

To: SOCIAL WORK COMMITTEE		Subject: SERVICE DEVELOPMENTS- CHANGING CHILDREN'S SERVICES FUND
From: DIRECTOR OF SOCIAL WORK		
Date: 5 JUNE 2003	Ref: JD/SD/LG	

## 1. PURPOSE OF REPORT / INTRODUCTION

- 1.1 The purpose of this report is to seek approval in principle to progress the Social Work Developments as outlined in the North Lanarkshire bid to the Changing Children's Services Fund.
- 1.2 The bid for 2003-2004 was submitted along with the annual review of Children's Service Plan at the end of March 2003. The outcome of the bid is likely to be known in June or July 2003.
- 1.3 Approval is sought to allow progression of the service developments in the events of the bids being successful.

## 2. BACKGROUND

- 2.1 The Report and Action Plan of "for Scotlands Children – Better Integrated Services" was reported to Social Work Committee in December 2001.
- 2.2 The Scottish Executive established a Changing Children's Service Fund to act as a catalyst for change in service delivery. The fund will operate until 2006.
- 2.3 North Lanarkshire will receive an allocation of £2,361,000 for the financial year 2003/2004.
- 2.4 The aim of the fund is to support integrated services and their approaches targeted towards the most vulnerable children and young people.
- 2.5 North Lanarkshire's bid was agreed at the Children's Services Strategy Group the joint planning forum agreed by the Assistant Chief Executive. The bid included commitments from the year 2002/2003.
- 2.6 The developments involving Social Work Department were previously agreed at Committee in March and August 2002.

### 3. PROPOSALS/CONSIDERATIONS

3.1 The Social Work Developments included in the North Lanarkshire bid focus on 2 areas;

1. Child Protection
2. Early Intervention

#### 3.2 Child Protection

3.2.1 The National Audit and Report on Child Protection "It's Everyone's Job to Make Sure I'm Alright" was published in November 2002. This report was presented to Policy and Resources Committee in March 2003 and outlined implications and the action plan of the Child Protection Committee.

3.2.2 It is proposed to create a post of Resource Worker Child Protection Grade AP4/5/QSW to progress and assist North Lanarkshire's progression of the recommendations of the National Review and Report.

3.2.2 The role of the Resource Worker will be to;

- Assist the Co-ordinator promote best practice across the Council and partner agencies
- Collate and analyse statistics to inform service development and planning
- Analyse stakeholders views including service users to promote models of inclusive practice
- Develop and establish a data base for vulnerable children and their families
- Assist in the evaluation of models of intervention

3.3 It is also proposed to put in place a pilot Early Intervention Team (service proposal attached as Appendix 1) based in the Social Work North Division. It is anticipated this team will be involved in the proposed Family Centre development at Chapleside Centre. (This is the subject of a bid to Better Neighbourhood Services Fund).

3.3.1 This team brings together a number of established and proposed posts with one manager. An Early Intervention team will aim to provide services to families and children at an early stage to prevent progress to involvement in statutory systems.

3.3.2 The aims of the team are

- To reduce the numbers of children becoming looked after and accommodated
- To increase parenting capacity
- To contribute to community safety
- To contribute to social inclusion
- To reduce numbers of children involved in future offending
- To reduce levels of offending in North Lanarkshire

3.3.3 The objectives are

- Early identification and screening of families and children considered to be "at risk" or "in need"
- Identification and co-ordination of packages of support and intervention
- Multi-agency intervention in line with objectives of Sure Start and New Community Schools
- Individual intervention with children
- Individual and groupwork with parents
- Use of new technology to assist with parenting tasks
- Joint parent/child work
- Mentoring with parents

- Befriending of children
- Involvement of universal services to encourage and promote the use of mainstream services eg. adult literacy, leisure facilities
- Link to Reach Out Project (Parents with mental health difficulties)
- Provision of respite
- Provide crèche facilities
- Co-ordination and integration of services

3.3.4 The proposed team composition is

1 x Senior Social Worker Grade PO2/5  
 1 x Social Worker (Addiction) (Change Fund) Grade QSW(established)  
 2 x Groupworkers (Community Schools) Grade AP4/5/QSW (established)  
 2 x Social Worker Grade QSW+ 7 ½ % (Respite, Individual and Groupwork)  
 2 Social Work Assistant Grade AP2/3 + 7 ½ %  
 2 Social Work Assistants (Sure Start) Grade AP2/3 (established)  
 1 Senior Clerical Assistant Grade GS3  
 1 Clerical Assistant/Typist Grade GS1/2

Staff Resources required;

- Create 1 post of Senior Social Worker Grade PO2/5
- Create 2 posts of Social Worker Grade QSW +7 ½%
- Create 2 posts of Social Work Assistants Grade AP2/3 + 7 ½ %
- Create 1 post of Senior Clerical Assistant Grade GS3
- Create 1 post of Clerical Assistant/Typist Grade GS1/2

#### **4. FINANCIAL/PERSONNEL/LEGAL/POLICY IMPLICATIONS**

4.1 The costs associated with these developments will be met in full by the Changing Children's Service Fund if the bid is successful.

4.2 If the bid is unsuccessful the establishment of the services will not proceed.

4.3 The personnel implications are as follows

##### 4.3.1 Child Protection

Create 1 post Resource Worker (Child Protection) Grade AP4/5/QSW

##### 4.3.2 Early Intervention Team

Create 1 post Senior Social Worker Grade PO2/5

Create 2 posts Social Workers Grade QSW +Irregular Hours Payment of 7.5%

Create 2 posts Social Work Assistants Grade AP2/3 + Irregular Hours Payment of 7.5%

Create 1 post of Senior Clerical Assistant Grade GS3

Create 1 post of Clerical Assistant/Typist Grade GS1/2

4.4 The Children's Services Strategy Group and Policy and Resources Committee have previously agreed these developments.

4.5 They will ensure the development and progression of services to a number of vulnerable groups of children and families identified as priorities of the Changing Children's Services Fund.

## 5. RECOMMENDATIONS

5.1 Committee is asked to;

- (i) Note the funding from Changing Children's Services Fund.
- (ii) Approve the service developments in the event of the North Lanarkshire bid being successful.
- (iii) Agree the personnel implications outlined in paragraph 4.3.1 and 4.3.2;

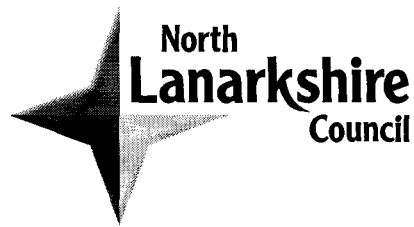
- Create 1 post Resource Worker (Child Protection) Grade AP4/5/QSW
- Create 1 post Senior Social Worker Grade PO2/5
- Create 2 posts Social Workers Grade QSW +Irregular Hours Payment of 7.5%
- Create 2 posts Social Work Assistants Grade AP2/3 + Irregular Hours Payment of 7.5%
- Create 1 post of Senior Clerical Assistant Grade GS3
- Create 1 post of Clerical Assistant/Typist Grade GS1/2

- (iv) Remit this report to the Policy and Resources (Personnel) Sub-Committee for consideration.



PP **Jim Dickie**  
**Director of Social Work**  
7 May 2003

For further information on this report please contact Susan Devlin, Manager Children and Families and Criminal Justice TEL: (01698 332190)



**APPENDIX 1**

**Social Work**  
**Changing Children's Services Fund Bid 2003/04**

**Pilot Early Intervention Service**

**1. Proposal - Early Intervention Services**

Develop and reconfigure existing services which focus on early intervention, enhance parental support and capacity and promote parental responsibility. Links must be made with nursery centres, community services and health services in particular health visitors and public health practitioners

Establish an integrated early intervention team in each of the 3 Social Work Divisions which relate to previously mentioned services to provide an integrated approach to children and families.

**2. Why is this work necessary?**

North Lanarkshire Council has 552 children looked after and 191 children and young people looked after and accommodated.

It is recognised that there are a number of risk factors in families which increase the risk of future involvement in statutory systems including child protection and children's hearing and criminal justice systems. These risk factors include;

- experience of abuse
- drug and alcohol misuse
- parental involvement in offending
- mental health difficulties
- low educational attainment and school attendance
- low levels of literacy
- homelessness

North Lanarkshire has high levels of deprivation and acknowledged poor health indices and outcomes.

It is also recognised that a high percentage of young people classed as persistent young offenders were referred at an early stage to the Reporter for non offence related grounds of referral, in particular "lack of parental care".

It is crucial, at an early stage to identify families and children at particular risk of progressing through the statutory system.

It is anticipated the early intervention team will pioneer (in children's services) the use of single shared assessment by partner agencies.

### **3. Description of key elements of the proposal**

North Social Work Division will have in place a pilot integrated early intervention team that reconfigures existing services and promotes a *strategic, integrated approach*.

Other services will have to commit resources to the development of the integrated service.

Targeting families with children up to 12 years of age it links multi-agency specific funded developments such as Sure Start, New Community Schools, Change Fund (Drugs Element) and North Lanarkshire Reach Out Project (a project supporting children where parents have significant mental health difficulties).

Arrangements will ensure health services are available and can be accessed by families and children involved.

### **4. Priority objectives**

#### **(i) Aims**

- To reduce the numbers of children becoming looked after and accommodated
- To increase parenting capacity
- To contribute to community safety
- To contribute to social inclusion
- To reduce numbers of children involved in future offending
- To reduce levels of offending in North Lanarkshire

#### **(ii) Objectives**

- Early identification and screening of families and children considered to be "at risk" or "in need"
- Identification and co-ordination of packages of support and intervention
- Multi-agency intervention in line with objectives of Sure Start and New Community Schools
- Individual intervention with children
- Individual and groupwork with parents
- Use of new technology to assist with parenting tasks
- Joint parent/child work
- Mentoring with parents
- Befriending of children
- Involvement of universal services to encourage and promote the use of mainstream services eg. adult literacy, leisure facilities
- Link to Reach Out Project (Parents with mental health difficulties)
- Provision of respite

- Provide crèche facilities
- Co-ordination and integration of services

## 5. Breakdown of costs.

A pilot team is required in the North social work division serving the 2 area teams. In order to deliver the objectives outlined in paragraph 4, additional resources are required.

### Team Composition

	(£)
1 x Senior Social Worker PO2/5	33 431
1 x QSW (Addiction) (Change Fund)	24 982
1.5 x Groupworkers Community Schools AP4/5/QSW	32 627
2 x Social Worker AP4/5/QSW+ 7 ½ % (Respite, Individual and Groupwork)	53 710
2 Social Work Assistant AP2/3 + 7 ½ %	40 446
2 Social Work Assistants Sure Start AP2/3	37 623
1 Senior Clerical Assistant GS3	15 499
1 Clerical Assistant GS1/2	13 157

Staff Resources needed:

- Create 1 post of Senior Social Worker Grade PO2/5	32 333
- Create 2 Social Workers AP4/5/QSW +7 ½%	53 710
- Create 2 Social Work Assistant + 7 ½ %	84 556
- Create 1 post of senior clerical assistant	15 499
- Create 1 post of clerical assistant	13 157

### ADDITIONAL STAFFING COSTS REQUIRED

**£ 199 255**

#### Running Costs Required:

Recruit, assess and pay respite carers

Resources running costs

Transport

Property (running costs and upgrade)

Admin costs

Crèche

**TOTAL: £41,098**

**Total additional resources required £240 353**

## 6. Monitoring and evaluation

Monitoring and evaluation is crucial to fulfilling the service's aims and objectives to progress positive outcomes for children and their families. Monitoring and evaluation will be an integral part of service delivery from inception onwards with review and adjustment where necessary and appropriate. The process will be inclusive involving partners, stakeholders and service users.

Some of the arrangements are;

- Link to Children's Services Planning and Review process
- Steering / Implementation Group – Sure Start, New Community Schools, Reach Out Project (all multi-agency forums)
- Identification of key performance indicators eg. School attendance, numbers of looked after children, referrals to SCRA, levels of offending
- Service user consultation
- Individual service plans in place for every service user
- Individual reviews – 6 weeks the quarterly thereafter

## **7. Planning Process**

- Children's Service Strategy Group
- New Community Schools Implementation Group (with Education, Health, Community Services)
- Sure Start Implementation Group (Education, Health, Community Services, North Lanarkshire Childcare Partnership)
- Reach Out Advisory Group (South Lanarkshire Council and North Lanarkshire Council)

## **8. Delivery**

This proposal seeks to draw together a range of early intervention and family support services to provide a one door approach to families where risk factors and vulnerability indices are identified at an early stage and require low level statutory involvement in addition to universal services.

The formation of these three teams pulls together existing partnership approaches to work with identified vulnerable groups. It brings staff together with one manager directing operations and strategic developments. Arrangements will be in place for joint assessment and single shared assessment. An integrated approach will be taken to plan intervention and ensure clear communication, partnership and service delivery at local level.