



CITY AND COUNTY OF SWANSEA
DINAS A SIR ABERTAWE

Councillor Paxton Hood-Williams
Chair, Scrutiny Programme Committee
City & County of Swansea

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Councillor William Evans
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2nd April 2014

If you require this or any other information in another format e.g. Braille, audio tape or a different language, please contact me

Dear Councillor Hood-Williams

Re: Team Around the Family Review

Thank you for your letter dated 6th March 2014 regarding a number of follow up questions from the Wellbeing Performance Panel meeting on the 3rd March 2014, regarding the Institute of Public Care report on the Team around the Family Review.

The Service and Team were pleased to see your positive comments on the review of Swansea's Team around the Family arrangements and appreciated the praise you gave staff for their hard work in this service and in delivering these positive outcomes.

You recognised that there is:

- 1. The need for continued (and potential increased) workforce development and training around TAF issues particularly to help build confidence with other professionals around taking the key worker role**

TAF and partners have identified key areas for training and up-skilling of our staff and other team's staff. To this end the TAF Co-ordinators and linked individuals across Prevention and Early Intervention are skilled to rollout the required training as follows:

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- Overview of the TAF approach – TAF Co-ordinators
- Domestic Abuse – Ali Morris the Domestic Abuse Co-ordinator is leading on this along with selected staff from within the Prevention and Early Intervention Service area.
- Safeguarding – selected Prevention and Early Intervention Staff
- Advanced Facilitation (covers a wide range of areas) – TAF Co-ordinators

However there are considerable financial issues and capacity issues regarding people's time which need to be resolved to ensure a greater focus on training. The more training we do the more resource is taken away in the short-term from frontline delivery within Team Around the Family. This also has an impact on other front-line services and their capacity to facilitate and support families. It is a fine balance therefore between time for training and direct support.

There is no specific budget set aside for venue hire, refreshments, and materials making this even more difficult.

2. More work was needed to develop a better sign up from Partner organisation to TAF

Discussion was related to the need for strategic sign-up in the first instance and leadership from the top across the LA and its partners to achieve the cultural change needed.

A substantial piece of work is being planned within Sustainable Swansea – Prevention work stream to revise and improve all services to children and families from prevention and early intervention work, through to complex facilitation for families, right up to the edge of care. As this Family Support continuum is established working relationships and sign up will be improved for the TAF model.

This may result in the development of a broader multiple agency strategic board to drive this and so that its members "own" the approach as part of the wider continuum.

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3. Improved sustainability in the service is required because it is financed by a number of funding streams. Part of the funding is from the European Social Fund that finishes in December this year. Do we have plans as to how this funding gap will be filled?

i) To stand still additional resource is required as follows:

- 2 X TAF Co-ordinators and 1 x TAF admin potentially from December 2014, due to ESF money coming to an end. We are actively exploring further funding options from existing funding streams such as Families First to fill this gap, but this requires other projects to be decommissioned.

ii) To move forward and to start tackling the cultural change required and up-skilling more staff internally and externally then more capacity and resource is needed to enable the training and supervision and reinforcement of the TAF approach to take place. Further funding options are being explored, but this is fairly limited at this point in time. To truly advance the TAF approach within the City & County of Swansea there needs to be a shift in the allocation of core funding, as this service relies heavily on Welsh Government funding and external grants.

Yours sincerely

COUNCILLOR WILLIAM EVANS
CABINET MEMBER FOR LEARNING & SKILLS

CC: Wellbeing Performance Panel

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