

# Pecyn Dogfennau Cyhoeddus



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Os yn galw gofynnwch am - If calling please ask for

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## CYNGOR SIR

Dydd Iau, 19 Hydref, 2017

## PECYN ATODOL

### 1.1. **Cwestiwn i'r Aelod Portffolio ar faterion Gwasanaethau Plant gan y Cynghorydd Sir Huw Williams**

Ar hyn o bryd, sawl plentyn mewn angen, plant sydd a'u henwau ar y gofrestr amddiffyn plant, plant sy'n derbyn gofal a rhai sydd wedi gadael gofal sydd wedi'u cofnodi ym Mhowys? Sawl plentyn sy'n derbyn gofal sy'n cael eu lleoli y tu allan i Bowys?

(Tudalennau 1 - 4)

### 1.2. **Cwestiwn i'r Aelod Portffolio ar faterion Gwasanaethau Plant gan y Cynghorydd Sir Huw Williams**

Mae'r gwaith o fewn Gwasanaethau Plant yn gosod galwadau trwm, dwys, emosiynol ac ar brydiau risg uchel ar staff o fewn Gwasanaethau Plant. Adroddir bod salwch staff wedi bod ar brydiau, rhwng 25% a 50% yn ystod y flwyddyn ddiwethaf. Mae'n ymddangos bod yna gydberthynas rhwng lefelau salwch a'r galwadau cynyddol ar weithwyr i gefnogi pobl ifanc. Mae gweithiwr cymdeithasol yn cael ei neilltuo ar gyfer pob unigolyn ifanc ac mae'r diffyg dilyniant yn achosi niwed. Pa gymorth sy'n cael ei gynnig i'r aelodau hynny o staff o ran goruchwyliaeth, adnoddau a gwell lefelau staffio, felly y gallant gynnig cymorth cywir a diogel i'n pobl ifanc bregus.

(Tudalennau 5 - 6)

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

# 16.1

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
19<sup>th</sup> October 2017

**REPORT AUTHOR:** Portfolio Holder for Children's Services

**SUBJECT:** Question from County Councillor Huw Williams

### Question

How many children in need, children whose names are on the child protection register, looked after children and care leavers are currently recorded in Powys? How many looked after children are placed outside of Powys?

### Answer

	0 to 4 Years	5 to 9 Years	10 to 15 Years	16 Plus	Grand Total
A6 - Placed for adoption with placement order (under section 21 of the 2002 Act) not with current foster carer	3	3			6
A8: Placed with prospective adoptive parents (before a placement order is made)	2				2
F1:Inside La:- Foster Placement With A Relative Or Friend	4	1	7	2	14
F2:Inside La:- Placement With Other Foster Carer Provided By La	23	19	33	11	86
F3:Inside La:-Placement With Foster Carer, Through Agency	1				1
F3:Inside La:-Placement With Foster Carer, Through Agency			3		3
F4:Out Of County:-Foster Placement With A Relative Or Friend	2	1		2	5

F5:Out Of County:- Placement With Other Foster Carer Through La			8	3	11
F6:Out Of County: Placement With Foster Carer, through Agency	4	10	11	3	28
H3:Children Homes Regs: - Homes & Hostels Inside La Boundary			1	3	4
H4:Children Homes Regs: - Homes & Hostels Outside La Boundary		1	6	5	12
H5:Residential Accommodation Not Subject To Childrens Homes Reg				1	1
Health Authority Placement				1	1
P1:Placed With Own Parents Or Person With Parental Responsibility	5	1	6	4	16
R1:Other Res Setting:- Residential Care Home				1	1
R2:Other Res Setting:- NHS/health Trust Estab Medical Or Nursing				1	1
R3:Other Res Setting:- Family Centre Or Mother And Baby Unit	2				2
Z1:Other Placements		1	1		2

Child Protection Register

Category of Abuse	Children on Register
Emotional Abuse	45
Neglect	<u>36</u>
Physical Abuse	<u>12</u>
Sexual Abuse	3
Total	<u>96</u>

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

# 16.2

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
19<sup>th</sup> October 2017

**REPORT AUTHOR:** Portfolio Holder for Children's Services

**SUBJECT:** Question from County Councillor Huw Williams

### Question

Work for front line staff in Children Services is emotionally demanding, intense and occasionally high risk. Staff sickness leave is reported to have been, at times, between 25% and 50% during the last year. There seems to be a correlation between sickness levels and the increased demand placed on workers in support of young people. Every young person is allocated a social worker and lack of continuity is damaging. What support is being offered to these members of staff in terms of supervision, resources and better staffing levels, so, they can properly and safely support our vulnerable young people?

### Answer

From our records the occasions and percentage of sickness absence within Childrens services for the last year is as below-

<b>Oct-16</b>	35 occasions	17.59%
<b>Nov-16</b>	35 occasions	17.86%
<b>Dec-16</b>	35 occasions	18.42%
<b>Jan-17</b>	40 occasions	21.16%
<b>Feb-17</b>	35 occasions	19.02%
<b>Mar-17</b>	39 occasions	20.21%
<b>Apr-17</b>	27 occasions	13.92%
<b>May-17</b>	29 occasions	14.57%
<b>Jun-17</b>	25 occasions	12.38%
<b>Jul-17</b>	24 occasions	11.65%

<b>Aug-17</b>	23 occasions	11%
<b>Sep-17</b>	19 occasions	8.88%

The support available to staff includes-

- Supervision meetings undertaken by line managers.
- IPR meetings undertaken and recorded on Trent that taking place.
- Flexible Working/ Retirement- (9 day fortnight working pattern to assist with home/ work life balance.)
- TOIL/ Annual Leave/ Flexi schemes
- All Leave Policy- Maternity, Paternity and Supporting Working parents
- Performance Capability process if not performing within role- support to ensure working to acceptable standard.
- Coaching and mentoring.
- Staff training and development
- Locality Teams- Team Managers, Assistant Team Managers and other positions have now been appointed to within the service to provided additional resource and support.
- Adoption and Fostering- Restructures have taken place and as part of this capacity has been looked at within the team and this will continue to be reviewed.
- Golwg y Bannau- Relief staff in place to assist with staff shortages as and when required
- Newly Qualified Social Workers and support people through Social Work Degree.
- Support Non-qualified staff and the option to enter into the Social Work profession.
- Staffing Levels- Reviewed carried out in all service levels in last 12 months and further work is being followed up in this regard. Vacancy gaps look at agency staff- something we need to reduce and look at in the future.

## **Sickness**

- Communication with staff during sickness absence.
- Welfare meetings undertaken with staff in line with sickness absence policy.
- Access to the PCC Counselling service offered to staff.
- Access to the Occupational Health service if required.
- Stress risk assessments undertaken with staff.
- Opportunity to take annual leave to remain on full pay if requested.