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**REPORT TO: CHILDREN AND YOUNG PEOPLE'S SERVICES COMMITTEE ON  
9 NOVEMBER 2016**

**SUBJECT: ANNUAL REPORT OF THE CHIEF SOCIAL WORK OFFICER  
2015-16 AND UPDATE ON THE ROLE OF CHIEF SOCIAL WORK  
OFFICER GUIDANCE**

**BY: CORPORATE DIRECTOR (EDUCATION AND SOCIAL CARE)**

**1. REASON FOR REPORT**

- 1.1 This report provides Council with the annual report of the Chief Social Work Officer on the statutory work undertaken on the Council's behalf during the period 1 April 2015 to 31 March 2016 inclusive, considers major policy and service initiatives across Social Work during the reporting period, summarises key issues in relation to governance and protection issues and advises Committee on measures taken to strengthen the workforce. It also advises Committee on the recently updated guidance in respect of the Role of Chief Social Work Officer.
- 1.2 This report is submitted to Committee in terms of Section III C (1), (2), (3) and (5) of the Council's Scheme of Administration relating to exercising the functions of the Council as Education Authority, Social Work Authority in respect of Looked After Children and young people leaving care and in respect of the adoption and fostering of children.

**2. RECOMMENDATION**

- 2.1 The Children and Young People's Services Committee is asked to consider the contents of this report.**

**3. BACKGROUND**

- 3.1 A requirement that every local authority should have a professionally qualified Chief Social Work Officer (CSWO) is contained within Section 3 of The Social Work (Scotland) Act 1968. Particular qualifications are set down in the regulations. This is one of a small number of officer roles and duties with which local authorities have to comply.
- 3.2 The Changing Lives 21<sup>st</sup> Century Social Work Report<sup>1</sup> made thirteen separate recommendations to the Scottish Government. One of these was to strengthen the governance and leadership roles of the CSWO. National guidance was issued to local authorities in the spring of 2009 on the appointment, responsibilities and reporting arrangements for CSWOs.

- 3.3 This guidance has recently been updated by Scottish Ministers and is attached to this report as **Appendix 1**. Paragraphs 9–11 of the guidance give an overview of the role which provides professional advice and guidance to the local authority, Integration Joint Board or NHS Board to which social work functions have been formally delegated, this also includes commissioned services and support.
- 3.4 The Council's Social Work Services require to support and protect people of all ages as well as contributing to community safety by reducing offending and managing the risk posed by known offenders. Social Work has to manage this together with the implications of significant demographic change and financial constraint whilst fulfilling a widening array of legal obligations and duties. It is therefore welcomed that within this increasingly complex landscape, that the Scottish Government should issue such guidance to strengthen and clarify the role of the CSWO.
- 3.5 The strategic and practice landscape of Social Work Services is facing significant change when considering the statutory integration of health and social care, the increasing shift towards a single service for children and the transition to community justice.
- 3.6 In April 2014 the Office of the Chief Social Work Advisor for Scotland issued new guidance for CSWO Reports in Scotland. This guidance also included a template for the report structure which has been used to produce the report for Moray 2015/16. The report contains information under the following headings:
- Moray Profile
  - Partnership Structures/Governance Arrangements
  - Social Services Delivery Landscape
  - Finance
  - Service Quality and Performance
  - Statutory functions
  - Improvement Approaches
  - User and Carer Empowerment
- 3.7 The annual report is attached as **Appendix 2**.

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

**(a) Moray 2026: A Plan for the Future and Moray Corporate Plan 2015-17**

This report is in line with Moray 2026 Plan – healthier citizens, ambitious and confident young people, adults living healthier, sustainable independent lives safeguarded from harm and Council priority 4 – More of our children have a better start in life and are ready to succeed.

**(b) Policy and Legal**

The services referred to in this report fall within the scope of a number of important pieces of legislation including:

- Social Work (Scotland) Act 1968
- The Adult Support & Protection (Scotland) Act 2007
- The Community Care & Health (Scotland) Act 2002
- The Children (Scotland) Act 1995
- The Joint Inspection of Children's Services & Inspection of Social Work Services (Scotland) Act 2006
- Adoption and Children (Scotland) Act 2007
- Looked After Children (Scotland) Regulations 2009
- The Public Bodies (Joint Working) (Scotland) Act 2014
- Children & Young People (Scotland) Act 2014

Significant policies and white papers that relate to these services include:

- Changing Lives, the Future of Unpaid Care in Scotland (2006)
- Delivery for Health (2005)
- All our Futures: Planning for a Scotland with an Ageing Population (2007)
- Better Health, Better Care: Action Plan for a Healthier Scotland (2007)
- Better Outcomes for Older People: Framework for Joint Services (2005)
- National Guidance for Child Protection in Scotland, The Scottish Government 2014

**(c) Financial implications**

There are no direct financial implications arising from this report. Future priorities will be addressed within the context of the financial planning process.

**(d) Risk Implications**

There are no risk implications associated with or arising from this report.

**(e) Staffing Implications**

Many local authorities are having to carefully manage staffing vacancies given the financial constraints facing the public sector. However within Moray we continue to make permanent appointments to positions relating to the difficulty in recruiting Social Workers and other caring type roles within the sector. Given the complex and high risk nature of Social Work the continuity and stability of the workforce is

critical. Temporary appointments are being made in other service areas but not generally in Social Work unless the funding stream for the position is temporary. The CSWO monitors the situation closely in terms of need for continuity and stability and to ensure that if any potential implications arise in relation to the quality and safety of services action is taken quickly.

**(f) Property**

There are no property implications arising from this report.

**(g) Equalities**

There are no equality issues arising from this report.

**(h) Consultations**

The following have been consulted in the preparation of this report – Corporate Management Team, Head of Human Resources & ICT; Head of Legal and Democratic Services; Head of Housing & Property, Education and Social Care Senior Management Team, Caroline Howie, Committee Services Officer and all agree its content.

**5. CONCLUSION**

- 5.1 This is the seventh CSWO annual report for Moray. The overall conclusion is that Moray's Social Work Service has continued to adapt and improve in what has been, and will continue to be, a very challenging context. Financial constraint, significant legislative and policy change along with continuing progress towards the integration of services for both adults and children all dominate the local service landscape. However, local staff have steadily improved and adapted what they do and have prioritised their resources to meet the growing demands associated with protecting and caring for the most vulnerable members of our community.**

Author of Report: Susan Maclaren, Head of Integrated Children's Services, Chief Social Work Officer

Background Papers: None

Ref: <sup>1</sup>The Changing Lives 21<sup>st</sup> Century Social Work Report, Scottish Government 2006.