

Report

Report to:	Social Work Resources Committee
Date of Meeting:	2 June 2021
Report by:	Director, Health and Social Care Executive Director (Education Resources) Executive Director (Finance and Corporate Resources)

Subject:	Promise Posts
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ provide the Committee with an update on the implementation of the recommendations of the Care Review
- ♦ advise the Committee of the funding secured to fund the Promise Posts and request approval to add two FTE additional posts to the Social Work Resources establishment on a fixed term basis for 12 months.

2. Recommendation(s)

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

- (1) that the progress across the Partnership with the implementations of the Care Review recommendations be noted; and
- (2) that two FTE Development Worker (Promise) Posts be added to the establishment for 12 months, as detailed in section 4.0.

3. Background

- 3.1. Part 9 of the Children and Young People (Scotland) Act 2014 outlines a range of legislative duties for corporate parents across Scotland. These duties aim to ensure the attention and resources of corporate parents are focused on the task of safeguarding and promoting the wellbeing of Scotland's Looked after Children and care leavers.
- 3.2. In October 2016, after meeting with and listening to children and young people in care, Scotland's First Minister announced, "an independent, root and branch review of the care system" to look at "the underpinning legislation, practices, culture and ethos". This is called the Independent Care Review.
- 3.3. The Care Review is "an independent, root and branch review of Scotland's care system", the underpinning legislation, practices, culture, and ethos. The Care Review has been built on five foundations of voice; family; care; people and scaffolding and these must be at the heart of how Scotland thinks, plans, and prioritizes for its children and families. We recognise that the only way significant improvements can be made is by understanding the full extent of what it means to experience care. The lived experience and wisdom of people has been at the very heart of the Independent Care Review and will be at the very heart of the responses to share care review planning in South Lanarkshire. South Lanarkshire Council's

Children and Justice Services has already been involved in work of the Independent Care Review, specifically the stop: go and edges of care work.

- 3.4. In summary, the review has been published in six sections and an implementation framework is expected by the end of the year:
- ◆ The Promise: reflects what over 5,500 care experienced children and adults, families and the paid and unpaid workforce told the Care Review in the hope that Scotland is listening. It outlines what Scotland must do to make sure its most vulnerable children feel loved and have the childhood they deserve
 - ◆ The Plan: explains how this change must happen
 - ◆ The Money and Follow the Money: explain how Scotland can invest better in its children and families and explores the human and economic cost of failure in the current care system
 - ◆ The Rules: demonstrate the current legislative framework and how it must change to achieve The Promise
 - ◆ The Thank You: to the army of thousands who have contributed to the Care Review.
- 3.5. The Corporate Parenting Strategy Group have been developing a Champions Board approach co-designed with our network of care experienced young people supported by Who Cares? Scotland, who have been commissioned to support its development. This approach will create forums for care experience young people to meet with key decision makers, service leads and elected members to influence and be a part of design and delivery of services which directly affects them.
- 3.6. South Lanarkshire launched its Champions Board approach in an evening event on 10 December 2019. This provided an opportunity for a number of our care experienced young people to present their Champions Board approach to key partners and Elected Members who have Corporate Parenting responsibilities and provided a benchmark on how to take the approach forward in the future. This approach will facilitate more productive spaces/opportunities for discussions with young people and identification of areas for development as well as task driven action planning to achieve the required change.
- 3.7. These two new posts, supported by sessional workers, will be part of the Social Work team and they will be line managed jointly with Who Cares? Scotland. It is our ambition that the post will be restricted to care experienced people when advertised.
- 3.8. As a member of the Children and Families team, and in partnership with other services and agencies these posts will support the development of practice, culture and systems to improve outcomes for children and young people who are experiencing care or who have care experience. They will play a key role in supporting the delivery of the wider aspirations of the Independent Care Review “Keeping the Promise” to children, young people, and their families in South Lanarkshire, through the redesign of care and support services.
- 3.9. These posts will contribute to the development of approaches and systems that deliver across the five foundations of ‘The Promise’ and through their skills and experience ensure a particular focus on Voice:
- ◆ “children must be listened to and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to what children want and need. There must be a compassionate, caring decision-making culture focussed on children and those they trust. You

will also help us to ensure that we build the foundation of 'Care' based on relationships characterised by love, care and stability"

- 3.10. These posts will work as part of a core team, reporting to a Team Leader, Social Work and the Who Cares Manager. They will also be required to build relationships and engage with a range of key stakeholders including children, young people, their families and carers, practitioners, and decision-makers, both within the service and the wider partnership.
- 3.11. There will also be flexibility built in with a sessional budget of £5000, which will allow for approximately 400 hours. Sessional staff will help collate the experiences and views of a wide group of care experienced people. We also hope to recruit a wide range of young people who will expand the nature and scope of the consultation and communication.

4. Employee Implications

- 4.1. The two FTE posts would initially be restricted to people who themselves were care experienced. If we are unable to fill both posts in this way, it would be readvertised to people with a strong working knowledge of the key issues that impact on care experienced young people.
- 4.2. In addition, we will create a pool of sessional staff to work alongside these posts to harness the voice of care experienced people across South Lanarkshire and use the lived experience to redesign service provision.
- 4.3. The following posts will require to be added to the Social Work establishment for a fixed term of 12 months as detailed below:

Post	Proposed Number of Posts (FTE)	Grade	SCP Range	Hourly Rate	Annual Salary	Gross Cost inc on costs 30.3	Total Cost inc on costs 30.3%
Development Worker (Promise)	2	Grade 2 Level 2 - 4	39 - 57	£12.68 - £16.52	£23,139 - £30,147	£30,151 - £39,282	£60,302 - £78,564

- 4.4. The grade for the post has been determined using the Council's Job Evaluation scheme.

5. Financial Implications

- 5.1. The total cost of the proposal is between £65,302 and £83,567 over a 12 month period for both the staffing and sessional budget. Total funding of £100,000 is available with NHS Lanarkshire having agreed to provide funding of £50,000 and £50,000 is available from the Mental Health and Wellbeing monies over financial years 2021/22 and 2022/23.

6. Climate Change, Sustainability and Environmental Implications

- 6.1. There are no implications for climate change, sustainability, or the environment in terms of the information contained in this report.

7. Other Implications

- 7.1. There are no additional risk implications associated with this report.
- 7.2. There are no sustainable development issues associated with this report.

7.3. There are no other issues associated with this report.

8. Equality Impact Assessment and Consultation Arrangements

8.1. This report does not introduce a new policy or procedure and there is no requirement to undertake an equality impact assessment.

8.2. Consultation and engagement with care experienced children and young people took place as outlined at 3.3 and 3.5 above.

Val de Souza

Director, Health and Social Care

Tony McDaid

Executive Director (Education Resources)

Paul Manning

Executive Director (Finance and Corporate Resources)

13 May 2021

Link(s) to Council Values/Ambitions/Objectives

- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Deliver on better health and social care outcomes for all

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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Terms of Reference			
Group Title	Corporate Parenting Partnership Board		
Chair	Cleland Sneddon, Chief Executive, South Lanarkshire Council	Vice Chair	TBC
Remit Purpose	<p>The Corporate Parenting Board has the responsibility to steer the Community Planning Partnership in its legal obligations to fulfil its responsibilities towards looked after children and care leavers. Primarily the need for cultural and behavioural change to promote better outcomes for looked after children and care leavers.</p> <p>It will be the forum for senior officers to monitor and challenge the effectiveness and quality of service delivery for all looked after children and care leavers, and oversee the implementation of the South Lanarkshire Corporate Parenting Strategy and the achievement of continuous improvements of the actions identified.</p> <p>The Corporate Parenting Board (CPB) acts strategically to ensure that looked after children and care leavers are effectively supported to reach their potential through the provision of excellent parenting, high quality education, and opportunities to develop their talents and skills, and effective support for their transition to adulthood and independent living.</p> <p>The Corporate Parenting Board key objectives;</p> <ul style="list-style-type: none"> • To raise awareness of the CPPs corporate parenting strategy and responsibilities and ensure all looked after children and care leavers have a positive experience and that the strategy enhances their lives • To ensure that looked after children, care leavers and their carers are listened to and engaged with, and to ensure that their views influence new policy and service development. • To encourage all partners, across the partnership work in an integrated manner in the best interests of looked after children and care leavers; to ensure that every child and young person looked after is supported to be safe, happy and healthy and to achieve their full potential • To lead cultural and behavioural change to promote better outcomes for looked after children and care leavers; • To hold all partners to account for their role in the delivery of services to looked after children and care leavers and unlock opportunities for all care experienced young people. 		
Publications Reference:	<ul style="list-style-type: none"> • Corporate Parenting Plan and Annual Reports • Children Service Plan and Annual Reports • Community Planning Partnership Plan and Annual Reports • Turning legislation into practice together 		
Meeting Frequency	2 meetings per year		
Reporting & Administration Arrangements	<ul style="list-style-type: none"> • A standard agenda and minute template will be set • Reports will be presented to the group in the standard format. • A meeting Action Log will be maintained to ensure actions are taken forward and implemented 		
Version dated	December 2020		