



Financial Year	2017/18
Proposal no.	CS-2017-306
Directorate	Children's Services

Savings Programme Pre-consultation Report

Subject: *Reshape of children's social care delivery*

1 Recommendations

- 1.1 It is recommended that Members consider the proposal to reshape children's social care delivery in order to achieve savings of £350k over the next two years.

Reason for recommendation

- 1.2 A review of the Multi-Agency Screening Service (MASS) which is part of the First Response Team in Children's Social Care has identified that some requests for social care services are better supported through an early help offer. In light of this review a re-shape of how the Multi-Agency Screening Service functions is underway and it is envisaged that this will result in a reduction in demand which will contribute to savings.
- 1.3 In addition, the investment in children's social care since 2012 has led to improvements in practice and service delivery. This in turn has led to a reduction in numbers of cared for children and children requiring child protection plans and has resulted in efficiencies in social work time and a reduction in caseload sizes. It is predicted that this reduction in demand will continue, resulting in the proposal to reduce staff numbers across the service delivery, which will contribute to overall savings

2 Background

- 2.1 Over the last two years there is evidence that the current demand on Children's Social Care Services is being better managed with greater consistency in the application of thresholds for intervention and more robust management of plans for children and families. If this improvement continues it will allow for a re-shape of service provision which will continue to meet the needs of our communities at the right level and at the right time, but will also lead to some savings for the council
- 2.2 The re-shape across Children's Social Care is predicted to result in a need to restructure the service. However, this proposal is predicated on the continuation of the reduction in demand on children's social care.
- 2.3 Children's social care delivery is governed by a number of key pieces of statutory legislation with associated statutory guidance and regulations. These will still be adhered to. It is subject to intense scrutiny both in terms of the courts oversight of care proceedings and through the relevant inspection frameworks.

3 Financial Implications

The reshape affects services budgets across the Directorate.

- 3.1 Table 1 provides details of the reshape of children's social care delivery.

	Savings 2017/18 £k		Savings 2018/19 £k		Total savings £k	
	On-going	One off	On-going	One off	On-going	One off
Employees	200		150		350	
Other Costs						
Income lost						
Net savings	200		150		350	
Additional income generated						
Total savings						
Implementation costs						
Total savings less implementation costs	200		150		350	

4 Asset implications

4.1 There are no asset implications arising from this report.

5 Voluntary Sector impact

5.1 There are no Voluntary Sector impacts arising from this report

6 Consultation

6.1. General Public consultation via the Consultation Hub.

6.2 Once the detailed service proposals are worked up, this will become clearer prior to the commencement of formal staff consultation. This will include consultation with other bodies as required including any statutory bodies.

6.3 The Council must ensure that it remains open-minded throughout the consultation period to all alternative proposals and expressions of interest.

7 Alternatives considered

7.1 Members could decide not to take the proposal forward and identify alternative savings proposals.

8 Risk Assessment Implications

The following risks arise from the issues raised in this report as set out below:

8.1 There are risks associated with reductions in staffing in children's social care if the quality of practice cannot be maintained.

9 Legal Implications

There are no legal implications arising from this report, other than as set out.

10 Personnel Implications

10.1 Subject to any final decisions on the service delivery element of the proposals outlined within this report there may be personnel implications for the council's workforce and this consultation with the workforce will be undertaken in accordance with council's Personnel Policy Framework.

11 Equalities Impacts

Workforce Equality Impacts Assessment

- 11.1 The Council will undertake a Corporate Workforce Equality Impact Assessment based on those employees identified at risk of redundancy at the start of formal consultation which will commence in November 2016 and this will be reviewed against the current workforce profile.

Equality/Community Impact Assessments

- 11.2 A full Equality Impact Assessment will be completed following the outcome of any consultation. More detail can be found in the Equality Impact Assessment in Appendix 1.

EQUALITY IMPACT ASSESSMENT FOR SAVINGS PROPOSALS

1. Please state the name of the officers leading the EIA
XXX XXXXXXXXX
2. Who has been involved in undertaking this assessment?
XXXXXX XXXXXXXX
3. What is the scope of this assessment?
This assessment considers any impact the potential re-shape of Children's Social Care may have for children and their families, accessing the service.
4 a). What does the function currently do?
b). Describe the needs which this service meets?
a) Children's Social Care provides a statutory social work service for children in need, children in need of protection and cared 4 children (looked after). This is in order to ensure that the Local Authority operates in line with the Legal Framework of the Children Acts of 1989 and 2004 alongside statutory guidance and regulation - Working Together to Safeguard Children and Care Planning Regulations and Guidance. b) The statutory social work service provides a multi-agency 'front door' - the Multi-Agency Screening Service to respond to safeguarding concerns for children in the Rochdale Borough. It operates a referral and assessment function through the First Response Teams for children in need and child protection enquiries, where assessments and completed and plans established to reduce safeguarding concerns. There is a child protection and care proceedings function which oversees child protection plans and cases before the court in proceedings, and a Cared 4 Children service providing statutory social work service to Cared 4 Children, their parents & carers and supports care leavers up to the age of 25.
5. What proposed changes do you wish to make?
The proposal is to remodel the statutory social work service. The investment in children's social care since 2012 has led to improvements in practice and service delivery. This in turn has led to a reduction in numbers of cared for children and children requiring child protection plans and has resulted in efficiencies in social work time and a reduction in caseload sizes. It is predicted that this reduction in demand will continue, resulting in the proposal to reduce staff numbers across service delivery, which will contribute to overall savings
6. Who are the key stakeholders who may be affected by the proposed changes?

The key stakeholders involved will be

- Social Workers and Managers
- Partner agencies
- Members of the Public / potential Service Users

7. What impact will this proposal have on all the protected groups?

There are not proposed to be any changes to the thresholds for social care intervention in children's services as a result of these proposals. Any reductions are arising from reduced levels of demand

Race Equality

There will be no specific impact to this group

Disabled People

There will be no specific impact to this group

Carers

There will be no specific impact to this group

Gender

There will be no specific impact to this group

Age

There will be no specific impact to this group

Armed Forces and Ex-Armed Forces Personnel

There will be no specific impact to this group

Religion or Belief

There will be no specific impact to this group

Sexual Orientation

There will be no specific impact to this group

Gender Reassignment

There will be no specific impact to this group

Pregnant Women or Those on Maternity Leave or Those who have given Birth in the

Previous 26 weeks
There will be no specific impact to this group
Marriage or Civil Partnership
There will be no specific impact to this group

8. Conclusions and Recommendations

What are the main conclusions and recommendations from this analysis?
There will be no direct impact to the groups identified above in re-sharpening the social work function across Children's Services.

9. In the box below please provide details of who you will consult with on the proposals, when you consult, and the methods which you will use to consult. In the box below

<i>The Consultation and Inclusion Methodology Used</i>
<p>Consultation on the proposed savings:</p> <ul style="list-style-type: none">• General Public via the consultation hub

10. Produce an action plan detailing the mitigation measures that you propose to put in place to address any adverse impacts.

Mitigation Measure	Action	Responsible Officer	Implementation Date	Review Date	Evaluation Measure