

**REPORT TO: CHILDREN & YOUNG PEOPLES SERVICES COMMITTEE ON  
14 APRIL 2010**

**SUBJECT: SERVICE IMPROVEMENT PRIORITIES FOR CHILDREN'S  
SERVICES - 2010/11**

**BY: DIRECTOR OF COMMUNITY SERVICES**

**1. REASON FOR REPORT**

- 1.1 The Committee is invited to approve the proposed Service Improvement Priorities for Children's Services and Social Work Staff Development in 2010/11 as detailed in **APPENDIX 1** of the report.
- 1.2 This report is submitted to Committee in terms of the Council's Administrative Scheme in relation to the function of the Council as Social Work Authority under the Social Work (Scotland) Act 1968.

**2. RECOMMENDATION**

**2.1 It is recommended that Committee agree:-**

- (i) to consider and approve the Service Improvement Priorities for Children's Services and Social Work Staff Development 2010/11; and**
- (ii) that monitoring reports be presented to future meetings.**

**3. BACKGROUND**

- 3.1 Each year the Community Services Department prepares a Service Development & Improvement Plan. The 2010/11 plan will take account of revisions to key Corporate planning documents, the priorities set out in the Single Outcome Agreement and the actions required following Service Inspections. The revised plan will also reflect developments in legislation and policy across the key areas of service delivery.
- 3.2 Each of Community Services' three divisions report to a different Committee. Housing services will report their Service Improvement Priorities to Communities Committee on 13 April 2010. Community Care and Criminal Justice will report theirs to Health & Social Care Committee on 26 May 2010.

#### **4. SUMMARY OF IMPLICATIONS**

**(a) Corporate Development Plan/Community Plan/Service Improvement Plan**

This report reflects the priorities outlined in the Council's key strategic planning documents and the Single Outcome Agreement.

**(b) Policy and Legal**

There are no policy or legal implications arising from this report.

**(c) Resources (Financial, Risks, Staffing and Property)**

The developments prioritised within the Service Development & Improvement Plan will determine how resources are targeted.

**(d) Consultations**

The Service Managers responsible for delivering the priorities in the Service Development & Improvement Plan have identified the priorities and have been fully consulted during the planning process. Deborah Brands, Principal Accountant, Rhona Gunn, Acting Principal Solicitor (Litigation and Licensing) and Katrina McGillivray, Senior Personnel Advisor have been consulted on relevant sections.

#### **5. CONCLUSION**

**5.1 The Committee is asked to agree the Service Improvement Priorities for 2010/11 in relation to Children's Services and agree to quarterly reporting for monitoring purposes.**

Author of Report: John Carney, Head of Children & Families and Criminal Justice  
Background Papers: with author  
Ref: HB755506

**National Outcome 15 – Service Priority 1.1 Social Work Staff Development**

“our public services are high quality, continually improving, efficient and responsive to local people’s needs.”

Local Priority 10 - Efficiencies

**What will we do to address this priority**

1. Develop a knowledge management strategy for social work services.
2. Consolidate risk assessment and risk management practices across social work services.
3. Develop an action plan across social work services for the 2010-13 workforce development strategy

**Links to other Plans**

SWIA Action Plan  
HMle Action Plan

**What the outcomes will be**

1. The knowledge management strategy is prepared.
2. Continued professional development activities will occur across social work services.
3. Action Plan in implemented in accordance with set timescales for key tasks.

**Timescale**

September 2010  
December 2010  
March 2011

**Resources**

Within existing resources.

**Staff Implications**

Within existing staffing resources.

**Lead Officers**

Joyce Lorimer – Social Work Training Manager

## **National Outcome 15 – Service Priority 4.1 Improving key delivery processes**

“Our public services are high quality, continually improving, efficient and responsive to local people’s needs.”

Local Priority 10 - Efficiencies

### **What will we do to address this priority**

1. Implement the Initial Referral Discussion process agreed by the Moray Chief Officers Group for Child Protection.
2. Implement revised arrangements for assessment, care planning and review (LIAP process).
3. Ensure that the arrangements for reviewing the care of Looked After Children is compliant with Getting it Right for Every Child (GIRFEC) principles.

### **Links to other Plans**

HMIe Action Plan  
GIRFEC Action Plan

### **What the outcomes will be**

1. Staff involved in child protection work will be using the IRD process.
2. Staff involved in assessment, care planning and review will be using the revised arrangements.
3. The reviewing arrangements are GIRFEC compliant.

### **Timescale**

June 2010  
September 2010  
December 2010

### **Resources**

Within existing staffing and training resources.

### **Staff Implications**

The GIRFEC Development Officer post is continued until December 2010

### **Lead Officers**

Gordon Sinclair, Casework Services Manager  
Jeremy Akehurst, Strategy & Performance Manager

**National Outcome 8 – Service Priority 4.2 Ensure children are safe and their needs met**

“We have improved the life chances for children, young people and families at risk”

Local Priority 3 – Elderly & Vulnerable and Local Priority 6 – Young People

**What will we do to address this priority**

**Links to other Plans**

- |   |                  |
|---|------------------|
| 1. Prepare for follow-through child protection inspection.                                  | HMIe Action Plan |
| 2. Implement any actions arising from the inspection.                                       |                  |
| 3. Work towards the operation of the new Co-located Child Protection Unit in early 2011/12. |                  |

**Expected Outcomes/Success Criteria**

**Timescale**

- |  |            |
|--|------------|
| 1. Preparation is complete.  | June 2010  |
| 2. Action Plan is implemented in accordance with set timescales for key tasks. | March 2011 |
| 3. Preparation is complete.  | March 2011 |

**Resources**

Within existing resources.

**Staff Implications**

Appointment of Child Protection Improvement Officer.

**Lead Officers**

John Carney, Head of Children & Families and Criminal Justice Services  
Gordon Sinclair, Casework Services Manager

## **National Outcome 8 – Service Priority 4.3 Increasing care placement options**

“We have improves the life chances for children, young people and families at risk”

Local Priority 3 – Elderly & Vulnerable and Local Priority 6 – Young People

### **What will we do to address this priority**

1. Bring into operation the Moray Kinship Care Scheme.
2. Increase the availability of foster carers.
3. Establish a Placement Services Group.

### **Links to other Plans**

HMIe Action Plan  
GIRFEC Action Plan

### **Expected Outcomes/Success Criteria**

1. Kinship Care Scheme is operable.
2. Increased number of foster carers.
3. Placement Services Group is operable.

### **Timescale**

June 2010  
March 2011  
June 2010

### **Resources**

Council investment in kinship and foster care has been agreed.

### **Staff Implications**

Appointment of foster care social worker.

### **Lead Officers**

Jennifer Gordon, Placement Services Manager

## **National Outcome 15 – Service Priority 4.4 Improve collaborative working**

“Our public services are high quality, continually improving, efficient and responsive to local people’s needs.”

Local Priority 3 – Elderly & Vulnerable and Local Priority 6 – Young People

### **What will we do to address this priority**

1. Establish and implement new Integrated Children’s Services Plan.
2. Establish and implement new Parenting Plan.
3. Establish and implement new Youth Justice Plan

### **Links to other Plans**

HMIe Action Plan  
Early Years Strategy  
Single Outcome Agreement

### **Expected Outcomes/Success Criteria**

1. Plan is implemented in accordance with set timescales for key tasks.
2. Plan is implemented in accordance with set timescales for key tasks.
3. Plan is implemented in accordance with set timescales for key tasks.

### **Timescale**

March 2011  
March 2011  
March 2011

### **Resources**

Within existing resources.

### **Staff Implications**

Within existing resources.

### **Lead Officers**

John Carney, Head of Children & Families and Criminal Justice Services  
Jennifer Gordon, Placement Services Manager

## **National Outcome 15 – Service Priority 4.5 Increase our capacity for self-evaluation**

“Our public services are high quality, continually improving, efficient and responsive to local people’s needs.”

Local Priority 3 – Elderly & Vulnerable and Local Priority 6 – Young People

### **What will we do to address this priority**

1. Implement revised children’s services performance management framework.
2. Implement team level self-evaluations.
3. Strengthen young people’s participation in service development.

### **Links to other Plans**

Single Outcome Agreement  
HMle Action Plan  
SWIA Action Plan

### **Expected Outcomes/Success Criteria**

1. Framework implemented.
2. Team level evaluation has occurred.
3. Implement Participation Development Plan in accordance with timescales for key tasks.

### **Timescale**

June 2010  
December 2010  
March 2011

### **Resources**

Within existing resources.

### **Staff Implications**

Within existing staffing resources.

### **Lead Officers**

Jeremy Akehurst, Strategy & Performance Manager