Appendix 1

EIT Review of Children's Social Care - Key Questions

1.   The current organisational structure for children and young people's (CYP) operational services is based on a separation between targeted and specialist social work. How successful has this been in responding to the needs of our service users on a 'right first time' principle and is there a more effective way of structuring the service in the future?

2.   As a result of the Early Intervention Grant (EIG) EIT review, it is proposed that management responsibility for the home visiting service will transfer to CYP operational services. Given there are already a number of staff within the service area engaged in very similar activities, how should this service be structured in the future in order to maximise the impact for our service users?

3.   The proposed direction of travel for the EIG EIT review also means that there will be a loss of one service manager post from CYP operational services. How should the service manager portfolios be arranged in future in order to take account of this?

4.   Given the current budget pressures within children's social care, are there any services currently being provided which need to be reviewed, provided from elsewhere within the council or ceased altogether?

5.   A number of temporary arrangements have been established across children's social care in order to address current workload pressures. Which of these have been effective in responding to the needs of our service users and should therefore be continued (budget permitting) and which need to be reviewed or ceased altogether?

6.   There have been ongoing difficulties in recruiting to some children's social care posts and as a result a range of different financial incentives have been offered eg golden hellos, recruitment and retention payments etc. How successful have these been in attracting and retaining high quality staff in an increasingly competitive market and do they need to be continued in the future or are there more effective ways of achieving this goal?