

Meeting: CHILDREN'S TRUST BOARD	Date: 14 March 2013	Agenda Item No: 4
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TITLE OF PAPER: Munro Review Update
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<p>SUMMARY OF PAPER:</p> <p>In September 2011 the Children's Trust Board received a report on the implications of the Munro for Barnet, this report updates the Board on the work that has been undertaken since then, and is continuing, to integrate the Munro recommendations into ongoing practice. Most recently, as a Munro Development Demonstrator, Barnet has continued work towards the implementation of the Munro recommendations on improving outcomes for children and families. The work which has been done so far in different areas has been extremely collaborative and has involved working with the neighbouring boroughs of Enfield & Haringey, the judiciary, CAFCASS, front line social workers, Professor David Shemmings and Stirling University.</p> <p><u>Key implications of the Munro Review at 2011 and progress to date</u></p> <p><i>'A strategic approach across partner agencies that must engage with the Children's Trust Board (CTB); Barnet Safeguarding Children Board (BSCB); staff in teams, services and across agencies; whilst incorporating the views of children and their experience of their journey.'</i></p> <p>Our approach to this strategic approach and partnership working has included developing a Single Assessment, Court Project and Multi-Agency Safeguarding Hub (MASH). More detail on these is given below.</p> <p><i>'Continuing to strengthen early intervention services to provide effective early help for children and young people through a skilled workforce.'</i></p> <p>We have now re-aligned services and integrated Family Support and Early Intervention work, (which now includes Intensive Family Focus, Children's Centres, Welfare benefits advisors, Family Nurse Partnership links, and the borough's responsibility for childcare arrangements). We aim to strengthen services using the specialisms of Early Years education and support to enable us to identify vulnerable children and families at an earlier stage to further reduce escalation into high-cost, specialist services later on.</p> <p>Our work in building a picture of the characteristics of vulnerable children and families will contribute to our ability to intervene earlier. We are also carrying out a series of commissioned reviews of early years provision, including a review of nurseries, one to measure the impact of Children's Centres, and another 'Tracking the Child's Journey' analysing outcomes against specific early years' pathways. We aim to use the reviews to strengthen our evidence-based delivery, and commissioning, including</p>

payment by results commissioning. Our multi-disciplinary workforce is drawn from a range of professional backgrounds including both Adults' and Children's Social Workers, Early Years, Housing, Probation, Counselling, Drugs/alcohol practitioners, Youth Offending, childcare settings and others.

A Principal Child and Family Social Worker should be designated, who is a senior manager with lead responsibility for practice in the Council and who is still actively involved in frontline practice.

Within Barnet we have taken the decision to share this function across two key roles – a Principal Office for Care Proceedings within social care and a Quality Assurance Officer post in safeguarding. Both these posts have a remit to drive up standards in front line practice.

The Barnet Safeguarding Children Board (BSCB) should submit annual reports to Chief Executive, Chair of the Health and Wellbeing Board, Leader and Police Commissioner effective from 2012.

The Annual Report of the BSCB was published in 2012, having been circulated to Chief Executive, Chair of the Health and Wellbeing Board, Leader and Police Commissioner as well as Cabinet. The BSCB has also developed a performance framework for safeguarding work. This will be further developed to include survey data from service users.

Additional work to implement Munro's recommendations

Munro Demonstrator Site

Barnet has been a Munro Development Demonstrator (MDD) site during the financial year 2012/13, sharing our work on the implementation of the Munro Review and seeking peer challenge from other Local Authorities. Staff have attended MDD events where there has been an opportunity to share learning, and we have made a number of Barnet learning events open to participants from other MDD sites. All learning from the MDD sites is uploaded to a central learning hub. There have also been opportunities to participate in telekit discussions. The benefits of taking on this additional responsibility have been recognised across the service and we are hoping to continue this work in the new financial year.

Single Assessment

We have worked with Professor David Shemmings to help develop Barnet's approach to assessment and implementing the ADAM (Assessment of Disorganised Attachment and Maltreatment) assessment model. We are currently in the process of rolling this model out to all front line social workers and they have demonstrated good engagement with the process so far. Three cohorts of staff are being trained at present and further training will be commissioned as required. Furthermore there is collaborative work with Enfield council to learn from their implementation of the model. It is anticipated that there will also be training provided for the early intervention workforce, along with a launch conference for partner agencies. All of this work will feed into our development of a new format for a single assessment, which will need to be implemented across the service, in the next year.

Court Project

There has been continued liaison and ongoing work between the neighbouring boroughs of Enfield and Haringey, the judiciary and CAFCASS. Our focus will be on improving the quality and timeliness of assessments, front loading cases prior to issue, and avoiding drift in care planning. This in turn will achieve the overall objectives of the reducing the time taken for care proceeding cases to progress through court.

Case tracking is already in place through the establishment of the Care Planning Panel, and a new Principal Officer for Court Proceedings will be recruited shortly.

Social Work Practice Pilot

'Onwards and Upwards' launched as a Social Work Practice, comprising what was previously the 'Leaving Care Team' in it's new base at Woodhouse Road, on 3 December 2012. Feedback from staff indicates that there has been an increased opportunity to see young people at the new location at and greater opportunities for more creative and valuable work with young people, such as cookery classes and group working. This has supported the development of good relationships, increased and positive engagement between young people and their workers.

Action on neglect

A conference to consider Neglect has been planned for the 13 March 2013 building on the views raised by social workers and other practitioners at the annual Children's Workforce Development Conference in October 2012 around the need for more specific tools to assist in their work with child neglect. This event will be open to multi-agencies and opened to other Munro Demonstrators sites. At the event a new neglect toolkit will be launched, based on work by Stirling University.

Multi-Agency Safeguarding Hub (MASH)

There has been a good attendance from professionals at the focus, implementation and steering meetings of the MASH. This has promoted opportunities for cross authority development of relationships and contribution of ideas into the MASH model being developed. Phase 1 (co-location of the council and the police public protection desk) is established. The development of Phase 2 involving co-location of all partner agencies including health, education, and housing is progressing well. There has been some delay with securing the lease for the building for Phase 2. As soon as the lease is signed, partners will expedite the installation of their equipment to launch Phase 2 of the MASH.

Workforce development and improving quality of practice

Continued lunchtime sessions have been provided for staff, focusing on topics and issues of relevance to their line of work. This has raised awareness of service developments across the Children's Service and increased knowledge and understanding of implementation and new practice. Recently an external supervision audit was carried out – resulting in the consideration of implementing a new supervision strategy. The new supervision strategy seeks to strengthen supervision across the service and promote specific, measurable, accurate, realistic and time specific approach to supervision discussions and plans of action.

Following the joint workshop between Adult Mental health and Childrens Social Care, an induction programme is being designed to ensure collaborative working is highlighted as a priority for new staff in both service areas. It is hoped to establish regular job shadowing opportunities with a focus on developing understanding and joint work around child protection.

Conclusion

Overall the work undertaken to integrate the Munro recommendations into ongoing practice has had positive impact. With increased collaborative work right across the board it has encouraged shared learning and new ways of sharing knowledge and information. It has also promoted opportunities for cross authority development and leadership. Furthermore front line staff have been given the opportunity to improve as well as to engage with new tools and information to aid them in their practices. The work which has been carried out so far is already achieving positive outcomes for children and young people in Barnet. With the further work outlined above we are confident of continuing this trajectory.

ACTION REQUIRED BY BOARD:

To note and comment on progress made to implement the Munro Recommendations.

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