

ITEM No ...6.....

REPORT TO: POLICY AND RESOURCES COMMITTEE – 14 NOVEMBER 2016

REPORT ON: THE CHIEF SOCIAL WORK OFFICER ANNUAL REPORT 2015/2016

REPORT BY: CHIEF SOCIAL WORK OFFICER

REPORT NO: 361-2016

1.0 PURPOSE OF REPORT

1.1 This report brings forward for Members' information and approval the Chief Social Work Officer's Annual Report for 2015/16, attached as Appendix 1.

2.0 RECOMMENDATIONS

It is recommended that Committee:

- i approves the attached Chief Social Work Officer's Annual Report for 2015/16;
- ii approves the submission of the report to the Scottish Government.

3.0 FINANCIAL IMPLICATIONS

None.

4.0 BACKGROUND

4.1 The requirement that every local authority has a professionally qualified Chief Social Work Officer (CSWO) is set out in Section 5 (i) of the Social Work (Scotland) Act 1968, as amended by Section 45 of the Local Government, (Scotland) Act 1994. The qualifications of the CSWO are set down in regulations which state that he/she should be a qualified social worker and be registered with the Scottish Social Services Council.

4.2 The role provides a strategic and professional leadership role in the delivery of social work services, in addition to certain functions conferred by legislation directly on the CSWO. The overall objective of the role is to ensure the provision of effective, professional advice and guidance to elected members and officers in the provision of social work and social care services. Although the Public Bodies (Joint Working) (Scotland) Act 2014 provides for the delegation of certain social work functions to an integration authority, the CSWO's responsibilities in relation to local authority social work functions continue to apply to functions which are being delivered by other bodies under integration arrangements. Responsibility for appointing a CSWO cannot be delegated and must be exercised by the local authority itself. The CSWO therefore has a role in providing professional advice and guidance to the Integrated Joint Board (IJB).

4.3 National guidance requires that the CSWO produces and publishes an annual summary report for local authorities and, more recently, IJBs on the functions of the CSWO and that the approved report is forwarded to the Scottish Government to contribute towards a national overview of Social Work Services.

4.4 The attached report is the sixth CSWO report for Dundee. The report demonstrates that the service has continued to deliver quality support and services which improve lives and provide innovative responses to the challenges being experienced. The report provides information on how the CSWO discharged her responsibilities in 2015/16. It provides an overview of the social services delivery landscape across Dundee and the partnership structures. It provides information on the key trends, risks, achievements and challenges and outlines how resources have been deployed. The information provided complements other more detailed

and service specific reports on social work and social care services which have been reported to members and the public in a range of other ways. It also provides details of the statutory functions carried out by the CSWO during the 12 month period. Information regarding complaints is also included in the report, referred to at Section 9.

4.5 The report is also forward looking and identifies the key challenges and opportunities for the coming year which include:

- Demand for social work services continues to increase, due to a combination of demographic changes, financial pressures, increased public expectations and a move to more personalised approaches. This will require the development of new ways of working, service redesign and increased prioritisation of resources.
- There will continue to be a move towards more locality based services alongside a shift from reactive to preventative approaches in order to support people remain at home as long as possible and, wherever possible, avoid hospital admission. This will require flexible services which are in line with the needs of service users and with the principles of self-directed support.
- The coming year will see further legislative changes across all service areas, including community justice reforms. Planning for the preparation of the single Child's Plan is ongoing alongside implementation of the Children's Service Improvement Plan arising from the recent inspection.
- These factors and pressures will collectively make increased demands on staff, their time and all of the other resources currently available and it is recognised that partnership working provides the greatest opportunity to improve outcomes for people and encourages more integrated responses and the opportunity to combine resources.

4.6 The CSWO is of the view that good progress has been made in continuing to develop and deliver good quality services across the city. Integrated arrangements are becoming increasingly embedded and the CSWO will continue to play an important role in ensuring the local authority fulfils their statutory responsibilities across the range of partnerships. This will require an increased focus on governance arrangements in order to ensure appropriate operational scrutiny and quality assurance across the range of partnerships.

4.7 National guidance in relation to the role of the Chief Social Work Officer was revised in July 2016 in recognition of the diversity of organisational structures and the range of partnerships and organisations with an interest and role in the delivery of social work services. In addition to supporting local authorities to discharge their responsibilities, the guidance is also intended to assist IJBs understand the role of the CSWO in the context of integration of health and social care. It particularly emphasises the role of the CSWO in professional and clinical and care leadership and clinical and care governance systems. The Guidance also requires that the CSWO's annual report be considered by the IJB, alongside the local authority.

5.0 POLICY IMPLICATIONS

5.1 This Report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management.

5.2 An Equality Impact Assessment is attached to this report.

6.0 CONSULTATIONS

6.1 The Chief Executive, Executive Director of Corporate Service and Head of Democratic and Legal Services were consulted in the preparation of this report.

7.0 BACKGROUND PAPERS

- 7.1 The Role of the Chief Social Work Officer – Scottish Government Publication July 2016. Guidance for local authorities and partnerships to which local authorities have delegated social work functions.

EQUALITY IMPACT ASSESSMENT TOOL

Part 1: Description/Consultation

Is this a Rapid Equality Impact Assessment (RIAT)?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Is this a Full Equality Impact Assessment (EQIA)?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Date of Assessment: of October 2016	Committee Report Number:	
Title of document being assessed:	Chief Social Work Officer (CSWO) Annual Report 2015-2016	
1. This is a new policy, procedure, strategy or practice being assessed (If yes please check box) <input type="checkbox"/>	This is an existing policy, procedure, strategy or practice being assessed? (If yes please check box) <input checked="" type="checkbox"/>	
2. Please give a brief description of the policy, procedure, strategy or practice being assessed.	The provision of information to Committee in an Annual Report highlighting the activities and performance of Social Work in the year 2015/16, together with the strategic direction and challenges for the year 2016/17. The report is presented by the CSWO.	
3. What is the intended outcome of this policy, procedure, strategy or practice?	To inform elected members of the above.	
4. Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	N/A.	
5. Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	No.	
6. Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc.)	Glyn Lloyd (Service Manager) Children and Families Kathryn Sharp (Senior Manager) Health and Social Care Partnership	
7. Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?	N/A.	

Part 2: Protected Characteristics

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the "overall" impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic communities are not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

	Positively	Negatively	No Impact	Not Known
Race (including Ethnic Minority Communities)	A positive impact is identified for all protected characteristic communities.			
Gender				
Gender Reassignment				
Religion or Belief				
People with a disability				
Age				
Lesbian, Gay and Bisexual				
Socio-economic				
Pregnancy & Maternity				
Other (please state)				

Part 3: Impacts/Monitoring

<p>1. Have any positive impacts been identified?</p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>Yes it is intended that social work service users and their carers will benefit.</p>
<p>2. Have any negative impacts been identified?</p> <p>(Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>No.</p>
<p>3. What action is proposed to overcome any negative impacts?</p> <p>(e.g. involving community groups in the development or delivery of the policy or practice, providing information in community languages etc. See Good Practice on DCC equalities web page)</p>	<p>N/A.</p>
<p>4. Is there a justification for continuing with this policy even if it cannot be amended or changed to end or reduce inequality without compromising its intended outcome?</p> <p>(If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	<p>N/A.</p>
<p>5. Has a 'Full' Equality Impact Assessment been recommended?</p> <p>(If the policy is a major one or is likely to have a major impact on protected characteristics communities a Full Equality Impact Assessment may be required. Seek advice from your departmental Equality lead.)</p>	<p>No.</p>
<p>6. How will the policy be monitored?</p> <p>(How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.)</p>	<p>N/A.</p>

Part 4: Contact Information

Name of Department or Partnership	Children and Families
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Type of Document	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input checked="" type="checkbox"/>

Manager Responsible		Author Responsible	
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Signature of author of the policy:	Jane Martin	Date:	11 October 2016
Signature of Director/Head of Service:	Michael Wood	Date:	11 October 2015
Name of Director/Head of Service:	Jane Martin		
Date of Next Policy Review:	September 2017		