Decision: Porthcawl Waterfront Regeneration: Appropriation of Land at Griffin Park and Sandy Bay	<p>The Committee concluded that the Decision would not be referred back to Cabinet but made the following Recommendation to Cabinet:</p> <p>a) That having regard to concerns expressed to Members by Porthcawl residents, views shared by public speakers and questions from Members, that Cabinet be requested that going forward for the next stages in the process that they involve Porthcawl Town Council, all stakeholders and the public in further consultation and engagement.</p>	Scrutiny/Chair of Committee	<b>ACTIONED</b> - Recommendation formally reported to Cabinet 17 January 2023 for consideration and response to be provided to SOSC 2.
8 December 2022	Update on the Care Inspectorate Wales Inspections of Bridgend County Borough Council's Regulated Services in Adult Social Care for 2022	The Committee requested that priority be given to rolling out Member Development Training in the New Year and work to pair up Members be expedited to allow Rota visits to children and adult residential provisions to recommence as soon as possible.	Scrutiny / Corporate Director of Social Services and Wellbeing / Head of Adult Social Care	Recommendations circulated requesting response - to be provided. Chased.
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee welcomed the up-to-date information presented in the Annual Report – Safeguarding of Children and	Scrutiny / Corporate Director of Social	Recommendations circulated requesting response - to be provided. Chased.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		Adults and indicated their preference that future presentations of this report similarly cover the period October to September rather than April to March (financial year)	Services and Wellbeing	
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested a list of Warm Hubs where Members can refer those in need.	Scrutiny / Corporate Director of Social Services and Wellbeing	<b>ACTIONED</b> - response and information circulated to Members on 22 December 2022.
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested whether the weather stations positioned around the County could be used to deploy other services, particularly including services to assist the homeless.	Scrutiny / Chief Officer for Finance, Performance and Change	<b>ACTIONED</b> - response and information circulated to Members on 10 February 2023.
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested An update on the rollout of the Welsh Government funding to support Warm Hubs.	Scrutiny / Chief Officer for Finance, Performance and Change	<b>ACTIONED</b> - response and information circulated to Members on 10 February 2023.
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested, In relation to the Deprivation of Liberty Safeguards:  a. How many standard referrals were received and how many were authorised;	Scrutiny / Corporate Director of Social Services and Wellbeing	<b>ACTIONED</b> - response and information circulated to Members on 8 February 2023.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		b. How many urgent referrals were received and how many were authorised: c. How many referrals were withdrawn and the reasons why.		
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested a link to the website setting out the purpose of the Regional Safeguarding Board and its policies and procedures.	Scrutiny / Corporate Director of Social Services and Wellbeing	<b>ACTIONED</b> - response and information circulated to Members on 8 February 2023.
8 December 2022	Annual Report – Safeguarding of Children and Adults	The Committee requested confirmation that a reminder of how to report safeguarding concerns has been circulated to staff and Members.	Scrutiny / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided. Chased.
20 January 2023	Medium Term Financial Strategy 2023-24 to 2026-27	The Committee recognised the physical and emotional demand on social care workers and recommended that Cabinet review the wages for social care workers, in light of external pressures and consider how to ensure that these staff feel appropriately supported and valued.	Scrutiny / Chair of COSC	<b>ACTIONED</b> - Recommendation formally reported to Cabinet 7 February 2023 for consideration and response to be provided to COSC.
20 January 2023	Medium Term Financial Strategy 2023-24 to 2026-27	The Committee noted that the majority of the budget pressures were within the Social Services and Wellbeing Directorate and,	Scrutiny / Chair of COSC	<b>ACTIONED</b> - Recommendation formally reported to Cabinet 7 February 2023 for consideration

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		following detailed consideration and discussions with Officers and Cabinet Members, the Committee were content that they are sufficient and necessary.		and response to be provided to COSC.
16 February 2023	Adult Social Care Pressures	The Committee recommended that consideration be given to whether there is adequate promotion/awareness of the benefits available to support care staff with their fuel or other travel expenses incurred during their shifts and the recent funding obtained to support staff who wish to take driving lessons.	Scrutiny / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.
16 February 2023	Adult Social Care Pressures	Having heard that exit interviews routinely take place in Children's Social Care, the Committee recommended that consideration be given to how this can also take place in Adult Social Care, as soon as possible, in order to capture the data and reasons why staff and social workers in particular, are leaving the local authority.	Scrutiny / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.
16 February 2023	Adult Social Care Pressures	Having heard that the Health Board had been recruiting staff into domiciliary care under the more favourable NHS Terms and	Scrutiny / Corporate Director of Social	Recommendations circulated requesting response - to be provided.

Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		Conditions, and those staff then worked for the local authority under a Section 33 arrangement, the Committee recommended that consideration be given to how there could be a rebalancing of staff terms and conditions in order that being employed directly by the Local Authority is equitable	Services and Wellbeing	
16 February 2023	Adult Social Care Pressures	The Committee requested a copy of the response to the Cabinet's letter to the Welsh Government Minister regarding the cost and funding arrangements for care staff in Parc Prison, when received.	Scrutiny / Corporate Director of Social Services and Wellbeing	<b>ACTIONED</b> - response and information circulated to Members on 21 March 2023.
16 February 2023	Adult Social Care Pressures	The Committee requested the number of occasions a BLACK level/Business Continuity Stage has been called in the Princess of Wales Hospital in the last 3, 6 and 12 months.	Scrutiny / Deputy Director of Planning and Partnerships - Cwm Taf Morgannwg	<b>ACTIONED</b> - response and information circulated to Members on 17 March 2023.
16 February 2023	Development of Learning Disabilities Services	The Committee recommended that consideration be given to how staff lateness and short notice of staff sickness can be managed to avoid delaying or postponing a day out that Service Users described as having a	Scrutiny / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.



Date of Meeting	Agenda Item	Action	Responsibility	Outcome
		disruptive and unsettling impact upon them.		
16 February 2023	The Development of Learning Disability Services	The Committee expressed concern about the impact that the WG Policy modal shift from use of cars to public transport could have, by disenfranchising people with learning disabilities and neurodiverse conditions, who can face fear and distress when accessing and using public transport, and recommended that the Deputy Leader and Cabinet Member for Social Services and Wellbeing write to the Welsh Government to highlight this as a potential area of concern	Scrutiny / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.

This page is intentionally left blank