

**WEST DUNBARTONSHIRE COUNCIL****Report by the Chief Social Work Officer****Council: 30 September 2020**

---

**Subject: Chief Social Work Officer Annual Report 2019-20****1. Purpose**

- 1.1** The purpose of this report is to provide the Council with the Chief Social Work Officer (CSWO) Annual Report for 2019-20 which provides information on the statutory work undertaken on the Council's behalf, including a summary of governance arrangements, service delivery, resources and workforce.

**2. Recommendations**

- 2.1** The Council is asked to note the content of the Chief Social Work Officer Annual Report 2018-20 and approve its submission to the Office of the Chief Social Work Advisor to the Scottish Government.

**3. Background**

- 3.1** The requirement for each Council to have a Chief Social Work Officer was initially set out in section 3 of the Social Work (Scotland) Act 1968 and is also contained within section 45 of the Local Government etc. (Scotland) Act 1994.
- 3.2** The role of the CSWO is to provide professional guidance, leadership and accountability for the delivery of social work and social care services – both those provided directly by the HSCP and also those commissioned or purchased from other providers.
- 3.3** The CSWO Annual Report has been prepared in line with national guidance: 'The Role of the Chief Social Work Officer' (Scottish Government: 2016). This report also fulfils the statutory requirement for each CSWO to produce an annual report on the activities and performance of social work services within the local area.
- 3.4** Following approval, the annual report will be provided to the Chief Social Work Advisor to the Scottish Government and will be posted on the Council and HSCP websites.

#### **4. Main Issues**

- 4.1** Each CSWO produces an annual report, based on a template agreed with the Office of the Chief Social Work Adviser, however this year, given the workload implications caused by the Covid 19 pandemic, an amended template has been provided which ensures local reporting arrangements continue whilst having due regard to current pressures being experienced across the sector.
- 4.2** The Office of the Chief Social Work Adviser will use completed reports to prepare a national overview later in the year.
- 4.3** The HSCP Strategic Plan for 2019-22 provides a vision for delivery of services in West Dunbartonshire, prioritised around early intervention, access, resilience, assets and inequalities.
- 4.4** Improvement planning following the inspection of Self Directed Support (SDS) and Justice social work services has progressed during 2019-20, supported by oversight and scrutiny by the HSCP Board and HSCP Audit & Performance Committee.
- 4.5** The report on the inspection of Justice services was published in August 2019 and highlighted areas for improvement, particularly around risk assessment, interventions with offenders, unpaid work and case management. The appointment of a dedicated Justice Service Manager in October 2019 has provided improved leadership for the service and for the improvement actions arising from inspection.
- 4.6** Joint working with Community Justice Scotland and other partners has led to the development of bespoke training opportunities for staff in the development of risk assessment and risk management practice to support individuals to reduce the risk of further offending and harm.
- 4.7** Meanwhile, the Care Inspectorate undertook inspections of 12 registered services and ongoing discussion with our Link Inspector will support and guide preparation during 2020-21 for the forthcoming programme of inspection of adult support and protection services.
- 4.8** Public protection arrangements were strengthened during 2019-20, with the appointment of an independent joint Chair for the Adult and Child Protection Committees to provide additional scrutiny, oversight and professional challenge to multi-agency partners.
- 4.9** In addition, a review of public protection support arrangements led to the creation of specific lead officer posts for adult protection and child protection. This will augment existing arrangements and provide dedicated co-ordination, strategic planning and monitoring of child and adult protection work on behalf of West Dunbartonshire Child Protection Committee and Adult Protection Committee and will promote and support all areas of work relating to public protection with staff and partners.

- 4.10** During 2019-20, recruitment to social work posts has continued, albeit in challenging and competitive conditions. Additional social worker and support worker posts have also been taken forward to increase service capacity.
- 4.11** This additional commitment reflects the continued demands upon statutory services alongside the importance of practice and performance improvement. This will also support service design for children's services within an integrated, targeted approach to improve outcomes for children, young people and families.
- 4.12** The Mental Health Officer team remained fully staffed during 2019-20 and this enabled staff to meet statutory deadlines across the range of activity. Close working relationships between adult services teams have also enabled a range of integrated practice across services. These included support to vulnerable women during pregnancy, to reduce hospital admissions and delayed discharges and the report provides further detail here.
- 4.13** Services have also identified further opportunities for service development and improvement during 2020-21, however these will undoubtedly be shaped by the impact of Covid 19 on our most vulnerable children, families and adults in the year ahead.
- 4.14** The report outlines how services have responded to the pandemic; whilst much of this falls outside the reporting period of the annual report, priorities for service delivery, support to staff and managers and details of recovery planning are included.

## **5. People Implications**

- 5.1** The CSWO Annual Report refers to workforce planning and development which recognises activity to support staff compliance with professional registration as well as recruitment and retention activity.

## **6. Financial and Procurement Implications**

- 6.1** There are no financial or procurement implications arising from the CSWO annual report, however the report highlights the financial implications upon the HSCP budget and the importance of spend that is compliant with procurement arrangements.
- 6.2** Budgetary oversight of services provided by the HSCP continues to be provided by the HSCP Board and senior officers continue to address these issues to meet statutory duties – the current pandemic will undoubtedly shape the budgetary and financial arrangements for HSCP services during 2020-21 and beyond.

## **7. Risk Analysis**

- 7.1** Provision of statutory social work services requires appropriately qualified and skilled staff – analysis of activity and future demand is intended to inform future service planning to continue to meet statutory duties.

## **8. Equalities Impact Assessment (EIA)**

- 8.1** There is no equalities impact as the report does not recommend a change to existing policy, function or strategy.

## **9. Consultation**

- 9.1** The CSWO Annual Report has been informed by information provided by managers across the HSCP; members of the HSCP Senior Management Team have also been consulted on the report content.

## **10. Strategic Assessment**

- 10.1** Analysis of activity, resources and performance within the CSWO Annual Report provide assurance that the planning and delivery of social work services in West Dunbartonshire continue to reflect statutory requirements.
- 10.2** The report also demonstrates how services support the Council's strategic priorities and the HSCP Strategic Plan, working with local residents and communities to improve lives.
- 10.3** The strategic direction of services will undoubtedly reflect the wider implications of the Covid 19 pandemic during 2020-21 and shape how services are prioritised and designed to meet the needs of our communities in West Dunbartonshire.

**Jonathan Hinds**  
**Head of Children's Health, Care and Justice**  
**Chief Social Work Officer**  
**30 September 2020**

---

**Person to Contact:** Jonathan Hinds, Head of Children's Health, Care and Justice, Chief Social Work Officer; 16 Church Street, Dumbarton, G82 1QL; Telephone 01389 737320; email [jonathan.hinds@ggc.scot.nhs.uk](mailto:jonathan.hinds@ggc.scot.nhs.uk)

**Appendices:** Chief Social Work Officer Annual Report 2019-20  
**Background Papers:** None  
**Wards Affected:** All