

Report

Report to:	Social Work Resources Committee
Date of Meeting:	7 February 2018
Report by:	Director, Health and Social Care Executive Director, Finance and Corporate Resources

Subject:	Under 12's Intensive Family Support Service
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ request approval for changes to Social Work Resources' Children and Family Services establishment

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the creation of an under 12's Intensive Family Support Service be approved; and
- (2) that the changes to the Social Work Resources' establishment, as detailed in section 8.1, are implemented.

3. Background

3.1. The partnership vision in the South Lanarkshire Children's Service Plan 2017-2020 is that "children, young people and their families will be safeguarded and supported to reach their full potential and thrive within their communities."

3.2. The vision is underpinned by the commitment to:

- ◆ tackle inequality, discrimination and poverty
- ◆ promote early support and prevention across all age groups
- ◆ focus on those areas where working together will make the biggest impact on children, young people and their families
- ◆ ensure a multi-agency approach to continuous improvement
- ◆ implement a workforce development strategy that builds the competence and confidence of our staff
- ◆ ensure meaningful participation and engagement of children, young people and their families

3.3. There are approximately 3,300 open cases within Social Work Resources' Children and Family Services at any given time. This includes statutory cases, for example, child protection, children who are formally looked after and accommodated, youth justice, children affected by disabilities as well as those who are working with services informally.

- 3.4. As a targeted service, social work provides intensive intervention to the most vulnerable children and families in society. For example, the most recent statistical information, 1 November 2016 – 31 October 2017, shows there were 256 children placed on the Child Protection Register. Approximately 50% of children on the Child Protection Register are under the age of five.
- 3.5. The Child Protection Register shows that parental alcohol and drug abuse are the third and fourth most cited concerns noted respectively, with emotional abuse being the most cited reason. It should be noted that emotional abuse is often a consequence of a child witnessing domestic abuse often precipitated by substance misuse.

4. Current Support to Families

- 4.1. The type and level of support families need will depend on individual circumstances. Experience has shown that some parents with younger children under the age of five are likely to need practical support, in getting children into routines, attending appointments, supporting with meal preparation, budgeting and supporting engagement in universal provision.
- 4.2. Existing Family Centres and Family Support Teams across the localities work intensively with parents and deliver specific parenting programmes to help develop nurturing and responsible parenting. This is predominantly targeted at families with preschool aged children.
- 4.3. The Intensive Family Support Services (IFFS) Team was launched in November 2013 to provide an intensive service to those children over the age of 12 at imminent risk of being accommodated. The Joint Inspection of Children's Services in 2015 found that "some young people were helped to remain in their families during a time of crisis through very flexible support by staff from IFSS" and "when support was provided in a more intensive and flexible way it often made a difference, for example, as increasing number of family breakdowns during the teenage years were prevented by IFSS."
- 4.4. Whilst there is currently service provision for those children and families under 5 and over 12, there is currently a gap of services for those aged 5 – 12. Whilst individual support is provided by Social Workers and Support Workers, the wrap around intensive support for this age range remains unmet.

5. Review of Support to Vulnerable Families

- 5.1. A pilot project providing intensive family support for under 12's was recently undertaken, working with a small number of children and their families.
- 5.2. The findings of the pilot were very positive and the project helped a number of children to remain in the community with their families. The pilot evidenced that early intervention with vulnerable families empowers parents and builds resilience to help families work through their difficulties and use their positive experience to problem solve in the future.
- 5.3. Partnership working with Education Resources was key to sustaining education placements and a broad range of approaches was utilised by staff to engage with the hardest to reach children.

- 5.4. A multi agency consultation event was held with partners in June 2017 to consider the needs of children aged 5 – 12; the following issues were highlighted as gaps in services:
- ◆ supporting parents to understand structures and the importance of these
 - ◆ managing behaviour strategies
 - ◆ budgeting advice and support, including advice to maximise benefits
 - ◆ building on families' strengths/resilience
 - ◆ out of hours wrap around support
 - ◆ improve the transition between nursery and school and primary to secondary school
 - ◆ befriending, homework and school attendance support
- 5.5. The type and level of support families need will depend on individual circumstances. Experience has shown that some parents are likely to need practical support in getting children into routines, setting boundaries, attending appointments, supporting with meal preparation, budgeting and supporting engagement in universal provision. Staff working with parents require a fine balance of nurture, support and challenge to enable and empower them to improve their parenting to meet their children's wellbeing needs.

6. Current Support Provision

- 6.1. Vulnerable families who currently require support of a practical nature such as described at paragraph 5.5 can be referred to the Social Work Home Care service. Children and Family Services have a ring fenced budget of £0.276m. However, the use of this service is limited due to the nature of the demands of children and family work. The type of support needed by vulnerable families can be required at short notice and prone to change depending on the presenting issues. Access to the existing Home Care service is problematic due to the increased demands placed on that service due to the ageing population in South Lanarkshire and skill set of staff who predominately work with older adults.
- 6.2. It is, therefore, proposed to create a specialised support service, which can be facilitated through the re-alignment of the Children and Families' Home Care budget, a redesign of a Befriending service and the Lone Parent Support service based in Hamilton. The Alcohol and Drug Partnership have also agreed to provide £0.200m over a three year period to support the development of an under 12's Intensive Family Support Service.

7. Creation of an under 12's Intensive Family Support Service

- 7.1. The under 12's Intensive Family Support Service will provide an intensity of support when it is most needed. The service will look to address the issues for families as noted in paragraph 5.5 above.
- 7.2. There will be a re-alignment of budget from the Lone Parent Support Project based in Hamilton and Befriending Project in Rutherglen. It is proposed that these monies, coupled with funding from the Alcohol and Drug Partnership, are used to develop a specific under 12's Intensive Family Support Service which will have the capacity to react to service demand and provide the specialist support required.
- 7.3. The Lone Parent Support Project delivers services in the Hamilton locality only. There are two posts within the project, a Resource Worker and an Information Worker. These posts will be deleted and the budget re-aligned for the development of the under 12 Intensive Family Support Service.

- 7.4. The Rutherglen Befriending Service delivers services within the Rutherglen area only. There is a commissioned service from a third sector provider COVEY Befriending that provides befriending across the rest of the Council area. It is proposed to align the Rutherglen locality to the third sector provision which will ensure equality of service across the authority. There is one post of Project Co-ordinator within the service and this post will be deleted.
- 7.5. The under 12's Intensive Family Support Service will be overseen by the locality Fieldwork Manager who manages the current IFSS for over 12's. This will ensure consistency in relation to referral criteria and pathways of support.
- 7.6. As noted earlier in this report, the service works with a significant number of children due to parental substance misuse, who can experience emotional abuse; for those children who act out this childhood trauma, the costs can be very high, both personally and socially. The Alcohol and Drug Partnership has agreed to make funding available to support the establishment of an under 12's Intensive Family Support Service. The service will track the progress of intervention by using the 'Family Star', regularly evaluating the impact of support provided.

8. Employee Implications

- 8.1. The changes to the Social Work Resources' Children and Family Services' establishment as a result of the service redesign are detailed below:

Post title	Number of posts (FTE)			Grade / SCP	Hourly Rate	Annual salary	Gross costs (including on-costs 30.3%)
	Existing	New	Difference				
			use + and -				
Team Leader	0	1	+1	Grade 3 Level 8 / 75-80	£19.64- £21.16	£35,841- £38,615	£47,704- £51,396
Family Support Worker	0	8	+8.0	Grade 2 Level 1-4 / 32-57	£10.40- £15.04	£18,979- £27,446	£197,387- £265,573
**Family Support Worker (Fixed term)	0	1.5	+1.5	Grade 2 Level 1-4 / 32-57	£10.40- £15.04	£18,979- £27,446	£37,093- £53,652
Clerical Assistant	0	0.5	+0.5	Grade 1 Level 1-3/ 19-27	£8.44- £9.51	£7,701- £8,677	£10,034 - £11,306
Resource Worker	1	0	-1	Grade 3 Level 2 / 50-65	£13.58- £16.94	£24,782- £30,914	(£32,290- £40,280)
Information Worker	1	0	-1	Grade 2 Level 2 / 36-40	£11.06- £11.72	£20,183- £21,388	(£26,298- £27,868)
Project Co-ordinator	1	0	-1	Grade 3 Level 2 / 50-65	£13.58- £16.94	£24,782- £30,914	(£32,290- £40,280)
Total	3	11	+8.0				£201,340 - £273,499

**These posts are fixed term posts as they are funded from the ADP grant for a three year period to focus on families with alcohol and substance misuse.

- 8.1.1. These posts have all been graded using the Council's Job Evaluation Scheme. For those employees displaced as a result of the redesign, they will be redeployed in line with the Council's Switch2 arrangements.

9. Financial Implications

- 9.1. Total funding of £0.372 million is available for the service redesign from existing resources
- ◆ £0.276m Children and Families Homecare
 - ◆ £0.007m Lone Parent Support Project Hamilton
 - ◆ £0.023m Rutherglen Befriending Project
 - ◆ £0.066m Alcohol and Drugs Partnership (3 year funding totalling £0.200m)
- 9.2. In addition to the employee costs of £0.273m, £0.040m funding is required to extend the third sector provision of Befriending Services to the Rutherglen locality, start up infrastructure costs of £0.012m to enable mobile working for the under 12 Intensive Family Support Service and a further £0.047m for recurring operational costs.

10. Other Implications

- 10.1. The Joint Inspection of Children's Services in 2015 noted that children and families did not always get the help they needed at an early stage. The proposed development is a direct response to this identified gap in service need and associated risks.
- 10.2. There are no sustainable development implications associated with this report.
- 10.3. There are no other issues associated with this report.

11. Equality Impact Assessment and Consultation Arrangements

- 11.1. There is no requirement to undertake an Equality Impact Assessment in relation to this report.
- 11.2. Multi agency stakeholder event took place in June 2017 with 49 stakeholders.
- 11.3. Trade Union colleagues have been consulted on the proposals contained with this report.

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Director, Health and Social Care

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27 December 2017

Link(s) to Council Values/Ambitions/Objectives

- ◆ protect vulnerable children, young people and adults
- ◆ supporting our communities by tackling disadvantage and deprivation and supporting aspiration
- ◆ Getting it right for children and young people
- ◆ achieve results through leadership, good governance and organisational effectiveness

Previous References

- ◆ none

List of Background Papers

- ◆ none

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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