



Dinas a Sir Abertawe

## Cofnodion Cyfarfod y Panel Perfformiad Craffu - Gwasanaethau Plant a Theuluoedd

Ystafell Bwyllgor 5, Neuadd y Ddinas, Abertawe

Dydd Mercher, 18 Rhagfyr 2019 am 10.00 am

**Yn Bresennol:** Y Cyngorydd P R Hood-Williams (Cadeirydd) oedd yn llywyddu

**Y Cyngorydd(wyr)**

C Anderson  
S M Jones

**Y Cyngorydd(wyr)**

M Durke  
D W W Thomas

**Y Cyngorydd(wyr)**

Y V Jardine  
W G Lewis

**Hefyd yn Bresennol**

Elliott King

Aelod y Cabinet - Gwasanaethau Plant

**Swyddog(ion)**

Liz Jordan  
Nichola Rogers

Swyddog Craffu

Rheolwr Mabwysiadu Rhanbarthol, Gwasanaeth  
Mabwysiadu Bae'r Gorllewin

Julie Thomas  
Gemma Whyley

Pennaeth y Gwasanaethau Plant a Theuluoedd  
Rheolwr Prosiect y Gwasanaethau Plant a Theuluoedd

**Ymddiheuriadau am absenoldeb**

Y Cyngorydd(wy): K M Griffiths a/ac E T Kirchner

---

**1 Datgeliadau o fuddiannau personol a rhagfarnol.**

Ni ddatgelwyd unrhyw fuddiannau.

**2 Gwahardd pleidleisiau Chwip a Datgan Chwipiau'r Pleidiau**

Ni wnaethpwyd unrhyw ddatganiadau.

**3 Cofnodion y Cyfarfod(ydd) Blaenorol**

Cytunodd y panel fod nodiadau'r cyfarfod a gynhaliwyd ar 28 Hydref 2019 yn gofnod cywir o'r cyfarfod.

**4 Cwestiynau gan y cyhoedd**

Nid oedd unrhyw aelodau o'r cyhoedd yn bresennol yn y cyfarfod.

**5 Diweddaraf am y Gwasanaeth Mabwysiadu Rhanbarthol**

Roedd Nichola Rogers, Rheolwr Mabwysiadu Rhanbarthol Gwasanaeth Mabwysiadu Bae'r Gorllewin yn bresennol a rhoddodd y diweddaraf i'r panel am waith y gwasanaeth, gwelliannau o ran perfformiad a chynlluniau i fynd i'r afael â meysydd i'w datblygu.

Pwyntiau trafod:

- Disgwylir adroddiad adolygu annibynnol ym mis Ionawr 2020 ynghylch a fydd Pen-y-bont ar Ogwr yn parhau i fod yn rhan o Wasanaeth Mabwysiadu Bae'r Gorllewin.
- Gwelwyd gwelliannau o ran perfformiad mewn nifer o feysydd dros y flwyddyn ddiwethaf ers i'r rheolwr mabwysiadu newydd fod yn ei swydd. Dylid ei llongyfarch.
- Nododd y Panel mai menywod oedd y rhan fwyaf o'r gweithwyr yn y strwythur a bod angen model rôl gwrywaidd ar blant. Dywedwyd nad oedd yn broblem fawr ym maes mabwysiadu gan nad yw'r staff yn gweithio'n uniongyrchol gyda'r plant.
- Ar hyn o bryd nid oes unrhyw blant gwyn wedi'u gosod gyda mabwysiadwyr BME. Caiff y broses fabwysiadu ei harwain gan y mabwysiadwyr. Ystyrir diwylliant ond ddaw gofal a lles plant yn gyntaf.
- Diweddariad ar ddata Taith Bywyd - cyflwynwyd fframwaith newydd. Penodwyd gweithiwr fframwaith yn ddiweddar i weithio gydag awdurdodau er mwyn gwella ansawdd y gwaith ac i weithio gyda gweithwyr cymdeithasol i helpu plant i ddeall am ddata Taith Bywyd.
- Gwnaed gwaith ar 'gynnig' Bae'r Gorllewin a sut y bydd yn cefnogi plant a mabwysiadwyr wrth symud ymlaen.
- Cafwyd problemau â 'blwch llythyrau' ond datryswyd y rhain.
- Mae'r holl feysydd yn cwrdd yn rheolaidd i rannu arfer. Rhannwyd enghreifftiau o arfer da gan Fae'r Gorllewin.
- Roedd pryder ynghylch diffyg mabwysiadwyr yn y rhanbarth hwn ond mae'r blwch wedi lleihau ac mae rheolwr y prosiect yn meddwl y bydd yn parhau i leihau.
- Bydd y rheolwr mabwysiadu'n dod â chanlyniadau perfformiad eleni yn ôl i'r panel ar ddechrau'r flwyddyn ddinesig nesaf.

Camau Gweithredu:

- Cynnwys eitem ar 'Ganlyniadau Perfformiad Gwasanaeth Mabwysiadu Bae'r Gorllewin' ar y rhaglen waith ar ddechrau'r flwyddyn ddinesig nesaf.

## 6 Y Diweddaraf am y Bwrdd Magu Plant Corfforaethol

Roedd Gemma Whyley, Rheolwr Prosiect y Gwasanaethau Plant a Theuluoedd yn bresennol i roi'r diweddaraf i'r Panel am y gweithgarwch a gafwyd eleni gan gynnwys amserlen, cynllun gwaith, prosiectau a'r camau nesaf.

Pwyntiau i'w trafod:

- Cafwyd 6 chyfle i rieni corfforaethol ymgysylltu â phlant eleni.
- Cafodd y Prosiect Llyfrau Dechrau Gorau, a gynhaliwyd eleni, ei ganmol gan y Comisiynydd Plant. Rydym yn gobeithio ehangu ar hwn y flwyddyn nesaf.
- Mae Bays+ yn gweithio'n dda ar hyn o bryd. Caiff adroddiad perfformiad

Parhad

pwrpasol newydd ar gyfer Bays+ ei ddatblygu yn y flwyddyn newydd. Caiff hwn ei ychwanegu at eitem monitro perfformiad yn y dyfodol.

- Enwebwyd y Grŵp Tasg a Gorffen Cyfranogiad am wobr.
- Cynhaliwyd gweithdy Bwrdd Magu Plant Corfforaethol ar y cyd. Caiff hyn ei fwydo i'r Cynllun Bwrdd Magu Plant Corfforaethol blynyddol.
- Mae Grŵp Cynghori'r Gweinidogion Llywodraeth Cymru wedi trafod newidiadau i'r ddeddfwriaeth. Gallai hyn fod yn gadarnhaol.
- Mae'r Sgwrs Fawr yn llwyddiannus iawn wrth gysylltu ag ysgolion.
- Ni ddarparwyd unrhyw ddata perfformiad yn yr adroddiad hwn. Roedd y Panel yn pryderu ynghylch cyrhaeddiad addysgol ar gyfer Plant Sy'n Derbyn Gofal yn yr adroddiad blaenorol. Bydd yr Adroddiad Blynyddol, gan gynnwys data perfformiad yn cael ei gyflwyno i'r Panel yn ystod y flwyddyn ddinesig nesaf.
- Gofynnodd y Panel a yw'r partneriaid yn cymryd rhan fel y dylent. Dywedwyd bod Tai a Diwylliant a Hamdden bellach yn cymryd y rôl magu plant corfforaethol o ddifri ac maent yn cymryd rhan yn dda.
- Mae Aelod y Cabinet yn awyddus i wella presenoldeb a chyfraniad yn ystod cyfarfodydd y bwrdd ac mae o'r farn y bydd newid o amcanion i themâu hefyd yn helpu gyda hyn.
- Mae ymgais wedi bod i gynnwys plant yng nghyfarfodydd y Bwrdd ond mae angen i strwythur y cyfarfodydd newid. Awgrymodd y Panel y dylai Aelod y Cabinet siarad â Phennaeth y Gwasanaethau Democrataidd am newid fformat i arddull sy'n fwy tebyg i weithdy.

Camau Gweithredu:

- Caiff copi PDF o'r prosiect llyfrau ei ddsbarthu i'r Panel drwy e-bost.
- Bydd eitem Adroddiad Monitro Perfformiad y Gwasanaethau Plant a Theuluoedd yn cynnwys perfformiad Bays+ yn y dyfodol.
- Cynnwys eitem 'Adroddiad Blynyddol y Bwrdd Magu Plant Corfforaethol' yn y Rhaglen Waith ar gyfer y flwyddyn ddinesig nesaf.

## 7 Monitro Perfformiad

Rhoddodd Julie Thomas, Pennaeth Gwasanaethau Plant a Theuluoedd ddiweddariad i'r Panel.

Pwyntiau i'w trafod:

- Cafwyd 3 mis prysur iawn gyda llawer o weithgareddau sy'n ymwneud â'r boblogaeth Plant sy'n Derbyn Gofal gan gynnwys rhai materion difrifol a materion cymhleth iawn.
- Caiff Strategaeth Lles y Gweithlu ei datblygu. Mae'n bwysig cadw staff profiadol yn enwedig uwch-ymarferwyr.
- Ni chaiff y polisi monitro swyddi gwag ei roi ar waith yn y Gwasanaethau Plant a Theuluoedd gan ei fod yn oedi recriwtio staff.
- Cymeradwywyd y polisi cadw er mwyn caniatáu staff i wneud cynnydd a chyrraedd rolau uwch-weithwyr cymdeithasol.
- Cafwyd ymgais fawr mewn perthynas â gwaith cychwynnol wedi'i dargedu ac mae canolfannau cymorth cynnar ar waith.
- Bydd Pennaeth y Gwasanaeth yn cyflwyno gwybodaeth am lwyth achos i bob cyfarfod o'r Panel yn y dyfodol er mwyn rhoi sicrwydd i'r Panel.
- Mae gweithgarwch amddiffyn plant wedi cynyddu. Mae gwaith yn cael ei wneud

Cofnodion Cyfarfod y Panel Craffu Perfformiad - Gwasanaethau Plant a Theuluoedd  
(18.12.2019)

Parhad

i arafu hyn. Bydd yr heddlu'n gweithio gyda ni ar hyn a dylem weld y ffigyrau'n lleihau.

- Mwy o weithgarwch ynghylch llinellau sirol yn ddiweddar. Gofynnwyd i'r heddlu gynyddu ei weithgarwch tarfu.
- Mae'r adran yn gweithio ar ddarn o waith gyda Phrifysgol Caerhirfrynster ar brosiect 'Born into Care'.
- Gweithio gyda'r adran Tai i ddarparu tai i'r sawl sy'n gadael gofal sydd ag anghenion cymhleth y mae angen y gefnogaeth hon arnynt o hyd.

Camau Gweithredu:

- Cyflwyno gwybodaeth llwyth achos y Gwasanaethau Plant a Theuluoedd ym mhob cyfarfod o'r Panel. Diweddariad llafar gan Bennaeth y Gwasanaeth.

## 8 **Amserlen y Rhaglen Waith ar gyfer 2019/20**

Ystyriodd y panel y rhaglen waith.

Camau Gweithredu:

- Cadarnhau a fydd y cynigion cyllidebol drafft yn eitem ychwanegol yn ystod cyfarfod y Panel ar 24 Chwefror neu a oes angen trefnu cyfarfod ychwanegol.

## 9 **Llythyrau**

Cafodd llythyrau eu derbyn a'u hystyried gan y panel.

Daeth y cyfarfod i ben am 11.45am.



**To:**  
**Councillor Elliott King, Cabinet Member for  
Children Services (Early Years) / Councillor  
Sam Pritchard, Cabinet Member for  
Children Services (Young People)**

*Please ask for:* Scrutiny  
*Gofynnwch am:*  
*Scrutiny Office* 01792 637314  
*Line:*  
*Llinell*  
*Uniongyrchol:*  
*e-Mail* [scrutiny@swansea.gov.uk](mailto:scrutiny@swansea.gov.uk)  
*e-Bost:*  
  
*Date* 20 January 2020  
*Dyddiad:*

**Summary:** This is a letter from the Child & Family Services Scrutiny Performance Panel to the Cabinet Members for Children Services following the meeting of the Panel on 18 December 2019. It covers Regional Adoption Service, Corporate Parenting Board and Performance Monitoring

Dear Cllr King and Cllr Pritchard,

The Panel met on 18 December to receive updates on the Western Bay Regional Adoption Service and the Corporate Parenting Board and to discuss the Child and Family Services Performance Monitoring Report for October 2019.

We would like to thank Cllr King, Julie Thomas, Nichola Rogers and Gemma Whyley for attending and answering questions. We appreciate your engagement and input.

We are writing to you to reflect on what we learnt from the discussion, share the views of the Panel, and, where necessary, raise any issues or recommendations for your consideration and response. The main issues discussed are summarised below:

### **Update on Regional Adoption Service**

Nichola Rogers, Regional Adoption Manager for Western Bay Adoption Service updated the Panel on the work of the service, improvements in performance and plans to address areas for development.

We were informed that an independent review report is expected in January 2020 on whether Bridgend remains as part of Western Bay Adoption Service.

**OVERVIEW & SCRUTINY / TROSOLWG A CHRAFFU**  
**SWANSEA COUNCIL / CYNGOR ABERTAWE**  
GUILDHALL, SWANSEA, SA1 4PE / NEUADD Y DDINAS, ABERTAWE, SA1 4PE  
[www.swansea.gov.uk](http://www.swansea.gov.uk) / [www.abertawe.gov.uk](http://www.abertawe.gov.uk)

I dderbyn yr wybodaeth hon mewn fformat arall neu yn Gymraeg, cysylltwch â'r person uchod  
To receive this information in alternative format, or in Welsh please contact the above

We heard that there have been improvements in performance in many areas over the last year since the new adoption manager has been in post and that Nichola should be congratulated. We were very pleased to hear this.

We noted that there are mostly women in the structure and mentioned that we felt children need a male role model. We were informed that this is not a significant issue in the adoption service, as staff don't work directly with children.

We were informed that there are currently no white children placed with BME adopters and that adoption is driven by the adopters. We heard that culture is taken into account but care and wellbeing of children comes first.

We heard that a new framework has been introduced for Life Journey Data. Also, a framework worker has recently been appointed to work with Authorities to improve quality of work, and to work with social workers to help children understand about Life Journey data. We were pleased to hear this.

We heard that work has been done on Western Bay's 'offer' and how it will support children and adopters going forward. We also heard that there were issues with 'letterbox' but that these have been resolved.

We were informed that all areas meet regularly to share practice and that some of the good practice by Western Bay has been shared in this forum.

We discussed that there was concern about the shortage of adopters in this region but heard that the gap has got smaller and the project manager thinks it will continue to reduce.

We agreed that the adoption manager would bring this year's performance results to a panel meeting early in the next municipal year.

### **Corporate Parenting Board Update**

Gemma Whyley, Child and Family Services Project Manager updated the Panel on activity undertaken this year including timeline, work plan, projects and next steps.

We heard that there have been six opportunities for corporate parents to engage with children this year.

We were informed that the Best Start Book Project, undertaken this year, has been praised by the Children's Commissioner. We heard that you hope to expand on this next year. It was agreed that a PDF copy of the book will be circulated to the Panel by email.

We heard that Bays+ is currently working well. We also heard that a new bespoke performance report for Bays+ is being developed in the new year and that this will be added to the CFS Performance Monitoring item in future.

We were pleased to hear that the Participation Task and Finish Group has been nominated for an award.

We heard that a Joint Corporate Parenting Board workshop was held and that this will feed into the annual Corporate Parenting Board Plan.

We were informed that the Welsh Government Ministry Advisory Group is discussing changes to legislation and that this could be very positive.

We heard that the Big Conversation was very successful at linking in with schools.

We raised the issue that there was no performance data provided in the report and that in the previous report we had been concerned about educational attainment for Looked After Children. We heard that the Annual Report, including performance data, will come to this Panel in the next municipal year.

We queried if partners are participating as they should and we were informed that Housing and Culture and Leisure are now taking their corporate parenting role seriously and are participating well.

You told us that you are keen to improve attendance and engagement at Board meetings and believe changing from objectives to themes will help with this.

You also informed us that there has been a push to involve children in Board meetings but that the structure of meetings needs to change. We suggested you speak to the Head of Democratic Services about changing the format to a more workshop style.

## **Performance Monitoring**

Julie Thomas, Head of Child and Family Services updated the Panel.

We heard that it was an extremely busy 3 months with lots of activity around the Looked After Children population including some serious issues and some really complex issues.

We were informed that the Workforce Wellbeing Strategy is being developed and that it is really important to keep experienced staff especially senior practitioners.

We heard that the vacancy monitoring policy is no longer being applied in CFS as it delays recruitment of staff. We were pleased to hear this. We also heard that the retention policy has been approved to enable progression of staff through to senior social workers. The Panel heard that there has been a big drive towards targeted early work and early help hubs are in place. The Head of Service agreed to bring caseload information to each Panel meeting in future to reassure us.

We noted that child protection activity has increased. We heard that work is being undertaken to slow this down and that the police will be working with us on this and we should see a reduction in figures.

We heard that there has been more activity around county lines recently and that the police have been asked to up their disruption activity.

We were informed that the Department is doing a piece of work with Lancaster University on the 'Born into Care' project.

We heard that the Department is working with Housing on providing housing for care leavers with complex needs who still need this support.

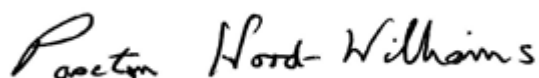
### **Work Programme**

We discussed the possibility of adding the budget proposals for Child and Family Services to the February Panel Meeting for discussion. However, the budget proposals are due to go to Cabinet on 20 February 2020 so an additional CFS panel meeting has had to be arranged on 18 February at 12pm. Relevant Cabinet Members and officers are invited to attend this meeting.

### **Your Response**

We hope you find this letter useful and informative. We would welcome your views and comments on any of the issues raised and in this instance please provide a formal response by 10 February 2020.

Yours sincerely



**PAXTON HOOD-WILLIAMS**  
**CONVENER, CHILD & FAMILY SERVICES SCRUTINY PANEL**  
**[CLLR.PAXTON.HOOD-WILLIAMS@SWANSEA.GOV.UK](mailto:CLLR.PAXTON.HOOD-WILLIAMS@SWANSEA.GOV.UK)**