

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

20 NOVEMBER 2018

REPORT BY THE CORPORATE DIRECTOR OF EDUCATION AND FAMILY SUPPORT

WESTERN BAY INTEGRATED FAMILY SUPPORT SERVICE

1. Purpose of report

1.1 The purpose of the report is to seek approval to enter into a revised collaboration agreement with Neath Port Talbot County Borough Council and the City and County of Swansea Council in relation to the Western Bay Integrated Family Support Service (IFSS).

2. Connection to corporate improvement objectives/other corporate priorities

2.1 The report links to the following improvement priorities in the Corporate Plan:

- **Supporting a successful economy** - we will take steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
- **Helping people to be more self-reliant** – we will take early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
- **Smarter use of resources** – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3. Background

3.1 IFSS focuses on families where parents have substance misuse problems that affect the welfare of their children. IFSS is a Welsh Government programme unique to Wales. It is a statutory service prescribed under the Social Services and Well-being (Wales) Act 2014 and the Partnership Arrangements (Wales) Regulation 2015 and Part 9 Statutory Guidance made under the 2014 Act.

3.2 The Western Bay IFSS became operational on 1 February 2013. On 3 March 2015 Cabinet granted approval for Bridgend County Borough Council to enter into a formal collaboration agreement with Neath Port Talbot County Borough Council and the City and County of Swansea Council in relation to the finance and governance arrangements for the Western Bay IFSS. That agreement commenced on 1 April 2015.

3.3 Bridgend is the host local authority for this collaboration. The 2015 collaboration agreement was for a term of 2 years, expiring on 31 March 2017, with an option to extend for a further period of up to 2 years by recommendation of the Project Board and prior agreement of the parties.

3.4 The Project Board recommended such an extension on 25 September 2018. Following this recommendation it was decided that a revised agreement was required to reflect changes in the funding and management of the service. Gaining agreement to the terms of this revised agreement has been delayed by a number of factors resulting from the change in funding of the service, the uncertainty in respect of the continued role of Bridgend as host authority for the collaboration given the impending health boundary change and in gaining the agreement of the Project Board to the proposed term of the revised agreement.

4. Current situation/proposal

3.5 The Project Board and parties have now agreed the terms of a revised collaborative agreement to cover the period April 2017 to March 2019.

3.6 The purpose of the agreement is to clarify the financial and governance arrangements for the service and in particular to protect the Council's financial position as the host authority. Specifically, when the collaboration agreement ends, express terms governing the transfer of undertakings protection of employment (TUPE) will apply which were not included in the 2015 collaboration agreement. The revised agreement obliges the parties to co-operate in seeking to ensure the orderly transfer of any relevant staff to their respective authority.

5. Effect upon policy framework and procedure rules

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

6. Equality Impact Assessment

6.1. There are no equality issues arising from this report.

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

7.1. A Well-being of Future Generations (Wales) Act 2015 assessment has been completed and is detailed at Appendix A. A summary of the implications from the assessment relating to the five ways of working is as follows:

- Long-term - the service is based on interventions that seek to improve outcomes for children, young people and families.
- Prevention - the service seeks to prevent (where appropriate) children becoming looked after.
- Integration - the service is an integrated multi-agency arrangement.
- Collaboration - the service is collaborative by its very nature with partnership working central to service delivery.

- Involvement - service user voice and feedback is a key part of the service model.

8. Financial implications

8.1 As host authority to the regional collaboration Bridgend County Borough Council is the employing authority of the staff engaged in the regional service. Given the impending health boundary change Bridgend County Borough Council's involvement with the Western Bay regional collaboration is expected to come to an end in April 2019. The new TUPE provisions will protect BCBC from funding a disproportionate share, or all, of any potential redundancy costs.

9. Recommendation

9.1. Cabinet is recommended to approve entering into a revised collaboration agreement with Neath Port Talbot County Borough Council and the City and County of Swansea Council in relation to the Western Bay IFSS

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Appendix A

WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015 ASSESSMENT

Project Description (key aims):

Western Bay Integrated Family Support Service (IFSS)

Section 1	
Complete the table below to assess how well you have applied the 5 ways of working.	
Long-term	1. How does your project / activity balance short-term need with the long-term and planning for the future?
(The importance of balancing short term needs with the need to safeguard the ability to also meet long term needs)	The IFSS is a short-term intervention team with the aim of addressing issues impacting on the wellbeing of children in the short, medium and long term. The approaches used within the service are around motivating parents to make life changes that assist their children in reaching their full potential. Motivational interviewing and Solution focus brief therapy are evidenced based approaches that facilitate behaviour change in the short, medium and long term.
Prevention	2. How does your project / activity put resources into preventing problems occurring or getting worse?
(How acting to prevent problems occurring or getting worse may help public bodies meet their objectives)	IFSS consists of experienced health and social care practitioners with the knowledge and experience to address the problems affecting children and families. As described above, the team use evidenced based approaches with the aim of facilitating positive behaviour change within parents in order to meet their children's needs. These approaches are proven, via research to be the most effective in improving outcomes for children, young people and families.
Integration	3. How does your project / activity deliver economic, social, environmental & cultural outcomes together?
(Considering how the public body's well-being objectives may impact upon each of the wellbeing goals, on their objectives, or on the objectives of other public bodies)	IFSS at its core is about working with parents to fulfil their aims and objectives for the long term. This can include addressing substance misuse, mental health or domestic abuse issues that are impacting on their ability to care for their children. Within this support, practical assistance is offered to parents which can include exploration around employment and training opportunities.

<p>Collaboration</p> <p>(Acting in collaboration with any other person (or different parts of the body itself) that could help the body meet its well-being objectives)</p>	<p>4. How does your project / activity involve working together with partners (internal and external) to deliver well-being objectives?</p> <p>IFSS is a collaboration between health and social care with the fundamental aim of improving outcomes for children and families. The service is embedded as part of the Social Services and Well-being (Wales) Act 2014 and places a duty on local authorities and health boards to collaborate with families experiencing the most complex of issues. This collaboration includes the appointments of social workers and health practitioners within the same team to ensure knowledge and experience is shared to assist families in making positive changes.</p>
<p>Involvement</p> <p>(The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves)</p>	<p>5. How does your project / activity involve stakeholders with an interest in achieving the well-being goals? How do those stakeholders reflect the diversity of the area?</p> <p>The service is governed by the Western Bay IFSS Board which includes Directors and Heads of Service from both health and social care. Outcomes from the service are reported to this Board as well as the Western Bay Regional Partnership Board. The Regional Partnership Board again consists of membership drawn from across health, social care, third sector and Welsh Government.</p> <p>The voice of the service user is reflected in both the assessment process and development of the support plan. In addition, service user feedback is sought at the end of the intervention.</p>

Section 2 Assess how well your project / activity will result in multiple benefits for our communities and contribute to the national well-being goals (use Appendix 1 to help you).		
Description of the Well-being goals	How will your project / activity deliver benefits to our communities under the national well-being goals?	Is there any way to maximise the benefits or minimise any negative impacts to our communities (and the contribution to the national well-being goals)?
<p>A prosperous Wales An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>IFSS works with parents around ways in which they can improve their life chances by addressing substance misuse, mental health and/or domestic abuse. Parents who are able to take control of their lives are more likely to enter employment and training in order to achieve their long term goals.</p>	<p>Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.</p>
<p>A resilient Wales A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The service is about promoting resilience within individuals in order to facilitate behavior change and therefore is only able to contribute to this area through individual work as described earlier in the assessment.</p>	<p>The impact of the service is monitored.</p>
<p>A healthier Wales A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>IFSS as described throughout the assessment is about working intensively with families to facilitate positive behavior change linked to parental substance misuse, mental health and/or domestic</p>	<p>Support will be available for a maximum period of twelve months to ensure individuals do not become dependent on it. Where support has ended and new or additional needs are identified the service user may re-enter the service.</p>

	<p>abuse. It is a Welsh government initiative to respond to those families with the most complex needs where their children are at risk of entering the care system.</p>	
<p>A more equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>	<p>Families who are not experiencing difficulties associated with substance misuse, mental health and/or domestic abuse are more likely to have positive experiences within education, employment and training. IFSS is a service that aims to promote and assist families in making changes within their lives that lead to a more equal chance of succeeding for the longer term.</p>	<p>Ongoing awareness raising of the service for children and families who are known to social services is required to ensure timely referrals are made to support families.</p>
<p>A Wales of cohesive communities Attractive, viable, safe and well-connected communities.</p>	<p>It is well researched that substance misuse, mental health and domestic abuse can have significant impact on individuals leading to increased involvement with Police linked to anti-social behavior or criminal activity. IFSS aims to address these issues in order for families to make positive life changes.</p>	<p>The level and type of support offered will be reviewed periodically. The correct type of support should positively impact on the communities of the people supported.</p>
<p>A Wales of vibrant culture and thriving Welsh language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p>Once more, IFSS contributes to working with families who identify their own goals which may include participation with arts, sports and recreation. Fundamentally, the service is about working with families to identify their goals which may include some of those linked to the wellbeing goals.</p>	<p>Compliance with the Welsh Language act will be monitored as part of service.</p>

<p>A globally responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>IFSS is a Welsh Government statutory service implemented to improve outcomes for children and families who have been affected by substance misuse, mental health and/or domestic abuse.</p>	<p>The outcomes of support and the wellbeing of service users will be monitored as part of service review. High levels of positive outcomes should positively impact on the community as a whole.</p>
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Section 3 Will your project / activity affect people or groups of people with protected characteristics? Explain what will be done to maximise any positive impacts or minimise any negative impacts			
Protected characteristics	Will your project / activity have any positive impacts on those with a protected characteristic?	Will your project / activity have any negative impacts on those with a protected characteristic?	Is there any way to maximise any positive impacts or minimise any negative impacts?
Age:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Gender reassignment:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Marriage or civil partnership:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Pregnancy or maternity:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Race:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.

Religion or Belief:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Sex:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Welsh Language:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.

Section 4 Identify decision meeting for Project/activity e.g. Cabinet, Council or delegated decision taken by Executive Members and/or Chief Officers

Cabinet

Compiling Officers Name:	David Wright
Compiling Officers Job Title:	Family Support Services Manager
Date completed:	6 November 2018