

JOINT EARLY HELP AND PERMANENCE- ACTION PLAN v12 01/09/2017

G	On Track
A	At Risk
R	Significantly behind

Outstanding Actions:

	Owner	Due Date	Key Actions/ Milestones	Outcomes	Evidence	Update	Last RAG	RAG
FRONT DOOR ARRANGEMENTS								
9a	JC/ML	Mar 2017 - Sept 2017	Audit of cases that have been stepped up to safeguarding hubs or stepped down to Early Help services.	Identify themes, practice issues and thresholds between services.	To establish consistent practice and thresholds in the transfer of cases.	ToR in place and working well at the front door. Need to duplicate this in SG and ensure continuity across the service. Audit tool being developed for cases between these two services.	G	G
14	ML	Mar 2018	Identify additional resources to facilitate Early Help services at Primary School stage e.g. early indicators of neglect, poor school attendance, domestic violence, challenging behaviour.	Children and Young People's needs are identified and met sooner.	<u>Longer term</u> reduction in number of children and young people open to statutory services.	Other funding opportunities will be explored linked with the re-commissioning of Families First monies for 2018/19.	G	G
15	ML/DW	Sep 2017- Mar 2018	Identify services to work with parents between pregnancies where their children have been removed from their care through SSD involvement.	Improved outcomes for children, young people and families.	<u>Longer term</u> reduction in looked after children numbers.	DW has met with Barnardo's to explore the services development model. This model will be developed within Bridgend utilising specific monies from Western Bay.	G	G

	Owner	Due Date	Key Actions/ Milestones	Outcomes	Evidence	Update	Last RAG	RAG
16a	ML	Mar 2018	16a: Pilot ACE (Adverse Childhood Experiences) work in Maesteg cluster of schools	Earlier identification of children and young people who have experienced ACE resulting in reduced ongoing demand.	<u>Longer term</u> reduction in number of children and young people open to statutory services.	Pilot will commence in September 2017.	G	G
17	NS/JLJ	Dec 2016- Dec 2017	Promotion of the Support Care service. Consideration as to whether it can be used to facilitate rehabilitation of children at home as well as preventing children coming into care.	Children and families could be supported when they return home from foster care in a planned way.	Marketing campaign data Pilot exercise to take place when appropriate referral and match can take place	A revised support care model is being piloted to include rehabilitation home in addition to the preventative element of the service. There is a rolling recruitment campaign in place. (e.g. SWP/BCBC/ABMU staff) NS to oversee appropriate referral and track through A and P panel.	A	G
17b	ML	July 2017- Sept 17	Report to be presented to Bridgend's Public Service Board.	Re-alignment of resources in line with recommendations.	Report is submitted.	Analysis underway with a report going to Bridgend's PSB in September due to availability issues with the July meeting.	G	G
24	WW/ DW/ BW	Apr 2017- Dec 2017	Staff in the Early Help hubs and YOS to have sufficient knowledge and understanding of children with disabilities and their families to enable preventative work to be undertaken with the families.	Enable disabled children live within their families with support if assessed as a need.	Disabled children and their families have appropriate support and intervention.	Links have been established between EH and Education and as such ASD training will be progressed within the autumn term. Membership of the transition panel already includes professionals from both children and adults services with specific experience of ASD and Additional Needs.	A	G

	Owner	Due Date	Key Actions/ Milestones	Outcomes	Evidence	Update	Last RAG	RAG
REHABILITATION AND PERMANENCE								
19	EW-J	June 2017- Dec 2017	Agree a work plan to engage young people who are/have been Looked After in educative work around child development and parenting.	Looked after children will have the skills and support when they become parents themselves.	<u>Longer term</u> reduction in looked after children numbers.	Scoping exercise completed and individual young people identified. KG/DM to set up working group with young people to explore their views around the implementation of a suitable and achievable work plan. (YOS/EH/FS/LACE).	G	G
21	NS/ EW-J/ DW	Ongoing	Continue to review Children and Young People looked after by the LA.	Reduction in the LAC population and the permanency is secured at the earliest opportunity.	Reduction in looked after children population.	In Progress: Meeting monthly with Safeguarding to look at opportunities to reunite children with their families.	G	G

Completed Actions:

	Owner	Due Date	Key Actions/ Milestones	Outcomes	Evidence	Update	RA G	
FRONT DOOR ARRANGEMENTS								
1	DW/JC	Implementation Date: Dec 2016	Revise current multi-agency referral forms to ensure fit for purpose and compliant with the SSWB Act	Children and Young People's (YP) needs are identified and met in a more timely manner	New referral form which is Act-compliant	Draft multi-agency referral form going through consultation prior to implementation. Completed Dec 2016		
2	JC/ML	Nov 2016	Agree and promote a clear referral pathway for both Safeguarding and Early Help Services	Children and Young People's needs are identified and met in a more timely manner	New referral pathway in place	Promotion and engagement events to be held Oct, Nov. Completed Dec 2016. Ongoing events will be held through 2017		
3	LK/JD	Sep 2016	Implement DEWIS to develop a directory of community and voluntary services	Families become more self-reliant	DEWIS implemented across the Authority	Complete DEWIS is now live		
4	JC\ML	Jul 2016	Review and agree skills and staffing levels required for joint front door	Records of action and decision are clear and up to date.	Staff have appropriate skills to identify risk and individual needs compliant with the recommendations within the Act	Complete: Staff have been realigned to meet the new requirements		
5	JC/ML	Sep 2016	Explore the provision of a Health Visiting post being part of screening and information sharing at the earliest opportunity.	Children and Young People's needs are identified and met in a more timely manner	Health Visitor part of the front door arrangements	Interviews held w/c 12 th Sept		

	Owner	Due Date	Key Actions/ Milestones	Outcomes	Evidence	Update	RA G	
6	ML/JC	May 2016	Agree a timescale for Early Help screening practitioner to be located within the IAA service.	All referrals screened and allocated to appropriate service in a timely manner	EH screener located within IAA service	Complete May 2016		
7	JC/ML/DW	Jul 2016	Agree transfer points into Early Help Services from Safeguarding.	Families receive a consistent seamless service with clearly defined transfer points	Agreed transfer points in place	Complete Process in place		
8	JC/ML	Jun 2016	Put mechanisms in place to alert Early Help services to any children\YP that become looked after	Increase in the number of children ceased to be looked after	Early Help Managers and BS included in Stable Life email group	Complete June 2016		
9	JC/ML	Nov 2016 – Apr 2017	Review process for how PPNs are screened on open cases to Early Help	Clear procedure for responding to PPNs and risk to children and young people are assessed and dealt with appropriately	Revised EH guidance CP concerns are identified at the earliest opportunity	Process in place. Needs to be embedded in practice. Complete		
10	ML	Jun 2016	Review EH thresholds to determine trigger for Team Around Family (TAF) work	Help is provided early in the emergence of a problem and is well coordinated and recorded through multi-agency arrangements	Amendment to existing EH guidance	Complete		

	Owner	Due Date	Key Actions/ Milestones	Outcomes	Evidence	Update	RA G	
10a	DM	Mar 2017- Apr 2017	Screening Officer to have access to YoS data system to help with prioritisation of referrals.	Improved and more efficient decision making. If child open to YoS moving towards MASH.	Access will be in place.	Access is now in place.		
11	ML/DW /JC/W W	Jul 2016	Review and put arrangements in place for Early Help practitioners to attend appropriate meetings e.g. strategy meetings, Accommodation & Permanency Panel, Legal Gateway meetings	Early Help and Central hub will be aware of possible transfers at an earlier stage	Representation agreed	Complete: EH attendance at strategy and CSE meetings, Accommodation Panel, R&R Panel.		
12	DW	Oct 2016	Review of Connecting Families service to assess its fit for purpose with regards to the focus on front door/preventative services i.e. to avoid step up to Safeguarding Teams.	Any gaps in service to be identified and complete.	Review being complete.	Review completed. Options were presented to safeguarding senior management team 22/03/17. Funding required to meet identified service gaps.		
12a	DW	May 17	Funding has been sourced to appoint x3 Rapid Response Workers. These workers will be placed within Connecting Families. The focus and aim of these posts is to prevent children from	To identify whether the Rapid Response service and/or any future services require longer term funding with the aim of reducing LAC numbers.	Fewer children becoming accommodated.	Complete – three RRW have been appointed.		

	Owner	Due Date	Key Actions/ Milestones	Outcomes	Evidence	Update	RA G	
			becoming looked after and to increase reunification numbers. The impact of these posts will be evaluated with a view given on future funding.					
13	ML	Mar 2017	Western Bay Region Work: Review of Bridgend IFSS to offer support to a broader range of families open to Safeguarding Team	Children and families are able to successfully access education, employment, training and safe housing	Reduction in looked after numbers	Complete: With recommendations from the exercise to be submitted to the IFSS Board in February The review concluded new service model operational from Apr 17		
16	ML	Aug 2016	Recruit a practitioner to engage and develop programmes of work with fathers	Fathers become more involved in working with agencies to improve their parenting	Dad's worker in post	Complete June 2016 Worker in place contract secured until March 18		
17a	ML	May 2017	Mapping exercise with Health, LA and other partners linked to the First Thousand Days work.	Identify appropriateness of opportunities for improvement in the way in which referral systems support pregnant women and families with children up to the age of two.	Mapping event takes place and tangible outcomes agreed.	Mapping event took place in April 2017.		
18	SCDWP /SWP/E WJ	Jan 2017	To develop training for the Chairs of Strategy meetings to ensure thresholds are consistent and consideration is given to support services as a safety preventative measure	To reduce the number of cases escalating to the Child Protection process and reduce the number of children and YP being looked after	Training Plan	New action – Oct 16		

	Owner	Due Date	Key Actions/ Milestones	Outcomes	Evidence	Update	RA G	
20	JLJ*	Jan 2017 Ongoing daily practice	Continue to identify and assess potential carers for Special Guardianship Orders * & Safeguarding Practitioners and Permanence Team	Permanency is achieved for more children and young people and they will no longer be Looked After by the Local Authority	Reduction in looked after children numbers	Existing JDs in Permanence Team to be expanded to address the whole spectrum of LAC and re-alignment of management structure		
REHABILITATION AND PERMANENCE								
22	WW/JM /EWJ & Permanence PO	Completed Tracker – work will be ongoing	Continue to review Children and Young People subject to the Public Law Outline to prevent drift and ensure appropriate legal Orders are considered	Care plans are regularly reviewed to ensure that the child or young person's current and developing needs continue to be met	Reduction in looked after children numbers	Complete Legal Gateway Tracker produced		
MULTI AGENCY SAFEGUARDING HUB								

For Information:

			Trauma Recovery Training for Social Work Practitioners.			SCWDP is not planning to deliver specific trauma recovery model training. Recommended Jonny Matthews... http://jonnymatthew.com/work-with-jonny/ http://www.traumarecoverymodel.com/ £3000 for 25 people £4000 for 25-40 people		
--	--	--	---	--	--	--	--	--

						Not available until 2018		
--	--	--	--	--	--	--------------------------	--	--