

# CHILDREN AND YOUNG PEOPLE OVERVIEW & SCRUTINY PANEL

10 November 2011



**PLYMOUTH**  
CITY COUNCIL

## **Priorities and Challenges – 15 Munro Recommendations**

Professor Munro has carried out a wide-ranging and in-depth review of child protection. As the review was not commissioned as a result of a particular crisis but on an understanding that, despite the best intentions, front line practitioners were, too often, not able to make the difference they wanted to for vulnerable children, as the system they worked within was unhelpful. Her report makes fifteen recommendations and signals a shift from previous reforms, with a new focus on reducing regulation and prescription to enable the child to be at the centre of the system.

Taken together, Professor Munro's recommendations represent a system-wide response to reforming the child protection system. This report sets out the Government's response and our own preparations to each of Professor Munro's 15 recommendations. Central government is consulting widely on the implementation of the recommendations and notes that :

“This response is not a one – off set of recommended solutions to be imposed from the centre. Rather it is the start of a shift in mindset and relationship between central Governments, local agencies and front line professionals working in partnership. Change will evolve and best practice will be informed by experience, innovation and evidence.”

Tim Loughton. Parliamentary Under Secretary of State for Children and Families.  
July 2011.

Maureen Grimley

Safeguarding Manager - Children's Social Care

19<sup>th</sup> October 2011

#	Munro Recommendation	Government Response	Timescale	Plymouth Monitoring and Evaluation
1	The Government should revise both the statutory guidance Working Together to Safeguard Children and The Framework for the Assessment of Children in Need and their Families.	<p><b>Accepted</b></p> <p>1 )The government will make full revision of Working Together to Safeguard Children and The Framework for the Assessment of Children in Need and their Families.</p> <p>2) The government will implement an interim amendment to Working Together to Safeguard Children to remove assessment deadlines and the distinction between initial and core assessments.</p>	<p>1) By July 2012</p> <p>2) By December 2011</p>	Awaiting the update of Working Together to Safeguard Children which is due out for consultation in December 2012. Until the full revisions are published Plymouth Children's Social Care will continue to work to the guidance set out in existing guidance.
2	The inspection framework should examine the effectiveness of the contributions of all local services, including health, education, police, probation and the justice system to the protection of children.,	<p><b>Accepted</b></p> <p>Ofsted intends to have a new local authority inspection framework in place, following a consultation in July 2011. The timescale for implementation is May 2012</p>	By May 2012	Awaiting developments and further information from Ofsted.
3	The new inspection framework should examine the child's journey from needing to receiving help, explore how the rights, wishes, feelings and experiences of children and young people inform and shape the provision of services, and look at the effectiveness of the help provided to children, young people and their families.	<p><b>Accepted</b></p> <p>Ofsted intends to have a new local authority inspection framework in place, following a consultation in July 2011. The timescale for implementation is May 2012</p>	By May 2012	Awaiting developments and further information from Ofsted.
4	Local authorities and their partners should use a combination of nationally collected and locally published performance information to help benchmark performance,	<p><b>Accepted</b></p> <p>1 ) The government will confirm what will be on the list of locally published performance information.</p> <p>2) The government is aiming for publication of the suite of new nationally collected performance information.</p>	<p>1) By December 2011</p> <p>2) By May 2012</p>	Awaiting publications.

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	facilitate improvement and promote accountability.			
5	The existing statutory requirements for each Local Safeguarding Children Board to produce and publish an annual report for the Children's Trust Board should be amended, to require its submission instead to the Chief Executive and the Leader of the Council, and subject to the passage of legislation, to the local Police and Crime Commissioner and the Chair of the health and well being board.	<p><b>Accepted</b></p> <p>The government will identify the appropriate legislative vehicle.</p>	As soon as practicable	Awaiting the passing of legislation, however Plymouth Safeguarding Children Board, produce an annual report which is submitted to the Children's trust and Leader of the Council. Once legislation is passed it is immediately achievable to submit this annual report to the local Police and Crime Commissioner and the Chair of the health and wellbeing board.
6	The statutory guidance, Working Together to Safeguard Children, should be amended to state that when monitoring and evaluating local arrangements, LSCB's should, taking account of local need, include an assessment of the effectiveness of the help being provided to children and families,.. and the effectiveness of multi agency training to safeguard and promote the welfare of children and young people.	<p><b>Accepted in principle</b></p> <p>The government will publish an amendment to Working Together to Safeguard Children regarding the role of local safeguarding children boards in monitoring effectiveness of early help and protective services.</p>	By December 2011	Awaiting the update of Working Together to Safeguard Children which is due out for consultation in December 2012. It is in this Statutory Guidance that the role of Local Safeguarding Boards will be published.
7	Local authorities should give due consideration to protecting the discrete roles and responsibilities of a	<p><b>Accepted in principle</b></p> <p>The government will continue working with the sector on how to revise the statutory guidance on the role of DCS and the Lead</p>	By autumn 2011	A consultation which seeks views on revised statutory guidance for local authorities on the roles and responsibilities of the DCS and LMCS is currently

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	<p>Director of Children's Services and Lead Members for children's services before allocating additional functions to individuals occupying such roles. The importance as envisaged by the Children Act 2004 of appointing individuals to positions where they have specific responsibilities for children's services should not be undermined. The government should amend the statutory guidance issued in relation to such roles and establish the principle that, given the importance of individuals in senior positions being responsible for children's services, it should not be considered appropriate to give additional functions to DCS and Lead Members unless exceptional circumstances arise.</p>	<p>Member and will consult formally on the guidance in autumn 2011.</p>		<p>taking place and closes on Friday 6<sup>th</sup> January 2012. Policy, Performance and Partnerships Team are currently undertaking a review of the statutory guidance.</p> <p>Following consultation, the guidance will be revised and will replace the version issued in 2009.</p>
8	<p>The Government should work collaboratively with the Royal College of Paediatrics and Child Health, the Royal College of General Practitioners, local authorities and others to research the impact of health reorganization on effective partnership arrangements and the ability to</p>	<p><b>Accepted in principle</b></p> <p>The Department of Health and the Department for Education will work with NHS bodies, local authorities, professional bodies and practitioners to publish a joint programme of work.</p>	<p>By September 2011</p>	<p>Await publication of Joint working programme.</p> <p>The Policy, Performance and Partnerships Team will continue to respond to consultations when required and where applicable.</p>

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	provide effective help for children who are suffering, or likely to suffer, significant harm.			
9	<p>The Government should require LSCB's to use systems methodology when undertaking Serious Case Reviews and, over the coming year, work with the sector to develop national resources to:</p> <ul style="list-style-type: none"> <li>Provide accredited, skilled and independent reviewers to jointly work with LSCB's on each SCR</li> <li>Promote the development of a variety of systems-based methodologies to learn from practice</li> <li>Initiate the development of a typology of the problems that contribute to adverse outcomes to facilitate national learning</li> <li>Disseminate learning nationally to improve practice and inform the work of the Chief Social Worker.</li> </ul> <p>In the meantime Ofsted's evaluation of SCR's should end.</p>	<p><b>Further consideration needed</b></p> <p>During the second half of 2011 the Government will, working with the sector, consider the evidence and opportunities for using systems review methodologies for SCR's and the options for developing the national resources Professor Munro recommends.</p> <p>Further consideration will be given over the summer to ending the evaluation of SCR's in their current form.</p>	Second half of summer 2011	The 'Systems Model' is currently being piloted in some other authorities regionally and we are keeping a watching brief over how this is working. The Executive of the Plymouth Safeguarding Children's Board (PSCB) has received a presentation on the Systems Model and PSCB will ensure senior staff are sufficiently trained to undertake the 'Systems Model' when it is rolled out.

10	<p>The Government should place a duty on local authorities and statutory partners to secure the sufficient provision of local early help services for children, young people and families. The arrangements setting out how they will do this should:</p> <p>Specify the range of professional help available to local children, young people and families, through statutory, voluntary and community services, against the profile of need set out in the local Joint Strategic Needs assessment</p> <p>Specify how they will identify children suffering, or likely to suffer significant harm, including the availability of social work expertise to all professionals working with children and families who are not being supported by children's social care professionals..</p> <p>Set out the local resourcing of the early help services</p> <p>Lead to the identification of early help that is needed by a particular child and family.</p>	<p><b>Accepted in principle</b></p> <p>The government will work with partners to identify the appropriate route to effect the responsibility for the provision of early help.</p> <p>Guidance of the Joint Strategic Needs assessment will be published.</p> <p>New inspection framework from May 2012</p>	<p>By September 2011</p>	<p>Awaiting further government response.</p> <p>Services for Children and Young People will continue to develop the localities way of working, with multi agency teams, to deliver early help and develop further the role and capacity of Common Assessment Framework coordinators within localities. Localities will have qualified social workers to offer expertise to other professionals.</p> <p>All workers delivering services to children and families have access to Plymouth Safeguarding Board training in order that they can identify children suffering, or are at risk of suffering, significant harm.</p>
11	<p>The Social Work Reform Board's professional capabilities framework should specify those qualities needed for child and family social work.</p>	<p><b>Accepted</b></p> <p>The Social Work Reform Board (SVRB) has already developed the Professional Capabilities Framework and is in the process of populating the various levels and capabilities. It is also developing and associated CPD</p>	<p>By autumn 2012</p>	<p>Awaiting further developments nationally.</p>

		framework. Ownership of both is expected to transfer to the College of Social Work by November 2011.		
12	Employers and Higher Education Institutes (HEI) should work together so that social work students are prepared for the challenges of child protection work.	<b>Accepted</b>  The Government will work with employers and HEI's to build partnership arrangements with the aim of having these in place by the end of 2012 The College of Social Work will develop plans for designated approved practice settings and teaching organisation status.	1) By December 2012  2) By summer 2012	Awaiting further developments nationally.
13	Local authorities and their partners should start an ongoing process to review and redesign the ways in which child and family social work is delivered, drawing on effectiveness of helping methods where appropriate and supporting practice that can implement evidence based ways of working with children and families.	<b>Accepted</b>  Local leaders will undertake self-assessment, considering whether child and family social work services are appropriately configured so that they meet the needs of children and families	At a locally determined pace	Waiting for further response from central government as they work with Children's Improvement Board to develop remodeling tools. Children's Social Care Management away day (Nov 2011) is looking at five Munro pilots as a start to self evaluation and self assessment.
14	Local authorities should designate a principal child and family social worker, who is a senior manager with lead responsibility for practice in the local authority and who is still actively involved in front line practice and who can report the views and experiences of the front line to all levels of management.	<b>Accepted</b>  1 ) The government expects most local authorities to have chosen to designate a principal child and family social worker.  2) The government expects that all local authorities "will have chosen" to designate a principal child and family social worker.	1) By April 2012  2) By July 2012	This will appear in the Children's Social Care forward plan in due course.
15	A Chief Social Worker should be created in government	<b>Accepted in principle</b>  The government plans for a chief social worker to oversee children's and adults' services to be implemented by <b>late 2012</b> .	By late 2012	Awaiting further developments nationally.

