

## 7. Anticipated Outcomes

- Development of bespoke specialist teams.
- Improved outcomes for children, young people and families.
- Reduce our CLA population.
- Reduce reliance on high-cost placements.
- Improve staff wellbeing.
- Manageable caseloads across service.
- Improve staff retention.
- Improve recruitment opportunities.

## 1. Why Reconfigure?

The reconfiguration seeks to embrace changes in social work practice and modernise our approach to our work with families. The proposed reconfiguration enables practitioners to develop their expertise in chosen areas, and specialist teams will offer bespoke and tailored support to specific service user groups. As the wider service is currently embarking on implementing a Model of Practice there is an opportunity to optimise the teams to align with the model. In addition to improved outcomes for children it is anticipated that the proposed arrangements will also bring about benefits in terms of workload management and ultimately staff retention.

## 2. Key Proposed Changes

- Change of service name to **Family Support and Care Planning Service**
- The 6 existing II East and West teams will separate into 4 Child and Family Teams and 2 Children Looked After Teams.
- Referral criteria for the 16+ teams to expand to include children from the age of 14.
- Part of the existing Miskin Service will integrate with the 14+ and CLA Teams.

## 6. Integration of Miskin with the 14+ and CLA Teams

Integrating staff from the current Miskin service with CLA and 14+ Teams, will enhance resilience and develop specialist interventions. These staff will be non-case holding and will continue to deliver planned interventions to families and improve timely response to crisis, preventing escalation. Consultants will have a role in support and development of less experienced staff.

## Intensive Intervention Reconfiguration



## 3. Child and Family Teams

These teams will specialise in care planning for children who require care and support. This includes cases subject to child protection planning, PLO and Court, in addition to adoption work. A dedicated service enables more focus on risk management to avoid escalation. The overall aim will be to reduce the need for PLO, child and family separations, and care proceedings.

## 5. 14+ Teams

A service dedicated to adolescents and care leavers, will develop skills and expertise relating to issues that mainly affect this age group. Responding to these issues earlier will prevent escalation and improve overall outcomes for young people. Support to care leavers, and transition planning into adulthood can be more specialised and focussed, promoting independence and reducing risk of homelessness

## 4. Child Looked After Teams

A service dedicated to our children looked after encourages holistic care planning. The development of these teams will improve outcomes for care experienced young people. Earlier opportunities for reunification, better placement stability, step down from residential to foster care, and promoting healthy family relationships.