Template for performance challenge and support meetings

Children and Families

Cyngor Gwynedd Plan 2023-28 - Year 4 Actions

A Caring Gwynedd: Supporting the residents of Gwynedd to live full and safe lives in our communities.

Department	Project	Overview	What we want to achieve during the FOURTH year 2026-27 (milestones):	What are you going to achieve in the FIFTH year to complete this project?	An update on the progress with the milestones to date, and the impact of this on the people of Gwynedd (21.10.26)	Has the milestone been completed / is it likely to be completed by the end of the financial year (Yes / No)

Cross-departmental - Adults and Children	Llechen Lân	We will prepare an analysis of the demographics of Gwynedd; the demand for service; and adult social services best practices to understand and highlight the demand for service and the associated resources that will be needed for the next twenty years.	**Children:** 1. Following the publication of the Llechen Lân report, there will be a need to create a work programme. 2. We will establish a work programme to implement the recommendations deriving from the report. 3. Look at how we provide services and how we can develop the service to provide the necessary provision to families. 4. Work with agencies associated with the report to avoid duplicating work. **Adults:** 1. We will have updated the Adults Llechen Lân report and action plan to reflect changes in data/assumptions about the demand. 2. We will have one plan to bring together all the work of the Adults, Health and Well-being Department as well as to streamline the work streams.	**Children:** The report will be completed during the 26/27 year, we will need to scrutinise the recommendations and create a work programme to implement the findings. **Adults:** We will have an older adults accommodation plan in Gwynedd.	This is joint work with a review of specialist services. The work programme has commenced to digitise Derwen, this includes how children and young people have access to the service **Impact:-** A service with a better understanding of the use of the service by families. Children and Young people have a better access to services	Yes
Children and Families	Further develop the residential provision for	We are going to improve the experiences of children looked	1. Make adaptations to both houses, Cricieth and Edern, to ensure that they meet the CIW requirements.	During 26/27, we will review the plan in its entirety and	1. Cricieth adaptations have been completed. Awaiting confirmation of the	Yes

	looked-after children in small group homes	after by the Council who have profound and complex needs, who currently have to leave the county or Wales in order to receive suitable provision. We will develop registered residential homes for small groups of up to two children that will allow them to receive care in Gwynedd, attend local schools and fully participate in the lives of their communities.	2. Receive a CIW registration for three houses; Deiniolen, Cricieth and Edern. 3. Place children / young people in Cricieth before summer 2026	further develop it to address the Welsh Government's eliminate profit requirements by 2030. The intention is to look for opportunities to open more homes in accordance with the intention of the Act. In addition, we will complete further work on completing a registration for existing provisions.	CIW registration. Work to complete Edern is underway. **Impact:-** Not much work left in Edern. No impact on residents. 2. Awaiting construction work to finish before sending in a registration application. **Impact**:- Rhiwen is currently an unregulated setting because children lived there. Process to complete registration is underway. 3. All the work has been completed and the children have now moved in and settled well. The Registration Application has been submitted, but some matters	Yes Yes Yes

					require further attention. Ongoing. **Impact:-** Stability for the children in a new setting.	
			4. Appoint staff for the house in Edern.		4. Appoint staff when the refurbishment / construction work has finished. **Impact**:- Create jobs for the people of Gwynedd.	Yes
			5. We hope to open both houses, namely Cricieth and Edern, and get them up and running.		5. Cricieth home is operational, with Edern to follow before Christmas. **Impact** :- Four children have a new home	Yes
			6. Place children / young people in Edern before March 2027.		6. There will discussions soon to discuss which children / young people will be placed in Edern to let the children /	

			7. We intend to look for other potential locations within the County.		young people know and voice their views. **Impact:**- Gather the views of children / young people who will move to the new location. 7. This work has already started and need to put in a bid for another house. **Impact**:- The house will need to be suitable for the children in the community e.g. close to locations such as the leisure centre, school. In addition to looking at the data where the children have originally lived in Gwynedd (Arfon, Meirionnydd and Dwyfor)	Yes

Children and Families	**Autism Plan**	Children, young people and adults with autism find it difficult to obtain the specialist support they require. We will therefore improve our provision and make it easier for individuals and their families to transfer between different services.	1. Continue with the training programme for front-line staff. Ensure that staff undertake Level 1 and 2 Autism training and monitor progress. Ensure that specialist posts undertake Level 3 training and the Autism Team also provides bespoke training for Level 4. Introduce a training programme to wider groups within the Council. Introduce and provide training for the ND profile tool jointly with Education and Health. 2. Develop the IAA within the council as it is important that the right information is received at the front door regardless of which team you contact (children and adults services).	Funding scheme is coming to an end. Need to consider how to continue building on the existing provision to ensure progression in this important field of work.	1. Work continues to achieve the aim of being a Neuro-inclusive local authority. The numbers that have been trained have significantly increased. **Impact:-** Raising awareness and the culture change within the social services workplace and wider is starting to become clear. Develop a neuro-inclusive workplace that can respond effectively and confidently to autistic/neurodivergent individuals and families that receive services 2. This work is about to start by releasing the neuro app, ensure that the council's website is up-to-date, the next step is to ensure that IAA teams have been sufficiently trained to	No

			3. Conduct 'Social value through a neuro-positive lens' training to look at the support that social workers can provide for individuals and families, whether they have an autism diagnosis or not. Provide and offer a consultation with the statutory teams and offer support for families directly when the need arises.		be able to provide the right information **Impact:-** Raise awareness and provide information, advice and necessary advice to the children and adults of Gwynedd. Numbers of IAA contact through the team is high and increasing. 3. This work continues. To ensure that every social worker has the knowledge, skills, confidence and the ability to address the needs of adults, children and families. The consultation and direct support work is significantly growing with continuous demand for this provision. The team has established a practice community for children and families preventative services to ensure appropriate support for the	

			4. Develop the advisory role within the team and continue to build information and educate team members with current issues and the pace that is moving quickly.		workplace and quality assurance of the work. **Impact:-** Individuals and families have access to timely and specialist support that helps them to manage day-to-day challenges. The knowledge and confidence of the workforce have increased, allowing an earlier and more effective intervention. The quality and consistency of the provision is strengthened by sharing good practices and ongoing professional learning. 4. The team continues to gather evidence to develop programmes and resources to	

			5. Continue to develop Groups based on results for needs set across the county 6. Continue to develop talking shop groups (parent/carers).		support the workforce. The team keeps up to date with the latest research, educates and develops its skills in the field to be able to use the information to upskill the workforce. **Impact:-** The latest information, a skilled workplace, more effective and timely interventions and the ability to give the workforce resources to be able to support autistic/neurodivergent individuals. 5. A young people's group is starting at Ysgol Ardudwy in September, an identity group and for young people to understand autism. **Impact:-** Young people can engage together, develop an identity and self-confidence with the aim of improving health and well-being and reducing the risk of needing	Yes Yes

			7. Continue to develop a Group to advise on autism with all the stakeholders to develop collaboration.		access to services in the future 6. Parents/carers support groups continue to thrive and grow across the county with a high number of parents benefiting from the space to discuss and share experiences. **Impact:-** Families have a support network and are able to reach out to each other and share experiences. In addition to receiving information, advice and support from services that facilitate the groups. 7. A stakeholder group has been established and meets quarterly. **Impact:**- A core element of the autism code of practice - to look at the autism provision across the county and to develop the gaps. Multi-agency strategic	Yes

					forum and individuals with lived experience to secure improvements in the quality of life for autistic individuals and their families in Gwynedd.	