

<b>Reference</b>	
<b>Executive Director</b>	Jeanette Richards
<b>Cabinet Member</b>	Cllr Lucy Smith

## Section A

<b>Service Area</b>	Social Care & Safeguarding
<b>Budget Option Description</b>	Family Safeguarding Implementation

### Budget Reduction Proposal – Detail and Objectives

Family Safeguarding is a whole family approach to working with children and their families that supports parents to create sustained change for themselves and their family. It is a whole system innovation that changes professional attitudes to families, with a renewed focus on the values and principles of the Children Act 1989. The approach was originally developed in Hertfordshire to work with families where there are children:

- in need, who are experiencing significant impairment to health or development as a result of needs in their family
- the subject of child protection plans, who are experiencing significant harm as a result of intra-familial abuse or neglect.
- who is the subject of family law proceedings or pre-proceedings.

With the support of the wider council and its partners we have set out a plan of transformation which is ambitious and seeks to improve the lived experience of children and therefore their outcomes during childhood and beyond, to achieve this a focus upon an effective offer of help and support to those families who face complex issues is required. Adopting a model of social work practice that is evidence based, in terms of achievable outcomes, restorative and which enables and facilitates change is a strategic priority within the plan and is central to the improvement and sustainability of improved delivery of services to our community that improve outcomes for children, particularly preventing the need for children to become looked after.

Evidential evaluation indicates improved outcomes for children and parents by successfully reducing risk of harm to children; this leads to a reduction in entry to care, and cost avoidance by those authorities that have fully implemented the model. Following implementation of this innovative practice, fewer children will be taken into care or placed on child protection plans. In evaluations, Family Safeguarding has been shown to result in up to 45% fewer children on a child protection plan and up to 30% fewer children needing to come into care. These are all improved outcomes for children and families, but they also (in times of high intervention and placement costs) have a significant impact on cost avoidance for authorities working in this way.

Data from Hertfordshire outlines an expected reduction of 26 children looked after (CLA) from year 2 on Bury's Stretch targets. Cabinet received a report in July 2022 which outlined the approach and the anticipated savings once the approach was embedded

Staff recruitment and retention is a challenge and a priority for Children's Services, with reliance upon agency staff being high at around 40%. The higher costs associated with agency staffing have driven budget pressures and the churn of staff adversely impacts effective support to children and families. Evaluation of the Family Safeguarding model suggests that there is the potential for positive impact upon the workforce: authorities reported anecdotal evidence that vacancies were more readily filled as staff were attracted by the model.

- 78% reported that they were very satisfied with their job
- 78-83% reported that the model enabled them to undertake more direct work with families.

Family Safeguarding has a proven track record in keeping more children at home safe with their parents. This not only delivers better outcomes for children and their families but also frees up Social Workers and other professionals involved to undertake work that has a greater impact for those who need it.

It should be noted that these figures do not include cost avoidance/savings in partner agencies. However, other adopters have also seen significant benefits for those organisations/agencies over and above their base business case.

	2023/24	2024/25	2025/26
Budget Reduction (£m)	£0m	0.587	1.175
Staffing Reduction (FTE)	0		

## Section B

*What impact does the proposal have on:*

<b>Property</b>
N/A
<b>Service Delivery</b>
<p>This will transform the way services are delivered to children, young people and families. We will establish co-located multi-disciplinary teams that consist of adult specialist workers collaborating with children and families' social workers, providing help and support in relation to parental problems associated with domestic abuse, substance misuse and mental ill-health.</p> <p>The adult specialist workers are employed by the relevant partnership agency in the area and receive professional supervision by a lead specialist worker or a nominated senior manager in the partner agency.</p> <p>Motivational Interviewing is used by all Family Safeguarding staff when working with families and within teams to build on strengths, encourage autonomy, provide support and encouragement, and sustain lasting change.</p> <p>A significant training programme will support this transformation.</p>
<b>Organisation (Including Other Directorates/Services)</b>
OCE/ Children's and Education
<b>Workforce – Number of posts likely to be affected.</b>
Those workers currently in the Safeguarding Teams will become part of Multi-Disciplinary Teams (MDT).
<b>Communities and Service Users</b>
Bury2gether; parents; Children with SEND; Children with Disabilities

## Other Partner Organisations

As detailed above, the MDTs will include adult workers (from probation, substance misuse and health).

## Section C

### Key Risks and Mitigations

Risks	Mitigations
Failure to recruit to the teams – given the challenges in recruitment in these areas.	

### Key Delivery Milestones

*Include timescales for procurement, commissioning changes etc.*

Milestone	Timeline
Establish Operational Board	February 2023
Detailed Project Plan	February 2023
Recruitment of adult workers	March-July 2023
Family Safeguarding Training delivered by Hertfordshire	Begins January 2023, rolling programme throughout 2023
Motivational Interviewing delivered by Alastair Cant Associates	January – August 2023

## Section D

Consultation Required?	No
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	Start Date	End Date
Staff		
Trade Unions		
Public		
Service User		
Other		

### Equality Impact

*Is there potential for the proposed budget reduction to have a disproportionate/ adverse impact on any of the following?*

Disabled people	No
Particular Ethnic Groups	No
Men or Women (including impacts due to pregnancy/maternity)	No
People who are married or in a civil partnership	No
People of particular sexual orientation	No
People who are proposing to undergo, undergoing or undergone a process or part of a process of gender assignment	No
People on low incomes	No
People in particular age groups	No
Groups with particular faiths and beliefs	No

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EIA Required?
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No
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## Section E

### *Financial Implications and Investment Requirements*

<b>Investment requirements – Revenue and Capital</b>
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Funding has been identified for the first 2 years of this model following which the savings will cover costs and deliver savings
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<b>Finance Comments – Will the proposal deliver the savings and within the agreed timescales?</b>
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This is a model that has been developed elsewhere and is being supported by external colleagues. Savings have been phased to start to deliver once the model is embedded but this will require careful monitoring to ensure the new practice is having an impact
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