
Meeting of the Children Services Select Committee – 19th July 2023

Report of the Director of Children's Services

Family Safeguarding Update

Purpose of report

1. This report is to provide an update on the progress with implementation of the Family Safeguarding Model.

Recommendations

2. It is recommended:-
 - The latest progress is noted and commented upon by Members.

Background

3. Cabinet and Council approved the implementation of Family Safeguarding model of practice during 2023 as part of the 2023/23 Medium Term Financial Strategy (MTFS).

Dudley are the 19th Local Authority to adopt Family Safeguarding.

£1.8m Public Health Reserves were invested in the 2 year programme, including funding for adult worker roles in Mental Health, Substance Misuse and Domestic Abuse. These roles will be seconded by Partner Agencies.

Progress

4. Family Safeguarding is due to go live on the 10th July 2023

Partnership

- 5.1 The Family Safeguarding Strategic Partnership Board (FSSPB) has met monthly since November 2022.
- 5.2 Appendix 1 shows the membership of the FSSPB.
- 5.3 Appendix 2 shows the Partnership Charter that the FSSPB have signed up to.
- 5.4 It is anticipated that the following adult workers will be in post by the end of July, with the rest to follow as soon as possible thereafter
 - Substance Misuse - 3.5 FTE (of 3.5)
 - Domestic Abuse Victim Workers - 3.5 FTE (of 3.5)
 - Domestic Abuse Perpetrator Workers - 2.2 FTE (of 3.5)
 - Health Workers – TBC (of 4.5)
- 5.5 No other local authority has launched Family Safeguarding with adult workers in post.
- 5.6 We are in the process of working with partners to identify what data each agency needs to capture and how we can use this to assess the impact of Family Safeguarding.
- 5.7 We are in continual dialogue with partners about sustainability of the model, beyond the initial 2 years of funding.

Redesign

- 6.1 The Directorate Redesign is necessary to implement Family Safeguarding and Family Hubs is being delivered in two phases:
 - Phase 1 – Children’s Social Care and Commissioning & Support by 10th July 2023
 - Phase 2 – Education, SEND and Family Solutions – Autumn 2023
- 6.2 Staff affected by Phase 1 of the re-design
 - 436 FTE staff in scope of Phase 1
 - 24 FTE New Posts
 - The redesign introduces 20 Advanced Social Work Posts into the structure
 - 29 FTE staff will be placed in a selection pool and will be “at risk” of redundancy
- 6.3 The staff consultation was launched on 17th April and closed on 24th May 2023. Overall staff were supportive of the changes, no major changes have been made to final structure.

- 6.4 Staff were notified of the final structure on 5th June 2023 and received individual emails confirming their position and next steps in 8th June 2023.
- 6.5 The vast majority of staff were assimilated into existing positions, while a significant number of other staff are now in the process of expressing preferences to the service area they wish to work and a smaller number are being invited to their second consultation meeting/ selection pool interview.

Training

- 7.1 Staff training for the implementation has been underway since April and continues through until the third week in July.
- 7.2 The Leadership Team have been undertaking a Leadership Development Programme since March 2023 that will continue until 2024. This will enable the leaders to support staff through a significant period of change and embed the new practices.
- 7.3 Our Centre for Professional Practice staff have received the trainer training in order to deliver Family Safeguarding training as business as usual.

Organisational Development

- 8.1 Transition planning is underway, with current practice and business support processes being documented, assessed and adapted as appropriate.
- 8.2 Policies are in the process of being reviewed in light of Family Safeguarding

Systems

- 9.1 We have purchased, configured and tested the 'Workbook' plug-in for the Liquid Logic Children system. This is due to go-live 10th July 2023.
- 9.2 System training will take place during the week of go-live

Performance

- 10.1 A Family Safeguarding Scorecard has been developed. Data was baselined at the end of March 2023. This is the position against which we will measure impact.

10.2 We are exploring the possibility of bringing in a PhD student to support us with gathering data and measuring impact.

Finance

11. All expenditure for 2023/24 is currently on track.

12. A cost avoidance tracker has been developed to help track when savings will be made. We would like to ask partners to adopt this also.

Law

13. There are no legal issues to be considered as part of this progress update.

Risk Management

14. There are no wider risks to be considered as part of this progress update.

Equality Impact

15. An equality impact screening tool was completed for this project and the Directorate redesign. An equality impact assessment was not required.

Human Resources/Organisational Development

16. ALL HR/OD issues were signed-off as part of original proposals and prior to staff consultation. There are no further HR/OD issues to be considered as part of this progress update.

Commercial/Procurement

17. All procurement for this project has been undertaken in conjunction with Children's Commissioning, who in turn have liaised with central procurement teams for advice and sign-off.

Environment/Climate Change

18. There are no environmental/climate change issues to be considered as part of this progress update.

Council Priorities and Projects

19. This work is aligned to Council Plan Priority: Dudley the Safe and Healthy Borough.

20 We have been working with Public health and NHS health stakeholders on this project.



Director of Children's Services

Report Author: Jolene Slack
Telephone: 01384 815876
Email: jolene.slack@dudley.gov.uk

Appendices

- Appendix 1 – Membership of the Family Safeguarding Strategic Partnership Board
- Appendix 2 – Family Safeguarding Partnership Charter

Appendix 1 – Membership of the Family Safeguarding Strategic Partnership Board



Dudley Family Safeguarding Partnership

Family Safeguarding is a whole family approach to working with children and families that supports parents to create sustained change for themselves and for their family.

“... families become involved with children’s social care because they are parenting in conditions of adversity, rather than because they have caused or are likely to cause significant harm to their children. We have a shared obligation to help families raise their children.”

Family Safeguarding, brings together all of the professionals working with the family into one-multi-disciplinary team. The professionals involved include social workers, domestic abuse specialists, substance misuse workers, mental health practitioners, and psychologists, all working together to address compounding issues of domestic violence and abuse, parental substance use and parental mental health.

Board members



Catherine Driscoll,
Director of Children’s Services
Dudley Council



Karen Graham,
Service Director
Dudley Council



Sal Thirring,
Service Director of Education,
SAND and Family Solutions
Dudley Council



Lulisa Fofidi,
Director of Digital, Customer
and Commercial Services
Dudley Council



Miryala Alkuffan,
Acting Director of Public Health
& Wellbeing
Dudley Council



Kathryn Jones,
Director for Housing & Communities
Dudley Council



Marie Kilbourn,
Associate Director for Safeguarding
and Partnerships
Black Country Integrated Care Board



Sue Nicholls,
Director of Nursing
Plymouth Integrated Health
& Care NHS Trust, A&P & Quality



Natalie Selwyn,
Associate Director for Safeguarding
Black Country Healthcare Trust



Kestley Jones
Senior Development Officer
Children, Young People
& Families, OCYS



Mary Beaton,
Chief Nurse and Deputy Chief Executive
Dudley Group NHS Foundation Trust



Paul Long,
Head of Probation
Probation Service



Raj Thind,
Director of Community Services
Black Country Women’s Aid



Anji Burford,
Service Manager
Change Grow Live



Anthony Tapp,
Chief Superintendent,
Dudley Local Policing
West Midlands Police



Wicky Dukhanan,
Independent Scrutiner
Dudley Safeguarding
People Partnership

The Family Safeguarding model is a proven and nationally recognised model that has seen substantial reductions in the numbers of children taken into care and better outcomes for children and families.

The benefits of the model are also seen across the system with reductions in police call outs and presentations to A&E.

For more information please visit <https://www.dudleycpp.org.uk/dudleyfamilysafeguarding>



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Dudley Family Safeguarding Partnership Charter

This partnership charter exists to establish and sustain the Family Safeguarding approach to safeguarding children in the Dudley Borough.

By signing up to this Charter, partners are committing to:

- Keeping more children within their families in line with the vision of the Children Act 1989.
- Placing specialist adult domestic abuse, mental health and substance misuse workers within children's services under the direction of the social work team manager, ensuring continuity in provision of staff in the event of long-term absence or poor performance/conduct.
- Providing their staff with personal and professional supervision and development from their respective disciplines and being responsible for Human Resources matters.
- Adapting recording methods and information sharing approaches to enable identification of measurable impacts of Family Safeguarding and contribute to performance monitoring and reporting.
- Implementing group supervision arrangements to ensure shared ownership and understanding of the work we are undertaking with individual families.
- Taking part in any local or national evaluation of Family Safeguarding
- Exploring funding mechanisms across the partnership to ensure sustainability of the approach if the model demonstrates these outcomes in our area.

This charter covers commitment to the Family Safeguarding Approach for a minimum period of 2 years, with agreement to review every 12 months.



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