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**REPORT TO: EDUCATION COMMUNITIES AND ORGANISATIONAL  
DEVELOPMENT COMMITTEE ON 3 FEBRUARY 2021**

**SUBJECT: CHILDREN AND FAMILIES AND JUSTICE SERVICES SOCIAL  
WORK SERVICE PLAN 2020-23**

**BY: CHIEF OFFICER, HEALTH AND SOCIAL CARE MORAY**

**1. REASON FOR REPORT**

1.1 To invite the Committee to consider the Children and Families and Justice Services Social Work Service Plan for 2020-23.

1.2 This report is submitted to the Education, Communities and Organisational Development Committee following a decision of Moray Council on 17 June 2020 to agree a simplified committee structure as a result of the COVID-19 Pandemic in the case of this committee the combining of the delegated responsibilities of Children and Young People Services, Governance, Strategy and Performance, (para 9 of the minute refers).

**2. RECOMMENDATION**

**2.1 It is recommended that Committee consider and approve the Service Plan for children and families and justice social work.**

**3. BACKGROUND**

3.1 Service planning is a key aspect of the Council's Performance Management Framework and is undertaken annually to set out the strategic direction for services over the coming months. Typically, actions are more certain in the short term but work will continue beyond a 12 month period and will feature in plans for more than a single year. There has been a delay in presenting service plans due to the Covid-19 pandemic and so these plans cover the period to April 2023 in order to recover the April planning cycle.

The Plan

3.2 The Children and Families and Justice Social Work Service Plan identifies the areas to be progressed over the next three years, with the ambition of improving outcomes for children and their families in their communities. The main focus will be on the model and approach of social work; the model and approach to commissioning at a strategic and individual level, and the subsequent contract monitoring; and to support Moray children who are living

out of area, to return to be closer to their families and communities where appropriate (**Appendix I**).

- 3.3 This plan will also contribute to support the ambitions of the Moray Children's Services Plan 2020/23.
- 3.4 Looking forward it is anticipated that a significant amount of planned work will be on improvement and modernisation of the approach of social work, informed by the Independent Care Review and The Promise. Operationally, the covid-19 pandemic will continue to have a significant ongoing impact on service delivery and management of time and resources. It is, very likely to affect services' ability to focus on planned work as well as responding to the operational context the pandemic creates. Nevertheless there remains within the services a clear commitment to progressing change.

#### **4. SUMMARY OF IMPLICATIONS**

**(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))**

The service plans were informed by the LOIP and the Council's Corporate Plan.

**(b) Policy and Legal**

Statutory requirements and council policies are considered by Manager's when preparing service plans for the year ahead.

**(c) Financial implications**

No additional financial resources are required to support the service.

**(d) Risk Implications**

Up to date risk registers are maintained and considered as part of the service planning process. The covid-19 pandemic will have an ongoing impact on services as resources are directed to the priority of responding to and adapting to COVID requirements. This will mean that resources may be diverted from the actions set out in the plan depending upon how the pandemic evolves.

**(e) Staffing Implications**

Service plans are integral to good management practice including workforce planning and assisting with communication about work plans for staff, identifying priorities and matching staff time to the Council's priorities.

**(f) Property**

There are no property implications arising from this report.

**(g) Equalities/Socio Economic Impact**

Managers consider equalities issues for staff and service users when assessing current service delivery arrangements and future requirements.

**(h) Consultations**

the Chief Executive; Senior Human Resources Advisor; Paul Connor, Principal Accountant; Morag Smith Senior Solicitor; Equal Opportunities Officer; Corporate Parenting and Commissioning Service Manager; Criminal Justice Service Manager and Tracey Sutherland, Committee Services Officer have been consulted in the preparation of this report and are in agreement as regards to their respective responsibilities.

**5. CONCLUSION**

**5.1 Service plans have been prepared identifying the improvements targeted for the period up to April 2022. In preparing the plans managers have taken account of risk, performance data (including inspections and Best Value), the LOIP, the Corporate Plan and other relevant factors such as audit outcomes. Consideration has also been given to the impact of the Covid-19 pandemic and recovery that is required to respond to that. The service plans identify the resources allocated to each service and how these will be utilised to deliver core service requirements and improvements.**

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Background Papers: With Author

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