

AGENDA FOR

SAFEGUARDING SUB-COMMITTEE

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To: All Members of Safeguarding Sub-Committee

Councillors: R Caserta, J Grimshaw, K Hussain,
M Powell, Susan Southworth, C Walsh and M Whitby

Dear Member/Colleague

Safeguarding Sub-Committee

You are invited to attend a meeting of the Safeguarding Sub-Committee which will be held as follows:-

Date:	Tuesday, 28 January 2020
Place:	Lancashire Fusiliers Room, Bury Town Hall
Time:	5.30 pm
Briefing Facilities:	If Opposition Members and Co-opted Members require briefing on any particular item on the Agenda, the appropriate Director/Senior Officer originating the related report should be contacted.
Notes:	

AGENDA

1 APOLOGIES FOR ABSENCE

2 DECLARATIONS OF INTEREST

Members of this group are asked to consider if they have any interest in any of the matters on the Agenda and if so to formally declare that interest.

3 MINUTES (*Pages 1 - 4*)

Minutes of the meeting held on 03rd October 2019 are attached.

4 MATTERS ARISING

5 BRIEFING FROM THE ASSISTANT DIRECTORS FOR EARLY HELP; EDUCATION AND INCLUSION AND SAFEGUARDING (*Pages 5 - 18*)

A presentation from Sandra Bruce, Assistant Director (Early Help & School Readiness), Tony Decrop, Assistant Director (Social Care & Safeguarding) and Julien Kramer Interim Assistant Director (Education & Inclusion) will be presented at the meeting. Presentation attached.

6 URGENT BUSINESS

7 FUTURE MEETING DATES

9th April 2020 – Lancashire Fusiliers Room

Date of Meeting: 3 October 2019

Present: Councillor Susan Southworth (in the Chair); Councillor R Caserta, Councillor J Grimshaw, Councillor K Hussain and Councillor M Whitby

Also in attendance: Sue Harris - Strategic Lead for Placement Services
Bart Popelier - Strategic Lead Practice Improvement, Children Young People and Culture
Janice Barr - Strategic Lead - Safeguarding, Children Young People and Culture
Julie Gallagher – Democratic Services

Apologies for absence: Councillors M Powell and C Walsh;
Tony Decrop – Assistant Director Safeguarding

CS.01 DECLARATIONS OF INTEREST

There were no declarations of interest.

CS.02 MINUTES

It was agreed:

The minutes of the meeting held on 9 July 2019, be approved as a correct record.

CS.03 MATTERS ARISING

Minute - CS.03 Oasis Team update; following discussions of this item at the last meeting, the Service Development Manager, Early Help provided additional information in respect of the number of repeat referrals within the no further action cohort as well as case studies.

Members discussed the information provided and requested further clarification in relation to the support that is in place for this cohort.

It was agreed:

The Assistant Director Early Help and School Readiness be invited to attend the next meeting to provide further information in respect of the concerns raised by members.

CS.04 CHILDREN AND YOUNG PEOPLE RESTRUCTURE

The Strategic Lead, Practice Improvement, attended the meeting to inform members of the work undertaken to restructure the Children and Young Peoples Directorate. The Strategic Lead reported that the restructure will help the directorate to better manage demand; allow

management capacity to drive forward transformation and assist with the recruitment and retention of staff.

There will be three new divisions; Early help and school readiness; Social care and safeguarding and Education and Inclusion. Each division will be headed by an Assistant Director supported by a reduced, reconfigured tier of Strategic Leads.

Responding to a Member's question, the Strategic Lead reported that the new structure; including the transfer of staff from early help to a place based model of service delivery will generate some budget savings.

The restructure will enable the Local Authority to provide support to the increasing numbers of Academies within the Borough, this work will be led by the interim Assistant Director Education and Inclusion.

It was agreed:

1. Members resolved to invite the following Assistant Directors to the next meeting;
Assistant Directors for Early Help; Education and Inclusion and Safeguarding.
2. Following implementation of the restructure the Assistant Directors must provide a briefing note for the Committee detailing:
 - What will success look like and how will it be measured?
 - What is being delivered and where?
 - What is the success criteria?
 - What is not working and how fluid is the structure to allow for alterations/review?

CS.05 SOCIAL CARE STAFFING

Bart Popelier, Strategic Lead Practice Improvement and Janice Barr Strategic Lead, Safeguarding, provided a members with an overview of the current staffing structures within social care. Recruitment is ongoing across a range of posts including: service managers, team managers, assistant team managers and social workers.

Bury has a fairly stable workforce; however the restructure will cause some internal movement.

The Strategic Lead, Safeguarding reported that there still remains some areas of challenge including more qualified staff choosing to work for agencies than take a permanent contract, quality and resilience of newly qualified staff and social work reform and innovation.

Responding to a members question in relation to the use of agency staff, the Strategic lead reported that the restructure will provide a clear career pathway for staff and support retention. The Strategic Lead reported that Bury has a good reputation as a good place to be a social worker and a steady number of agency workers choose to transfer to become permanent members of staff.

In light of the amount of recruitment and the time taken up by Strategic Leads in undertaking this recruitment, Members sought assurances that there was no slippage in terms of management oversight and general

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performance management and support to social work staff. The Strategic Lead reported that although there has been an emphasis on recruitment, performance and assurance meetings including insight meetings still continue. Following the peer review and the Ofsted inspection there has been a refocus within the organisation with a clearly developed action plan with a refocus on quality.

It was agreed;

Bart Popelier, Strategic Lead Practice Improvement and Janice Barr Strategic Lead, Safeguarding be thanked for their attendance.

CS.04 FOSTERING TEAM UPDATE

Sue Harris - Strategic Lead Corporate Parenting, attended the meeting to update members on the fostering team. The presentation contained the following information:

- Family and Friends Care
- National minimum standards
- Family and friends foster care
- Special Guardianship Orders
- Fostering Panel

The Strategic Lead Corporate Parenting reported that the Authority must give preference to a placement with a relative, friend or other person connected with the child and who is also a Local Authority foster parent. A robust assessment process is undertaken and information is gained via a number of avenues including schools, ex partners, police and observations are undertaken when training and when placed unannounced visits would take place.

Responding to a Member's question the Strategic Lead Corporate Parenting reported that complaints against foster carers are escalated to the Local Authority Designated Officer (LADO); all complaint information is reported in the Fostering Annual Report.

It was agreed:

Sue Harris, Strategic Lead be thanked for her attendance.

COUNCILLOR S SOUTHWORTH

Chair (Note: the meeting started at 5pm and ended at 6.50pm)

Overview & Scrutiny Sub Committee

28th January 2020

PRESENTATION

- What will success look like and how will it be measured?
- What is being delivered and where?
- What is the success criteria?
- What is not working and how fluid is the structure to allow for alterations/review?

Sandra Bruce - Assistant Director Early Help & School Readiness

Tony Decrop – Assistant Director Social Care & Safeguarding

Julien Kramer – Interim Assistant Director Education & Inclusion

Early Help & School Readiness

Success Measures:

- More referrals to social care evidence that an earlier plan of support has been available to the family to try to prevent escalation
- Reduction in contacts into the MASH as the locality hubs start to embed and work with families earlier to prevent escalation of concerns
- Increase in Team Around the Family Plans will evidence support being offered earlier to families
- Reduction in re-referral rates into social care will evidence that when families require social care support this together with early help results in change and prevents re-escalation of concerns
- Reduction in school exclusions as team around the schools support schools when children have additional emotional/behavioural needs
- We will have an integrated performance framework to track and measure our progress
- We will see some reduction in costs as early support reduces the demands on specialist and expensive services

Early Help & School Readiness

What is being delivered:

- Team Around the School meetings (TAS) are now in place and embedding across the whole school system
- We are currently developing TAS+ (teams around the colleges) and TAPs (Team around pre-school) to provide early support across a child's life
- We are developing an associate head role to work with our nurseries/pre-school to support transition for children to school and continue to improve our early years offer and school readiness
- We have integrated our Troubled Families Team (SCIL) and our Place Based Teams to synthesise our offer to families, locally

Early Help & School Readiness

Success Criteria

- If early help is provided to families as soon as difficulties are identified success will be seen across the whole system with
 - Reduction in referrals to social care
 - Reduction in numbers of children excluded from school
 - Earlier identification of SEND
 - Earlier identification of children's mental health needs
 - Reduction in NEET figures

Early Help & School Readiness

Future Review/Developments:

- We are currently reviewing our targeted youth offer to align this with our locality early help teams
- We are currently reviewing our Troubled Families offer and our 20-21 investment funding to enhance our delivery of early help
- This year, Signs of Safety Training is being delivered across our early help workforce to support our practice model of relational and strength based approach to practice
- Early help and local delivery of services to families is at the heart of Public Service Reform and our Bury vision for transformation. Our re-structure of the early help workforce and its local approach is well placed to deliver against this vision for our communities

Children's Social Care & Safeguarding (CSC)

Success Measures:

- Reduced re-referrals to CSC
- Improved timeliness & quality of assessment, planning & intervention
- Children & Families benefit from the support they receive
- Most children safely supported within their families, social networks and communities
- Increased numbers of children in permanent placement arrangements
- Stable LAC numbers
- Increased number of care leavers in EET
- More children placed with Bury Foster Carers & Supported Lodging Providers

Children's Social Care & Safeguarding (CSC)

What is being delivered:

- Restructure implemented
- Shared EDT Service with Rochdale
- Practice Improvement Partner – Cheshire West & Chester supporting Reflective Practice during January & February
- Signs of Safety – New Practice Model Launched February 2020 with multi-agency training being rolled out and implemented September 2020
- All social workers have a lap top and smart phone enabling to work flexibly and spend more time with children
- Strong focus on the front line quality of social work practice through weekly Insight Meetings with evidenced progress through monthly case audits
- LAC numbers have remained stable and bucked National & Local trends

Children's Social Care & Safeguarding (CSC)

Success Criteria:

- Stable skilled workforce – improved recruitment & retention of social workers
- Consistent high quality assessment and plans achieving good outcomes for children
- More children supported to live safely at home/in the community
- LAC numbers safely reduce through improved care planning & more children placed in permanent arrangements
- Majority of children looked after are placed with Bury carers
- Improved outcomes for care leavers with more in meaningful training and employment
- Positive Ofsted Inspection

Children's Social Care & Safeguarding (CSC)

Future Review/Developments:

- We are currently reviewing the family contact service based at Victoria Children's Centre
- We are developing a refreshed comprehensive recruitment and retention strategy for social workers
- We will look at the feasibility to align statutory social work services with Localities
- Through the Principal Social Worker, develop a Practice Hub of Excellence
- We will explore with neighbouring authorities opportunities to collaboratively work together based on the success of Youth Justice Service & Emergency Duty Team (EDT) to ensure services remain sustainable

Learning & Inclusion

Success Measures:

- Refreshed School Improvement Strategy being delivered through simplified governance and with a focussed work programme.
- Send restructuring being delivered through improved governance with wider parental partnership.
- SEMH provision restructured and being implemented.
- Capacity building through the Associate Heads Scheme.
- Focussed reviews of critical spend and service delivery areas

Learning & Inclusion

What is being delivered:

- A whole service development programme to train every school in the new Ofsted inspection
- A scrutiny of each secondary school performance profile with recommendations to improve
- A review of all major spend headings
- A review of the central support services to deliver Lean Service outcomes
- Service strengthening at critical performance points

Learning & Inclusion

Success Criteria:

- Improved learning outcomes for all pupils and students.
- Improved Ofsted outcomes for inspection of schools.
- Improved parental satisfaction for SEND.
- Validation from RSC, HMI and through Peer Review.
- Financial efficiency within budgets.

Learning & Inclusion

Future Review/Developments:

- Standards need to rise further and faster
- We need a more secure Ofsted audit trail of success
- We need to complete the financial recovery programme
- The Lean Service Review should be completed

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