

Ref	Quarter	quarter ending	Year	Objective	Responsible Officer	Completion Date
91	Q4	31/03/21	2020/21	Promote access to a range of Early Help services, which families can access preventing the need for statutory intervention.	Karen Sharp	01/03/22
92	Q4	31/03/21	2020/21	Focus on early intervention and prevention ensuring access to the right support at the right time to keep families together, where possible and children safe; intervening at the earliest opportunity to ensure that	Stephen Pearce	01/09/20
93	Q4	31/03/21	2020/21	'Work with' children, young people and their families rather than 'do to', to co-produce plans which will bring about the changes children need as quickly as possible.	Sharon Powell and Audrey Somerton-Edwards	01/12/20
94	Q4	31/03/21	2020/21	Provide and commission a flexible and affordable mix of high-quality placements for children who are looked after to meet the diverse range of their needs and circumstances, keeping children as close to home as possible.	Joanna Harris	01/03/21

95 Q4	31/03/21 2020/21	Achieve the best possible outcomes for those children in our care by providing good parenting, specialist support and clearly planned journeys through care into adulthood	Audrey Somerton-Edwards	
96 Q4	31/03/21 2020/21	Ensure that the service has a skilled, supported workforce, equipped to provide a high-quality service to children, young people and their families, which is compliant with the legislative framework and in line with best practice	Holly Gordon	
97 Q4	31/03/21 2020/21	We will work with partners to support parents by building a strong bond / attachment with their children and promote social, emotional and academic development, and to support children to transition effectively into school	Karen Sharp and Joanna Harris	
98 Q4	31/03/21 2020/21	We will continue to embed the council's values and guiding principles (5 ways of working) into strategic and service planning and staff appraisals to encourage staff to think differently, act differently and therefore deliver differently.	Holly Gordon	
200 Q4	31/03/21 2020/21	As part of our Pathway Planning Children's Services will ensure that all 18 year old care leavers are registered to vote	Audrey Somerton-Edwards	31/03/21
201 Q4	31/03/21 2020/21	Develop in house apprenticeships for care leavers within new Children's Services structure (IP 116)	Holly Gordon	31/03/21

202 Q4	31/03/21	2020/21	Arrange a representative of the Children Looked After Forum and Care Leavers Forum to sit on the Corporate Parenting Group.	Holly Gordon	31/03/21
203 Q4	31/03/21	2020/21	Organise a Member Development session which enables the Young People's Forum to engage with Members	Jan Coles	31/03/21

Vision 2025 Outcome	Objective Category	Lead Service	BRAG
Health and Care	Vision 2025 Corporate Improvement Plan Objectives the service is leading on	Children's Services	Green
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Health and Care	Vision 2025 Corporate Improvement Plan Objectives the service is leading on	Children's Services	Amber
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Health and Care	Vision 2025 Corporate Improvement Plan Objectives the service is leading on	Children's Services	Green
Learning & Skills	Vision 2025 Corporate Improvement Plan Objectives the service is leading on	Children's Services	Green
Making it Happen	Vision 2025 Corporate Improvement Plan Objectives the service is leading on	Children's Services	Green
	Service Improvement / Budget and Efficiency Objectives	Children's Services	Amber
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Service Improvement / Budget and Efficiency Objectives	Children's Services	Amber
Service Improvement / Budget and Efficiency Objectives	Children's Services	Red

Achievements

In Q4 we have continued to embed and develop our Early Help Offer. The Early Help Strategy has received sign off by Cabinet and we are continuing to work with our partners in Corporate Communications planning the formal launch of Early Help in early summer. We have continued to work with our multi agency partners developing and strengthening the team around the (school) cluster which is providing all schools in Powys with the opportunity to receive early informal information, advice and signposting, strengthening relationships between agencies and promoting the everybody's business model. We are also working with our multi agency colleagues on an Integrated access to Services panel which will enable CYPF's to access a range of multi agency Early Help at the very earliest opportunity, avoid duplication / families having to navigate multiple services and supports the 'no Wrong Door approach' adopted by Welsh Government. We have continued to provide both face to face Early Help and parenting support via virtual parenting groups. During Q4, the Early help team family support workers supported a total of 248 children and young people. This included 1,479 individual 1:1 sessions (either virtually or in person).

We are very pleased with the progress made as children and families are receiving support at the earliest opportunity. We have over 80% satisfaction rates from those being supported by the service.

The Closer to Home initiative facilitates a reduction in the children looked after cohort by working closely with nuclear and extended families to achieve permanence.

However, there are some areas in which we can improve.

Our child protection registration numbers continue to decrease demonstrating that plans are effective around safeguarding.

16 plus accommodation project is progressing with a very successful meet the buyer event held in March 21.

Regional Market Position Statement for residential and foster care completed for publication for Mid and West Wales Region.

The Closer to Home strategy facilitates placements that enable children to remain in their communities and develop effective social networks and maintain contact with birth family.

We continue to offer varied and accredited training opportunities to foster carers to ensure that children receive a high standard of substitute care.

A Practice Development Manager has now been employed who will lead the workforce unit and CS QA activities. The QA Framework is in its final stages which will uphold the audit activities and ensure that a cycle of learning is completed. The training tendering process for 2021 has been successful and the training plan will now be developed with successful providers. The grow our own scale up is on track and additional finances have been secured to fulfil the project aims.

Parenting support and training has moved to online delivery. Feedback has been positive with regard to accessibility and reach.

Additional ICT resources have been purchased to support families with accessing online parenting sessions.

The social care values across the service are fully embedded. This years appraisals have been given attention in various forums to ensure staff are clear about the process and a new format for the appraisal document has been developed. Staff have been advised via staff roadshows and meetings that appraisals are key for applications to the qualification panel. A drive for increased practice educators is occurring. This years workforce budget is heavily committed to support staff development and qualifying social work qualifications.

The Pathway Plan document has been amended to monitor electoral registration for young people reaching the required age for voting.

There are limited opportunities for care leavers in CS due to the nature of work undertaken. However, the apprenticeships for the LA are currently being developed and a number will be ringfenced for care leavers. There are 3 opportunities currently in Commissioning. Additionally, the kick start schemes are also being explored. A kickstart lead is being employed by workforce futures who can develop this further.

A recent participation event has been held with the 14 plus team and participation unit which involved 6 young people and give an opportunity to share various groups which they could contribute to. There was interest expressed in joining the corporate parenting group.

The service continues to find ways of communicating with children and young people to seek their views and encourage participation during the COVID-19 pandemic.

Issues (To be completed for RED or AMBER BRAG)

Green

There are children who have been looked after for considerable periods of time that need to be re-considered in the context of reunification with family or carers becoming Special Guardians.

There is a significant difference in the number of older children achieving permanence compared with babies and very young children.

To further strengthen stepping down families to early help.

We are increasingly finding it difficult to find appropriate placements for children and young people with complex needs both in and out of county and country.

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Ensure that partner agencies fulfil their duties as corporate parents.

Care leavers need to be supported to acquire independence skills at a pace to suit their individual needs.

The electoral registration discussion will need to be embedded into practice and ensure that young people understand the importance of participating in shaping services and communities.

The nature of social care and protection services may be re-traumatising for care leavers and limits the ability to provide apprenticeships in CS. It is preferable for a continue dialogue with organisational development to secure places in other service areas.

Participation need to follow this up and ensure the young person is able to contribute meaningfully and support is provided.

Due to the COVID-19 pandemic and the Local Authority moving into business continuity plans, the Member Development Sessions are postponed.

Future Actions to Address Issues/ Risks (To be completed for RED or AMBER BR)

Continue to work to the Principals of the Closer to Home strategy.
Develop a service that inspires confidence that Special Guardians will be supported financially, practically, and emotionally.
Fully utilise the Family Network Meeting mechanism to engage and reassure families that we are keen to work in partnership.
Recognise and embrace the Torfaen Practice Guide for Accelerated Discharge in partnership with CAFCASS to ensure children do not remain looked after any longer than necessary.
We are currently reviewing all our children subject to a care and wellbeing plan for the children in North Powys as part of a Early Help project.

Continuing the work on the closer to home project.
Developing the 16+ accommodation commissioning project.
We continue to progress with the safe accommodation for children with complex needs project.

Monitor and guide plans for reunification through the Legal Planning and Accelerated Discharge mechanisms.

Offer Intervention and Prevention support to families to develop intuitive and insightful parenting skills to meet the needs of their children.

Monitor and support the input from partner agencies to children looked after through the Corporate Parenting Panel.

The potential to monitor the uptake of electoral registration needs to be monitored through performance reporting on an annual basis.

Continued engagement with apprenticeship schemes and kick start schemes to promote opportunities for care leavers.

Follow up with young person required and support to attend and contribute to the CPG.

Arrange a member development session with young people once the LA moves out of business continuity plans.