

Report issued	Name of Audit / regulator	Recommendation / proposal for improvement	Directorate	Oversight	Action required	R, A, G status	Open / Closed
Oct-22	Audit Wales, Springing Forward – Strategic Workforce Management	R1 The Council needs to urgently develop its strategic workforce approach, embedding the sustainable development principle at its core, to enable it to address the significant workforce issues it faces.	Cex	COSC	Action plan to be developed		Open
		R2 The Council should develop a suite of strategic quantitative and qualitative measures to enhance its ability to understand the impacts and affordability of its workforce plans and actions.			Action plan to be developed		Open
		R3 The Council should also explore opportunities to benchmark its own performance over time and its arrangements with other bodies to provide a different dimension to its performance management data. Whilst also offering an insight to how other bodies are performing and discovering notable practice elsewhere.			Action plan to be developed		Open
Oct-22	Audit Wales, Springing Forward - Asset Management	R1 The Council needs to ensure the sustainable development principle is driving and shaping its approach to all its assets as it develops its strategy during 2022.	Communities	SOSC3	Action plan to be developed		Open
		R2 The Council should address as a priority its health and safety related statutory building compliance performance so that it is meeting its statutory duties relating to electrical, gas, asbestos, legionella, and fire risk testing.			Action plan to be developed		Open
		R3 The Council should develop a suite of strategic quantitative and qualitative measures to enhance its ability to understand the impacts of its assets plans and actions as part of its strategy development during 2022.			Action plan to be developed		Open
		R4 To strengthen its arrangements, during the next 12 months, the Council should explore how it can compare its data, arrangements, and the learning from other organisations, for example through existing professional networks.			Action plan to be developed		Open
Jun-22	HM Inspectorate of Probation, inspection of youth offending services in Bridgend	1. The Chair of the YJS Management Board should: consider the membership of the board, to ensure that it is attended by representatives with the right level of seniority and put in place a plan to develop the board so that its members understand their role and responsibilities	EFS	SOSC1	Membership has been adapted to ensure effective multi agency responses. A new child and adolescent mental health services (CAMHS) representative and a Forensic Adolescent Consultation and Treatment Service (FACTS) Board member have been identified to attend to ensure strategic decision making for these service areas is optimised. Challenges continue with consistency of membership from some key partners eg health.		Open
		2. The Chair of the YJS Management Board should: review the format and purpose of the Bureau, and ensure that it has the relevant information and input from the necessary agencies so that the out-of-court disposal meets the needs of the child.			Youth Justice Board are reviewing the format and purpose of the Bureau through an independent consultation. Draft guidance for Youth Justice Services is expected to be produced by January 2023 which will provide improved consistency for Out of Court Disposals.		Open
		3. The YJS Management Board should: make sure that the partnership has a multi-agency framework in place for children who are at risk of, or subject to, child exploitation and ensure that there are clear procedures for practitioners to follow.			All YJS staff have received extensive training in exploitation / Section 45 legislation which places a duty on practitioners to report risks of exploitation through the National Referral Mechanism process. YJS Manager attends the regional Safeguarding Multi-Agency Exploitation Strategic Group and the Exploitation Task Group and is part of the multi-agency development of a framework for Cwm Taf Morgannwg.		Open
		4. The YJS service manager should: improve the quality of planning and services to manage children's safety and wellbeing			Significant improvements have been made on joined up planning between Children's Services and YJS. There is an increase of invites for YJS staff to attend strategy and child protection conferences which result in improved plans for children. YJS continue to invite all relevant partners including children's social care, to all risk and vulnerability meetings and for trauma case formulation meetings. The YJS manager attends a wide range of safeguarding operational and strategic meetings to ensure YJS are integral to safeguarding planning. The YJS manager also attends the Channel Panel for those at risk of terrorist activity to achieve a joined up planning approach that aims to reduce safety and wellbeing risks in children.		Open
		5. The YJS service manager should: review the quality assurance processes and improve the effectiveness of management oversight in all cases.			YJS quality assurance processes have been reviewed. The service is facilitating effective change by introducing a peer quality assurance process and group. The group has completed an audit on reoffending and has assisted to produce a Management Board report. The group has commenced a second audit on Voice of the Stakeholder which will be completed by the end of November 2022. The management team have completed joint AssetPlus audits to create consistency for managerial oversight of assessments.		Open
May-22	CIW, Report of Performance Evaluation Inspection of Children's Services	PE1 - Opportunities for children's views to be consistently sought and appropriately recorded need to be strengthened	Social services	SOSC2	Develop an engagement and involvement framework for children Finalise / launch recording policy for social workers / managers Audit implementation / impact of recording guidance for social workers		Open
		PE2 - Limited Evidence of Direct Work			Review of practice guidance		Open
		PE3 - Inconsistent use of chronologies and genograms			Changes to guidance plus reminders, refreshers and training		Open
		PE4 - Strengthen business support for practitioners			Review the Business support to practitioners		Open
		PE5 - Variable evidence of management oversight/Quality of supervision			Review policy and framework Focus on skills and training Develop reflective communities of practice		Open
		PE6 - Practice model – implementation of Signs of Safety			Implementation plan for a model of strength-based practice		Open
		PE7 - Review of direct payments scheme			Explore solutions including the use of direct payments / family help services as part of care and support arrangements		Open
		PE8 - Consistent offer of a carers assessment			Undertake engagement exercise with carers		Open
		PR1 - Opportunities to prevent escalation of need continues to be a challenge for the local authority given the persistently high volume of referrals together with the complexity of needs of children and families, and workforce challenges			Undertake a review of integrated family support service / family group conferencing arrangements Develop an updated commissioning strategy for family support services and interventions Implement the workforce plan for Children's Services		Open
		PR2 - Missed opportunities to thoroughly explore and mitigate risk and a lack of professional curiosity			Raise awareness of the need for practitioners to exercise professional curiosity / critical evaluation in their practice		Open
		PR3 - Placement sufficiency and support			Establish the children's assessment hub at Brynmenyn Work with national and regional partners Establish a commissioning strategy		Open
		PR4 - Accessibility of information, advice and assistance			Undertake a review of the MASH /IAA team structure, duties and responsibilities		Open
		PR5 - Strengthening of Quality Assurance (QA) framework and alignment of performance and quality assurance systems			Commission a programme of independent detailed Quality Assurance to provide a thorough assessment of our strengths and areas for development		Open
		PI1 - Inconsistent thresholds and standards of practice			Develop and implement 'back to basics' training Develop a series of practice development plans		Open
		PI2 - The local authority will need to ensure its communication strategy is sufficiently robust to effectively communicate to staff and partners the vision for children's services and the many developments taking place/planned to take			Work through Regional Safeguarding Board structures to ensure most effective partnership arrangements, and ownership of improvements		Open
		PI3 - Share learning from audits and reviews with staff and partners			Ensure that learning from Child Practice Reviews and other in-depth analysis is systematically embedded through learning, training and development and follow up quality assurance and review		Open
		W1 - Furtherwork is required to improve the timeliness of meeting statutory responsibilities			Enhance the use of business intelligence within children's social care		Open
		W2 - Facilitation of supervised contact			Review the current supervised contact arrangements		Open
		W3 - Consistent high quality written records			Review the recording policy / chronology functionality Foster carer recording guidance / associated training review Audit implementation / impact of recording guidance for social care staff		Open
		W4 - CSE and CCE – strengthen interventions and mapping			Regional Safeguarding Board subgroup to develop the CSE and CCE tools		Open
W5 - First year of practice – ensure competence and confidence of staff and provide consistent supervision and oversight	Review and re-launch the Newly Qualified Social Worker 'Supporting your First Three Years in Practice' framework		Open				
Aug-21	Audit Wales, Financial Sustainability Assessment	P1 Accurate forecasting of expenditure Officers should provide full Council with its annual outturn to budget report to improve transparency and provide members with opportunities to compare and challenge budget to outturn.	CEX	COSC	The final out turn report for 2021/22 was presented to both Council and Governance and Audit Committee in June this year		Closed
Jun-21	Audit Wales, Review of Arrangements to Become a 'Digital Council'	P1 The Council could improve its digital strategy	CEX	COSC	A light touch review of the Digital Strategy was completed in 2022. A full review will be undertaken in 2023 when the Digital priorities for the Council have been reaffirmed		Open
		P2 The Council should strengthen some governance arrangements to deliver the strategy			A digital Transformation Board is now in place, consisting of representation from across all service areas. Updates from each Board meeting is fed back to Directorate DMT meetings and to CMB on a quarterly basis.		Open
		P3 - The Council should consider improving communication with staff / members to evoke the culture necessary to change			When the new digital strategy is agreed, it is proposed to launch the new strategy and then a regular update will be included in the staff news letter. Work is also being done to develop an Extranet/Intranet to aid communication with employees that don't have corporate ICT so that they can access via their own ICT equipment		Open