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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

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Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Thursday, 16 November 2023

Dear Councillor,

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2

A meeting of the Subject Overview and Scrutiny Committee 2 will be held Hybrid in the Council Chamber - Civic Offices, Angel Street, Bridgend, CF31 4WB / remotely via Microsoft Teams on **Thursday, 23 November 2023 at 10:00.**

AGENDA

1. Apologies for Absence
To receive apologies for absence from Members.
2. Declarations of Interest
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members Code of Conduct adopted by Council from 1 September 2008 (including whipping declarations)
3. Approval of Minutes 3 - 14
To receive for approval the minutes of a meeting of the Subject Overview and Scrutiny Committee 2 of the 08/12/2022 and 18/09/2023
4. Joint Inspection of Child Protection Arrangements (JICPA) in Bridgend 12-16 June 2023 15 - 68

Invitees

Councillor Jane Gebbie - Deputy Leader of Council and Cabinet Member for Social Services and Health

Councillor Jon-Paul Blundell – Cabinet Member for Education

Claire Marchant - Corporate Director - Social Services and Wellbeing

Lindsay Harvey – Corporate Director – Education and Family Support

Laura Kinsey - Head of Children's Social Care

Superintendent Clayton Ritchie - South Wales Police

Claire O'Keefe - Head of Safeguarding, Cwm Taf Morgannwg University Health Board

Andrea Bevan - Senior Nurse, Cwm Taf Morgannwg University Health Board

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Myfanwy Moran - Senior Manager - Local Authority Inspection Team - Care Inspectorate
Wales
Charlotte Leese – Local Authority Link Inspector for Bridgend - Estyn

5. Conclusions and Recommendations

6. Forward Work Programme Update

69 - 86

7. Urgent Items

To consider any item(s) of business in respect of which notice has been given in accordance with Part 4 (paragraph 4) of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

Note: This will be a Hybrid meeting and Members and Officers will be attending in the Council Chamber, Civic Offices, Angel Street Bridgend / Remotely via Microsoft Teams. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you have any queries regarding this, please contact cabinet_committee@bridgend.gov.uk or tel. 01656 643148 / 643694 / 643513 / .643696

Yours faithfully

K Watson

Chief Officer, Legal and Regulatory Services, HR and Corporate Policy

Councillors:

S Aspey
F D Bletsoe
E L P Caparros
P Davies

Councillors

P Ford
D T Harrison
D M Hughes
M Lewis

Councillors

J Llewellyn-Hopkins
RL Penhale-Thomas
A Wathan
R Williams

Agenda Item 3

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2 - THURSDAY, 8 DECEMBER 2022

MINUTES OF A MEETING OF THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2 HELD HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB ON THURSDAY, 8 DECEMBER 2022 AT 10:00

Present

Councillor F D Bletsoe – Chairperson

E L P Caparros	P Davies	P Ford	D M Hughes
M Lewis	RL Penhale-Thomas	A Wathan	AJ Williams
R Williams			

Officers:

Lucy Beard	Scrutiny Officer
Julie Ellams	Democratic Services Officer - Committees
Raeanna Grainger	Independent Reviewing Service Manager
Rachel Keepins	Democratic Services Manager
Carys Lord	Chief Officer - Finance, Performance & Change
Claire Marchant	Corporate Director Social Services and Wellbeing
Jessica Mclellan	Scrutiny Officer

14. APOLOGIES FOR ABSENCE

Councillor Paul Davies and Councillor Richard Williams gave their apologies that they would need to leave the meeting early.

Councillor Amanda Williams gave her apologies that she needed to leave the meeting at 11.30am due to an urgent matter arising.

Invitee:

Councillor Jane Gebbie, Deputy Leader and Cabinet Member for Social Services and Early Help.

15. DECLARATIONS OF INTEREST

None.

16. UPDATE ON THE CARE INSPECTORATE WALES INSPECTIONS OF BRIDGEND COUNTY BOROUGH COUNCIL'S REGULATED SERVICES IN ADULT SOCIAL CARE FOR 2022

The Head of Adult Social Care presented the report, the purpose of which was to provide the Committee with the outcome of the Care Inspectorate Wales (CIW) Inspections of Bridgend County Borough Council's Regulated Services in Adult Social Care during 2022.

In response to a question regarding the distinction between Priority Action Notices (PANs) and Areas for Improvement (AFIs), the Head of Adult Social Care advised that when a PAN is issued, the Local Authority is given a deadline to meet the requirement set and if the requirement is not met by the deadline, the Authority could be referred to an Enforcement Panel. She continued that AFIs were reviewed by CIW on reinspection and if insufficient improvements had been made, they could become a PAN.

The Committee thanked staff, acknowledging the difficulty of the job and the Head of Adult Services confirmed that the report had been shared with them.

In response to a question as to whether the service was surprised by any of the PANs or AFIs, the Head of Adult Social Care advised that they were already aware of some of the issues which were raised in PANs. She reassured the Committee that the service was working with management around all PANs and AFIs in a timely way.

In response to a query regarding the prospect of the resumption of Member rota visits to adult care homes and children's homes, the Leader of the Council acknowledged the value of the rota visits for Members, staff and service users. He also recognised the benefit of them on the Authority's governance and assurance arrangements as, prior to the pandemic, visits were undertaken not only to provisions managed by the Authority but also to commissioned independent and third sector provisions. He advised that Members need to be paired up for visits for safeguarding purposes and that they would look to reintroduce the visits next year.

The Head of Adult Social Care reiterated how rota visits were an important element of quality assurance processes and advised that a plan would be devised regarding the reintroduction of the visits which would commence with Member training. She suggested that rota visits start with the in-Council services before being rolled to the independent sector.

In response to a Member query regarding whether the service was up to date with the roll-out of the mandatory training and the reasons why CIW had reported that there was not full compliance with the training, the Head of Adult Social Care confirmed that the mandatory training was on a rolling programme; some annually, some every three years and some at induction. Prior to the pandemic, the rolling programme ensured that individuals knew when their training was due but that during the pandemic, the focus had been on keeping people safe, engaging with individuals and delivering front-line services.

Additionally, there was a backlog on training due to the limit on the numbers of people who could be present in a room together and the impact that social distancing had on the training of manual handling, for example. She continued that about 9 to 12 months ago, people had been allowed to come together more and that there had been a significant amount of commissioning work for training. She highlighted that the positive comments in the report demonstrated that the mandatory training was not impacting on staff doing their jobs. She also highlighted the difficulty of staff who may be booked on courses and were unable to attend due to covering shifts at short notice. Therefore, the service was developing e-learning and had bought iPads for staff to be able to access certain training remotely. Whilst the service was not yet up to date with mandatory training, she assured the Committee that there was a programme of work in place and she felt confident that they would be up to date in the next 6 months.

A Member asked whether each home had a Welsh speaker and if not, whether staff were trained in the language, highlighting that first language Welsh speakers living with dementia often revert to the use of the Welsh language.

The Provider Services Manager advised that there was at least one Welsh speaking member of staff in each of the four residential homes.

The Leader advised that the Authority offers and encourages members of staff to take up training opportunities and the offer of free training to improve their Welsh language skills. Whilst acknowledging the challenges of recruiting into Social Care roles, he

advised that whilst not essential, use of the Welsh language was a welcome skill and highlighted the Authority's work with Bridgend College to help identify the next generation of Social Care workers. He echoed the Member's comments regarding first language Welsh speakers living with dementia, who may have become used to using the English language in their adult years, reverting to their use of their childhood use of the Welsh language and highlighted an initiative the Authority was supporting to encourage the use of Welsh generally in homes which had been applauded by the Welsh Language Commissioner.

The Head of Adult Social Care advised that they always seek to meet people's communication needs highlighting an example of the efforts of the staff of one home who had learned sign language to communicate with resident with a hearing impairment.

In response to a Member query regarding what policies CIW had identified in the PAN and the work entailed to address them, the Head of Adult Social Care advised that there were a range of policies and that they had until the end of March 2023 to address them. She advised that the Authority had worked with Public Health Wales during pandemic around infection control but that the policy needed updating and that they were working with colleagues in the Health Board to help get the Medication Policy in line with national guidelines. She also highlighted that there were some corporate policies such as whistleblowing and the complaints process that needed addressing but reassured that there was a plan in place for each of the policies.

A Member asked, with reference to Ty Cwm Ogwr (TCO), how the AFIs around personal plans and supervision had arisen and how confident the service was in achieving the improvement by the end of March 2023.

The Head of Adult Social Care confirmed that TCO had come back into Council ownership in January 2020 from the independent sector which had different processes to Local Authority. She highlighted that the pandemic hit in March 2020 and the priorities were on keeping people safe and meeting their care and support needs. Moving out of the pandemic, the service worked with the management at TCO to transfer some of the Local Authority's procedures regarding paperwork and, over the last 6 months, there had been a very targeted piece of work to ensure that all personal plans were of the expected standard. She advised that there was a rolling programme of supervision and highlighted that training was linked to overarching matters affecting the whole Directorate. She highlighted that there was a unique set of circumstances that led to the situation at TCO but was confident that there would be an improved position when CIW returned.

In response to a query about the effect the pandemic had on policies, staff and workloads, the Head of Adult Social Care advised that there had been a steep learning curve regarding infection control particularly around the introduction of personal protection equipment and the speed at which Regulations and Guidance changed and needed implementation. However, she highlighted that staff had been very adaptable and flexible and had shown commitment to the individuals they supported. She advised that whilst the Authority had always had an Infection Control Policy, CIW had picked up that it had not been re-written post-pandemic with the lessons learned.

The Head of Adult Social Care thanked the Provider Services Manager and the Group Manager for Direct Care Provider Services for their leadership and hours worked during the pandemic to meet the regulations for the benefit of the service users. The Corporate Director for Social Services and Wellbeing (the Corporate Director) also thanked all colleagues in residential care services and the Head of Adult Social Care.

The Chairperson advised that there were no further questions for the Invitees, thanked Invitees for their attendance and, advised that if they were not required for the next Item, they may leave the meeting.

RESOLVED: Following detailed consideration and discussions with Officers and Cabinet Members, the Committee requested:

That priority be given to rolling out Member Development Training in the New Year and work to pair up Members be expedited to allow Rota visits to children and adult residential provisions to recommence as soon as possible.

17. **ANNUAL REPORT - SAFEGUARDING OF CHILDREN AND ADULTS**

The Corporate Director presented the report, the purpose of which was to update the Committee with information regarding a number of safeguarding arrangements across Adult and Children's Social Care and highlighted that the report included information from October 2021 to September 2022.

She also highlighted that safeguarding covers all Directorates across the Council and that safeguarding is everybody's business and the need for individuals and Members to understand their personal responsibilities.

In response to a Member query as to whether there had been an omission in the report regarding Human Trafficking and Anti-Slavery, the Corporate Director advised that they fell under the Criminal Exploitation category but acknowledged that it was an area of safeguarding where they needed to improve data collection. Working closely with the Regional Safeguarding Board and other statutory partners to understand the number of cases in existence, she hoped for an improved data capture that would be evidenced in future annual reports.

The Leader acknowledged that crimes such as human trafficking and modern-day slavery were hidden crimes that happened in communities, not just in big cities. He highlighted the work of the Community Safety Partnership which had input from the Local Authority and the Police, Fire and Probation services with a strong focus on addressing the crimes. He highlighted the importance of reporting concerns so that they could be explored in order to protect the most vulnerable people but acknowledged that people could be nervous or unsure before making a report and encouraged those people to seek advice if they had any concerns.

The Corporate Director advised that whilst an increase in referrals could be a challenge on resources, they welcomed reports of safeguarding concerns and acknowledged the need for people reporting to feel safe in making a report. She referred to the work of the Regional Safeguarding Board and the outcome of the recent Child Practice Review which had highlighted the importance of raising awareness of how to report a safeguarding concern.

In response to a Member query as to what measures were in place to safeguard the homeless, particularly during colder weather and whether there was a list of warm hubs, the Corporate Director advised that there was a telephone number and website to readily report concerns about a rough sleeper or someone who may be homeless. In addition, there were links on the Council's website to the Warm Hubs across the County Borough and how they could be accessed. Support was also available via a range of grants, support through Early Help and preventative and statutory services to provide individuals and families with urgent access to means to keep safe and warm.

There were also a wide range of mechanisms to support people at risk of homelessness such as the Discretionary Housing Payments, the Council Tax Reduction Scheme, fuel support and various cost-of-living schemes. The Corporate Director highlighted the links with third sector partners in terms of food poverty and with Employability Bridgend coordinating work around the cost-of-living crisis.

The Leader referred to the Streetlink app and telephone service which allows people to place an alert regarding someone they are concerned about who is sleeping rough and a check is made on that person. He advised that whilst the people may not take up the offer of assistance, support was available all year-round including food, drink and comfort facilities which were delivered jointly with a number of partners including the Wallich.

In response to a Member query regarding whether temperature levels may trigger support, the Leader acknowledged that there could be variances in temperature across the Borough and advised that there were at least three weather stations which were used for deployment of gritting lorries and agreed to investigate whether the stations were also used to deploy other services.

In response to a Member query regarding the availability of funding to assist organisations with the setting up and provision of Warm Hubs, the Leader advised that the initial work needed was to identify and map the provision available. He highlighted that Warm Hubs would be supporting vulnerable people and advised that they would be looking to issue organisations running Warm Hubs with information and advice on the reporting of safeguarding concerns. In response to a request, he agreed to seek an update regarding the Welsh Government grant funding.

A Member asked whether safeguarding checks were undertaken on the organisations offering to set up Warm Hubs and the Leader advised that most of the provision seemed to be offered by existing organisations which already had safeguarding policies and checks in place. However, if there were new organisations, which did not usually interact with the public, they would need to ensure that the safeguarding implications were understood.

In relation to Member query regarding the process followed in order to establish the threshold for Adult Safeguarding procedures and what happens to those who do not meet the threshold, the Safeguarding and Secure Estate Manager advised that since the introduction of the Social Services and Well-being (Wales) Act 2014, when a safeguarding referral is received, the Authority has 7 days in which to make relevant enquiries and checks. She advised that there were a number of possible outcomes to referrals but stressed that no referral was left without an outcome, either:

1. The referral was not quite as deemed at the outset resulting in signposting to information and advice.
2. The individual may be referred back to their Social Worker with relevant recommendations from safeguarding.
3. If criminality was identified, there would be police involvement.
4. Commencement of Adult Safeguarding Procedures.

She continued that reporting to Welsh Government was required on a regular basis and that if enquiries took longer than the statutory timescale of 7 days, they had to be justified.

In relation to a query regarding the different statutory timescales in Adult and Children safeguarding, the Group Manager for IAA & Safeguarding advised that in Children's

Social Care, a Core Group should be held within 10 working days following the Initial Child Protection Conference (ICPC) where it was determined to place the child's name on the Child Protection Register (CPR) and then 4 to 6 weeks thereafter.

The Corporate Director advised that when a safeguarding referral for children was received, Social Services need to make an initial screening decision within 24 hours whereas for adults it is 7 days. In Children's Social Care, a Strategy Meeting may determine that a Section 47 Child Protection inquiry is needed to be undertaken within 15 days. Following the inquiry, the child's name could be placed on the CPR, following an ICPC.

In response to a Member query regarding the process following receipt of Deprivation of Liberty Safeguards (DoLS) referrals, the Safeguarding and Secure Estate Manager advised that the Authority received around 50 to 60 referrals each month which were allocated by date order. In order to determine whether someone would meet the Deprivation of Liberty criteria, there were 6 assessments that needed to be undertaken by 2 practitioners; one a doctor trained in mental health and the other a best interest assessor and only on the conclusion of all 6 assessments could the outcome be determined.

She continued that the Authority report to Welsh Government the number of DoLS referrals received, how many were authorised and whether they were standard or urgent authorisations and how many referrals were withdrawn with reasons why. She agreed to provide this data to the Committee.

A Member noted the exponential rise in the number of children on the CPR and asked whether there was an action plan to try and reduce numbers or to ensure that those who were on the CPR were receiving the necessary support.

The Corporate Director advised that they had continued to see an increase in numbers noting that there were 299 children on the CPR at the end of November. She highlighted that there had been a rise in the number of contacts through the front door resulting in an increased number of strategy meetings and assessments. She also highlighted the significant additional protections given to a child who is on the CPR, including the number of statutory visits by a Social Worker and that a child remains on the CPR until a Multi-Agency Meeting was satisfied that the safeguarding arrangements were sufficient to determine that a child could be deregistered.

In response to a Member query as to whether the numbers were anticipated to continue to rise and about the resources necessary to mitigate against it, she advised that services were operating considerably above establishment due to the additional work. She referred to a range of actions in the Performance Evaluation Inspection Action Plan and the 3-year Strategic Improvement Plan regarding workforce including the implementation of the Social Work Support Officer role. She acknowledged the strategic challenges including financial sustainability and advised that the Institute of Public Care was undertaking work to look at whole system solutions, but they had advised that the increased contact would likely continue for at least a further two years. The Corporate Director highlighted the importance of a preventative approach to achieve the best safe outcomes where appropriate and the implementation of the model of practice, 'Signs of Safety'. The outcome of the whole system review would need to be considered by Cabinet when concluded.

A Member queried whether the tragic child death in Bridgend had impacted on the increase in contacts and the Group Manager for IAA & Safeguarding agreed that it would likely have given the public the confidence to report a child they were concerned about. The service viewed the increase as a positive and highlighted that they wanted to

continue to work with members of public and professionals around awareness of child abuse and the need to protect children.

In response to a Member query regarding the timescales for a Section 47 investigation, the Group Manager for IAA & Safeguarding advised that they are undertaken in 10 working days and a strategy meeting convened thereafter to determine the next steps. If the outcome was to proceed to an ICPC, the conference would be held within 15 working days. She highlighted that social work capacity had been strengthened in IAA and MASH and that they were now successfully meeting statutory timescales on a much more consistent basis. It was noted that the capacity was not funded through core budgets but through ear marked reserves and a sustainability plan was needed.

In relation to whether Social Services had sufficient resources to work through cases and to bring numbers down, she advised that despite excellent in-house and external resources, there were sometimes waiting lists for some services and the whole systems review needed to determine if these were focussed sufficiently on the needs of families with the most significant challenges. She acknowledged that one of the biggest challenges had been workforce but that there was work ongoing to address that but, in the meantime, they had agency staff to ensure statutory duties were being met.

The Corporate Director highlighted that in the previous financial year, the Directorate had benefitted from considerable earmarked reserves resulting in an underspend position. However, the procurement of a managed team, partly made up with agency staff, which was helping to meet the statutory timescales, was putting them in an overspend position and she advised that recruitment of permanent staff would continue to be a challenge for a number of years.

The Leader advised that there was a nationwide trend of rising numbers of children needing support. He acknowledged that whilst the tragic child death in Bridgend may have had an impact on the number of contacts coming into the service in Bridgend, he advised that there were also a number of other factors which contributed to children being at risk, including the impact of the pandemic where children remained at home, pressures of the cost-of living and housing crises and domestic abuse.

In relation to the resources and training necessary to undertake a Section 47 investigation, the Group Manager for IAA & Safeguarding advised that they are often undertaken by one Social Worker but joint visiting and co-working was encouraged. She advised that statutory timescales were now largely being met and that timescales were actively monitored on a daily basis to identify any cases that might fall outside of timescales.

She advised that the mandatory 'Back to Basics' training, which looked at processes, timescales and skills was being rolled out for all staff, including agency staff, and that the uptake figures were monitored at the weekly managers' meeting.

In response to a query regarding raising awareness of the Regional Safeguarding Board (the Board), the Corporate Director provided some background to the establishment of the Board. She acknowledged that structures on a regional level could be deemed as less visible and their role less understood and agreed to share with Members a website which sets out what the Board does, its statutory partners and has links to policies and procedures. She highlighted the leadership role the Board took in the recent Child Practice Review and advised that the inclusion of the Board's Annual Plan was for greater visibility of its role in overseeing the accountability of all partners.

In response to a Member query regarding reporting safeguarding concerns, the Corporate Director advised that referrals should be made to local services and clarified

that the responsibility of the Board was to hold individual safeguarding organisation to account in terms of policies, procedures and training and the commissioning and publishing of Practice Reviews. She highlighted that the main interface with the Board from a public perspective would be in case of a safeguarding procedures complaint.

A Member noted the importance of communication between schools and safeguarding and, in relation to the establishment of the safeguarding in education working group, asked whether best practice would be shared from this.

The Group Manager for IAA & Safeguarding noted the resources and implications arising from safeguarding in schools and recognised the need for positive relationships between children's services and schools. The working group meetings had been diarised for the New Year and would consider advice on when to make referrals, how to improve the information in referrals and the rolling out of training.

The Corporate Director advised that there was a lot of work with the Education Engagement team regarding productive and effective professional relationships to ensure that safeguarding was dealt with across all agencies in the most effective and timely way.

The Leader advised that schools had recently carried out a self-evaluation of safeguarding arrangements and was pleased that some schools had identified the need for improvement and had an enthusiasm and willingness to work together with the Authority. He highlighted that schools were at the forefront of safeguarding and wellbeing as, second only to at home, it is where children spend most of their time and he recognised the importance of the regular daily contact and relationships children have with their teachers which could assist with identifying potential problems. He acknowledged that the joint working with schools had been impacted by the pandemic but that as relationships were being rebuilt, there was the opportunity to consider how systems in place could be strengthened further.

The Chairperson advised that Members of the Committee who wanted to ask questions had all spoken, so as there were no further questions for the invitees, thanked them for their attendance and advised that they may leave the meeting.

RESOLVED: Following detailed consideration and discussions with Officers and Cabinet Members, the Committee made the following Recommendation:

1. The Committee welcomed the up-to-date information presented in the Annual Report – Safeguarding of Children and Adults and indicated their preference that future presentations of this report similarly cover the period October to September rather than April to March (financial year).

and the Committee requested:

3. A list of Warm Hubs where Members can refer those in need.
4. Whether the weather stations positioned around the County could be used to deploy other services, particularly including services to assist the homeless.
5. An update on the rollout of the Welsh Government funding to support Warm Hubs.
6. In relation to the Deprivation of Liberty Safeguards:

- a. How many standard referrals were received and how many were authorised;
- b. How many urgent referrals were received and how many were authorised;
- c. How many referrals were withdrawn and the reasons why.

7. A link to the website setting out the purpose of the Regional Safeguarding Board and its policies and procedures.

8. Confirmation that a reminder of how to report safeguarding concerns has been circulated to staff and Members.

18. **FORWARD WORK PROGRAMME UPDATE**

The Scrutiny Officer presented the Committee with the Forward Work Programme (FWP) in Appendix A for discussion and consideration, requested any specific information the Committee identified to be included in the items for the next two meetings, including invitees they wished to attend, requested the Committee to identify any further items for consideration on the FWP having regard to the selection criteria in paragraph 4.3 and asked the Committee to note that the FWP for the Committee would be reported to the next meeting of Corporate Overview and Scrutiny Committee.

The Committee raised concern regarding the large number of reports scheduled for the following meeting in February 2023. The Scrutiny Officer reassured Members that clarification was being sought from the Corporate Director, in conjunction with the Chair, as to whether the items could be grouped together into one or two larger items, and it was therefore unlikely that there would be as many items for consideration.

There were no further items identified for consideration on the Forward Work Programme having regard to the selection criteria in paragraph 4.3, and this could be revisited at the next meeting.

There were no requests to include specific information in the item for the next meeting.

RESOLVED: That the Committee approved the Forward Work Programme in Appendix A, noted that the Forward Work Programme and any updates from the Committee would be reported to the next meeting of COSC and noted the Recommendation Monitoring Action Sheet in Appendix B.

19. **URGENT ITEMS**

None.

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**MINUTES OF A MEETING OF THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2
HELD HYBRID IN THE COUNCIL CHAMBER - CIVIC OFFICES, ANGEL STREET,
BRIDGEND, CF31 4WB ON MONDAY, 18 SEPTEMBER 2023 AT 10:00**

Present

Councillor F D Bletsoe – Chairperson

E L P Caparros	P Davies	P Ford	D T Harrison
M Lewis	J Llewellyn-Hopkins	RL Penhale-Thomas	A Wathan

Officers:

Stephen Griffiths	Democratic Services Officer - Committees
Shagufta Khan	Social Work Lead in Adult Social Care
Marny Mainwaring	Senior Mental Health Co-Ordinator
Claire Marchant	Corporate Director Social Services and Wellbeing
Jessica Mclellan	Scrutiny Officer
Andrew Thomas	Group Manager Sports & Physical Activity
Mark Wilkinson	Group Manager - Learning Disability
David Wright	Family Support Services Manager

44. APOLOGIES FOR ABSENCE

Councillor Della Hughes

Councillor Paula Ford had given her apologies that she would join the meeting late and Councillor Paul Davies gave his apologies that he would need to leave the meeting early.

Officers

Laura Kinsey, Head of Children's Social Care and Glynis Evans, Community Mental Health Services Manager.

Invitees

Councillors Richard Granville and Jane Gebbie gave their apologies that they would need to leave the meeting early.

45. DECLARATIONS OF INTEREST

None.

46. APPROVAL OF MINUTES

RESOLVED: That the Minutes of meetings of Subject Overview and Scrutiny Committee 2 dated 16 February, 27 March and 10 July 2023 be approved as a true and accurate record.

47. ADULT COMMUNITY MENTAL HEALTH SERVICES

The Head of Adult Social Care presented the report, the purpose of which was to provide the strategic and operational context in which Adult Community Mental Health Services are delivered in the County Borough and to ask the Committee to provide comments on the future direction of services.

The Chairperson thanked the Head of Adult Social Care and Members discussed the following:

- The referral pathway into the Social Care and Recovery Team, the typical intervention period and its importance as an early intervention and prevention team.
- The notable increase in the number of referrals for young people on the autistic spectrum, the Code of Practice on the Delivery of Autism Services in Wales and the Authority's training plan.
- Local hackathon events and adjustments to improve services and communication for all people neurodiverse conditions.
- The largely positive joint inspection of the North Community Mental Health Team and steps taken to address the areas for improvement and best practice.
- In relation to the Assisting Recovery in the Community Service:
 - types of therapeutic courses and counselling available;
 - evolution of the service;
 - age profile and reasons for people accessing the service; and
 - capturing service user experiences and feedback.
- Current waiting lists for the Child and Adolescent Mental Health Service and the role of schools and colleges in making referrals.
- The success of the Wellbeing Retreat, the potential for the service to be extended and themes affecting users.
- Sufficiency of funding for statutory Mental Health Services, targeted investment in Prevention and Wellbeing Services to prevent escalation of need to secondary services and the importance of safe and manageable caseloads.
- Improving communication around Mental Health and reducing stigma.
- The development of a Regional Mental Health Strategy and any anticipated changes to the Interim Strategy following publication of the new National Strategy.
- The intended audience for the Interim Strategy, the importance of partnership working and the steps taken to promote the available services.
- The source and significance of the values and principles set out in the Interim Strategy and Professional Codes of Practice.
- The roll out and accessibility of identified training and how the Service works with voluntary organisations.

The Chairperson advised that there were no further questions for the Invitees, thanked the Invitees for their attendance and, advised that if they were not required for the next Item, they may leave the meeting.

RESOLVED: Following detailed consideration and discussions with Officers and Cabinet Members, the Committee made the following Recommendation:

1. That the Committee 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 *Bridgend Mental Health Pathway*.

and the Committee requested:

2. 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.
3. That information relating to the pathway to independent advocacy for adults be circulated to all Members to enable them to signpost constituents requiring advocacy.

Assisting Recovery in the Community Service (ARC)

4.
 - 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.

48. DIRECTOR OF SOCIAL SERVICES ANNUAL REPORT 2022/23

The Corporate Director, Social Services and Wellbeing presented the Director of Social Services' Annual Report 2022/23 to the Committee, for scrutiny prior to consideration by Council on 20 September 2023.

The Chairperson thanked the Corporate Director, Social Services and Wellbeing and Members discussed the following:

- The Committee's thanks to the Corporate Director for her leadership and to all staff for all of their hard work.
- The financial implications and anticipated impact of the new children's residential provision.
- The sufficiency and planning of the Social Services and Wellbeing budget, grant funding and use of earmarked reserves.
- The expert review of the spending in Learning Disability Services and the cost and value of foster carers.
- Carers assessments and the importance of assisting unpaid carers to find and access information on the support available.
- The role of the Participation Officer, steps being taken to ensure the voice of children and families are heard and further steps to be taken, including the establishment of a Parent Charter.
- The fragility of staffing the prospect of standardised Welsh National pay, terms and conditions, the Memorandum of Understanding between local authorities regarding pay and work conditions for agency workers and measures to attract Social Care workers to Bridgend.
- Factors contributing to the high numbers of Care Experienced Children and Children on the Child Protection Register and the anticipated impact of the Sustainability Plan for Children's Social Care.

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- The importance of partnership and multi-agency working and the recent Care Inspectorate Wales – Joint Inspection of Child Protection Arrangements.
- The data regarding Reablement Services, Disabled Facilities Grants, Deprivation of Liberty Safeguards and complaints and compliments.

The Chairperson advised that there were no further questions for the Invitees, thanked the Invitees for their attendance and, advised that they may leave the meeting.

RESOLVED: Following detailed consideration and discussions with Officers and Cabinet Members, the Committee made the following Recommendations:

5. 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.
6. That the Committee write a letter, in support of the Deputy Leader and the Council's response to the Welsh Government Consultation, *Rebalancing Care and Support Programme*, to the Welsh Minister for 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.

and the Committee requested:

7. 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

49. FORWARD WORK PROGRAMME UPDATE

The Scrutiny Officer presented the Committee with the Forward Work Programme (FWP) in Appendix A for discussion and consideration, requested any specific information the Committee identified to be included in the items for the next two meetings, including invitees they wished to attend, requested the Committee to identify any further items for consideration on the FWP having regard to the selection criteria in paragraph 3.5, asked the Committee to note the Recommendations Monitoring Action Sheet to track responses to the Committee’s recommendations made at previous meetings in Appendix B and that the FWP for the Committee would be reported to the next meeting of the Corporate Overview and Scrutiny Committee (COSC).

The Committee requested that representatives from partner agencies involved in the Multi Agency Safeguarding Hub be invited to attend for the scrutiny of the *Care Inspectorate Wales – Joint Inspection of Child Protection Arrangements* item scheduled on the FWP for 23 November 2023.

There were no further items identified for consideration on the FWP having regard to the selection criteria in paragraph 3.5, and this could be revisited at the next meeting.

There were no requests to include specific information in the item for the next meeting.

RESOLVED: That the Committee approved the FWP in Appendix A,

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noted the Recommendations Monitoring Action Sheet in Appendix B and noted that the FWP, Recommendations Monitoring Action Sheet and any updates from the Committee would be reported to the next meeting of COSC.

50. **URGENT ITEMS**

None.

The meeting closed at 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	

<p>working day to ensure a multiagency approach.</p>				
<p>FINDINGS: Recording and documenting of ethnicity within records, strengths and protective factors within children’s lives. Detailed genograms and chronologies</p>				
ACTION	TIMESCALE	RESPONSIBLE	INTENDED OUTCOME	PROGRESS
<p>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</p> <p>Relevant SWP & CTMUHB to attend multi-agency training on Signs of Safety framework</p>	<p>July 2024</p> <p>July 2024</p>	<p>Bridgend Children’s Social Care</p> <p>South Wales Police Cwm Taf Morgannwg UHB</p>	<p>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.</p>	<p>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>

				<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>

APPENDIX A

		<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>

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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;

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		<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

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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

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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>

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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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