

Name of Audit / regulator	Oversight and Date	Recommendation / proposal for improvement	Responsible Officer	Delivery Date	Action Update Q2 2024-25	BRAYG Q2	Open/ Closed
Audit Wales, Financial Sustainability Review (Aug 2024)	COSC	R1 To strengthen the Council's approach to financial sustainability, the Council should develop a savings plan across the timescale of the MTFP, to clearly show how the funding gap will be addressed or clearly communicate the challenge where this is not possible	Carys Lord	Feb-25	The level of savings that the Council will have to make in the coming 3 years are significant. The MTFP presented to Council in February 2025 for approval will be developed following completion of the following: <ul style="list-style-type: none"> <li>• A detailed review of current year spend across all service areas</li> <li>• A more detailed review of some areas of spend to identify further efficiencies or a change in the operating model for that service.</li> <li>• A profile of anticipated savings over the life of the MTFP</li> <li>• Identification of areas requiring further review</li> </ul>	AMBER	Open
		R2 The Council should strengthen its arrangements to ensure the impact of its financial position and MTFP on communities and on the delivery of its well-being objectives is reported to members to enable them to monitor and address any impacts.	Carys Lord	Mar-25	Budget briefings are now in place for elected members on a quarterly basis. Details on the budget proposals will be shared with all elected members to enable them to comment on issues and identify the implications.	AMBER	Open
CIW Inspection Report on Foster Wales Bridgend (Jan 2024)	CCCP May 2024	R3 Safeguarding procedures are not consistently followed. Information sharing between teams, consideration of risks and decision making is not robust.	Group Manager Placement and Provider Services	Mar-24	Workshops have not taken place across the service as yet. Relationships have improved and observations are that the process is being followed supported by the introduction of a significant events form on WCCIS and mandatory training completed in the fostering team. The QA officer is currently completing an audit in relation to this process and will provide recommendations. New delivery date - 31/03/2025	AMBER	Open
		R5 There are shortfalls in the service considering the needs of all household members and carers capacity (matching)	Group Manager Placement and Provider Services	Mar-24	Matching forms are live and monthly reports being run to check compliance. There have been some incidences of the form not being completed and signed off prior to placement that have been addressed with the individuals. Therefore, whilst the process and systems are in place to support this, adherence by the team remains inconsistent and requires manager oversight and enforcement to fully embed. The Quality Assurance officer is currently completing an audit in relation to this process and will provide recommendations. New delivery date - 31/03/2025	AMBER	Open
		R9 As part of the matching process key information is shared during planning meetings, however, these meetings are not completed consistently.	Group Manager Placement and Provider Services	Quarterly	As with the Matching forms practice is inconsistent and requires management oversight and enforcement from children's and fostering managers as well as the Independent Reviewing Officer service to embed. Consideration could be given to putting in place reflective sessions with teams to consider placement breakdowns and what could be done differently to embed this in the way that reflective sessions are being led by the locality teams Principal Officer. The Quality Assurance officer is currently completing an audit in relation to this process and will provide recommendations. New delivery date - 31/03/2025	AMBER	Open
		R10 Children who need long term care, are matched with carers, without a thorough assessment of their long-term needs, how these change over time, carers commitment and understanding of these needs.	Group Manager Placement and Provider Services	Mar-24	A process has been drafted but requires consultation to take forward and subsequently put into practice - awaiting feedback from the policy officer. New delivery date - 31/03/2025	AMBER	Open

		R12 Feedback from foster carers has been mixed regarding the foster carer charter implementation, information sharing and decision-making needing to be improved.	Group Manager Placement and Provider Services	Jun-24	Feedback from foster carers continues to indicate that this has not been achieved. The absence of the recruitment and retention officer and absence within the service has delayed attendance at Team Meetings. The Charter being part of all children's services inductions and meetings with liaison carers as part of this process remains outstanding. Whole service engagement with the charter is required to achieve this aim. New delivery date - 31/03/2025	AMBER	Open
		R15 The service has experienced a high turnover of staff in all areas.	Group Manager Placement and Provider Services	Jun-24	There continues to be turnover within the service, however, there have been significant positive achievements in this area with exit plans for current agency staff. The main challenge relates to recruiting the Kinship and Permanence Senior role. New delivery date - 31/03/2025	AMBER	Open
		R17 Quality assurance and learning framework has not been implemented consistently.	Group Manager Placement and Provider Services	Apr-24	Meetings have taken place with the QA officer to improve the process going forward, but this has not been achieved as yet. New delivery date - 31/03/2025	AMBER	Open
		R19 Some foster carers report training does not meet their needs fully as they care for children with more complex needs.	Group Manager Placement and Provider Services	Mar-24	We continue to experience challenges with compliance with training. Data has now been made available from SCDWP to assist in planning how we meet these needs on an ongoing basis. Achieving improvement in this area is reliant on regular data being provided by training to enable the team to support carers. Equally consideration needs to be given to amending the approach to carer training as there are high numbers of events that are being cancelled as a result of low attendance. Now there is a dedicated training officer in place it is hoped that this will improve. New delivery date - 31/03/2025	AMBER	Open
CIW Improvement Check Children's Social Care Services (Nov 2022)	SOSC2 27 March 2023	Pr6 - Continue to closely monitor the position of children's social services and early help services to ensure any indicators of risks to achieving and sustaining improvement and compliance with statutory responsibilities, and pressure/ gaps in service provision are quickly identified and the required action is taken	Director/HoS/ Deputy HoS	Jun-23	Bronze and silver meetings continue to take place as indicated where comprehensive data/dashboards are presented by every part of the service. Performance reports are also presented to the Improvement Board and Group Managers present performance for their specific service areas at quarterly performance meetings with the Statutory Director and Heads of Service/Deputies. New delivery date 31/03/2025	AMBER	Open
		PR8 - Ensure children are not placed in unregistered services and must continue its efforts to identify suitable, registered placements	GM Commissioning	Continuous	In addition, monitoring and analysis of cross directorate activity and performance is monitored by the shared dataset that is presented at every Early Help and Safeguarding Board meeting. With the change of directorates, the Social Services Improvement Board will monitor early help performance from Q1 of 2024/25 onwards. New delivery date 31/03/2025	AMBER	Open
		Pi4 - Ensure clarity and consistency of thresholds for access to early help and statutory services. The local authority must prioritise this work to ensure children and families access the right support at the right time and ensure smooth access to services, and where required smooth transition between early help / preventative and statutory services	Director/Head of Service	Jun-23	Ongoing review continues to be undertaken of Early Help following restructure and new referral pathways being developed and agreed with partners. New delivery date 31/03/2025	AMBER	Open
		W8 - Closely monitor contact arrangements for children and their families	GM Case management and transition	Jun-23	A manager for a central contact service has been appointed to ensure a model that is fit for purpose is developed and delivered in the future. New delivery date - 31/03/2025	AMBER	Open

Audit Wales, Springing Forward – Strategic Workforce Management (Oct 2022)	COSC	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.	Kelly Watson	Sep-23	The current budget position has meant that all services have had to review how they deliver in the future, it is envisaged that this will be the immediate workforce priority. Whilst we have developed some revised data, we are continuing to grow this to support directorate requirements. Revised delivery date March 2025.	AMBER	Open
Transformational Leadership Programme Board – Baseline governance Review – Cwm Taf Morgannwg Regional Partnership Board (Aug 2022)	SOSC2	<b>R4 Risk Management</b> Our work found areas of risk management that need to be improved, particularly in relation to regional workforce planning. The TPLB should strengthen regional risk management arrangements by improving the identification and prioritisation of shared risks and ensuring mitigating actions are robust and clearly articulated.	Head of Regional Commissioning Unit	ongoing	Risk registers maintained for funding programmes. The Housing with Care Funding (HCF) forms a 4-year programme, having begun in 2022/23 with an annual budget for the first three year of £8,729,000 per annum. This means the fourth year is yet to be confirmed by Welsh Government. New delivery date 31/03/2025	AMBER	Open
		<b>R5 Regional Commissioning Unit</b> Our work found that the lack of capacity within the RCU was leading to some delays in progressing actions. The work of the RCU is crucial to the continuing success of the TPLB. The TPLB needs to consider how it can build capacity and maximise resources to support the TPLB and minimise overreliance on a small team.	Head of Regional Commissioning Unit	2023-24	Number of new Regional Posts established within the Regional Commissioning Unit. Two additional Capital Programme Managers commenced during October 2024. NEST Co-ordinator in April 2024. Two programme manager posts commenced during September 2024 to support Integrated Pathways programme. New delivery date 31/12/2024	AMBER	Open
		<b>R6 Use of Resources</b> Improving the health and social care outcomes of the region will require efficient and effective use of combined resources. Our work found that there had been some limited examples of pooled budgets and other arrangements for sharing resources. The TPLB needs to explore more innovative ways of sharing and pooling core resources across the region to maximise its impact and outcomes for the Cwm Taf Morgannwg population	Head of Regional Commissioning Unit	2023-24	Memorandum of Understanding being progressed through Sovereign Body Governance October/November 2024 with a view to having Section 33 Agreement in Place during 2025. New delivery date 31/03/2025	AMBER	Open
		<b>R7 Regional Workforce Planning</b> Like many parts of the public sector, the region is experiencing significant workforce challenges. The TPLB needs to consider how it can facilitate a regional and strategic approach to addressing these challenges and to help it deliver its priorities.	Head of Regional Commissioning Unit	ongoing	Clarity over development of further integrated teams across the region will require greater alignment of workforce planning and development. This a key feature of programme management plans going forward to implement Pathways. New delivery date 31/03/2025	AMBER	Open



CIW, Performance Evaluation Inspection of Children's Services (May 2022)	SOSC2 3 Nov 2022	PE8 - Consistent offer of a carers assessment	Dep HoS/ GM Case Management and Transition/ Carers Development Officer	Mar-23	A carers strategy will be finalised by March 2025. New delivery date 31/03/2025	AMBER	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	Director/ Workforce Board, Head of Children's Social Care	Jun-23	Early Help was fully restructured into SSWB on 1 July 2024. The Family Support Services Manager was appointed in July and started in post in October. Ongoing review of Early Help via Institute of Public Care continues to be undertaken, and the outcome will inform our commissioning strategy. Performance management continues to be reviewed. This will inform any future decisions around the operating model of Early Help. New delivery date 31/03/2025	AMBER	Open
		PR3 - Placement sufficiency and support	HoS/GM Placements and Provider Services	Mar-23	A business justification case has been developed and approved by the relevant boards in respect of increasing capacity of provision in this area. Property has been identified for a multi-occupancy residential service and offer accepted pending minister approval and planning. Search continues for the second property. Revenue funding to be secured to continue to run our existing provision to full capacity and open new services. The regional children's board have also agreed an ambition to develop a regional residential accommodation facility for children and young people with complex emotional wellbeing needs. To support this, three Project Managers will work with partners to develop facilities across CTM; one will focus on children's residential accommodation, and the other two will be available to support the findings in the 10-year Regional Capital Strategy. In relation to fostering dedicated recruitment officer is in place to coordinate recruitment activities that are scheduled throughout the year with support from Foster Wales. Whilst there are increases in the numbers of assessments, we are not recruiting sufficient carers to achieve a net gain of placements. A Fostering Board is being established to enhance recruitment and retention of foster carers within BCBC alongside the ongoing work of foster Wales. A Regional Approach to the recruitment and support of parent and child carers has been drafted alongside 'Support Care,' which aims to provide fostering support to children in the care of their family in order to prevent them from becoming care experienced. Both drafts will be subject to foster carer consultation prior to presentation to Cabinet for consideration. Additionally, we are seeking to enhance peer support to foster carers by adopting the Pioneer Carer scheme. This will increase the support available to carers by having a more targeted approach that utilises the skill sets of specific carers. New delivery date 31/03/2025	RED	Open
		PR5 - Strengthening of Quality Assurance (QA) framework and alignment of performance and quality assurance systems	Director/HoS/ Principal Officer Training	Mar-23	An internal audit of our Quality Assurance Framework and its effectiveness was undertaken in July 2024. The auditors were reasonably assured, identifying some key strengths and areas for improvement. An action plan will be implemented; a wider review of the QA framework will commence and particularly focus on wider activity that is needed other than case file audits. New delivery date - 31/03/2025	AMBER	Open
		W2 - Facilitation of supervised contact	GM Case Management & Transition/GM Locality Hubs	Mar-23	A manager for a central contact service has been appointed to ensure a model that is fit for purpose is developed and delivered in the future. New delivery date - 31/03/2025	AMBER	Open

Audit Wales, Review of Arrangements to Become a 'Digital Council' (June 2021)	COSC	P1 The Council could improve its digital strategy	Martin Morgans	Dec-23	The new digital strategy is currently being developed and will be completed by December 2024. Audit Wales have recently conducted a separate Digital Strategy Review which was published in April 2024, and these findings and recommendations will be used to support the development of the new strategy.	<b>AMBER</b>	Open
		P3 - The Council should consider improving communication with staff / members to evoke the culture necessary to change	Martin Morgans	Dec-23	A proof of concept was developed and tested; the results are currently being evaluated with regards next steps. This work will be complete by March 2025.	<b>AMBER</b>	Open