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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



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

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

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



Annwyl Cyngorydd,

PWYLLGOR CRAFFU TESTUN 2

Cynhelir Cyfarfod Pwyllgor Craffu Testun 2 Hybrid yn Siambr y Cyngor - Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr, CF31 4WB ar **Dydd Iau, 23 Tachwedd 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 3 - 14
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 08/12/2022 a 18/09/2023
4. Arolygiad ar y Cyd o Drefniadau Amddiffyn Plant (JICPA) ym Mhen-y-bont ar Ogwr 12-16 Mehefin 2023 15 - 68

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

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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 ac Aelod Cabinet dros Wasanaethau Cymdeithasol ac Iechyd

Cynghorydd Jon-Paul Blundell - Aelod Cabinet dros Addysg - y Cynghorydd

Claire Marchant - Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles

Lindsay Harvey - Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd

Laura Kinsey - Pennaeth Gofal Cymdeithasol I Blant

Uwcharolygydd Clayton Ritchie – Heddlu De Cymru

Claire O’Keefe – Pennaeth Diolgelu - Bwrdd Iechyd Prifysgol Cwm Taf Morgannwg

Andrea Bevan – Uwch Nyrs - Bwrdd Iechyd Prifysgol Cwm Taf Morgannwg

Myfanwy Moran - Uwch Reolwr - Tim Arolygu Awdurdodau Lleol - Arolygiaeth Gofal Cymru

Charlotte Leese - Arolygydd Cyswllt Awdurdod Lleol Pen-y-bont ar Ogwr - Estyn

5. Casgliadau ac Argymhellion

6. Diweddariad Rhaglen Gwaith

69 - 86

7. Materion Brys

I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

Nodyn: 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 643148 / 643694 / 643513 / .643696

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 T Harrison

D M Hughes

M Lewis

Cynghorwyr

J Llewellyn-Hopkins

RL Penhale-Thomas

A Wathan

R Williams

PWYLLGOR CRAFFU TESTUN 2 - DYDD IAU, 8 RHAGFYR 2022

COFNODION CYFARFOD Y PWYLLGOR CRAFFU TESTUN 2 A GYNHALIWDYD YN SIAMBR Y CYNGOR, SWYDDFEYDD DINESIG, STRYD YR ANGEL, PENYBONT AR OGWR CF31 4WB DYDD IAU, 8 RHAGFYR 2022, AM 10:00

Presennol

Y Cynghorydd F D Bletsoe – Cadeirydd

E L P Caparros
M Lewis
R Williams

P Davies
RL Penhale-Thomas

P Ford
A Wathan

D M Hughes
AJ Williams

Swyddogion:

Lucy Beard	Swyddog Craffu
Julie Ellams	Swyddog Gwasanaethau Democrataidd - Pwyllgorau
Raeanna Grainger	Independent Reviewing Service Manager
Rachel Keepins	Rheolwr Gwasanaethau Democrataidd
Carys Lord	Prif Swyddog - Cyllid, Perfformiad a Newid
Claire Marchant	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Jessica Mclellan	Swyddog Craffu

14. YMDDIHEURIADAU AM ABSENOLDEB

Ymddiheurodd y Cynghorydd Paul Davies a'r Cynghorydd Richard Williams y byddai'n rhaid iddynt adael y cyfarfod yn gynnar.

Ymddiheurodd y Cynghorydd Amanda Williams y byddai'n rhaid iddi adael y cyfarfod am 11.30a.m. oherwydd bod mater brys wedi codi.

Gwahoddedigion:

Y Cynghorydd Jane Gebbie, Dirprwy Arweinydd ac Aelod y Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar.

15. DATGANIADAU O FUDDIANNAU

Dim.

16. DIWEDDARIAD AR AROLYGIADAU AROLYGIAETH GOFAL CYMRU O WASANAETHAU RHEOLEIDDIEDIG CYNGOR BWRDEISTREF SIROL PEN-Y-BONT AR OGWR MEWN GOFAL CYMDEITHASOL I OEDOLION AR GYFER 2022

Cyflwynodd Pennaeth Gofal Cymdeithasol i Oedolion yr adroddiad, a'i ddiben oedd rhoi i'r Pwyllgor ganlyniad Arolygiadau Arolygiaeth Gofal Cymru (AGC) o Wasanaethau Rheoleiddiedig Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr mewn Gofal Cymdeithasol i Oedolion yn ystod 2022.

Mewn ymateb i gwestiwn ynghylch y gwahaniaeth rhwng Hysbysiadau Gweithredu â Blaenoriaeth (PANs) a Meysydd i'w Gwella (AFIs), dywedodd Pennaeth Gofal Cymdeithasol i Oedolion fod yr Awdurdod Lleol, pan fydd PAN yn cael ei gyhoeddi, yn cael dyddiad cau i gwrdd â'r gofyniad a osodwyd ac os na chât'r gofyniad ei fodloni erbyn y dyddiad hwnnw, y gallai'r Awdurdod gael ei gyfeirio at Banel Gorfodi. Aeth ymlaen i ddweud fod Meysydd i'w Gwella yn cael eu hadolygu gan AGC wrth ail arolygu

a phe na bai gwelliannau digonol wedi cael eu gwneud, gallent ddod yn Hysbysiadau Gweithredu â Blaenoriaeth.

Diolchodd y Pwyllgor i'r staff, gan gydnabod anhawster y swydd a chadarnhaodd Pennaeth y Gwasanaethau i Oedolion fod yr adroddiad wedi cael ei rannu â hwy.

Mewn ymateb i gwestiwn ynghylch p'un a oedd y gwasanaeth wedi cael ei synnu gan unrhyw un o'r Hysbysiadau Gweithredu â Blaenoriaeth neu'r Meysydd i'w Gwella, dywedodd Pennaeth Gofal Cymdeithasol i Oedolion eu bod eisoes yn ymwybodol o rai o'r materion a godwyd yn yr Hysbysiadau Gweithredu â Blaenoriaeth. Sicrhaodd y Pwyllgor fod y gwasanaeth yn gweithio gyda'r rheolwyr ynghylch yr holl Hysbysiadau Gweithredu â Blaenoriaeth a Meysydd i'w Gwella mewn modd amserol.

Mewn ymateb i ymholiad ynghylch y posibilrwydd o ailgychwyn ymweliadau rota Aelodau â chartrefi gofal oedolion a chartrefi plant, cydnabu Arweinydd y Cyngor werth yr ymweliadau rota i'r Aelodau, y staff a defnyddwyr y gwasanaeth. Roedd hefyd yn cydnabod eu dylanwad buddiol ar drefniadau llywodraethu a sicrwydd yr Awdurdod oherwydd, cyn y pandemig, câi ymweliadau eu cynnal nid yn unig â lleoliadau a reolid gan yr Awdurdod ond hefyd leoliadau a gomisiynwyd gan y sector annibynnol a'r trydydd sector. Dywedodd fod angen i Aelodau gael eu gosod mewn parau ar gyfer ymweliadau i ddibenion diogelu ac y byddent yn ystyried ailgyflwyno'r ymweliadau y flwyddyn nesaf.

Ailadroddodd Pennaeth Gofal Cymdeithasol i Oedolion sut yr oedd ymweliadau rota yn elfen bwysig o brosesau sicrhau ansawdd a dywedodd y cai cynllun ei ddyfeisio ar gyfer ailgyflwyno'r ymweliadau fyddai'n dechrau gyda hyfforddiant i'r Aelodau. Awgrymodd y dylai ymweliadau rota gychwyn gyda'r gwasanaethau o fewn y Cyngor cyn eu cyflwyno i'r sector annibynnol.

Mewn ymateb i ymholiad gan Aelod ynghylch p'un a oedd y gwasanaeth yn gyfredol o ran cyflwyno'r hyfforddiant gorfodol a'r rhesymau pam yr oedd AGC wedi adrodd nad oedd cydymffurfiaeth lawn â'r hyfforddiant, cadarnhaodd Pennaeth Gofal Cymdeithasol i Oedolion fod yr hyfforddiant gorfodol ar raglen dreigl; peth yn flynyddol, peth bob tair blynedd a pheth yn ystod y cyfnod sefydlu. Cyn y pandemig, roedd y rhaglen dreigl yn sicrhau y byddai unigolion yn gwybod pryd yr oedd eu hyfforddiant i fod ond yn ystod y pandemig, roedd y ffocws wedi bod ar gadw pobl yn ddiogel, ymgysylltu ag unigolion a darparu gwasanaethau rheng flaen.

Yn ogystal, roedd ôl-groniad o hyfforddiant oherwydd y cyfyngiad ar nifer y bobl a allai fod yn bresennol mewn ystafell gyda'i gilydd a'r effaith a gafodd cadw pellter cymdeithasol ar hyfforddiant codi a chario, er enghraifft. Aeth ymlaen i ddweud bod pobl wedi cael dod at ei gilydd fwy rhyw 9 i 12 mis yn ôl a bod cryn dipyn o waith comisiynu wedi cael ei wneud ar gyfer hyfforddiant. Tynnodd sylw at y ffaith fod y sylwadau cadarnhaol yn yr adroddiad yn dangos nad oedd yr hyfforddiant gorfodol yn effeithio ar staff wrth iddynt wneud eu gwaith. Tynnodd sylw hefyd at anhawster staff yr oedd lle wedi cael ei archebu ar eu cyfer ar gyrsiau ond na allent fynd oherwydd eu bod yn gweithio sifftiau yn lle rhywun arall ar fyr rybudd. Felly, roedd y gwasanaeth wrthi'n datblygu e-ddysgu ac wedi prynu iPads i staff allu cael mynediad at hyfforddiant penodol o bell. Er nad oedd y gwasanaeth yn gyfredol â hyfforddiant gorfodol eto, rhoddodd sicrwydd i'r Pwyllgor fod rhaglen waith yn ei lle a'i bod yn teimlo'n hyderus y byddent yn gyfredol yn y 6 mis i ddod.

Gofynnodd Aelod a oedd gan bob cartref siaradwr Cymraeg ac os nad oedd, a oedd staff wedi cael eu hyfforddi yn yr iaith, gan bwysleisio bod siaradwyr Cymraeg iaith gyntaf sy'n byw gyda dementia yn aml yn dychwelyd i ddefnyddio'r Gymraeg.

Dywedodd Rheolwr Gwasanaethau Darparwyr fod o leiaf un aelod o staff sy'n siarad Cymraeg ym mhob un o'r pedwar cartref preswyl.

Dywedodd yr Arweinydd fod yr Awdurdod yn cynnig ac yn annog aelodau o staff i fanteisio ar gyfleoedd hyfforddi a'r cynnig o hyfforddiant am ddim i wella eu sgiliau Cymraeg. Er ei fod yn cydnabod yr heriau o recriwtio i rolau Gofal Cymdeithasol, dywedodd, er nad oedd yn hanfodol, bod defnyddio'r Gymraeg yn sgil i'w chroesawu a thynnodd sylw at waith yr Awdurdod gyda Choleg Pen-y-bont ar Ogwr i helpu i ganfod y genhedlaeth nesaf o weithwyr Gofal Cymdeithasol. Adleisiodd sylwadau'r Aelod ynglŷn â siaradwyr Cymraeg iaith gyntaf sy'n byw gyda dementia, a allai fod wedi dod i arfer â defnyddio'r Saesneg yn eu blynyddoedd fel oedolion, ond oedd yn dychwelyd at eu defnydd o Gymraeg eu plentyndod, a thynnodd sylw at fenter yr oedd yr Awdurdod yn ei chefnogi i annog y defnydd o'r Gymraeg yn gyffredinol mewn cartrefi oedd wedi cael eu canmol gan Gomisiynydd y Gymraeg.

Dywedodd Pennaeth Gofal Cymdeithasol i Oedolion eu bod bob amser yn ceisio cwrdd ag anghenion cyfathrebu pobl gan sôn am enghraifft o ymdrechion staff un cartref oedd wedi dysgu iaith arwyddion i gyfathrebu â phreswlydd â nam ar y clyw.

Mewn ymateb i ymholiad gan Aelod ynghylch pa bolisiau yr oedd AGC wedi eu nodi yn yr Hysbysiadau Gweithredu â Blaenoriaeth a'r gwaith yr oedd yn ei olygu i fynd i'r afael â hwy, dywedodd Pennaeth Gofal Cymdeithasol i Oedolion fod amrywiaeth o bolisiau a bod ganddynt tan ddiwedd mis Mawrth 2023 i fynd i'r afael â hwy. Dywedodd fod yr Awdurdod wedi gweithio gydag Iechyd Cyhoeddus Cymru yn ystod y pandemig ar reoli heintiau ond bod angen diweddarau'r polisi a'u bod yn gweithio gyda chydweithwyr yn y Bwrdd Iechyd i gynorthwyo i sicrhau bod y Polisi Meddyginiaeth yn unol â chanllawiau cenedlaethol. Amlygodd hefyd fod angen mynd i'r afael â rhai polisiau corfforaethol megis chwythu'r chwiban a'r broses gwyno ond sicrhodd fod cynllun yn ei le ar gyfer pob un o'r polisiau.

Gofynnodd Aelod, gan gyfeirio at Dŷ Cwm Ogwr (TCO), sut yr oedd y Meysydd ar gyfer Gwella ynghylch cynlluniau personol a goruchwyliaeth wedi codi a pha mor hyderus oedd y gwasanaeth o ran cyflawni'r gwelliant erbyn diwedd mis Mawrth 2023.

Cadarnhaodd Pennaeth Gofal Cymdeithasol i Oedolion fod Tŷ Cwm Ogwr wedi dod yn ôl i berchnogaeth y Cyngor ym mis Ionawr 2020 o'r sector annibynnol, oedd â phrosesau gwahanol i'r Awdurdod Lleol. Tynnodd sylw at y ffaith fod y pandemig wedi taro ym mis Mawrth 2020 ac mai'r blaenoriaethau oedd cadw pobl yn ddiogel a chwrdd â'u hanghenion gofal a chymorth. Wrth symud allan o'r pandemig, bu'r gwasanaeth yn gweithio gyda rheolwyr Tŷ Cwm Ogwr i drosglwyddo rhai o weithdrefnau'r Awdurdod Lleol ynghylch gwaith papur a, dros y 6 mis diwethaf, bu darn o waith wedi'i dargedu'n ofalus i sicrhau bod yr holl gynlluniau personol o'r safon ddisgwylidig. Dywedodd fod yna raglen dreigl o oruchwyllo a thynnodd sylw at y ffaith fod hyfforddiant yn gysylltiedig â materion cyffredinol oedd yn effeithio ar y Gyfarwyddiaeth gyfan. Dywedodd fod yna gyfres unigryw o amgylchiadau wedi arwain at y sefyllfa yn Nhŷ Cwm Ogwr ond roedd yn hyderus y byddai'r sefyllfa'n well erbyn i AGC ddychwelyd.

Mewn ymateb i ymholiad am yr effaith a gafodd y pandemig ar bolisiau, y staff a llwythi gwaith, dywedodd Pennaeth Gofal Cymdeithasol i Oedolion y bu yna gromlin ddysgu serth o ran rheoli heintiau, yn enwedig o ran cyflwyno offer amddiffyn personol a chyflymder y newid yn y Rheoliadau a'r Canllawiau a'r angen i'w gweithredu. Fodd bynnag, tynnodd sylw at y ffaith fod y staff wedi bod yn hyblyg ac yn barod iawn i newid a'u bod wedi dangos ymrwymiad i'r unigolion yr oeddent yn eu chefnogi. Dywedodd, er y bu gan yr Awdurdod ar hyd yr amser Bolisi Rheoli Heintiau, fod AGC wedi sylwi nad oedd wedi cael ei ailysgrifennu ar ôl y pandemig gyda'r gwersi a ddysgwyd.

Diolchodd Pennaeth Gofal Cymdeithasol i Oedolion i Reolwr Gwasanaethau Darparwyr a Rheolwr Grŵp Gwasanaethau Darparu Gofal Uniongyrchol am eu harweinyddiaeth a'r oriau a weithiwyd yn ystod y pandemig i gwrdd â'r rheoliadau er budd defnyddwyr y gwasanaeth. Diolchodd Cyfarwyddwr Corfforaethol y Gwasanaethau Cymdeithasol a Lles (y Cyfarwyddwr Corfforaethol) hefyd i'r holl gydweithwyr yn y gwasanaethau gofal preswyl ac i Bennaeth Gofal Cymdeithasol i Oedolion.

Dywedodd y Cadeirydd nad oedd unrhyw gwestiynau pellach i'r Gwahoddedigion, diolchodd i'r Gwahoddedigion am fod yn bresennol a dywedodd, os nad oedd eu hangen ar gyfer yr Eitem nesaf, eu bod yn rhydd i adael y cyfarfod.

PENDERFYNWYD: Yn dilyn ystyriaeth fanwl a thrafodaethau gyda'r Swyddogion ac Aelodau'r Cabinet, gofynnodd y Pwyllgor:

Am i flaenoriaeth gael ei rhoi i gyflwyno Hyfforddiant Datblygu'r Aelodau yn y Flwyddyn Newydd ac i'r gwaith o roi Aelodau mewn parau gael ei wneud yn fuan i'w gwneud yn bosibl i ymweliadau rota ailgychwyn i leoliadau preswyl plant ac oedolion cyn gynted ag y bo modd.

17. DIWEDDARIAD AR Y FLAENRAGLEN WAITH

Cyflwynodd y Swyddog Craffu y Flaenraglen Waith (FWP) yn Atodiad A i'r Pwyllgor ei thrafod a'i hystyried, gan ofyn am unrhyw wybodaeth benodol a nodwyd gan y Pwyllgor i'w chynnwys yn yr eitemau ar gyfer y ddau gyfarfod nesaf, gan gynnwys y bobl y dymunent eu gwahodd i fod yn bresennol. Gofynnodd i'r Pwyllgor nodi unrhyw eitemau pellach i'w hystyried ar y Flaenraglen Waith gan gofio'r meini prawf dethol ym mharagraff 4.3 a gofynnodd i'r Pwyllgor nodi yr adroddid am y Flaenraglen Waith ar gyfer y Pwyllgor wrth gyfarfod nesaf y Pwyllgor Trosolwg a Chraffu Corfforaethol.

Mynegodd y Pwyllgor bryder ynghylch y nifer fawr o adroddiadau a drefnwyd ar gyfer y cyfarfod dilynol ym mis Chwefror 2023. Sicrhodd y Swyddog Craffu yr Aelodau eu bod yn gofyn am eglurder gan y Cyfarwyddwr Corfforaethol, ar y cyd â'r Cadeirydd, a oedd modd grwpio'r eitemau gyda'i gilydd yn un neu ddwy eitem fwy, ac felly roedd yn annhebygol y byddai cymaint o eitemau i'w hystyried.

Ni nodwyd unrhyw eitemau pellach i'w hystyried ar y Flaenraglen 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.

PENDERFYNWYD: Bod y Pwyllgor yn cymeradwyo'r Flaenraglen Waith yn Atodiad A, yn nodi yr adroddid ar y Flaenraglen Waith ac unrhyw ddiweddariadau gan y Pwyllgor wrth gyfarfod nesaf y COSC ac yn nodi'r Daflen Gweithredu Monitro Argymhellion yn Atodiad B.

18. DIWEDDARIAD RHAGLEN GWAITH

Cyflwynodd y Swyddog Craffu y Flaenraglen Waith (FWP) yn Atodiad A i'r Pwyllgor ei thrafod a'i hystyried, gan ofyn am unrhyw wybodaeth benodol a nodwyd gan y Pwyllgor i'w chynnwys yn yr eitemau ar gyfer y ddau gyfarfod nesaf, gan gynnwys y bobl y

dymument eu gwahodd i fod yn bresennol. Gofynnodd i'r Pwyllgor nodi unrhyw eitemau pellach i'w hystyried ar y Flaenraglen Waith gan gofio'r meini prawf dethol ym mharagraff 4.3 a gofynnodd i'r Pwyllgor nodi yr adroddid am y Flaenraglen Waith ar gyfer y Pwyllgor wrth gyfarfod nesaf y Pwyllgor Trosolwg a Chraffu Corfforaethol.

Mynegodd y Pwyllgor bryder ynghylch y nifer fawr o adroddiadau a drefnwyd ar gyfer y cyfarfod dilynol ym mis Chwefror 2023. Sicrhodd y Swyddog Craffu yr Aelodau eu bod yn gofyn am eglurder gan y Cyfarwyddwr Corfforaethol, ar y cyd â'r Cadeirydd, a oedd modd grwpio'r eitemau gyda'i gilydd yn un neu ddwy eitem fwy, ac felly roedd yn annhebygol y byddai cymaint o eitemau i'w hystyried.

Ni nodwyd unrhyw eitemau pellach i'w hystyried ar y Flaenraglen 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.

PENDERFYNWYD: Bod y Pwyllgor yn cymeradwyo'r Flaenraglen Waith yn Atodiad A, yn nodi yr adroddid ar y Flaenraglen Waith ac unrhyw ddiweddariadau gan y Pwyllgor wrth gyfarfod nesaf y COSC ac yn nodi'r Daflen Gweithredu Monitro Argymhellion yn Atodiad B.

19. **EITEMAU BRYD**

DIM

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Presennol

Y Cynghorydd F D Bletsoe – Cadeirydd

E L P Caparros
M Lewis

P Davies
J Llewellyn-Hopkins

P Ford
RL Penhale-Thomas

D T Harrison
A Wathan

Swyddogion:

Stephen Griffiths	Swyddog Gwasanaethau Democraataidd - Pwyllgorau
Shagufta Khan	Social Work Lead in Adult Social Care
Marny Mainwaring	Senior Mental Health Co-Ordinator
Claire Marchant	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Jessica Mclellan	Swyddog Craffu
Andrew Thomas	Rheolwr Grŵp - Chwaraeon a Gweithgarwch Corfforol
Mark Wilkinson	Rheolwr Grwp, Anabledd Dysgu, Iechyd Meddwl a Chamdddefnyddio Sylweddau
David Wright	Rheolwr Gwasanaethau Cefnogi Teuluoedd

44. **YMDDIHEURIADAU AM ABSENOLDEB**

Y Cynghorydd Della Hughes

Roedd y Cynghorydd Paula Ford wedi ymddiheuro y byddai hi'n hwyr yn ymuno â'r cyfarfod ac ymddiheurodd y Cynghorydd Paul Davies y byddai angen iddo ef adael y cyfarfod yn gynnar.

Swyddogion

Laura Kinsey, Pennaeth Gofal Cymdeithasol Plant a Glynis Evans, Rheolwr Gwasanaethau Iechyd Meddwl Cymunedol.

Gwahoddedigion:

Ymddiheurodd y Cynghorydd Richard Granville a'r Cynghorydd Jane Gebbie y byddai'n rhaid iddynt adael y cyfarfod yn gynnar.

45. **DATGANIADAU O FUDDIANNAU**

Dim.

46. **CYMERADWYO COFNODION**

PENDERFYNWYD:

Cymeradwyo cofnodion cyfarfodydd y Pwyllgor Trosolwg a Chraffu ar Bwnc 2, dyddiedig 16 Chwefror, 27 Mawrth a 10 Gorffennaf 2023, fel cofnod gwir a chywir.

47. **GWASANAETHAU IECHYD MEDDWL CYMUNEDOL I OEDOLION**

Cyflwynodd Pennaeth Gofal Cymdeithasol i Oedolion yr adroddiad, a'i ddiben oedd rhoi'r cyd-destun strategol a gweithredol y mae'r Gwasanaethau Iechyd Meddwl Cymunedol i

Oedolion yn cael eu darparu ynddo yn y Fwrdeistref Sirol a gofyn i'r Pwyllgor roi sylwadau ar gyfeiriad y gwasanaethau i'r dyfodol.

Diolchodd y Cadeirydd i Bennaeth Gofal Cymdeithasol i Oedolion a bu'r Aelodau'n trafod y canlynol:

- Y llwybr atgyfeirio i'r Tîm Gofal Cymdeithasol ac Adfer, y cyfnod ymyrraeth nodweddiadol a'i bwysigrwydd fel tîm ymyrryd yn gynnar ac atal.
- Y cynnydd nodedig yn nifer yr atgyfeiriadau ar gyfer pobl ifanc ar y sbectwm awtistig, y Cod Ymarfer ar Ddarparu Gwasanaethau Awtistiaeth yng Nghymru a chynllun hyfforddi'r Awdurdod.
- Digwyddiadau hacathon lleol ac addasiadau i wella gwasanaethau a chyfathrebu ar gyfer pawb sydd â chyflyrau niwroamrywiol.
- Cyd-arolygiad cadarnhaol ar y cyfan Tîm Iechyd Meddwl Cymunedol y Gogledd a'r camau a gymerwyd i fynd i'r afael â'r meysydd i'w gwella ac arfer gorau.
- Mewn perthynas â'r Gwasanaeth Cynorthwyo Adferiad yn y Gymuned:
 - Y mathau o gyrsiau therapiwtig a chwrsela sydd ar gael;
 - esblygiad y gwasanaeth;
 - proffil oedran a rhesymau pobl dros ddefnyddio'r gwasanaeth; a
 - cgasglu profiadau ac adborth defnyddwyr y gwasanaeth.
- Y rhestrau aros presennol ar gyfer Gwasanaeth Iechyd Meddwl Plant a'r Glasoed a rôl ysgolion a cholegau mewn gwneud atgyfeiriadau.
- Llwyddiant yr Encil Les, y potensial i ehangu'r gwasanaeth, a'r themâu sy'n effeithio ar ddefnyddwyr.
- Digonolrwydd cyllid ar gyfer Gwasanaethau Iechyd Meddwl statudol, buddsoddiad wedi'i dargedu mewn Gwasanaethau Atal a Lles i atal yr angen rhag cynyddu ymhellach i wasanaethau eilaidd, a phwysigrwydd llwythi achosion diogel a hydrin.
- Gwella cyfathrebu o amgylch Iechyd Meddwl a lleihau stigma.
- Datblygu Strategaeth Iechyd Meddwl Ranbarthol ac unrhyw newidiadau a ragwelir i'r Strategaeth Dros Dro yn dilyn cyhoeddi'r Strategaeth Genedlaethol newydd.
- Y gynulleidfa darged ar gyfer y Strategaeth Dros Dro, pwysigrwydd gweithio mewn partneriaeth a'r camau a gymerwyd i hybu'r gwasanaethau sydd ar gael.
- Ffynhonnell ac arwyddocâd y gwerthoedd a'r egwyddorion a nodir yn y Strategaeth Interim a'r Codau Ymarfer Proffesiynol.
- Cyflwyno hyfforddiant a nodwyd a'i hygyrchedd, a sut mae'r Gwasanaeth yn gweithio gyda sefydliadau gwirfoddol.

Dywedodd y Cadeirydd nad oedd cwestiynau pellach i'r Gwahoddedigion, diolchodd i'r Gwahoddedigion am fod yn bresennol a dywedodd, os nad oedd eu hangen ar gyfer yr eitem nesaf, eu bod yn rhydd i adael y cyfarfod.

PENDERFYNWYD: Yn dilyn ystyriaeth fanwl a thrafodaethau gyda'r Swyddogion ac Aelodau'r Cabinet, gwnaeth y Pwyllgor yr Argymhelliad canlynol:

1. Bod y Pwyllgor yn ysgrifennu at Aelodau'r Senedd dros Ben-y-bont ar Ogwr ac Ogwr i ofyn am wahoddiad i gyfarfodydd y ford gron a gynhelir ganddynt, sy'n

cynnwys sefydliadau trydydd sector a gwirfoddol ac sy'n ymwneud ag iechyd meddwl a *Llwybr Iechyd Meddwl Pen-y-bont ar Ogwr*.

a gofynnodd y Pwyllgor am y canlynol:

2. Data'n ymwneud â'r cynnydd nodedig yn nifer y bobl ifanc ar y sbectrwm awtistiaeth sy'n cael eu cyfeirio at y Timau Iechyd Meddwl Cymunedol a chopi o'r Cod Ymarfer presennol ar Ddarparu Gwasanaethau Awtistiaeth yng Nghymru.
3. Bod gwybodaeth am y llwybr at eiriolaeth annibynnol i oedolion yn cael ei chylchredeg i bob Aelod er mwyn eu galluogi i gyfeirio etholwyr y mae arnynt angen eiriolaeth.

Gwasanaeth Cynorthwyo Adferiad yn y Gymuned (ARC)

4.
 - a) Gwybodaeth am y mathau o gyrsiau sydd ar gael gan ARC;
 - b) Gwybodaeth am y ffordd y mae'r gwasanaeth wedi esblygu ac addasu yn y blynyddoedd diwethaf;
 - c) Data yn dangos amrediad oedran yr unigolion sy'n defnyddio'r gwasanaeth, y rhesymau pam ac ymyriadau'r gwasanaeth gyda hwy; ac

Achosion enghreifftiol o waith sydd wedi cael ei wneud ar lefel unigolion a grwpiau yn y 12 mis diwethaf.

48. ADRODDIAD BLYNYDDOL CYFARWYDDWR Y GWASANAETHAU CYMDEITHASOL 2022/23

Cyflwynodd Cyfarwyddwr Corfforaethol y Gwasanaethau Cymdeithasol a Llesiant Adroddiad Blynyddol 2022/23 Cyfarwyddwr y Gwasanaethau Cymdeithasol i'r Pwyllgor, i graffu arno cyn iddo gael ei ystyried gan y Cyngor ar 20 Medi 2023.

Diolchodd y Cadeirydd i Gyfarwyddwr Corfforaethol y Gwasanaethau Cymdeithasol a Llesiant a bu'r Aelodau'n trafod y canlynol:

- Diolch y Pwyllgor i'r Cyfarwyddwr Corfforaethol am ei harweinyddiaeth ac i'r staff i gyd am eu holl waith caled.
- Goblygiadau ariannol ac effaith ddisgwyliedig y ddarpariaeth breswyl newydd i blant.
- Digonolrwydd a chynllunio cyllideb y Gwasanaethau Cymdeithasol a Llesiant, cyllid grant a'r defnydd o gronfeydd wrth gefn a glustnodwyd.
- Adolygiad arbenigol o wariant yn y Gwasanaethau Anabledd Dysgu a chost a gwerth gofalwyr maeth.
- Aseidiadau gofalwyr a phwysigrwydd cynorthwyo gofalwyr di-dâl i ddod o hyd i wybodaeth am y cymorth sydd ar gael a chael mynediad ato.
- Rôl y Swyddog Cyfranogi, y camau sy'n cael eu cymryd i sicrhau bod llais plant a theuluoedd yn cael ei glywed a chamau pellach sydd i gael eu cymryd, gan gynnwys sefydlu Siarter Rhieni.
- Breuder staffio, y posibilrwydd o dâl, telerau ac amodau cenedlaethol safonol i Gymru, y Memorandwm Cyd-ddealltwriaeth rhwng awdurdodau

lleol ynghylch cyflog ac amodau gwaith gweithwyr asiantaeth, a mesurau i ddenu gweithwyr Gofal Cymdeithasol i Ben-y-bont ar Ogwr.

- Y ffactorau sy'n cyfrannu at y niferoedd uchel o Blant sydd wedi cael Profiad o Ofal a Phlant ar y Gofrestr Amddiffyn Plant ac effaith ddisgwyliedig y Cynllun Cynaliadwyedd ar Ofal Cymdeithasol Plant.
- Pwysigrwydd gweithio mewn partneriaeth a gwaith aml-asiantaeth a Chyd-aryolygiad diweddar gan Arolygiaeth Gofal Cymru o Drefniadau Amddiffyn Plant.
- Y data ynghylch Gwasanaethau Ailalluogi, Grantiau Cyfleusterau i'r Anabl, Trefniadau Diogelu rhag Colli Rhyddid a chwynion a chanmoliaeth.

Dywedodd y Cadeirydd nad oedd cwestiynau pellach i'r Gwahoddedigion, diolchodd i'r Gwahoddedigion am fod yn bresennol a dywedodd eu bod yn rhydd i adael y cyfarfod.

PENDERFYNWYD: Yn dilyn ystyriaeth fanwl a thrafodaethau gyda Swyddogion ac Aelodau'r Cabinet, gwnaeth y Pwyllgor yr Argymhellion a ganlyn:

5. Bod y modelu ariannol sydd ar gael i'r Cabinet yn ystod y broses o osod y gyllideb i fod ar gael hefyd i'r Panel Ymchwilio a Gwerthuso'r Gyllideb i fod o gymorth gyda'u trafodaethau ar y gyllideb ynghylch digonolrwydd ariannol ar gyfer Cyfarwyddiaeth y Gwasanaethau Cymdeithasol a Llesiant.
6. Bod y Pwyllgor yn ysgrifennu llythyr, i gefnogi ymateb y Dirprwy Arweinydd a'r Cyngor i Ymgynghoriad Llywodraeth Cymru, *Rhaglen Ailgydbwyso Gofal a Chymorth*, at Weinidog Cymru dros Wasanaethau Cymdeithasol ynghylch tâl, telerau ac amodau cenedlaethol safonol Cymru er mwyn atal "potsio" staff gan awdurdodau lleol eraill ac felly sicrhau bod Pen-y-bont ar Ogwr yn cadw gweithlu medrus.

a gofynnodd y Pwyllgor am y canlynol:

Diweddariad ar gynnydd a chost y flaenoriaeth ar gyfer Gofal Cymdeithasol Plant i wella capasiti gofal maeth mewnol a gweithredu gwasanaeth cymorth therapiwtig i ofalwyr maeth.

49. **DIWEDDARIAD AR Y FLAENRAGLEN WAITH**

Cyflwynodd y Swyddog Craffu y Flaenraglen Waith (FWP) yn Atodiad A i'r Pwyllgor ei thrafod a'i hystyried, gan ofyn am unrhyw wybodaeth benodol a nodwyd gan y Pwyllgor i'w chynnwys yn yr eitemau ar gyfer y ddau gyfarfod nesaf, gan gynnwys y bobl y dymument eu gwahodd i fod yn bresennol. Gofynnodd i'r Pwyllgor nodi unrhyw eitemau pellach i'w hystyried ar y Flaenraglen Waith gan gofio'r meini prawf dethol ym mharagraff 3.5 a gofynnodd i'r Pwyllgor nodi'r Daflen Weithredu Monitro Argymhellion i olrhain ymatebion i argymhellion y Pwyllgor a wnaed mewn cyfarfodydd blaenorol yn Atodiad B. Gofynnodd hefyd i'r Pwyllgor nodi y ceid adroddiad am y Flaenraglen Waith ar gyfer y Pwyllgor yng nghyfarfod nesaf y Pwyllgor Trosolwg a Chraffu Corfforaethol.

Gofynnodd y Pwyllgor i gynrychiolwyr asiantaethau partner, oedd yn ymwneud â'r Ganolfan Ddiogelu Amlasiantaethol, gael eu gwahodd i fod yn bresennol ar gyfer craffu ar eitem *Arolygiaeth Gofal Cymru – Cydarolygiad o Drefniadau Amddiffyn Plant* a drefnwyd ar y Flaenraglen Waith ar gyfer 23 Tachwedd 2023.

Ni nodwyd eitemau pellach i'w hystyried ar y Flaenraglen Waith o ystyried y meini prawf dethol ym mharagraff 3.5, a gellid ailystyried hyn yn y cyfarfod nesaf.

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

PENDERFYNWYD: Bod y Pwyllgor yn cymeradwyo'r Flaenraglen Waith yn Atodiad A, yn nodi'r Daflen Weithredu Monitro Argymhellion yn Atodiad B ac yn nodi yr adroddid am y Flaenraglen Waith, y Daflen Weithredu Monitro Argymhellion ac unrhyw ddiweddariadau gan y Pwyllgor wrth gyfarfod nesaf COSC.

50. **EITEMAU BRYD**

Dim.

Daeth y cyfarfod i ben am 12:56

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Meeting of:	SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2
Date of Meeting:	23 NOVEMBER 2023
Report Title:	JOINT INSPECTION OF CHILD PROTECTION ARRANGEMENTS (JICPA) IN BRIDGEND 12-16 JUNE 2023
Report Owner / Corporate Director:	CORPORATE DIRECTOR – SOCIAL SERVICES AND WELLBEING
Responsible Officer:	ANNETTE PARKES BUSINESS CHANGE PROGRAMME MANAGER
Policy Framework and Procedure Rules:	There is no effect upon the policy framework and procedure rules
Executive Summary:	<p>Between 12 and 16 June 2023, Care Inspectorate Wales (CIW), Healthcare Inspectorate Wales (HIW), Estyn and His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) carried out a joint inspection of the multi-agency safeguarding arrangements for children aged 11 and under who are at risk of abuse and neglect in Bridgend County.</p> <p>A copy of the inspection report is attached for the Committee, along with the associated Joint Action Plan.</p>

1. Purpose of Report

- 1.1 The purpose of this report is to present to the Committee the inspection report of the Joint Inspection of Child Protection Arrangements (JICPA) in Bridgend. This took place during June 2023. The Committee is requested to consider the report and provide any comments on the associated Joint Action Plan.

2. Background

- 2.1 Between 12 and 16 June 2023, Care Inspectorate Wales (CIW), His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), Healthcare Inspectorate Wales (HIW), and Estyn carried out a joint inspection of the multi-agency response to abuse and neglect of children in Bridgend.

3.2 The JICPA reviewed:

- the response to allegations of abuse and neglect at the point of identification
- the quality and impact of assessment, planning and decision-making in response to notifications and referrals
- protecting children aged 11 and under at risk of abuse and neglect
- the leadership and management of this work
- the effectiveness of the multi-agency safeguarding partner arrangements in relation to this work

3.3 The date of the improvement check was 12-16 June 2023, and the inspection team consisted of 15 inspectors from the 4 inspectorates.

3.4 The inspection team reviewed the experiences of people's journey through sampling agency records and file tracking children's care and support arrangements. The inspection team case sampled ten files and tracked six. Tracking a child's record included conversations with the child where appropriate, their family or carers, key worker, the key worker's manager, and other professionals involved.

3.5 The Joint Inspection team :

- held focus groups with staff and two professional groups focused on the working arrangements and outcomes for two of the tracked files
- visited a small sample of primary schools and a special school, where they conducted meetings with the headteacher, the designated safeguarding lead and small groups of children
- interviewed a range of employees across different agencies
- interviewed a range of partner organisations, representing both statutory and third sector
- reviewed supporting documentation sent to the inspectorates for the purpose of the inspection
- administered surveys to children's services staff, third sector organisations and children and family members
- observed child protection conferences and practice as part of the inspection activity
- conducted a pre-inspection headteacher survey and visited a small sample of primary schools during the inspection week
- evaluated samples of health and well-being schemes of work and looked at samples of pupils' work. This included holding a 'listening to learner' sessions in all schools visited

3.6 The report of the findings would be published on the CIW website and provided to the Minister for Health and Social Services.

3. Current situation / proposal

3.1 The JICPA Inspection report is attached at **Appendix 1**.

3.2 The JICPA found that in common with many areas across Wales, recruitment and retention of key staff is impacting on children's safeguarding arrangements. This is exacerbated by high levels of demand and increasing complexity of children's and families' needs. The workforce position within social services remains fragile. Deficits in the number of social workers and a competitive market has resulted in an increased reliance on agency social workers. Despite these workforce issues, inspectors found that significant actions have been taken and improvements have been made by Bridgend County Borough Council's children's services and partners since Care Inspectorate Wales' previous full inspection which took place in May 2022 and the follow-up visit in November 2022.

3.3 **Positive practice includes:**

- Professionals identify children in need of help and protection and report their concerns accordingly enabling accurate, early decision-making.
- Actual and potential risks are identified well with proportionate actions taken to protect children.
- There are examples of the local authority and partners responding promptly and effectively to meet the needs of children, especially where acute need and risk is identified.
- Schools across Bridgend county work well with a wide range of services to support children and families.
- There is good multi-agency attendance and participation in child protection meetings arranged under the Wales Safeguarding Procedures.

3.4 Overall, systems and relationships are in place to facilitate effective partnership working where a child is at risk of abuse and neglect. There are, however, **areas of child protection which are inconsistent and require attention. These include:**

- Challenges in sharing information between agencies in the Multi-Agency Safeguarding Hub.
- Immediate actions are taken to promote children's safety but there can be gaps following an initial enquiry. This may represent a missed opportunity to share essential information and discuss the outcome of the enquiry with all relevant agencies.
- The quality of care and support protection plans is too variable.
- There are gaps in recording and in supervision which need to be addressed by managerial oversight and a focus on the quality of practice.

Summary of findings

3.5 In common with many areas across Wales, recruitment and retention of key staff is impacting on children's safeguarding arrangements. This is exacerbated by high levels of demand and increasing complexity of children's and families' needs. The workforce position within social services remains fragile. Deficits in the number of social workers and a competitive market has resulted in an increased reliance on agency social workers.

3.6 Despite this context, overall, systems and relationships are in place to facilitate effective partnership working where a child is at risk of abuse and neglect. Partners are working to a shared ethos of safeguarding children at different levels of vulnerability. Senior leaders in the local authority, police force and health board

articulate a shared vision with a positive approach to regional safeguarding arrangements. Managers and leaders provide a positive working together culture. The local authority has taken action to instigate learning following recent critical incidents. The subsequent improvement and joint action plans are overseen by the Cwm Taf Morgannwg Regional Safeguarding Board (CTMSB).

- 3.7 From the sample of records viewed as part of the inspection the inspectorates found no concerns for the safety of children. Actions generally happen within timescales with support and protection in place to meet needs. There are, however, areas of child protection which are inconsistent and require attention. Professionals make appropriate referrals but partner agencies, such as police and health, are struggling to resource the increase in child protection activity. Challenges remain in sharing information between agencies in the Multi-Agency Safeguarding Hub (MASH). It is envisaged a new IT platform will address this.
- 3.8 Immediate actions are taken to promote children's safety but there can be gaps following a Section 47 enquiry (S47). Post enquiry feedback (including single agency enquiries often undertaken via children's services) generally involves social services and police, is routinely via email communication, and does not include relevant partners who were involved in the initial strategy discussion. This may represent a missed opportunity to share essential information and discuss the outcome of the enquiry. The quality of care and support protection plans (CASPP) is too variable. Plans are adult, rather than child focused, and without clear outcomes for the child identified. There are gaps in recording and in supervision which need to be addressed by managerial oversight and a focus on the quality of practice.
- 3.9 Schools across Bridgend work well with a wide range of services to support children and families. There is good multi-agency attendance and participation in child protection meetings arranged under the Wales Safeguarding Procedures (WSP). This includes initial and review child protection case conference and core groups. The MASH facilitates adherence to the WSP and encourages close partnership working. Multi-agency contribution is evident in addressing the child's safety through the care and support protection plan.
- 3.10 The JICPA report outlines more detailed findings in the four main areas of Wellbeing, People, Partnerships, and Integration and Prevention, outlining strengths and areas for improvement for each agency in each of the four areas.

Recommendations and Next Steps

- 3.11 On behalf of the partnership, the local authority prepared a written statement of proposed action responding to the findings outlined in the JICPA report. This was a multi-agency response which involved Cwm Taf Morgannwg University Health Board and South Wales Police and outlined the set out the actions for the partnership and, where appropriate, individual agencies.
- 3.12 A JICPA Action Plan has been developed to reflect the recommendations for improvement outlined in the JICPA report. The JICPA Action Plan can be found at **Appendix 2**. The progress to implement areas for improvement and corresponding actions will be overseen internally in the Council by the Social Services Improvement Board (SSIB). The Cwm Taf Morgannwg Regional Safeguarding Board (RSB) is the statutory body responsible for leading safeguarding in the Cwm Taf Morgannwg

region and holding agencies to account. It will hold partners to account for achievements of the improvements identified. Progress will also be reported into Scrutiny Committee. A copy of the JICPA Action Plan will also be submitted to CIW and will form the basis of any future joint or single agency activity by the inspectorates.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 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. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 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 JICPA inspection is Prevention. The Joint Inspectorates 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 Joint Action Plan at **Appendix 2**.
- **Integration** – one of the four themes within the JICPA inspection is Partnerships and Integration. The Joint Inspectorates 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 Joint 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 as this was the basis for the JICPA inspection and the development of the response to the inspection in the Joint Action Plan.
- **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 Social Services Improvement Board, and the Regional Safeguarding 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. As part of the JICPA inspection the views of stakeholders; children and young people, parents and carers and partners, were listened too and taken into account by the inspectorates of the four statutory agencies.

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

- **A County Borough where we protect our most vulnerable:** Providing high quality services for children and families and early help services, and safeguarding people who are at risk of significant harm, 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.

6. Climate Change Implications

6.1 There are no climate change implications.

7. Safeguarding and Corporate Parent Implications

7.1 This JICPA Inspection report and associated Joint Action Plan outlines and proposes changes that will be required to improve performance and compliance with the statutory safeguarding accountabilities of partners in Bridgend for children and young people. Implementation of the plan will ensure effective safeguarding arrangements and support to the wellbeing of vulnerable children and young people for whom the Council is corporate parent, and will work towards improving the outcomes for children, young people, and families in Bridgend.

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 have been identified in the Action Plan, particularly in the areas of workforce and service provision (placements) in children's social care which will be considered during the Council's Medium Term Financial Strategy planning process. However, delivery of any agreed actions may be impacted by the current challenging budget situation that the Council is facing.

9. Recommendation

9.1 It is recommended that the Committee considers the report on the Joint Inspection of Child Protection arrangements in Bridgend and comments on the associated Joint Action Plan.

Background documents

None

**Bridgend County Borough
Council, Cwm Taf
Morgannwg University
Health Board, South Wales
Police**

**Report of Joint Inspection
Review of Child Protection
Arrangements**

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
This document is also available in Welsh.

Introduction

Between 12 and 16 June 2023, Care Inspectorate Wales (CIW), His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), Healthcare Inspectorate Wales (HIW) and Estyn carried out a joint inspection of the multi-agency response to abuse and neglect of children in Bridgend.

This report outlines our findings about the effectiveness of partnership working and of the work of individual agencies in Bridgend.

Scope of the inspection

The Joint Inspectorate Review of Child Protection Arrangements (JICPA) reviewed:

- the response to allegations of abuse and neglect at the point of identification
- the quality and impact of assessment, planning and decision-making in response to notifications and referrals
- protecting children aged 11 and under at risk of abuse and neglect
- the leadership and management of this work
- the effectiveness of the multi-agency safeguarding partner arrangements in relation to this work

We have endeavoured to use plain language to describe the findings from the JICPA. There are a number of terms mentioned we describe here:

- BCBC or LA - Bridgend County Borough Council or Local Authority
- CAMHS - Child and Adolescent Mental Health Services
- CASPP - Care and Support Protection Plan
- CPRs - Child Practice Reviews
- CRISP - Concerns Regarding Inter-Agency Safeguarding Practice Protocol
- CTMSB - Cwm Taf Morgannwg Safeguarding Board is a statutory partnership made up of the agencies that are responsible for safeguarding children and adults at risk in the Cwm Taf Morgannwg area.
- CTMUHB - Cwm Taf Morgannwg University Health Board
- DBS - Disclosure and Barring Service
- DSL - Designated Safeguarding Lead is the person appointed to take lead responsibility for child protection issues in schools.
- DVPN - Domestic Violence Prevention Notices
- EET - Education Engagement Team
- ED - Emergency Department
- ELSA - Emotional Literacy Support Assistant is a social and emotional intervention programme delivered by trained staff in primary and secondary schools.
- ESR - Electronic Staff Record in the health board
- FCR - Force Control Room (Police)
- IAA - Information, Advice and Assistance

- IDVA - Independent Domestic Violence Advisers providing help and support to victims of domestic violence.
- IRO - Independent Reviewing Officers
- MARAC - MARACs are Multi Agency Risk Assessment Conferences. They are regular meetings of professionals who discuss how to help individuals who are most at risk of serious harm due to domestic violence and abuse.
- MASH- Multi-Agency Safeguarding Hub
- MIU - Minor Injuries Unit
- Operation Encompass - Operation Encompass is a partnership between police and schools, a school can only join if the local police force has already joined Operation Encompass. One of the principles of Operation Encompass is that all incidents of domestic abuse are shared with schools, not just those where an offence can be identified.
- PPN - Public Protection Notices
- PSC - Public Service Centre is the police force's control room.
- PRU - Pupil referral unit where pupils with social, emotional and/or behavioural difficulties attend for short periods of normally up to 12 weeks. They receive support to regulate their emotions/behaviour and to re-integrate to mainstream education.
- PRUDIC - Procedural Response to Unexpected Death in Childhood.
- SWP - South Wales Police
- RSB - Regional Safeguarding Board
- Section 47 (S47) - Under section 47 Children Act 1989, a local authority has a duty to investigate if it appears to them that a child in its area is suffering or is at risk of suffering significant harm.
- SoS - 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.
- TAS - Team around the School (TAS) model aims to support schools to identify and support families earlier when the needs arise by collaboration with key partners
- THRIVE - Threat, harm, risk, investigation, vulnerability, and engagement. A model used to assess the right initial police response to a call for service.
- WSP - Wales Safeguarding Procedures detail the essential roles and responsibilities for practitioners to ensure that they safeguard children and adults who are at risk of abuse and neglect.

1. Summary

In common with many areas across Wales, recruitment and retention of key staff is impacting on children's safeguarding arrangements. This is exacerbated by high levels of demand and increasing complexity of children's and families' needs. The workforce position within social services remains fragile. Deficits in the number of social workers and a competitive market has resulted in an increased reliance on agency social workers.

Despite this context, overall, systems and relationships are in place to facilitate effective partnership working where a child is at risk of abuse and neglect. Partners are working to a shared ethos of safeguarding children at different levels of vulnerability. Senior leaders in the local authority, police force and health board articulate a shared vision with a positive approach to regional safeguarding arrangements. Managers and leaders provide a positive working together culture. The local authority has taken action to instigate learning following recent critical incidents. The subsequent improvement and joint action plans are overseen by the Cwm Taf Morgannwg Regional Safeguarding Board (CTMSB).

From the sample of records viewed as part of the inspection we found no concerns for the safety of children. Actions generally happen within timescales with support and protection in place to meet needs. There are, however, areas of child protection which are inconsistent and require attention. Professionals make appropriate referrals but partner agencies, such as police and health, are struggling to resource the increase in child protection activity. Challenges remain in sharing information between agencies in the Multi-Agency Safeguarding Hub (MASH). It is envisaged a new IT platform will address this.

Immediate actions are taken to promote children's safety but there can be gaps following a Section 47 enquiry (S47). Post enquiry feedback (including single agency enquiries often undertaken via children's services) generally involves social services and police, is routinely via email communication, and does not include relevant partners who were involved in the initial strategy discussion. This may represent a missed opportunity to share essential information and discuss the outcome of the enquiry. The quality of care and support protection plans (CASPP) is too variable. Plans are adult, rather than child focused, and without clear outcomes for the child identified. There are gaps in recording and in supervision which need to be addressed by managerial oversight and a focus on the quality of practice.

Schools across Bridgend work well with a wide range of services to support children and families. There is good multi-agency attendance and participation in child protection meetings arranged under the Wales Safeguarding Procedures (WSP). This includes initial and review child protection case conference and core groups. The MASH facilitates adherence to the WSP and encourages close partnership

working. Multi- agency contribution is evident in addressing the child's safety through the care and support protection plan.

2. Key findings and evidence

2.1 Well-being

Partnership Arrangements

The best examples of child protection practice in Bridgend happen when there is a shared understanding of significant harm. A clear link is evidenced between this harm and the impact on the child. Actual and potential risks are identified well with proportionate actions taken to protect children. These child protection records demonstrate a clear strengths-based approach whilst ensuring the CASPP makes an explicit link between risk and safety.

Professionals identify children in need of help and protection and report their concerns accordingly. This is significant as it enables prompt and accurate early decision-making. Referrals from partners to children's services generally provide relevant detail but measures are being taken to improve their quality. There is a focus in the MASH on collecting good quality information from referrers to enable robust decision-making.

Strategy meetings and child protection conferences are effective forums for information-sharing, planning and decision-making. These are well attended by multi-agency groups. Conferences are well structured and facilitated through collaborative conversations with parents/carers whilst maintaining a focus on risk and safety.

There are examples of the local authority and partners responding promptly and effectively to meet the needs of children, especially where acute need and risk is identified. For example, we saw agencies arranging strategy meetings and visits to children at short notice to ensure their welfare. The subsequent planning was generally focused and based on a good exchange of information across agencies.

Practitioners who report safeguarding concerns are not consistently notified of the outcome of their referral and the reasons for subsequent decisions. There are delays in sharing strategy meeting minutes, although relevant actions are communicated immediately. This is an area to develop to align with the expectations set out in the Wales Safeguarding Procedures (WSP).

Sufficiency of resources across partner agencies needs strengthening to ensure safeguarding responsibilities are consistently met and to promote staff well-being. The local authority has responded to unprecedented demand by investing in additional agency workers over its funded establishment to meet statutory duties. Whilst this additional resource is currently needed, it is impacting on the ability of

other agencies to respond consistently and effectively to activity, for example the increase in strategy meetings.

Strengths

Cwm Taf Morgannwg University Health Board

There is good communication between members of the health board's safeguarding team and staff working directly with children. Public protection nurses based in the MASH provide advice to Cwm Taf Morgannwg (CTM) staff to support a consistent threshold for referrals. All referrals from health staff are copied to the safeguarding team for information and quality assurance. A safeguarding champion model is in the early stages of development. It is anticipated that champions, who will undertake additional safeguarding training and act as a first point of contact within departments, will provide an additional layer of support and advice for staff across the health board. This is particularly the case out of hours when the safeguarding team is not available. The child protection reports seen as part of this inspection were timely and appropriate.

Public protection nurses co-ordinate the collation of health information, invite relevant health professionals and facilitate attendance at strategy meetings.

Where concerns relate to a suspected non-accidental injury, a paediatrician or safeguarding clinical nurse specialist will also attend. The safeguarding hub provides access to child protection medical examinations for children over the age of one, in normal working hours, in a child centred environment. Child protection medical reports are generally produced in a timely way, shared with appropriate professionals, and provide a clear narrative as to whether injuries are believed to be inflicted. It is positive that reports outline additional areas of harm children may be experiencing, such as neglect and emotional abuse. Monthly peer review meetings are well attended and provide a supportive and reflective learning space for paediatricians across the health board to discuss child protection medicals.

The welfare of staff is a prime consideration, and the health board has a well-being service in place. This includes Independent Domestic Violence Advisers (IDVA) who can provide support to staff members who are victims of domestic abuse. There is also support via the third sector when staff are invited to attend Procedural Response to Unexpected Death in Childhood (PRUDIC) meetings. A blended model of group supervisions and 1:1 supervision is in place. Some staff groups, such as children and adolescent mental health services (CAMHS) do not have access to regular formal supervision but access to ad-hoc supervision is readily available for complex situations.

Education

The local authority's education service promotes a strong safeguarding culture in its schools and in the pupil referral unit (PRU). Senior leaders support school leaders well to ensure that they prioritise pupils' emotional development and well-being. The local authority provides schools with regular, comprehensive, and relevant support and guidance in safeguarding matters. This includes a model safeguarding policy and support for managing challenging behaviour. There are regular and beneficial opportunities for designated safeguarding leads (DSL) to meet at a forum to discuss issues, listen to speakers, and share learning and good practice with colleagues. Education officers have recently introduced an authority-wide strategy to improve attendance across all its schools. Attendance rates in Bridgend are currently lower than at the time before the COVID-19 pandemic, especially the attendance of specific vulnerable groups of learners. This reflects the national picture. Schools have played an active role in supporting the local authority's strategy and a pupil-led film highlighting the importance of good attendance is being shared widely from September.

Schools have a very high regard for pupil well-being and safety. Teachers plan helpful activities to teach pupils about the importance of healthy and safe relationships, including how to stay safe online. In all schools visited, pupils felt happy, well cared for, safe and listened to. They all gave relevant examples of how school staff keep them safe and develop their understanding of positive emotional and mental health.

Schools say they receive valuable support and advice from MASH when referring new concerns. School staff feel listened to and able to challenge decisions. Many schools report that relevant agencies within the local authority are forthcoming in sharing information with them when it is necessary. Schools are well represented in a wide range of multi- agency meetings.

Local authority education officers support schools well by providing a broad range of training to staff. As a result, many schools provide effective interventions and approaches to support the needs of vulnerable pupils, including those at risk of harm and subject to a care and support protection plans. These include emotional health interventions such as the Emotional Literacy Support Assistant intervention (ELSA), mindfulness sessions and adopting whole-school trauma-informed strategies for pupils who have experienced adverse childhood experiences. School leaders place a considerable focus on establishing positive and supportive relationships with vulnerable families. Many schools employ their own well-being practitioners or family liaison officers to support this aspect.

South Wales Police

The force has good processes to identify crimes in referrals and record these on their systems so they can be allocated for investigation. There is consistent use of flags and warning markers to highlight vulnerable children on child protection plans.

Call handlers in the Public Service Centre use these flags and markers to identify vulnerable children quickly and assess the level of risk using the THRIVE risk assessment tool to inform the type of response to an incident. They have immediate access to the latest information held on force systems. This not only supports their decision making but provides front line staff with the necessary information to support their response.

Referrals are promptly discussed between police and social services with appropriate outcomes recorded. Initial actions are taken immediately, with risks to linked children not actually present at the incident considered. Police are active partners in strategy meetings and initial child protection conferences. In general, we saw evidence of responsive services to address risk. This includes joint visits and follow up strategy meetings when new information comes to light.

Officers attending incidents sometimes speak with children and record the voice of the child. They share information with the local authority appropriately using Public Protection Notices (PPN). The force also shares information as part of Operation Encompass, to alert safeguarding partners of children witnessing domestic abuse. We saw this happening even when a child was not physically present at the incident which we consider good practice.

Children's Services

Children's services mostly meet statutory duties in line with the requirements of the WSP. We saw effective information sharing in the IAA service and MASH. Additional agency workers assist with screening referrals in a timely manner and actioning immediate safeguarding. Positively, during the screening process there is consideration of people's rights by obtaining consent and evidence of consent being followed up.

Signs of specific risks to individual children are recognised and consideration is given at initial strategy meeting to whether single or joint S47 enquiries are required. S47 enquiries include consideration of siblings or other children who may have contact with people who present a risk to them.

Children are seen by their workers as often as needed in line with their level of need or risk. At an individual level, workers are seeking children's wishes and feelings through the positive use of tools for child centred practice. In the best examples, the outcome of this work informs the quality of the analysis of risk, and the factors within the child's family and community which can help keep them safe. These practices are positively impacting on outcomes for children and families.

For children on the child protection register, statutory visits are mostly undertaken at intervals in line with the WSP. Where children are visited, there is evidence they are seen alone or, if not, a rationale is recorded, and evidence of practitioners observing

their behaviour and interactions with family members informs analysis of their circumstances.

What needs to improve

Cwm Taf Morgannwg University Health Board

With the significant rise in the volume of referrals and strategy meetings and a lack of public protection nursing resource to meet this increased demand, some strategy meetings are held without health information or relevant health professionals present. However, further meetings to share information are arranged where necessary. Access to timely advice can be challenging because of demand.

Whilst the management of suspected non-accidental injuries is generally consistent within normal working hours, staff voiced less confidence in multi-agency processes out of hours. The response from out of hours social work teams did not always support timely decision making. Although we saw some instances where GPs were asked by social workers to see children with suspected non-accidental injuries, we were informed that this is not a common occurrence and GPs are usually confident in challenging such requests.

The child protection component of the paediatric form used for all children attending the health board's emergency department (ED) at Princess of Wales Hospital was not always completed, meaning a child's social worker may not be notified of a child's attendance at ED. Furthermore, across the health board, there is no access to the child protection register. Staff make enquiries but report that at times they do not get a response and due to workload pressures, they do not always persist. Measures are underway to address this by the local authority providing named health board staff with access to their computer recording system, but currently this is not in line with the WSP.

The school nursing service customarily withdraws from child protection processes following an initial child protection conference if there are no apparent health needs. However, we found that the determination of health needs is usually based on a review of health information recorded on health board computer systems and often does not involve any consultation with the child and their parent/carer. The school nursing service needs to seek opportunities to ensure the child or young person's voice is heard throughout the child protection process.

Education

The distribution of support services across schools, such as the education welfare service, does not always reflect the level of need or context of individual schools. In addition, although the provision of support through area early help hubs to schools is strong, this arrangement does not suit providers whose pupils live across the whole of the authority. This is because staff may have to engage with too many different

professionals. However, the local authority is beginning to plan more strategically to identify specific needs and allocate resource and services accordingly.

South Wales Police

The MASH teams are under-resourced with multiple vacancies. This has adversely impacted on some joint working such as the screening of referrals. The police computer systems within MASH have significant issues with connectivity at times.

Child neglect and abuse offences are not always investigated by specialists which may mean some cases are dealt with by inexperienced officers. We saw some examples of the impact of this, with poor responses from calls involving children, resulting in them being closed as being resolved without deployment.

The force's recording of ethnicity details remains poor and inconsistent. The force knows about this problem but hasn't addressed it. This represents a missed opportunity on an individual level to understand the child's identity and strategically to collate information which may inform service delivery. The recording of ethnicity is also an area for improvement in social services.

When responding to families at risk from domestic abuse, we saw officers considering issuing offenders with domestic violence prevention notices (DVPN). These orders are a positive act to safeguard vulnerable families. However, the domestic violence disclosure scheme (also known as Clare's Law) is not always fully understood or progressed in a timely manner, meaning that victims and children are not receiving the right information, when necessary.

Children's Services

Improvement is required in recording the strengths and protective factors in children's lives. At the time of the inspection, we did not see the impact of the recently launched recording policy in records we viewed. There is insufficient evidence measuring progress in the care and support protection plans. Some records include genograms and chronologies, but not all chronologies are up to-date. As in CIW's performance evaluation inspection dated May 2022, care must be taken when individual children are part of sibling groups to ensure their individual voice and lived experience is not lost. The quality of practice and recording remains too variable across teams. The local authority is in the early stages of implementing the model of Signs of Safety (SoS). This includes back to basics training to improve the consistency of practice and support practitioners' confidence.

2.2 People

Partnership arrangements

There is a positive approach to learning and development in relation to child protection across agencies. A programme of multi-agency face to face and virtual

training is being progressed across CTMSB footprint in line with recommendations following published child practice reviews.

There is a positive healthy culture of challenge between agencies, at times utilising the CRISP policy to support practitioners in finding a resolution when they have a professional disagreement in relation to safeguarding practice.

Leaders and managers understand the prevalence of need and risk in their area. They have a good understanding of the experiences of children and families who need help and work together to plan strategically for this. A child-centred approach is evident at an operational level particularly when children are in school.

Strengths

Cwm Taf Morgannwg University Health Board

In paediatric consultations and health visitor records there is evidence of professionals seeking the views of the child. Health services work closely with parents and carers to effect positive change for children. Feedback obtained from children and their families is used to shape services, including in CAMHS and the Safeguarding Hub.

The health board's safeguarding team is a valued resource, offering support, advice, supervision, and training to staff. The team is proactive in ensuring learning from reviews is shared via the development of 7-minute briefings and the revision of training to capture key messages. Further resource would enable the team to expand their services to more staff groups, such as offering formal safeguarding supervision sessions to CAMHS staff and the delivery of more Level 3 safeguarding training sessions to improve mandatory training compliance.

Education

There is strong leadership of safeguarding in schools which is well supported by the Education Engagement Team (EET). The work of the EET is exemplary and is highly valued by school leaders and well-being staff. The Corporate Director of Education and Family Support has a clear and ambitious vision to ensure that schools are safe, supportive, and nurturing learning environments for the children and young people of Bridgend. Together with the head of education and group managers of relevant services, the Corporate Director places a significant focus on the safety and well-being of all pupils. They work together effectively and with determination to fulfil well-considered strategic plans. Leadership and management roles are distributed effectively and sensibly across the service. Leaders at all levels understand their responsibilities in keeping learners safe and are passionate about their work. The Education and Family Directorate considers national priorities accordingly and have identified important areas for development. It has put in place appropriate policies and strategies to support improvement, for example improving attendance, reducing exclusions, and tackling the impact of poverty and deprivation on pupil progress and well-being.

In all cases evidenced during the inspection, schools robustly support children at risk of harm and those who have suffered significant harm and provide beneficial and relevant interventions for them (and often their families). In most cases, schools are fully informed of incidences and developments, but there is too much variability in timeliness of information from PPNs. In a few cases, important developments are not shared directly with schools.

When appropriate, children are included and invited to meetings that affect them. Pupil voice in schools is strong and children say staff involve them in decision making and listen well to their views. The local authority provides linguistic support in meetings for pupils and their families for which English is not their first language and also translate key documentation.

Schools have access to regular and relevant safeguarding training at all levels, delivered by the local authority. This training complies with statutory requirements for training of education staff at all levels on safeguarding and child protection. As part of the learning from a recently published child practice review, schools have had further advice on how to investigate and respond to non-accidental injuries. There are regular and useful other professional learning opportunities organised by the local authority in relevant safeguarding matters. Although school staff are trained to an appropriate level to enable them to fulfil their role in safeguarding children, there is variation in how many school governors undertake safeguarding training.

South Wales Police

The vulnerability of people is a clear focus for the force. At a strategic level, the force has structured governance for vulnerability, which includes child protection. A fortnightly force vulnerability improvement board is chaired by the assistant chief constable (ACC) and is attended by strategic leads from departments across the force. In addition, a structure also exists with partners to review performance and take learning to improve practice.

There is strong visibility at chief officer level. For example, the chief constable has a road show where they and other senior officers discuss topics such as child exploitation, the early help pathway and well-being support. The force also has in place well-being and support avenues available to all staff.

Where police officers are concerned for the welfare of children, they record this on force systems. Specialist staff check these reports and add relevant information before sharing with children's services. We saw timely and frequent supervisory oversight of investigations, which, at times, has included senior managers.

We saw some good examples of officers attending incidents and engaging with the public to make sure they are safeguarded. PPNs show officers capturing the voice of the child. Children are often seen and spoken to, but the force knows that this

remains inconsistent. The quality of the recording of children's lived experience needs to be improved so the response to their needs can be individual and tailored.

Children's Services

Leaders and senior managers in Bridgend maintain a strong focus on improving children's services. The Chief Executive continues to chair the Improving Outcomes for Children Board, which was set up in March 2022. The Board has made a positive impact through enhanced oversight of children's services and early help services, ensuring there is sufficient information about, and scrutiny of, performance.

Practitioners spoke positively about the support offered to each other and the ethos of a team approach. We heard about excellent peer support, informal and formal supervision, and approachable and available managers. Management oversight of files is consistent, but not always sufficiently effective in terms of the recording of challenge and quality control of decision making. This can result in a missed opportunity to improve the variable quality of assessments and plans. Practitioners welcome the reduction in caseload numbers to support improvements in practice in IAA.

Advocacy is being provided to meet the needs of individual children. The local authority reports a steep rise in advocacy referrals compared with 2021/22. There is good overall communication between practitioners and third sector providers. Children we spoke to said they know their social worker and understand that they kept them safe. They all had support from an advocate to express their views and appreciated this support. Where children and families' voices are prominent in plans, it assists to ensure people receive the right support.

Practitioners are generally positive in relation to training, development, and opportunities to share learning in the local authority. It is too soon to assess the impact of Signs of Safety, but it is certainly welcomed by the workforce. Some practitioners in MASH expressed the view that they would benefit from more bespoke training on particular topics to confidently oversee their broad range of work.

We saw evidence of the Active Offer of Welsh language and people's language preference was seen in key documents. Whilst we did not review any records in Welsh, we could see where it was recorded as the preferred language.

What needs to improve

Cwm Taf Morgannwg University Health Board

Governance arrangements need to be strengthened, with clearer oversight and improved quality assurance monitoring. There is no safeguarding strategy in place and the ongoing health board restructuring has led to some uncertainty as to where

scrutiny and oversight should be managed. The health board's safeguarding executive group meetings are well attended by representatives from across departments.

Compliance with level 3 safeguarding training amongst some key staff groups is poor and is a long-standing identified risk. Compounding factors include the impact of the COVID-19 pandemic on the completion of training, some staff groups not having access to the electronic staff record system (ESR), accuracy of recording on the ESR, and a lack of multi-agency training opportunities. There are limited resources within the health board's safeguarding team to develop, coordinate and deliver training. Compliance with violence against women, domestic abuse, and sexual violence training is also low.

The health board has a high percentage of staff who do not have a Disclosure and Barring Service check (DBS) recorded on their ESR. This is a concern and one which needs to be rectified with urgency.

Safeguarding activity is clearly being prioritised by health board staff despite the competing pressures. However, increased demand has impacted service delivery in some areas. This includes compliance with statutory timescales for children looked after (CLA) health assessments, and the timeliness of the response of public protection nurses to staff seeking advice about child protection referrals.

The number of computer recording systems used across the health board hinders the gathering of information staff for strategy meetings and child protection conferences. It also presents a significant risk that some pertinent information may be missed.

South Wales Police

Analysts complete strategic assessments and problem profiles to help the force understand the extent of risk, threat, and harm in its priority areas, such as criminal exploitation. It is unclear whether this approach is used to drive an overall child protection strategy. For example, the force has information about individuals who are exploiting children criminally or sexually, but there is not an understanding of dynamic risk and harm posed to the children. It means the force is not properly assessing the information it holds about children's vulnerability, who they are, or those who are a risk to them.

Compliance with safeguarding training should be improved. The force delivers vulnerability training to staff, although not all the staff in vulnerability-focused roles have completed the accredited training.

The force response to children with missing episodes, particularly care-experienced children, needs to improve. A jointly formulated multi-agency risk management plan would make it more effective and in line with partnership working. We saw some

examples where cases were allocated to patrol officers rather than more experienced specialist investigators.

Children's Services

Whilst the local authority continues to take substantial action to address the challenges of recruitment and retention, this remains a significant pressure. At the time of the inspection, agency staff are depended upon to deliver key statutory functions. A high level of anxiety exists across the permanent workforce about the exit plan for agency workers. We acknowledge recent successes in appointing to managerial posts permanently. However, an unstable workforce inhibits children's ability to form stable, trusting, and significant relationships with a consistent worker. We found both informal and formal supervision takes place frequently across the teams. Staff reported receiving regular and good quality supervision, however, this was not well evidenced in a sample of supervision notes. Supervision lacks critical analysis, reflection and a focus on individual staff's learning and development needs. In recent months, the local authority has launched a new supervision policy, some staff and managers are unaware of this policy which indicates it has not been embedded in teams.

Further strengthening of practitioners' responsibilities to parents, including parents who may be estranged or who may not be actively involved in their child's life, is required. For instance, we saw an example where a father was not invited to core group meetings and had not been sent the minutes of the initial child protection conference. This missed an opportunity to involve and update significant family members. CTMSB has issued a practice reminder in relation to 'professional responsibility to absent parents' which must be routinely followed.

The local authority's ambition to drive forward a range of improvement plans is positive. A challenge is ensuring this is carefully managed with a focus on key priorities to reduce the potential risk of staff feeling overwhelmed. Concise and targeted communication to staff is required to enhance consistency in some key areas. Time is now required to consolidate and digest the messages about practice.

2.3 Partnership and Integration

Partnership Arrangements

There is good support from the Regional Safeguarding Board where relationships are established and consistent. Leaders in the local partnership, through the multi-agency safeguarding arrangements (MASA), actively monitor and evaluate the work of statutory partners. They provide partnership-based governance, scrutiny, and assurance about the effectiveness of services. A Joint Operational Group at manager level provides further regular opportunity for constructive challenge and continuous improvement between partners.

Opportunities for partnership working are positively exploited at an operational and strategic level. Professionals in the MASH are co-located, helping promote

partnership working. MASH team managers meet regularly to highlight any issues or share good practice. We noted good representation from key partners at strategy discussions/ meetings and case conferences. Forty-five practitioners responded to CIW's anonymous survey with most rating partnership working as excellent or good (60%) with 38% recording this as adequate.

There has been investment in a regional information sharing system – referred to as GOSS (Ground Operational Support Services) for use by partner agencies. There has been consultation with key stakeholders as part of development of this work, which is intended to enhance multi-agency communication.

As noted in CIW's recent inspection activity, there is continued oversight of performance across different levels of the local authority. Quality assurance by both an external provider and children's services provides an accurate picture of the quality of practice, both by using compliance information and children's experiences. These messages are shared with partners for consideration.

Ensuring a joint understanding of the threshold for significant harm is an area which requires strengthening. Positive steps are being taken to address the consistency of decision-making including awareness raising by social services managers in schools. We understand a joint training programme is being progressed along with a threshold policy. There is a need for professionals working together to have a clear understanding of each other's roles and responsibility. This is particularly the case where new legislation impacts on child protection practice such as the Children (Abolition of Defence of Reasonable Punishment) (Wales) Act 2020.

Strengths

Cwm Taf Morgannwg University Health Board

In many of the records it is evident that health staff, including GPs, generally communicate well and work productively with multi-agency partners. GPs know which children are being looked after by the local authority or named on the child protection register. There is evidence of good multi agency working and communication along with attendance at safeguarding meetings being prioritised by health visitors. Engagement in safeguarding meetings is consistently good.

Healthcare staff are confident in challenging partners and escalation processes are in use. They can escalate through the corporate safeguarding team if needed. A multi-agency case discussion forum is in place, providing a safe space for partners to discuss and professionally challenge cases where differences arise.

Paediatricians have developed bespoke training for partner agencies on roles and responsibilities when a child requires a child protection medical to ensure partners are aware of the correct pathways and process.

Education

There are strong working practices between schools/PRU and other agencies such as health and children's services who work effectively in partnership to plan, implement and review provision for vulnerable children in Bridgend. This is supported through Team Around the School (TAS) meetings and close working with the Education Engagement Team, MASH, and the area 'early help' hubs.

The local authority requires all schools to submit an annual safeguarding audit which is then scrutinised by the local authority's Education Engagement Team (EET). The EET provides strong challenge to schools through this process. Overall, these audits are comprehensive, purposeful and enable schools to identify clear strengths and areas for development. EET link workers conduct termly visits to all schools to review progress and this helps maintain, a strong focus on improvement.

Schools attend and contribute fully to child protection conferences and reviews. Data on the child's attendance, punctuality and attainment are shared in school reports. Schools know children well and often offer additional support through breakfast club provision, establishing a trusted adult for children to have access to and facilitating rooms for social worker visits. There is good evidence of schools working supportively with parents whilst remaining totally focused on the child's well-being. Parents' contact with schools provides useful intelligence that supports the care and support planning.

The local authority has robust and timely processes to manage any professional concerns under Section 5 of WSP.

South Wales Police

There are many examples of positive partnership working including pro-actively sharing information and contributing to decision-making forums. Repeat strategy meetings are held when new information comes to light, supported with good record keeping including clear actions.

In some cases, officers attending incidents engage well with people to ensure they are safeguarded. In these cases, decision-making includes obtaining the views of people involved to ensure situations can be managed safely.

Partners work well together to initiate and progress child protection procedures to ensure the child is safe from harm and abuse. Information reports for case conferences were thorough and shared with all agencies. They were also easily available on police systems.

Children's Services

As in previous CIW inspections, opportunities to work in partnership across agencies are positively taken up. Case recordings and interviews demonstrate excellent working relationships between families and professionals. We saw a particularly

positive example of school assisting a mother with budgeting and advice around healthy eating.

Despite hearing about the negative impact of frequent social work changes on working in partnership with children, we also heard from parents about the positive impact when it works well. One parent told us *'my child's social worker now is amazing. He keeps me in touch and informed really gets on well with * and * really likes him. I just hope he will stay'*.

We found in general effective partnerships are in place to commission and deliver good quality support to children and families in Bridgend. For example, the local authority has invested in the third sector to develop and grow family group meetings. Positive examples were shared of the good outcomes of this work. Third sector partners are clear and confident in their roles. They make a significant contribution to building resilience within families and supporting people's well-being. Some third sector partners are not time limited when undertaking work with children, and families appreciate the flexibility this affords.

What needs to improve

Cwm Taf Morgannwg University Health Board

It is not clear that there is a smooth pathway for the transition of care between health services, for example midwife to health visitor, or health visitor to school nurse, in the files seen. There was also no evidence of care and support protection plans being revisited or actions updated as part of the health professional's contact.

Despite some good examples of joint visits between health and social services and good communication supporting practice, attendance at key child protection meetings could be improved. Contribution to core group meetings and review child protection conferences for school aged children could also be improved. This represents a missed opportunity to be involved in multi-agency child protection arrangements.

From a health survey undertaken as part of this review, of 71 respondents across CTMUHB, 60% said that IT systems did not support the effective communication/information sharing regarding safeguarding. Some 50% of respondents said information sharing between relevant agencies regarding child safeguarding is not effective.

As previously mentioned, safeguarding training compliance is varied across the health board, with poor compliance in some areas. This is acknowledged by the health board as an area for improvement. There is confusion regarding thresholds and further work and training around thresholds and professional curiosity is required.

South Wales Police

As mentioned earlier in the report, there are occasions when PPNs are not shared in a timely manner with schools. This means some children may not receive support quickly enough.

Despite some positive examples of engaging with children in the records reviewed, we also saw some language of frustration between the force and partners, highlighting disagreements as to which agency is responsible for safeguarding a child. These tensions indicate that agencies are not always working together effectively. Attitude and activity are not always child focused.

Children's Services

Records of child protection meetings such as conferences and core group minutes are not consistently shared with key partners. This means agencies may not receive key information to enable them to safeguard and support children and families.

Gaps in children's records mean that it is challenging to obtain an accurate understanding of children's circumstances. Management oversight is good at the front door but weakened when it moves to the safeguarding hubs where in the recent past social work practice has been adversely impacted by staff turnover and high caseloads.

There is evidence of reviews occurring but limited evidence of how children are involved in reviews of their care and support plan. Only a relatively small number of children and young people attend their meeting and the reasons for this need to be understood by the local authority. We saw an example where the child was recorded as too young when they were of sufficient age to participate.

Independent Reviewing Officers (IRO) have a critical role in overseeing the quality of practice and provide a valuable contribution in challenging delays where necessary. Due to their current volume of work, they cannot always prioritise visits to children prior to CLA reviews. They consult parents in all cases prior to initial and review conferences. The local authority must ensure children consistently have their views sought, and they are provided with opportunities to participate in decisions which affect them.

Some plans are adult rather than child focused with a lack of measurable outcomes. These plans are written in generic language with limited specific detail of what needs to change and how progress is monitored. Broad statements make it challenging to evidence progress against identified needs and risks. Core groups should have a greater focus on progress against the child protection plan. Discussions with practitioners also highlighted there is variance across teams in understanding which records are shared with children and families as part of the child protection processes.

2.4 Prevention

Partnership Arrangements

In the current context of increased demand, it is a challenge to prioritise the preventative agenda in a way which reduces the need for more formal care and support. It is positive the local authority has commissioned an independent review of children's services to evaluate its operating models. Early help and edge of care services are included in this review to maximise the use of all available resources to prevent escalation of need.

Early help is co-located in the locality safeguarding teams with a representative also based in MASH. A wide range of early help and preventative support is being provided to children and families including the Comets and Rockets programme for children, IDVA, ELSA support via school and many programmes providing parenting support. There has been a recent focus on reducing referral pathways and improving information sharing.

Despite a range of preventative services, we heard mixed accounts about their effectiveness. These were reflected in our anonymous social services staff survey with one respondent commenting 'early help is a good source of support, and the staff have a good knowledge base'. Social services staff told us waiting lists can delay support for families beginning but also prevent families stepping down to lower levels of support. Schools provided a more positive account of early help services.

Practitioners from different agencies reflected the view that arrangements for stepping up and stepping down support to children and families could be clearer and more streamlined. Whilst we were informed there is a clear written transfer protocol in place, which includes joint visits, it appears not all staff are aware of this protocol. There should be a clear and consistent approach to accessing assessments and preventative services to improve outcomes for children.

For some children who have experienced long-term neglect, planning can be ineffective across agencies, with insufficient focus on the impact of interventions and what is changing for children. Recordings are descriptive and do not evidence what progress is made, or why improvements have not been made. We saw examples where children may have benefitted from earlier intervention to avoid an escalation of need.

Strengths

Cwm Taf Morgannwg University Health Board

During the inspection health staff informed us they welcome the introduction of the Signs of Safety approach and there were positive examples of referrals to preventative services. We saw holistic health assessments in children looked after

records which identified emotional and physical health needs as well as wishes and feelings.

Education

The local authority has consolidated its wide range of support services available to schools and vulnerable families into a purposeful, well-managed and integrated 'Early Help' provision. Early help consists of a team of professionals distributed equally across three hubs covering the whole of the local authority who support the work of schools and children's services. Overall, schools say the Early Help Hub system works very well, and staff provide a high level of support for individual families. They also run bespoke sessions in schools for common concerns, for example dealing with behavioural issues.

Primary schools and the special school offer a wide range of preventative activities and interventions to pupils, including lessons on healthy relationships and staying safe online as well as running anti-bullying campaigns. However, the provision for relationships and sexuality education (RSE) is variable across schools, which reflects the current national picture. The youth service and other services such as youth justice and the communications and relationships (CART) service provide beneficial support to schools and individual pupils. They deliver assemblies and share resources with schools with a clear focus on preventative and proactive strategies to boost pupil engagement and reduce the risk of offending.

Children's Services

Children's services do not have waiting lists across teams and despite the context of increasing volume and complexity, staff express positivity about improvements made by the authority over the last eighteen months. This commitment to improve systems, processes and practice is an area of strength in BCBC. As in CIW's previous improvement check the local authority continues to respond effectively to meet the needs of children, especially where acute need and risk is identified. We saw examples where safe care arrangements are discussed and implemented with parents while further enquiries are underway.

Despite the demands on the service performance indicators in relation to statutory duties such as timely child protection conferences and visits are generally good. There is still room for improvement so the local authority must maintain focus and scrutiny on ensuring compliance with all statutory responsibilities.

What needs to improve

Cwm Taf Morgannwg University Health Board

Some home monitoring visits by health staff do not capture progress against the child's CASPP. Timescales are often vague, for example recorded as 'asap' or 'ongoing'. In some cases, there could have been an improvement in the engagement of school nurses, as at times it was unclear what involvement they had.

South Wales Police

There are examples of good service delivery by the force at the point of attending incidents with a focus on safeguarding, as well as within the MASH. However, the force response to missing children has some gaps. Risk assessments do not fully reflect the circumstances of the information provided, meaning some children are left at risk for longer periods when they should not be.

There is inconsistent awareness and understanding of Operation Encompass, the process, and its purpose. Useful information is not being shared with schools so vulnerability in children is not identified in their education setting.

Children's Services

We heard there can be uncertainty around the progress of referrals to the early help service and limited opportunities for transition from one team to another.

Practitioners are not always aware of when support will commence which can result in re-referrals. Children's early help and preventative assessments identify needs well, but subsequent plans are not always informed by sufficient or clear management direction. A prudent approach to resource allocation is required to ensure the right help is available at the right time.

Next Steps

On behalf of the partnership, the local authority should prepare a written statement of proposed action responding to the findings outlined in this report. This should be a multi-agency response involving Cwm Taf Morgannwg University Health Board and South Wales Police. The response should set out the actions for the partnership and, where appropriate, individual agencies. The head of service for children's services should send the written statement of action to CIWLocalAuthority@gov.wales by (date to be confirmed as will be 6 weeks after report publication). This statement will inform the lines of enquiry at any future joint or single agency activity by the inspectorates.

Methodology

Fieldwork

Most inspection evidence was gathered by reviewing the experiences of people through sampling agency records and file tracking children's care and support arrangements. We case sampled ten files and tracked six.

Tracking a child's record includes having conversations with the child where appropriate, their family or carers, key worker, the key worker's manager, and other professionals involved.

We held focus groups with staff and two professional groups focused on the working arrangements and outcomes for two of the tracked files.

We visited a small sample of primary schools and the special school where we conducted meetings with the headteacher, the designated safeguarding lead and small groups of children.

We interviewed a range of employees across different agencies.

We interviewed a range of partner organisations, representing both statutory and third sector.

We reviewed supporting documentation sent to the inspectorates for the purpose of the inspection.

We administered surveys to children's services staff, third sector organisations and children and family members.

We observed child protection conferences and practice as part of our inspection activity.

We conducted a pre-inspection headteacher survey and visited a small sample of primary schools during the inspection week.

We evaluated samples of health and well-being schemes of work and looked at samples of pupils' work. This included holding a 'listening to learner' sessions in all schools visited.

Acknowledgements

The inspectorates would like to thank the people, staff, and partners who gave their time and contributed to this inspection.



Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Bridgend County Borough Council, Cwm Taf Morgannwg University Health Board & South Wales Police Joint Inspection Review of Child Protection Arrangements (JICPA) Action Plan

September 2023

ALL PARTNER AGENCIES				
WELLBEING				
FINDINGS: Information sharing challenges within MASH, including connectivity issues for partner agencies.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
To implement the GOSS system to ensure an appropriate information sharing	October 2023	MASH Co-ordinator/MASH partner agencies	Appropriate and timely information sharing	October 23 - GOSS system went live in Bridgend 03.10.23 with all partner agencies using the system. Work is still underway on

<p>platform for multi-agencies.</p> <p>To review whether the premises in which the MASH is located is fit for purpose</p>				<p>developing the Teams Channel to compliment the GOSS system, which will give agencies access to the minutes straight away (currently business support circulate minutes to partners).</p> <p>October 23 - An options appraisal is currently underway, looking at potential locations for MASH.</p>
<p>FINDINGS: Resources in MASH to meet increase in demand, volume of referrals, screening and strategy meetings. This includes complexities around children services recruitment and retention.</p>				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
<p>Increase the resource available within the MASH to respond to referrals</p>	<p>Ongoing</p>	<p>South Wales Police</p>	<p>To ensure there is the right resource within agencies to respond to the significant increase demand ensuring children and families</p>	<p>October 23 - Recruitment Process in advanced stage</p>

<p>Review of safeguarding resources across CTMUHB to meet the safeguarding responsibilities across its services within CTMUHB.</p> <p>To review current structures within the MASH/IAA and locality hubs and explore options for recruitment and retention</p>	<p>April 2024</p> <p>January 2024</p>	<p>Cwm Taf Morgannwg Health Board</p> <p>Bridgend Children’s Social Care</p>	<p>are protected from harm</p>	<p>October 23 - Work has commenced in reviewing current structures in MASH/IAA and locality hubs. It is intended that the proposals for these structures will lead to a consultation with staff in January 2024.</p>
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FINDINGS: Consistent management of suspected non-accidental injuries within and outside of working hours.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
<p>Multi-agency training and the development of a regional multi-agency policy for the management of suspicious and unexplained injuries in children (PPG)</p> <p>Consider annual audits to ensure correct processes (CQAP or MQAP) and pathways are followed and evidence of professional curiosity.</p> <p>Continue to re convene any strategy meetings held outside of working hours and following</p>	Ongoing	<p>All agencies</p> <p>CQAP/MQAP Groups</p>	To ensure that there are robust processes in place that protect children from harm	

working day to ensure a multiagency approach.				
FINDINGS: Recording and documenting of ethnicity within records, strengths and protective factors within children’s lives. Detailed genograms and chronologies				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
To embed the signs of safety framework across teams ensuring strengths, risks and needs are captured clearly. Genograms and chronologies will be undertaken within this framework Relevant SWP & CTMUHB to attend multi-agency training on Signs of Safety framework	July 2024 July 2024	Bridgend Children’s Social Care South Wales Police Cwm Taf Morgannwg UHB	To provide staff with a clear understanding of the family, the work that has been undertaken to date and progress being made in reducing risk of harm.	October 23 - The Signs of Safety framework commenced roll out in Bridgend’s Children’s Social Care in January 2023. All teams have received the initial 2-day training and the consolidating 5-day training has commenced. There is evidence of this model beginning to implemented in practice as noted within the JICPA report. Ongoing work is required to

				<p>ensure this embedded consistently across all teams and partner agencies.</p> <p>October 23 - Partner agencies have attended Signs of Safety briefings hosted by BCBC. Staff have been invited to attend a two day training course in November 2023, with future training opportunities planned.</p>
<p>FINDINGS: Voice of the child/children. Including, ensuring that within sibling groups each individual child’s voice is heard.</p> <p>Children and young people should be involved in reviews of their care and support plan and their views consistently sought.</p>				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS

<p>To Implement the Signs of Safety framework which includes direct work with children as part of the care planning approach</p>	<p>July 2024</p>	<p>Bridgend Children’s Social Care</p>	<p>To ensure that the lived experience of a child is heard clearly within care planning for them and their families.</p>	<p>The Signs of Safety framework commenced roll out in Bridgend’s Children’s Social Care in January 2023. All teams have received the initial 2-day training and the consolidating 5-day training has commenced. There is evidence of this model beginning to implemented in practice as noted within the JICPA report. Ongoing work is required to ensure this embedded consistently across all teams and partner agencies.</p>
<p>CTMUHB – Review of current practice across all services, including conference reports to ensure voice of child evident.</p>	<p>October 2023</p>	<p>Cwm Taf Morgannwg UHB</p>		<p>October 23 - A new case conference report has been developed to capture the day in the life of the child, views, wishes and feelings of the child and family.</p>

<p>Development of PREMS/PROMS for children and young people across services. Reflecting the Health Boards Children's Charter.</p>				<p>This report template is currently being piloted by two services with a planned role out across the health board in December 2023.</p> <p>October 23 - Patient feedback questionnaires have been revised to ensure the voice of the child is captured through safeguarding processes undertaken at the CP medical hub and on the wards.</p>
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<p>PEOPLE</p>				
<p>FINDINGS: A jointly formulated multi-agency risk management plan for children with missing episodes.</p>				
<p>ACTION</p>	<p>TIMESCALE</p>	<p>RESPONSIBLE</p>	<p>INTENDED OUTCOME</p>	<p>PROGRESS</p>

To convene a task and finish group to explore multi agency approach to children who go missing	March 2024	All agencies	To ensure that there is a clear, joined approach between services when a child goes missing with the intention to reduce risk of harm	
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PARTNERSHIPS AND INTEGRATION				
FINDINGS: The quality of care and support protection plans (CASPP) are too variable. Plans are adult, rather than child focussed.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
<p>BCBC – Signs of Safety framework to be embedded into practice. A review of the approach to working with children and families open on a care and support basis to be undertaken to develop a more focussed approach to implementing change.</p>	July 2024	Bridgend Children’s Social Care	To ensure that children access support that meets their needs from the right service at the right time	October 23 - The Signs of Safety framework commenced roll out in Bridgend’s Children’s Social Care in January 2023. All teams have received the initial 2-day training and the consolidating 5-day training has commenced. There is evidence of this model beginning to

<p>Partner agencies to utilise the Signs of</p>		<p>South Wales Police</p>		<p>implemented in practice as noted within the JICPA report. Ongoing work is required to ensure this embedded consistently across all teams and partner agencies.</p> <p>A review of social care approach to CASP cases has been undertaken with an approach being implemented to improve oversight, consistency of support and regular reviews. This will include elements of the SofS framework in particular family network meetings.</p> <p>October 23 - Partner agencies have attended</p>
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<p>Safety training and briefings available, to understand the framework.</p>		<p>Cwm Taf Morgannwg UHB</p>		<p>Signs of Safety briefings hosted by BCBC. Staff have been invited to attend a two day training course in November 2023.</p>
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<p>BCBC CHILDREN’S SOCIAL CARE</p>				
<p>WELLBEING</p>				
<p>FINDINGS: The importance of effective supervision across services, that is evaluated and effectively documented. Supervision needs to ensure critical analysis, reflection and focus on the individual staffs learning and development needs</p>				
<p>ACTION</p>	<p>TIMESCALE</p>	<p>RESPONSIBLE</p>	<p>INTENDED OUTCOME</p>	<p>PROGRESS</p>
<p>The supervision policy to be re-launched and accessible to all managers on the intranet. An audit to be undertaken to review use and effectiveness</p>	<p>November 2024</p>	<p>Bridgend Children’s Social Care</p>	<p>To ensure staff are receiving regular and consistent supervision that assists their understanding of their role and responsibilities.</p>	

FINDINGS: Strengthening practitioner’s responsibilities to parents, including parents who may be estranged.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
Signs of Safety framework to be embedded which will consider whole family networks within the process. Further training to be offered to staff as identified within Child T Practice Review	July 2024	Bridgend Children’s Social Care	To ensure whole families are considered and supported when becoming involved with statutory services at the 1 st point of contact	October 23 - The Signs of Safety framework commenced roll out in Bridgend’s Children’s Social Care in January 2023. All teams have received the initial 2-day training and the consolidating 5-day training has commenced. There is evidence of this model beginning to implemented in practice as noted within the JICPA report. Ongoing work is required to ensure this embedded

				consistently across all teams and partner agencies.
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PARTNERSHIPS AND INTEGRATION

FINDINGS: Records of meetings such as strategy meetings, child protection conferences and core group minutes are not consistently shared with key partners.

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
To review the role of Business Support and ensure there is clarity on responsibilities and resourced effectively. Audit to be undertaken of minute distribution.	July 2024	Bridgend Children’s Social Care	To ensure information is shared with families and agencies in a timely way to support care planning.	

PREVENTION

FINDINGS: Progress of referrals to early help service and limited opportunities for transition from one team to another.

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
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<p>IPC to review Early Help services and models to ensure they are fit for purpose and ensure families access the right support at the right time</p>	<p>July 2024</p>	<p>Bridgend Children’s Social Care</p>	<p>To reduce delay in children and families accessing support from the right service at the right time.</p>	<p>October 23 - IPC have conducted a review of pathways for families into early help. Their recommendations are being considered between social care and Education and Family Support. This will be further reviewed in January 2024.</p>
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<p>BCBC EDUCATION and Family Support</p>				
<p>WELLBEING</p>				
<p>FINDINGS: Distribution of support services across schools</p>				
<p>ACTION</p>	<p>TIMESCALE</p>	<p>RESPONSIBLE</p>	<p>INTENDED OUTCOME</p>	<p>PROGRESS</p>
<p>Recruitment of additional Education Welfare Officer’s</p> <p>Recruitment of peripatetic attendance</p>	<p>ASAP</p>	<p>Group Manager Family Support</p>	<p>Additional 3 Education welfare officer</p>	<p>Completed</p>

<p>and wellbeing workers to support the education welfare officers by with regard to those clusters presenting with the lowest attendance.</p>	<p>ASAP</p>	<p>Group Manager Family Support</p>	<p>Recruitment of 6 attendance and wellbeing officers</p>	<p>Completed</p>
<p>Establish an attendance Task and Finish Group</p>	<p>ASAP</p>	<p>Group Manager Family Support</p>	<p>The attendance task and finish group to be well established and well attended by local authority officers and schools.</p>	<p>In progress and well established</p>
<p>Attendance leads forum to take place</p>	<p>ASAP</p>	<p>Group Manager Family Support</p>	<p>Attendance leads forum to take place and highlight collaboration between the local authority and schools.</p>	<p>Completed</p>

Local authority attendance initiative to take place	18 September 2023	Group Manager Family Support	Local authority officers to consistently report the importance of good school attendance – report on the number of N codes.	Completed
PARTNERSHIPS AND INTEGRATION				
FINDINGS: The provision for relationships and sexuality education (RSE)				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS


<p>To deliver professional learning about RSE a consistent approach to the teaching of RSE across the local authority</p>	<p>Autumn term 2023</p>	<p>Central South Consortium (Via Group Manager, School Support)</p>	<p>Provision of a consistent approach to the teaching of RSE across the local authority</p>	<p>October 23 - Good progress has been made.</p> <p>Central South Consortium colleague has delivered training to all headteachers in Bridgend and a briefing to all elected members (many of whom are school governors).</p> <p>He is currently working with school clusters to develop a cluster-wide approach to RSE.</p>
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PREVENTION

FINDINGS: Timely sharing of PPNs with schools.
Improved awareness and understanding of Operation Encompass, the process, and its purpose.

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
Review PPN screening process with Children’s Services and Police to ensure information is shared and support offered in a timely manner.	January 2024	Gail Biggs	Consistent process for the sharing information with agencies and schools. Resulting in early decisions on appropriate support offered to families.	October 23 - SWP are reviewing this model to determine how effectively this approach is working and can be improved.

CWM TAF MORGANNWG UHB				
PEOPLE				
FINDINGS: Governance arrangements need to be strengthened, with clearer oversight and improved quality assurance monitoring.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
Development of a Safeguarding strategy. Work in collaboration with Care Groups to oversee and scrutinise Action/Improvement	December 2023	Cwm Taf Morgannwg UHB	CTMUHB to demonstrate its plans and priorities to safeguard children and adults accessing	

plans for safeguarding activity within CTMUHB.			services within the organisation.	
FINDINGS: CTMUHB have a high percentage of staff who do not have a Disclosure and Barring Service Check (DBS)				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
CTMUHB safeguarding will review the risk register with workforce to ensure there is a robust plan to address the current risks.	October 2023	Cwm Taf Morgannwg UHB	To ensure all health board employees have a current DBS.	October 23 – The Deputy Director of Nursing has met with workforce to review the risk and ensure a robust plan to deliver on this action.
FINDINGS: Compliance with safeguarding training. With a focus for CTMUHB on professional curiosity and thresholding.				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
To target bespoke training to key areas of the health board working with children to ensure compliance above 85%.	April 2024	Cwm Taf Morgannwg UHB	To increase level 3 training compliance above 85% in all areas who care for children.	October 23 - A training strategy has been developed and approved.  CTMUHB%20Trainin g%20Strategy%20Fi

<p>To explore opportunities for the provision of a Practice Educator for Safeguarding. This will ensure a dedicated resource for the development, delivery, and oversight of safeguarding training within CTMUHB.</p>				<p>October 2023 – Bespoke training is being delivered monthly to midwifery services and neonates to increase compliance.</p>
<p>FINDINGS: The importance of effective supervision across services, that is evaluated and effectively documented.</p> <p>Supervision needs to ensure critical analysis, reflection and focus on the individual staffs learning and development needs</p>				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
<p>CTMUHB need to review supervision models to ensure all staff receive appropriate safeguarding supervision.</p> <p>Audits of supervision to ensure analysis,</p>	<p>March 2024</p>	<p>Cwm Taf Morgannwg UHB</p>	<p>To ensure practitioners receive quality supervision that is analytical, reflective and considers wellbeing.</p>	<p>October 2023 – A T&F group has been developed and current policy reviewed. The All-Wales policy is currently under review and work ongoing in the National Safeguarding service. This work will feed into the review.</p>

reflection and focus on individuals needs.				Audits of safeguarding supervision have been included in the audit plan for children and young people services.
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PARTNERSHIP AND INTEGRATION

FINDINGS: A robust pathway for the transition of care between health services.

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
Review of current transition pathways to ensure needs of child and family met through changes in services.	March 2024	Cwm Taf Morgannwg UHB	To ensure the needs of children and young people are communicated between services, particularly where there are safeguarding concerns.	October 23 - Review of current transition pathways to ensure needs of child and family met through changes in services.

FINDINGS: Appropriate representation from health to attend core groups and conferences for school aged children

ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
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<p>CTMUHB to develop a standard operating procedure for school nursing services.</p> <p>Health and children services to develop a pathway, ensuring the correct health representative is identified through assessments and invited to conferences.</p>	<p>March 2024</p>	<p>Cwm Taf Morgannwg UHB</p>	<p>Agencies to ensure the correct health representative is informed of safeguarding concerns and given the opportunity to participate in conferences and core groups.</p>	
<p>PREVENTION</p>				
<p>FINDINGS: Home monitoring visits should capture progress against the child/children’s CASPP.</p>				
<p>ACTION</p>	<p>TIMESCALE</p>	<p>RESPONSIBLE</p>	<p>INTENDED OUTCOME</p>	<p>PROGRESS</p>
<p>Ensure health colleagues are aware of the importance of multi-agency development of CASPP through workshops and training.</p> <p>Documentation audits to include CASPP present in records and reference made to</p>	<p>January 2024</p>	<p>Cwm Taf Morgannwg UHB</p>	<p>To Ensure CTMUHB documentation reflects distance travelled against CASPP and families motivation to change</p>	<p>October 23 – The new case conference report prompts practitioners to consider distance travelled and motivation to change. Workshops have commenced within Health visiting and school nursing.</p>

progress during home visits and core groups.				
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SOUTH WALES POLICE				
PEOPLE				
FINDINGS: Compliance with safeguarding training				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
Understand training needs of Safeguarding Staff and deliver associated training programme	July 2024	SWP	Ensure appropriate staff are identified, available and deployed with the suitable accreditation	
FINDINGS: Exploitation risk assessment. (p15)				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS

Ensure all exploitation cases have appropriate risk assessment and associated 4 Point Plan	July 2024	SWP	Shared understanding of risk, and associated multi-agency problem solving plans	
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Agenda Item 6

Meeting of:	SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2
Date of Meeting:	23 NOVEMBER 2023
Report Title:	FORWARD WORK PROGRAMME UPDATE
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL & REGULATORY SERVICES, HR & CORPORATE POLICY
Responsible Officer:	MERYL LAWRENCE SENIOR DEMOCRATIC SERVICES OFFICER – SCRUTINY
Policy Framework and Procedure Rules:	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. Any changes to the structure of the Scrutiny Committees and the procedures relating to them would require the Bridgend County Borough Council Constitution to be updated.
Executive Summary:	<p>The Council’s Constitution requires the Corporate Overview and Scrutiny Committee to develop and implement a Forward Work Programme for the Committee.</p> <p>The Council’s Constitution also provides for each Subject Overview and Scrutiny Committee to propose items for the Forward Work Programme having regard for the Council’s Corporate Priorities and Risk Management framework, for the Corporate Overview and Scrutiny Committee to have oversight and refer any cross-cutting topics to a Committee or Research and Evaluation Panel.</p> <p>The Committee is asked to consider and agree its Forward Work Programme, identify any specific information it wishes to be included in and any invitees they wish to attend for the reports for the next two Committee meetings, identify any further items for consideration on the Forward Work Programme having regard to the criteria set out in the report, consider the Recommendations Monitoring Action Sheet and note that the Forward Work Programme and the Recommendations Monitoring Action Sheet for the Subject Overview and Scrutiny Committee will be reported to the next meeting of COSC.</p>

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 3.5 of this report;
- d) Present the Recommendations Monitoring Action Sheet (**Appendix B**) to track responses to the Committee's recommendations made at previous meetings;
- e) Advise that the Committee's updated Forward Work Programme, any feedback from the Committee and the Recommendations Monitoring Action Sheet will be reported to the next meeting of the Corporate Overview and Scrutiny Committee (COSC).

2. Background

2.1 The Council's Constitution requires the Corporate Overview and Scrutiny Committee to develop and implement a Forward Work Programme for the Committee.

2.2 The Council's Constitution also provides for each Subject Overview and Scrutiny Committee to propose items for the Forward Work Programme having regard for the Council's Corporate Priorities and Risk Management framework, for the Corporate Overview and Scrutiny Committee to have oversight and refer any cross-cutting topics to a Committee or Research and Evaluation Panel.

Best Practice / Guidance

2.3 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.

2.4 Forward Work Programmes need to be manageable to maximize 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.

- 2.5 The CfGS's 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.'

3. Current situation / proposal

Forward Work Programme

- 3.1 Following the approval of the schedule of Scrutiny Committee meeting dates at the Annual Meeting of Council on 17 May 2023, the standing statutory reports to this Scrutiny Committee of: the Corporate Plan, the Medium Term Financial Strategy (MTFS) and Budget, Performance and Budget Monitoring, etc. have been mapped to the appropriate timely meeting dates into a draft Forward Work Programme.
- 3.2 The draft outline Forward Work Programme for each Scrutiny Committee have been prepared using a number of difference 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.
- 3.3 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 2024, following which 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 2024.
- 3.4 An effective Forward Work Programme will identify the issues that the Committee wishes to focus on during the year and provide 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 Forward Work Programme will remain flexible and will be revisited at each COSC meeting with input from each Subject Overview and Scrutiny Committee reported and any updated information gathered from Forward Work Programme meetings with Corporate Directors.

Identification of Further Items

- 3.5 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

- 3.6 Corporate Parenting is the term used to describe the responsibility of a local authority towards care experienced 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 care experienced children and young people in Bridgend.

- 3.7 In this role, it is suggested that Members consider how each item they consider affects care experienced children and young people, and in what way can the Committee assist in these areas.
- 3.8 Scrutiny Champions can greatly support the Committee in this by advising them of the ongoing work of the Cabinet Committee Corporate Parenting and particularly any decisions or changes which they should be aware of as Corporate Parents.
- 3.9 The Forward Work Programme for the Committee is attached as **Appendix A** for the Committee's consideration.
- 3.10 The Recommendations Monitoring Action Sheet to track responses to the Committee's recommendations made at the previous meeting is attached as **Appendix B**.

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 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.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 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.

5.2 When setting its Forward Work Programme, the Committee should consider how each item they propose to scrutinise assists in the achievement of the Council's 7 Wellbeing Objectives under the **Well-being of Future Generations (Wales) Act 2015** as follows :-

1. A County Borough where we protect our most vulnerable
2. A County Borough with fair work, skilled, high-quality jobs and thriving towns
3. A County Borough with thriving valleys communities
4. A County Borough where we help people meet their potential
5. A County Borough that is responding to the climate and nature emergency
6. A County Borough where people feel valued, heard and part of their community
7. A County Borough where we support people to live healthy and happy lives

6. Climate Change Implications

6.1 The Committee should consider how each item they scrutinise affects climate change, the Council's Net Zero Carbon 2030 target and how it meets the Council's commitments to protect and sustain the environment over the long term. There are no Climate Change Implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 The Committee should consider how each item they scrutinise affects care experienced children and young people, and in what way the Committee can assist in these areas. Safeguarding is everyone's business and means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. There are no Safeguarding and Corporate Parent Implications arising from this report.

8. Financial Implications

8.1 There are no financial implications arising from this report.

9. Recommendation

9.1 The Committee is recommended to:

- a) Consider and approve the Forward Work Programme for the Committee 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 whether there are presently any further items for consideration on the Forward Work Programme having regard to the selection criteria in paragraph 3.5 of this report.

- d) Note the Recommendations Monitoring Action Sheet for the Committee attached as **Appendix B** to track responses to the Committee's recommendations made at the previous meetings;
- e) Note that the Forward Work Programme, any feedback from the Committee and the Recommendations Monitoring Action Sheet will be reported to the next meeting of COSC.

Background documents

None.

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Forward Work Programme
Subject Overview and Scrutiny Committee 2

Monday 10 July 2023 at 10.00am		
Report Topic	Information Required / Committee's Role	Invitees
Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and Further Integration with BAVO		<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health; Cabinet Member for Community Safety and Wellbeing;</p> <p><u>Officers</u> Corporate Director – SSWB; Group Manager - Sports and Physical Activity;</p> <p><u>External</u> Chief Executive, Halo Leisure; Partnership Manager, Halo Leisure; Chief Executive, Awen; and Operations and Partnership Manager, BAVO.</p>
3 Year Sustainability Plan to Improve Outcomes for Children and Family Services in Bridgend	Early Intervention to Reduce Care Experienced Children and Key Pressures including Information, Advice and Assistance (IAA), Early Help and Edge of Care	<p><u>Cabinet Member</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Children's Social Care; and Deputy Head of Children's Social Care.</p>
Corporate Parenting Champion Nomination report	To nominate one Member as its Corporate Parenting Champion to represent the Committee as an invitee at meetings of the Cabinet Committee Corporate Parenting in addition to the Chairperson of SOSC 2 who is automatically appointed.	NA
Cabinet Response to Committee's Recommendations Made on the Call In of the Cabinet Decision in Relation to Porthcawl Waterfront Regeneration: Appropriation of Land at Griffin Park and Sandy Bay		
Draft Outline Forward Work Programme		NA

Monday 18 September 2023 at 10.00am		
Report Topics	Information Required / Committee's Role	Invitees
Director of Social Services Annual Report 2022/23 (deferred from COSC – 4 September 2023)		<p><u>Cabinet Members</u> Deputy Leader of the Council and Cabinet Member for Social Services Health; Cabinet Member for Community Safety and Wellbeing;</p>

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		<p>Officers Corporate Director - Social Services and Wellbeing; Head of Adult Social Care; Head of Children's Social Care; Group Manager - Sports and Physical Activity; and Group Manager - Commissioning</p>
Adult Community Mental Health Services		<p><u>Cabinet Member</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Adult Social Care; Group Manager – Learning Disability, Mental Health & Substance Misuse; Community Mental Health Services Manager;</p> <p><u>External</u> Service Group Manager, Mental Health Services – CTMUHB; and Service Users</p>

Thursday 23 November 2023 at 10.00am

Report Topics	Information Required / Committee's Role	Invitees
Joint Inspection of Child Protection Arrangements (JICPA) in Bridgend 12-16 June 2023		<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health; Cabinet Member for Education;</p> <p><u>Officers</u> Corporate Director – SSWB; Corporate Director – Education and Family Support; Head of Children's Social Care;</p> <p><u>External</u> South Wales Police; Head of Safeguarding, Cwm Taf Morgannwg UHB; Senior Nurse, Cwm Taf Morgannwg UHB;</p> <p>Senior Manager - Local Authority Inspection Team - Care Inspectorate Wales; and Local Authority Link Inspector for Bridgend - Estyn</p>

APPENDIX A

Extraordinary Meeting – 6 December 2023 at 10.00am		
Report Topics	Information Required / Committee's Role	Invitees
Annual Report – Safeguarding of Children and Adults	<ul style="list-style-type: none"> • Update on child exploitation. • Placement sufficiency and unregulated placements. 	<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Adult Social Care; Head of Children's Social Care; Group Manager, IAA & Safeguarding; Team Manager – Older People - Mental Health; and</p> <p>Education colleagues.</p>
Learning Disabilities Transformation Plan	<ul style="list-style-type: none"> • Outcome of external expert review. • Practice. • Service Provision. • Transition Management. • Day Opportunities. 	<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Adult Social Care; Social Work Lead in Adult Social Care; Group Manager – Learning Disability, Mental Health and Substance Misuse; and</p>

Friday 19 January 2024 at 10.00am		
Report Topics	Information Required / Committee's Role	Invitees
Draft Medium Term Financial Strategy 2024-25 to 2027-28 and Budget Proposals		<p><u>Cabinet Members</u> Leader of Council; Deputy Leader of Council and Cabinet Member for Social Services Health; Cabinet Member for Finance, Resources and Legal; Cabinet Member for Community Safety and Wellbeing;</p> <p><u>Officers</u> Corporate Director – SSWB; Chief Officer Finance, Performance and Change; Chief Executive; Chief Officer, Legal and Regulatory Services, HR and Corporate Policy; Head of Adult Social Care; Head of Children's Social Care; Deputy Head of Finance; and Finance Manager – Social Services & Wellbeing / Chief Executive's Directorate.</p>

Monday 19 February 2024 at 10.00am		
Report Topics	Information Required / Committee's Role	Invitees
Strategic Commissioning Plans	Placement Sufficiency.	<u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;

APPENDIX A

		<p><u>Officers</u> Corporate Director – SSWB; Head of Adult Social Care; Head of Children’s Social Care; and Group Manager – Commissioning.</p>
Summary of Adult Services Inspections		<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Adult Social Care; Social Work Lead in Adult Social Care; and Group Manager – Direct Care Provider Services.</p>
Draft Adults Strategic Plan		<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Adult Social Care; and Social Work Lead in Adult Social Care.</p>

Monday 15 April 2024 at 10.00am

Report Topics	Information Required / Committee’s Role	Invitees
Update on Child Exploitation		<p><u>Cabinet Members</u> Deputy Leader of Council and Cabinet Member for Social Services and Health;</p> <p><u>Officers</u> Corporate Director – SSWB; Head of Children’s Social Care; Group Manager, IAA & Safeguarding.</p> <p><u>External</u></p>

Reports to be Scheduled

Report Topics	Information Required / Committee’s Role	Invitees
Direct Payments		<p><u>Cabinet Members</u></p> <p><u>Officers</u></p> <p><u>External</u></p>
Post 18 Housing and Financial Support for Care Experienced Children (Post Basic Income Pilot)		<p><u>Cabinet Members</u></p> <p><u>Officers</u></p> <p><u>External</u></p>
Annual Report - Corporate Parenting		<p><u>Cabinet Members</u></p> <p><u>Officers</u></p> <p><u>External</u></p>

Subject Overview and Scrutiny Committee 2

RECOMMENDATIONS MONITORING ACTION SHEET 2023-2024

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
10 July 2023	Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and further integration with BAVO	The Committee requested that a visit be arranged for Members of the Committee to the Books on Wheels mobile library service to provide them with an understanding of the areas it covers and what is currently available.	Scrutiny / Corporate Director -Social Services and Wellbeing	ACTIONED – response and information circulated 11 September 2023.	https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf
10 July 2023	Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and further integration with BAVO	The Committee requested a breakdown by characteristic of the number of participants that access leisure facilities that receive free or subsidised membership/access	Scrutiny / Corporate Director of Social Services and Wellbeing	ACTIONED – response and information circulated 11 September 2023.	https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf
10 July 2023	Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and further integration with BAVO	The Committee requested a copy of the presentation to be shared with all Members, demonstrating the vision and work to be undertaken at the Grand Pavilion in Porthcawl, utilising the Levelling Up Funding	Scrutiny / Corporate Director of Social Services and Wellbeing	ACTIONED – response and information circulated 11 September 2023.	https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
10 July 2023	Prevention and Wellbeing, Leisure (Halo) and Cultural Trusts (Awen) and further integration with BAVO	The Committee requested, with regard to the partnership working with Halo Leisure and Awen, whether there are plans to bring the timelines into alignment, as the Healthy Living Partnership with Halo Leisure was established for a 15-year period in 2012 and the partnership agreement with Awen runs until 2035.	Scrutiny / Corporate Director of Social Services and Wellbeing	ACTIONED – response and information circulated 11 September 2023.	https://democratic.bridgend.gov.uk/documents/s31001/SOSC210July2023ResponsesToRecommendations.pdf
10 July 2023	3 Year Sustainability Plan to Improve Outcomes for Children and Family Services in Bridgend	The Committee Recommended that an additional column be added to the Plan to include in a table, what actions demonstrate success and how those successes are measured.	Scrutiny / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.	Officer Response Awaited
10 July 2023	3 Year Sustainability Plan to Improve Outcomes for Children and Family Services in Bridgend	The Committee requested that they receive a quarterly update on the implementation of the Plan.	Scrutiny / Corporate Director of Social Services and Wellbeing	Recommendations circulated requesting response - to be provided.	Officer Response Awaited.
10 July 2023	3 Year Sustainability Plan to Improve Outcomes for Children and	The Committee requested clarification as to how the demographic, age profile, deprivation and any other factors affect the formula for applications for grant funding.	Scrutiny / Chief Officer – Finance, Performance & Change	ACTIONED – response and information circulated 11 September 2023.	https://democratic.bridgend.gov.uk/documents/s31004/SOSC210July2023ResponsesToRecommendations.pdf

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
	Family Services in Bridgend				
18 Sept 2023	Adult Community Mental Health Services	The Committee Recommended that they write to the Members of the Senedd for Bridgend and Ogmore to request an invitation to the round table meetings run by them, involving third sector and voluntary organisations and relating to mental health and the <i>Bridgend Mental Health Pathway</i> .	Scrutiny/Chair of SOSC 2	Letter sent to the Members of the Senedd – Response awaited – Chased.	Awaited.
18 Sept 2023	Adult Community Mental Health Services	The Committee requested data relating to the notable increase in the number of young people on the autism spectrum being referred to the Community Mental Health Teams and a copy of the existing Code of Practice on the Delivery of Autism Services in Wales.	Scrutiny / Head of Adult Social Care	ACTIONED – response and information circulated 13 October 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&ID=787&RPID=6256609&sch=doc&cat=13499&path=13490%2c13493%2c13499
18 Sept 2023	Adult Community Mental Health Services	The Committee requested That information relating to the pathway to independent advocacy for adults be circulated to all Members to enable them to signpost constituents requiring advocacy.	Scrutiny / Head of Adult Social Care	ACTIONED – response and information circulated 13 October 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&ID=787&RPID=6256609&sch=doc&cat=13499&path=13490%2c13493%2c13499
18 Sept 2023	Adult Community Mental Health Services	<u>Assisting Recovery in the Community Service (ARC)</u>	Scrutiny / Head of Adult Social Care	ACTIONED – response and information	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&ID=787&RPID=6256609&sch

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		<p>The Committee requested:</p> <ul style="list-style-type: none"> a) Information regarding the types of courses available from ARC; b) Information on how the service has evolved and adapted in recent years; c) Data showing the age range of individuals accessing the service, the reasons why and the interventions of the service with them; and d) Case examples of work that has been done on an individual and group level in the last 12 months. 		<p>circulated 16 October 2023.</p>	<p>=doc&cat=13499&path=13490%2c13493%2c13499</p>
<p>18 Sept 2023</p>	<p>Director of Social Services Annual Report 2022/23</p>	<p>The Committee Recommended that the financial modelling that is available to the Cabinet during the budget setting process, also be made available to the Budget Research and Evaluation Panel to assist with their budget discussions regarding financial sufficiency for the Social Services and Wellbeing Directorate.</p>	<p>Scrutiny / Chief Officer, Finance, Performance and Change / Corporate Director of Social Services and Wellbeing</p>	<p>Recommendations circulated requesting response - to be provided.</p>	<p>Officer Response Awaited.</p>
<p>18 Sept 2023</p>	<p>Director of Social Services Annual Report 2022/23</p>	<p>The Committee Recommended that they write a letter, in support of the Deputy Leader and the Council's response to the Welsh Government Consultation, <i>Rebalancing Care and Support Programme</i>, to the Welsh Minister for</p>	<p>Scrutiny/Chair of SOSC 2</p>	<p>ACTIONED – response and information circulated 13 October 2023.</p>	<p>https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&ID=787&RPID=6256609&sch=doc&cat=13499&pat</p>

APPENDIX B

Date of Meeting	Agenda Item	Action	Responsibility	Outcome	Response
		Social Services regarding standardised Welsh National pay, terms and conditions to prevent the “poaching” of staff by other local authorities and therefore ensuring that Bridgend retains a skilled workforce.			h=13490%2c13493%2c13499
18 Sept 2023	Director of Social Services Annual Report 2022/23	The Committee requested an update on the progress and cost of the priority for Children’s Social Care to enhance in-house foster care capacity and implement therapeutic support service for foster carers.	Scrutiny / Corporate Director of Social Services and Wellbeing	ACTIONED – response and information circulated 2 November 2023.	https://democratic.bridgend.gov.uk/ecSDDisplayClassic.aspx?NAME=SD787&ID=787&RPID=6349871&sch=doc&cat=13499&path=13490%2c13493%2c13499

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