

**Agenda Item**

**Arts, Leisure & Culture  
Select Committee**

**2 May 2012**

## **ACTION PLAN FOR AGREED RECOMMENDATIONS – EIT GATEWAY REVIEW OF CHILDREN’S SOCIAL CARE**

### **Summary**

Members are asked to consider the Action Plan setting out how the agreed recommendations from the officer led Efficiency, Improvement & Transformation (EIT) Gateway Review of Children’s Social Care will be implemented and target dates for completion.

### **Detail**

1. The final report of the officer led EIT Gateway Review of Children’s Social Care was considered by Cabinet on 8 March. Cabinet accepted the recommendations contained within.
2. These are now subject to the procedure for monitoring the implementation of agreed recommendations. An Action Plan has now been drawn up and is attached at Appendix 1. This sets out how the relevant departments will be taking forward the agreed recommendations and includes target dates for completion.
3. Members should consider the Action Plan. The Committee will receive progress updates on the implementation of the recommendations.

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## Action Plan – Review of Children’s Social Care

| No. | Recommendation   | Proposed Actions/Progress   | Success Measures                                | Savings/Cost  | Lead Responsibility                                      | Finance Manager | Completion Date |
|-----|--|---|---|---|--|-----------------|-----------------|
| 1   | That the existing separation between specialist and targeted social work teams is removed and six fieldwork teams are created  | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller   | 03/09/12        |
| 2   | That a permanence team (0 – 13) is established   | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller   | 03/09/12        |
| 3   | That the remit of the young people’s LAC team is reviewed and this team becomes the permanence team (14 – 18) in order to work coherently alongside the permanence team (0 – 13) | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller   | 03/09/12        |
| 4   | That a family support team is established  | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal   | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non                                      | Head of Children and Young People's Operational Services | Graham Waller   | 03/09/12        |

| <b>No.</b> | <b>Recommendation</b>   | <b>Proposed Actions/Progress</b>  | <b>Success Measures</b>                         | <b>Savings/Cost</b>   | <b>Lead Responsibility</b>                               | <b>Finance Manager</b> | <b>Completion Date</b> |
|------------|---|---|---|---|--|------------------------|------------------------|
|            |   | consultation period (due to end 13/04/12)   |   | cashable efficiency saving of c£250k  |  |                        |                        |
| <b>5</b>   | That some family support resources are attached to fieldwork teams  | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller          | 03/09/12               |
| <b>6</b>   | That the existing protocol for the transfer of work between RAT and the longer term social work teams is reviewed | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller          | 03/09/12               |
| <b>7</b>   | That family and friend foster carer assessments are undertaken by the child placement team                        | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller          | 03/09/12               |

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|------------|--|---|---|---|--|------------------------|------------------------|
| <b>8</b>   | That level M workers are spread evenly across fieldwork teams and that some less experienced workers are moved into the referral and assessment team in order to achieve a more balanced workforce across the children’s social care service | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller          | 03/09/12               |
| <b>9</b>   | That a small number of posts are formally reviewed to determine whether these functions could be more efficiently or effectively provided from elsewhere in the council  | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller          | 03/09/12               |
| <b>10</b>  | That a number of the existing temporary arrangements are ‘mainstreamed’ by establishing substantive posts to perform these functions   | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller          | 03/09/12               |

| No. | Recommendation  | Proposed Actions/Progress   | Success Measures                                | Savings/Cost  | Lead Responsibility                                      | Finance Manager | Completion Date |
|-----|---|---|---|---|--|-----------------|-----------------|
| 11  | That the proposed new management structure option B (appendix 3) is adopted | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) | Proposed structure implemented within timescale | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller   | 03/09/12        |
| 12  | That the recruitment and retention scheme ceases at 31 March 2012           | Implement proposed structure.<br><br>Proposals currently subject to 30 day formal consultation period (due to end 13/04/12) |   | It is estimated that the recommendations as a whole will deliver a non cashable efficiency saving of c£250k | Head of Children and Young People's Operational Services | Graham Waller   | 03/09/12        |