

# Report

Report to:	<b>Social Work Resources Committee</b>
Date of Meeting:	<b>17 March 2021</b>
Report by:	<b>Director, Health and Social Care Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Integrated Safeguarding and Early Intervention Hub, Emergency Social Work and Parenting Pathway Support.</b>
----------	---

## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ provide the Committee with an update on a Scottish Government Initiative and additional funding available to develop and enhance Community Mental Health and Wellbeing Supports and Services by the creation of an Integrated Safeguarding and Early Intervention Hub and increased capacity for the under 12 support service Fas.
- ♦ provide the Committee with update on proposal in efficiency savings regarding Emergency Social Work Services
- ♦ Update the Committee in relation to the parenting support pathway agreed through the Children's Services Strategy Group as part of the Children's Plan

## 2. Recommendation(s)

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

- (1) that the content of the report be noted; and
- (2) that the additions to the establishment recommended at section 7 be approved.

## 3. Background

- 3.1 **Integrated Safeguarding and Early Intervention Hub:** As part of improving children's services within South Lanarkshire the need to create capacity within existing locality-based teams has been noted through consultations taking place with staff during and after October 2019. The highest proportion of referrals to children and family teams evolve from Police Scotland and a high number of staff are deployed daily to routinely screen and manage these referrals.
- 3.2. Police Scotland and Children and Family Services have agreed to collaborate regarding an Integrated Safeguarding and Early Intervention Hub model which will deliver a new model of managing all referrals and early intervention requests to Child and Family Services. The profile of referrals on a daily basis are Domestic Violence, Addictions issues both alcohol and substance misuse, mental health referrals of children and cares that range from low level to intense interventions. Currently the four localities manage all referrals regarding children, including child protection and early intervention.

- 3.3. Funding for improving children's mental health and wellbeing has been made available by the Scottish Government. £15 million per annum available from financial year 2020-21, with the expectation, within the constraints of the annual spending review process, that funding will continue. Funding is confirmed for 2020-21, to enhance existing or new community-based supports for children and young people experiencing emotional/mental distress. The integrated safeguarding Hub agreed with the Police is seen as model of intervention that would support a consistent response across all localities. This model is in its early stages of development and as it progresses it is hoped to include wider partners on a collocated basis.

#### **4. Integrated Safeguarding and Early Interventions Hub**

- 4.1. Early Intervention Services are currently delivered by a locality-based model and operationally managed by one locality. As part of the plan for improving services to those children experiencing emotional or mental distress it is our intention to amalgamate current early intervention services within the proposed integrated safeguarding and early intervention hub.
- 4.2. The creation of a Fieldwork Manager post will support the development and enhancement of improving early interventions agenda ensuring that services are targeted and developed to improve wellbeing outcomes for children and young people across South Lanarkshire. The early interventions teams are managed within the locality of Cambuslang Gate and they provide service to children and families across all four localities. The additional funding provided by the Scottish Government will cover fully the costs of an additional Fieldwork Manager who will assume responsibility for the newly created Integrated Safeguarding and Early Interventions Hub. All other posts within the Hub will be created from existing establishments.
- 4.3 As well as the Fieldwork manager Post we are also looking to create two additional Team Leader and three Family Support Worker posts to work in the Hub to build increased capacity in localities to prioritise and target young people with low level mental health presentations to high level distress. The aim is to increase the Getting It Right for Every Child approach to support multi agency team response to young people stressed and distressed. Social Work is seen as the agency with the skills competency and qualities to support coordinated responses.
- 4.4 As part of the response to mental health and wellbeing in the community Fas has been identified as one of the intervention resources that best supports young people and their carers presenting with mental health and wellbeing issues. These could be for a variety of reasons form domestic abuse, addictions and the effects of neglect and parenting support.

#### **5. Emergency Social Work Services**

- 5.1 Emergency Social Work Services  
Through the efficiency savings exercise resources have targeted a reduction in overtime, replacing overtime hours with employment where possible. A review of the Emergency Social Work Services (ESWS) overtime and workload has taken place during 2020, taking into account the winter impact in 2019 and current spend related to additional staffing costs in meeting increased demands for Care at Home, Adult and Childcare Services.

- 5.2 The review considered the impact of steps taken during the winter of 2019 as part of the Health and Social Care Partnership (HSCP) Winter Planning Action Plan which supported and agreed to an increase in staffing hours within ESWS for Care at Home and Adult Services. The additional staffing was to be met, by offering current employees some short-term additional hours. This was not as successful as anticipated due to the difficulties in locating available staff for covering the weekend hours required. As a result, a different approach is required.
- 5.3 The ESWS has an availability budget over and above core staffing which is used to augment the service when required, for example, weekends, public holiday, annual leave etc. A review of the staffing requirements has been undertaken, and this has highlighted the need for 0.5 FTE Social Work Assistant and 1.03 FTE Social Worker, for weekend cover, to be added to the core establishment using part of the availability budget. The creation of these posts will improve consistency of practice and result in a high standard of support being provided. The conversion of overtime hours to employment will support the reduction in overtime costs for the Resource.
- 6. Parenting Support pathway Coordinator**
- 6.1 The Lanarkshire Parenting Support Strategy was launched in 2012 and set out ten core commitments designed to build the capacity of staff to deliver timely, appropriate and proportionate support to parents and carers and improve the ability of parents to support their children's development.
- 6.2 The Inspection of Services for Children and Young People in 2015, noted some excellent practice in supporting parents, but also identified several areas for improvement related to the delivery of parenting support. It noted the lack of a strategic, coordinated approach to parenting support which meant that there was variation across areas in the support available.
- 6.3 In 2016, as part of the Realigning Children's Services (RCS) programme our ambition was to provide the right services tailored to local need, using evidence-based programmes geared towards prevention and early intervention and by adopting a strategic commissioning approach to planning and delivery. There were several key findings in particular attachment, use and access of parenting support services and parental perceptions of parenting support were noted.
- 6.4 The agreed programs within the parenting support pathway were based on:
- Evidence from the 27mths child health reviews which identified emotional behavior, social, speech and language development as the key issues.
  - Parents and carers identifying behavior, sleep, speech and language and emotional and social concerns as their key issues
  - Improving outcomes for all children and young people by providing effective support for their parents is a children services continuous improvement priority
  - Key programmes provided would be evidence-based and outcomes focused to
  - ensure that effective and appropriate support is provided.

In 2017 following analysis and prioritisation of the RCS findings along with staff and parental consultations key areas were incorporated into our overall model.

- 6.5 Current Position: The South Lanarkshire Parenting Support pathway is in the third phase of implementation. Almost all the evidence-based programmes are now being delivered in all four localities with the exception of mellow parenting and dads' groups which is established in two localities with progress being made to increase numbers of staff trained to deliver in Clydesdale and Cambuslang. There are 97 staff trained to deliver the core programmes and outcomes and impact reports are available for IY and Mellow parenting that provide data on attendance, completion, and outcomes. (see appendix one further details)
- 6.6 We have reduced inefficiencies of running multiple programmes, provided greater coherence and confidence for practitioners both in delivery and referral and provided a better evidence base for future evaluations. Almost all programmes contained within the pathway are those that have an evidence base demonstrating greatest impact.
- 6.7 Each key partner, Health, Education and Social Work has committed £25,000 per annum for the next 2 years to employ one full time coordinator post and cover programme resources (manuals, training, computers transport and crèches etc.) We will continue to build capacity to deliver meet the need and deliver a minimum of two groups of each parenting pathway programme per locality per year.

## 7 Employee Implications

- 7.1 Employee Implications are detailed below and are required to be established on a permanent basis:

Post	Proposed Number of Posts (FTE)	Grade	SCP Range	Hourly Rate	Annual Salary	Gross Cost inc on costs 30.3%	Total Costs
Fieldwork Manager	1	Grade 5 Level 1	96 - 97	£29.47 - £29.92	£53,780- £54,601	£70,075- £71,145	£70,075 - £71,145
Social Worker Assistant	0.5	Grade 2 Level 2-4	39 - 48	£12.68 - £14.48	£23,139 - £26,425	£30,151 - £34,431	£15,075 - £17,215
Social Workers	1.03	Grade 3 Level 4	72 - 74	£20.61 - £21.25	£37,611 - £38,779	£49,007 - £50,529	£50,477 - £52,045
Team Leaders	2	Grade 3 Level 8	79 -80	£22.89 - £23.24	£41,771 - £42,410	£54,428 - £55,261	£108,856 - £110,552
Family Support Workers	3	Grade 2 Level 2-4	39 - 48	£12.68 - £14.48	£23,139 - £26,425	£30,151 - £34,431	£90,453 - £103,293
Parenting Coordinator	1	Grade 3 Level 8	79 -80	£22.89 - £23.24	£41,771 - £42,410	£54,428 - £55,261	£54,428 - £55,261

## 8 Financial Implications

- 8.1 The cost of the 1 FTE Fieldwork Manager, 2 Team Leaders and the 3 Family Support Workers will be met from the Mental Health and Wellbeing funding. As stated, South Lanarkshire Council will receive the share of the national £15M pond £15 million per annum available from financial year 2020-21, with the expectation, within the constraints of the annual spending review process, that funding will continue. If, however there is a change in the recurring funding from the Scottish Government in relation to this funding the posts identified will be consumed within the existing Social Work establishment as part of SWITCH2 Process. Turnover of staff will support this process with little risk to the staffing budget.

- 8.2 The cost of the 0.5 FTE Social Work Assistant and 1.03 FTE Social Worker post will be funded from the existing availability budget. Creating these posts will contribute towards a reduction in overtime within the ESWS team.
- 8.3 The Parenting pathway coordinator will be met with an agreed £25K funding support from Health, Education and Social Work. This will be a temporary post for an initial 2-year period and will be reviewed at that stage through the Children Services Strategy Group.

## **9 Climate Change, Sustainability and Environmental Implications**

- 9.1 There are no implications for climate change associated with this report.
- 9.2 There are no sustainable development issues associated with this report.
- 9.3 There are no environment Implications associated with this report.

## **10 Other Implications**

- 10.1 The implications of not creating an additional Fieldwork Manager post will significantly reduce the likelihood of improvement in service delivery to those children requiring safeguarding to remain within their local community.
- 10.2 The implications of not creating the posts within ESWS will mean continued levels of overtime being paid at enhanced rates. There is less continuity of service, where provision is made on an overtime basis and different employees used to cover this.

## **11 Equality Impact Assessment and Consultation Arrangements**

- 11.1 This report does not introduce a new policy, function, or strategy, or recommend a change to existing policy, function or strategy and therefore no impact assessment is required.
- 11.2 Consultation has taken place with the Trade Unions regarding the report.

**Val de Souza**  
**Director, Health and Social Care**

**Paul Manning**  
**Executive Director (Finance and Corporate Resources)**

17 January 2021

## **Link(s) to Council Values/Ambitions/Objectives**

- ◆ Improve later life
- ◆ Deliver 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:-

Liam Purdie, Head of Children and Justice Services

Ext: 4887 (Phone: 01698 454887)

Email: [Liam.Purdie@southlanarkshire.gov.uk](mailto:Liam.Purdie@southlanarkshire.gov.uk)