

ANGUS COUNCIL

SOCIAL WORK COMMITTEE.....5 JUNE 2003
EDUCATION COMMITTEE.....14 AUGUST 2003

BETTER INTEGRATED CHILDREN'S SERVICES
CHANGING CHILDREN'S SERVICES FUND

JOINT REPORT BY THE CHIEF EXECUTIVE, ACTING DIRECTOR OF SOCIAL WORK
AND THE DIRECTOR OF EDUCATION

ABSTRACT

This report seeks Committee approval for the establishment of posts associated with the Changing Children's Services Fund announced by the Scottish Executive in October 2001

1 RECOMMENDATIONS

It is recommended that the Social Work Committee:-

- I) approves the proposals outlined in this report;
- II) approves the establishment of the following posts:
 - 1 Development Manager Child Protection (AP8)
 - 1 Review Officer Child Protection (AP5/6)
 - 1 Team Leader (AP6)
 - 2 Social Workers (SCP 27 – 35)
 - 1.5 Resource workers (SCP 27 – 35)
 - 1 Family Support Officer (SCP 12 - 18)
 - 2 Clerical Assistants (GS1/2)

2 INTRODUCTION

On 30 October 2001 the Ministers for Health, Education and Social Justice launched the Report and Action Plan 'For Scotland's Children – Better Integrated Children's Services. Alongside this report guidance on the Changing Children's Services Fund and a more integrated approach to children's services planning was announced.

The aim of the Action Plan supported by the resources in the Changing Children's Services Fund and a more integrated approach to planning is to allow delivery of better outcomes for vulnerable and deprived children by providing genuinely integrated services. In Angus the development of an integrated approach to all service provision is the key to our future work with children and young people and their families and carers. The health, welfare and development of children are placed at the centre of the planning and delivery of services.

The Changing Children's Services fund is seen as a catalyst for change and provides a source of transitional funding for local authorities, health boards and voluntary

organisations in delivering better outcomes for the most vulnerable and deprived children through:

- the expansion of good practice in the delivery of well integrated services
- modernisation through the reshaping of existing services to achieve better integrated support
- new and innovative approaches to integrated service delivery

In December 2001 a multi agency executive group of the Joint Management and Commissioning Group for Children's Services was delegated to discuss the key outcomes outlined by the Scottish Executive. As a result of this meeting priority objectives were identified for children and families in Angus and outline proposals invited for the Changing Children's Services Fund 2002/03. The total funding available to Angus in financial year 2002/03 was £539,000. Members are referred to report numbers 438/02, 660/02 and 950/02 for the allocation of this funding and the establishment of Social Work posts. This funding is continued into subsequent years

The allocation to Angus within this fund for 2003/04 is £728,000. Additional funding was announced in January 2003 of £100,000. This report details the proposed establishment of Social Work posts. Funding has also been agreed to support work within Health and the Voluntary Sector during 2003/04 all of which it is proposed will be continued in to subsequent years

The executive group agreed that further proposals should be invited within two priority areas. Child Protection and Throughcare and Aftercare have recently been highlighted by the Scottish Executive as areas which require significant resource support and redesign and that the Changing Children's Services Fund should be used as the vehicle to progress this change. The executive group endorsed the proposals which addressed these two priority areas. This report outlines the proposals for the Social Work

3 CHANGING CHILDREN'S SERVICES FUND PROPOSALS

As part of the new proposals for the Changing Children's Services Fund Angus Council proposes to enhance the support to vulnerable children and families by expanding social work staff teams as follows:

- **A Development Manager (AP8)** as a working resource for the local child protection committee located within the Angus Joint strategic Support Unit (Children's Services.) This post holder will have primary responsibility for directly supporting the enhanced remit for Child Protection Committees outlined in the recent report 'It's Everybody's Job to Make Sure I'm Alright.' The strategic planning of interagency Child Protection services will also be covered within this post.
- **A Child Protection Review Officer (AP5/6)** who will plan and chair child protection case conferences independent of case line management. This post holder will also monitor performance against agreed protection plans and consult with parents and children on service delivery. This post will be established within the Community Assessment and Review Team
- **A social worker (SCP 27-35)** with a specialist role in the investigation, assessment risk management and service provision in the area of sexual abuse. This post will be established within the Child Protection Team
- **A social worker (SCP 27-35)** dedicated to duty/intake work. This post will address specific areas of need on the coastal strip of South Angus and have a positive impact in reducing demand for county wide services

in child protection and fostering. This post will be established within the Children's Team in Arbroath

- **A family support officer** (SCP 12-18) to support the duty/intake social worker. This post will also be established within the Children's Team in Arbroath
- **A clerical assistant** (GS1/2) to provide support with the work of the Review Officer Child Protection.

The establishment of a Throughcare and Aftercare Team to address recent legislative changes within the Regulation of Care (Scotland) Act 2001 and the Children Leaving Care Act 2000 comprising:

- **A Team Leader (AP6)** who will assume principal responsibility for drawing together the multi agency assessments for young people who have been looked after, establishing a throughcare and aftercare plan and managing the new financial arrangements to be introduced from April 2004 as laid down by the Children Leaving Care Act 2000.
- **1.5 Resource Workers (SCP 27-35)** who will support the team manager in carrying out the functions noted above
- **a clerical assistant (GS1/2)** who will provide support to the throughcare and aftercare team.

The team will have a key role in supporting the Housing Consortium and will include two full time and one part time worker currently based within the Community Resource team.

4 FINANCIAL IMPLICATIONS

The total allocation to Angus for 2000/03 is £828,000. 2002/03 funding of £538,000 has been allocated in full. The remaining £289,000 has been allocated to fund the posts outlined in appendix 1 and to fund posts within health and the voluntary sector. Any slippage in the first financial year will be used to address set up costs.

5 HUMAN RIGHTS IMPLICATIONS

There are no Human Rights implications arising from the recommendations contained in this report.

6 CONSULTATION

The Chief Executive, the Director of Law and Administration, the Director of Finance and The Joint Management and Commissioning Group (Children's Services) have been consulted in the preparation of this report.

The Personnel Services Manager has been consulted, and is in agreement with, the staffing proposals contained in this report.

7 CONCLUSION

In Angus the development of an integrated approach to all service provision is the key to our future work with children, young people and their families and carers. The establishment of these posts will allow the enhancement of services in line with the objectives of the Changing Children's services fund ensuring the delivery of better outcomes for the most vulnerable and deprived children across Angus.

R Peat
Acting Director of Social Work

NOTE: No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

FINANCIAL IMPLICATIONS

APPENDIX 1

CHILDCARE	2003/04 (6mths) £	2004/05 (Full) £
SSMSS		
<u>Joint Strategic Support Unit</u>		
Staff Costs:		
- 1 Development Manager (Child Prot.) (SCP 42-45)	18,914	38,784
- 1 Clerical Assistant (SCP 3-12)	6,889	14,211
CHILD ASSESSMENT		
<u>Child Protection Team</u>		
Staff Costs:		
- 1 Social Worker (SCP 27-35)	13,693	29,047
<u>CAROS Team</u>		
Staff Costs:		
- 1 Review Officer (Child Protection) (SCP 35-38)	15,638	32,176
CHILD COMMUNITY		
<u>Family Support Team Arbroath</u>		
Staff Costs:		
- 1 Social Worker (SCP 27-35)	13,693	28,201
- 1 Family Support Officer (SCP 12-18)	8,605	17,210
<u>Throughcare and Aftercare Team</u>		
Staff Costs:		
- 1 Team Leader (SCP 35-38)	15,638	31,276
- 1.5 Resource Worker (SCP 27-35)	20,540	42,302
- 1 Clerical Assistant (SCP 3-12)	8,256	14,211
Property Costs	6,000	12,000
Travel and Subsistence	10,500	21,000
Supplies and Services	4,291	8,583
Third Party Payments		
Income		
Sub Total	142,655	289,000
One-off Set Up Costs (Advertising £5k, equipment £6k)	11,000	
Total	<u>153,655</u>	<u>289,000</u>