

Children, Young People and
Education Committee
**Report of the inquiry into
statutory advocacy provision**

February 2017



National Assembly for Wales
Children, Young People and Education Committee

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The Committee was established on 28 June 2016 to examine legislation and hold the Welsh Government to account by scrutinising its expenditure, administration and policy matters, encompassing (but not restricted to): the education, health and well-being of the children and young people of Wales, including their social care.

Current Committee membership:



Lynne Neagle AM (Chair)
Welsh Labour
Torfaen



Mohammad Asghar AM
Welsh Conservative
South Wales East



Michelle Brown AM
UKIP Wales
North Wales



Hefin David AM
Welsh Labour
Caerphilly



John Griffiths AM
Welsh Labour
Newport East



Llyr Gruffydd AM
Plaid Cymru
North Wales



Darren Millar AM
Welsh Conservative
Clwyd West



Julie Morgan AM
Welsh Labour
Cardiff North

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01. Background

Our inquiry

1. In October 2016, the **Children, Young People and Education Committee** (CYPE) decided to undertake a short inquiry into **statutory advocacy provision in Wales**. Local authorities have a statutory duty to provide advocacy services to some groups of children, specifically 'looked after children', 'children in need' and 'care leavers'. Effective advocacy provision helps to safeguard children and young people, and protect them from harm and neglect.
2. During the course of the inquiry, the Committee received **16 written submissions** and held evidence sessions with **8 organisations** including the Cabinet Secretary for Communities and Children. The consultation period ran between **Tuesday, 18 October 2016** and **Friday, 11 November 2016**.
3. We would like to thank all those who have taken the time to contribute to this inquiry by giving evidence. A list of those who gave oral and written evidence is included in Annex A.

Terms of reference

4. The Inquiry **terms of reference** focused its work on the following key areas:
 - The latest position on the implementation of the National Approach to Statutory Advocacy for Children and Young People;
 - Other issues relevant to the commissioning and funding of statutory advocacy provision;
 - The impact of Part 10 of the Social Services and Well-being Act 2014; and
 - Identifying other priority areas where progress is needed in respect of advocacy provision.

Why the Committee has looked at this issue

5. Local authorities have a statutory duty to provide advocacy services to some groups of children, specifically 'looked after children', 'children in need' and 'care leavers', initially a statutory duty under the *Children Act 1989*. More recently these duties have been included in the *Social Services and Well-Being Act (2014)*. A **Code of practice on Advocacy** accompanies the Act and sets out local authority duties under it. It has been in force since April 2016. Local authorities must act in accordance with any requirements contained in the Code.
6. Latest Welsh Government **statistics** provide an indication that 28,105 children were potentially eligible for statutory advocacy services in 2016. Of these 5,660 were looked after children; 3,060 were on the child protection register; and 19,385 were children in need.
7. Between 2008 and 2012, the Children and Young People Committee of the Third Assembly published three reports¹ and made a range of recommendations and repeated calls about the provision of advocacy services for looked after children and other vulnerable groups of children.

¹ **Report on Advocacy Services for Children and Young People 2008; Scrutiny of the developments in the provision of advocacy services to children and young people in Wales 2009; Further review of developments in the provision of advocacy services to children and young people 2010.**

8. Between 2012 and 2014 the then Children’s Commissioner also published three reports and made a series of recommendations in respect of statutory advocacy services.² This followed on from a 2003 report which included a review of advocacy provision.³

The proposal for a ‘National Approach to Statutory Advocacy Services’

9. The reports published by the Children’s Commissioner led to work being undertaken by the Welsh Government and a Ministerial Expert Group on Advocacy being established in 2013 to develop a proposal for a ‘National Approach to Statutory Advocacy Services’. In 2014 representatives of local government were asked by Welsh Government to bring forward proposals for a ‘National Approach’. ‘Towards the end of 2015’⁴ a Task and Finish group had developed a business case for the ‘National Approach’.

10. When the Committee commenced its Inquiry in October 2016, this ‘approach’ was unpublished and its implementation had not been agreed. The Welsh Government and Association of Directors of Social Services both told the Committee that a ‘business case’ for the ‘National Approach’ was agreed at the ‘end of 2015’.

11. In response to the Committee’s call for evidence on what its priorities should be during the Fifth Assembly, some stakeholders referred to the lack of progress on delivering this ‘National Approach to Statutory Advocacy’ services with one referring to it as ‘an urgent priority’. The Committee was told that despite work being underway for some time, there was yet to be confirmation as to whether local authorities would implement this ‘National Approach’.

² Missing Voices 2012; Missing Voices, Missing Progress 2013; Missing Voices, Right to be Heard 2014.

³ Telling Concerns

⁴ WLGA/ADSS; written evidence SAP04

02. Evidence presented to the Committee

12. The Committee received 16 written responses to its call for evidence. Respondents emphasised why advocacy services were vital for eligible children. Tros Gynnal Plant and others emphasised that statutory advocacy provision should be considered as an important safeguarding mechanism. The National Youth Advocacy Service (NYAS Cymru) told the Committee that recommendations in Waterhouse report meant that independent advocacy was ‘fundamental to protecting children’. They went on to say:

“Statutory advocacy is fundamentally a provision to protect and safeguard the most vulnerable children and young people in Wales. We must not lose sight into the history of why advocacy is so critical in Wales which was a direct result of many children being abused whilst in the care of local authorities. The recommendations from Sir Ronald Waterhouse report; “Lost in Care” are still as relevant today as it was in 2000.”⁵

13. The Children’s Commissioner, Sally Holland, told the Committee about her views on why advocacy services are important, saying:

“I want to emphasise that, really, it’s not an optional extra; it’s an absolute necessary safeguard for our most vulnerable children in Wales. I think we’ve seen from Waterhouse through many inquiries—Rotherham is another one—where children’s voices have really been overshadowed when they’ve been at their most vulnerable. So, it’s certainly not an optional extra. Of course, it’s a required and statutory element of our social services provision.”⁶

14. Sally Holland went on to say:

“Children have reported to my office over a number of years that they don’t all know what advocacy is and don’t all know how to access it and that they’re not reminded at the right times that they have the right to an advocate.”

Delays in taking forward the National Approach

15. Several respondents suggest there has been a frustrating and unacceptable delay in agreeing and implementing the ‘National Approach to Statutory Advocacy Services’. It was also stated that this delay further exacerbates serious concerns about the position of advocacy services in the 16 years since the publication of the Waterhouse Report in 2,000. Tros Gynnal Plant says it has witnessed “a series of failed initiatives to resolve the issue”.⁷

16. Referring to delays in taking forward the ‘National Approach’, the All Wales Children and Young People’s Advocacy Providers told the Committee they were “very concerned about where we are today in terms of the implementation plan, as we understand it”.⁸ They also said:

⁵ National Youth Advocacy Service (NYAS Cymru); **written evidence** SAP14

⁶ Children’s Commissioner for Wales; **oral evidence** 24 November 2016

⁷ Tros Gynnal Plant; **written evidence** SAPO3

⁸ All Wales Children and Young People’s Advocacy Providers; **oral evidence** 16 November 2016

“... despite the shared vision for quality, accessible and sustainable advocacy structures for children and young people throughout Wales, progress in addressing some the issues raised in previous Committee enquiries and by children and young people as recipients of advocacy services have been painfully slow.”⁹

17. The National Youth Advocacy Service (NYAS Cymru) referred to the lack of progress in agreeing the implementation plan for the ‘National Approach’ and said:

“This work is still yet to be implemented or agreed by ADSS, Local Authorities and Welsh Government which has resulted in current advocacy contracts being renewed on short term basis with inadequate funding, lack of accessibility and confusion amongst local authorities on what the current status is. Many commissioners ask NYAS as providers to tell them what is happening as they inform us they do not know.”¹⁰

18. In written evidence, Sally Holland told the Committee that she was “frustrated at the length of time it has taken for work to be undertaken and the resultant standstill in the progress of the ‘National Approach’”. She said that progress in implementing the ‘National Approach’ had reached ‘a stalemate’ and that there was no “robust implementation plan in place”.¹¹ She also told the Committee:

“From as far back as the Waterhouse Report “Lost in Care” in 2000, advocacy has featured as an area of concern in reports and inquiries on many separate occasions but I regret to say that meaningful and lasting change for children and young people has yet to be achieved. The opportunity presented by the implementation of the national approach is one that should be grasped, to improve children’s outcomes. However I am frustrated by the lack of progress despite sustained efforts by my office and others to ensure this essential safeguarding service is available to everyone who is entitled to it.”¹²

19. The All Wales Children and Young People’s Advocacy Providers Group told the Committee that they “have not had sight” of the implementation plan for the ‘National Approach’ and were “unclear of the timescales for this plan’s publication or the revised timescales for its full implementation”. They went on to say that “communication to external stakeholders, including local commissioners of advocacy services, and children/young people is urgently required”.¹³

20. The Committee did also hear evidence that some local authorities were already taking the initiative and were trying to take forward and prepare themselves for the implementation of the model and that ‘good progress’¹⁴ had been made for example in one area in regarding to contracts for tendering.

⁹ All Wales Children and Young People’s Advocacy Providers Group; [written evidence](#) SAP10

¹⁰ National Youth Advocacy Service (NYAS Cymru); [written evidence](#) SAP14

¹¹ Children’s Commissioner for Wales; [written evidence](#) SAP15

¹² Ibid

¹³ All Wales Children and Young People’s Advocacy Providers Group; [written evidence](#) SAP10

¹⁴ All Wales Children and Young People’s Advocacy Providers Group; [oral evidence](#) 16 November 2016

Recent progress

21. During the course of its inquiry, the Committee heard of very recent progress in agreeing and taking forward the ‘National Approach’. The Children’s Commissioner cautiously welcomed the recent progress.

22. In a letter to the Committee on 8 November 2016, the Cabinet Secretary for Communities and Children said that “implementation will be led by local government in line with the implementation plan they are developing” and that this will be available by 24 November 2016. He also stated:

“I expect to see significant progress on moving forward with the National Approach when the implementation plan is in place later this month. ... I have now seen a draft copy of the implementation plan, which I believe is going to be submitted to this committee by the end of this week. It was still in draft until it was agreed this morning at a meeting called by the Cabinet Secretary with the chief executive of the WLGA, the Chair of ADSS and myself—this morning—when it was agreed, with some amendments. I believe it’s going to be submitted to you tomorrow.”

23. In oral evidence on 24 November 2016, Sally Holland told the Committee:

“There has been some progress this week, including today, which I will update you on, as a committee.”¹⁵

24. She went on to say:

“The implementation plan suggests that the national approach will go forward at a regional level and that it will be possible to have it completely in place—so, not just a commissioning process going out, but actually in place—by June 2017, which is when the last commissioned service in one of the regions will have ended. I have pressed the point this week, including this morning, that I would like to see evidence of active sign-up by every local authority on that. So, I’ve been informed, with some confidence—and I hope that confidence is warranted—by the WLGA and ADSS that there’s no dissent from any local authorities in taking this forward, but I would like to see an active sign-up. The Cabinet Secretary did ask for that today, and said that he would be actively pursuing that if it wasn’t forthcoming.

...

So, we heard today from the chief executive of the Welsh Local Government Association that all the leaders of the councils are meeting for a routine meeting tomorrow, and he pledged to get commitment from all the leaders at that meeting tomorrow.”¹⁶

25. Sally Holland then told the Committee “I really will be very disappointed if we don’t have the national approach implemented by June in 2017”.

¹⁵ Children’s Commissioner for Wales; [oral evidence](#) 24 November 2016

¹⁶ *Ibid*

26. In oral evidence, representatives of ADSS/WLGA told the Committee:

“We want to provide you with realistic reassurance today, in relation to the plan that’s in place ...”¹⁷

They went on to say:

“... I think we can now confidently come to you, Chair, and say that this implementation plan is realistic, it’s robust, and that it will be delivered.”¹⁸

27. Referring to timescales they said:

“We are quite sure that this national approach will be in place by June 2017, and clearly we’ve got to tackle things around existing contracts, and getting out of those existing contracts to bring those regional advocacy services together, because that’s part of the national approach.”¹⁹

28. When asked whether the outcome of the 2017 local government elections may have a potential impact on the commitment to take forward the approach, representatives of the ADSS/WLGA said:

“... most of these exercises will be overseen by the regional partnerships boards. They are places where decisions can be made without necessarily needing cabinet endorsement or to go through scrutiny committees. From our point of view, it’s a commissioning exercise. If the money is there and everybody is signed up to the approach without dissent, then there’s no reason why they can’t proceed.”²⁰

29. In oral evidence on 14 December 2016, Carl Sargeant AM, Cabinet Secretary for Communities and Children told the Committee that following his meeting with ADSS/WLGA he had received correspondence from them which was “a very positive letter, showing their commitment”. He went on to say:

“I can give my personal commitment. I’m very serious about making sure this happens because I realise actually there are two areas: this is morally right to do, but also fiscally right. The moral reasons are well rehearsed, about why you should do this and why they should be available. But actually, for Governments and public bodies, there are long term fiscal savings if we get this right early on. It makes sense to do it. So, I’m absolutely committed to doing that and actually, the legislation surrounding this—the well-being of future generations Act and the social services Act—embed this principle of making sure that we do these things. It’s about making sure that our partner agencies are also in the same place.”²¹

¹⁷ ADSS/WLGA; [oral evidence](#) 30 November 2016

¹⁸ Ibid

¹⁹ Ibid

²⁰ Ibid

²¹ Cabinet Secretary for Communities and Children; [oral evidence](#) 14 December 2016

30. When asked whether there was a ‘back-up plan’ or ‘sanctions’ in place if a local authority opted out, Carl Sargeant said:

“Yes, there are, and the local government Minister has been very keen in terms of his discussions with local authorities on saying how there is an expectation for some services to be delivered on a statutory basis. This could be one of those services.”²²

31. He went on to say:

“I can’t have any more confidence on this. I was very clear at the meeting with the Welsh Local Government Association that there are sanctions if there’s failure to deliver.”²³

32. The Committee Chair concluded the evidence session by asking the Cabinet Secretary to confirm that the ‘National Approach’ would be operational by June 2017. Carl Sargeant said:

“The information I have been given by the providers—by the commissioners from local authorities—would indicate that is correct, Chair. I expect this to be fully implemented by June 2017. I’ve asked, if there are any problems arising up to that date, by the WLGA, for them to inform me immediately. I will keep the committee informed if there is a problem with that as well.”²⁴

Implementation

33. The Committee was informed that there are several key components to the ‘National Approach’. The All Wales Children and Young People’s Advocacy Providers told the Committee:

“Each component of the National Approach is of equal importance. We would not wish to see any dilution from what was agreed and proposed, and continue to support all components of the National Approach being developed as set out in the Task and Finish Groups Business Case report. There is a need for a clear commitment to meet the funding obligations of the National Approach business plan in full.”²⁵

34. Sally Holland also emphasised the need for the approach to be implemented in full, saying:

“Throughout the work of developing a national approach, it has been reiterated that the approach has to be considered to be a single overarching entity, made up of the component parts as above. To pick and choose from the available tools would not be following a consistent National Approach and would not result in the delivery and monitoring of the Active Offer of advocacy that we have repeatedly called for, most recently in my annual report published in October 2016.”²⁶

²² Cabinet Secretary for Communities and Children; [oral evidence](#) 14 December 2016

²³ Ibid

²⁴ Ibid

²⁵ All Wales Children and Young People’s Advocacy Providers Group; [written evidence](#) SAP10

²⁶ Children’s Commissioner for Wales; [written evidence](#) SAP15

35. NYAS Cymru told the Committee that:

“The delay in progressing the National Approach to Statutory Advocacy has meant that the revised National Standards and Outcomes Framework, developed as a key component of the National Approach and mapped to the Well-Being Statement, has yet to be made available and issued for public consultation.”²⁷

36. In oral evidence, Carl Sargeant told the Committee that the “National Standards and Outcomes Framework’ will be in place ready to be implemented from June 2017. He also said that the Code of Practice on Advocacy accompanying the Social Services and Well-Being (Wales) Act 2014 would be updated to reflect the ‘National Approach’.²⁸

Funding

37. The Committee considered the extent to which financial considerations have been a barrier to implementing the ‘National Approach’. Advocacy Services are funded via the Revenue Support Grant. Dr Mike Shooter, former chair of the Welsh Government’s Ministerial Advisory Group on Advocacy referred to the work that the group had undertaken and told the Committee that “the most striking and immediate finding was that there was a huge variation in the amount of money that local authorities were spending on their statutory advocacy duty”.

38. Sally Holland echoed this point saying:

“I think, historically, we have seen a very varied service. So, if you look at spend per looked-after child—or eligible child, rather—there’s been a huge range by the local authorities, which means that, in moving towards this national approach, each of them has got a different journey to go on. So, some actually were already spending more than the national approach would suggest and some will have to spend considerably more. So, my understanding has been that there’s been quite a political process to go through in the different local authorities to reach the point when they’re all ready to sign up.”²⁹

39. Representatives of ADSS/WLGA told the Committee:

“Ultimately, resources will have an impact on what advocacy services are commissioned and the current financial climate means that we have to be realistic about the expectations being placed on local authorities, without additional funding being provided.”³⁰

40. However they also told the Committee that “Welsh Government has confirmed its commitment to providing new funding to contribute to and support the provision of independent professional advocacy, including the costs of the active offer in full ...”.³¹

²⁷ National Youth Advocacy Service (NYAS Cymru); **written evidence** SAP14

²⁸ Cabinet Secretary for Communities and Children; **oral evidence** 14 December 2016

²⁹ Children’s Commissioner for Wales; **oral evidence** 24 November 2016

³⁰ WLGA/ADSS; **written evidence** SAP04

³¹ *Ibid*

41. Sally Holland stated that funding from Welsh Government had not yet been accessed “due to lack of progress in agreeing the approach”.³² She also said that the WLGA has not “matched the resource allocated for implementation by the Welsh Government”.³³

42. Representatives of the All Wales Children and Young People’s Advocacy Providers told the Committee that:

“... it is very much underfunded, but the demand is there and we are struggling to meet the demand, and I do believe that there are a lot of young people who are not hearing about advocacy, and that’s where the active offer would come in ...”³⁴

43. The Committee was told that the implementation of the national approach has been costed at between £1 and £1.1 million, including the ‘active offer’ and that Welsh Government has allocated £500-550K towards these costs.³⁵

44. In his letter to the Committee of the 8 November 2016, the Cabinet Secretary for Communities and Children told the Committee:

“In recognition that the active offer is additional to the current provisions set out in legislation the Welsh Government has agreed to meet the full costs of the active offer. Full consideration of the level of funding provided by Welsh Government will be given when the implementation plan is received.”

45. In oral evidence, representatives of the ADSS/WLGA were questioned about the approximate £500K which will need to be funded by local authorities through the RSG in order to fully implement the ‘National Approach’. They told the Committee:

“Inevitably, there is competition for any resources that may be available, but we do have a commitment from local government that the national approach will be implemented in full.”³⁶

46. They went on to say:

“... the commitment has been made by directors of social services, by cabinet members, and lastly by the leaders of all the local authorities in Wales in the WLGA meeting. So, I think there is that level of commitment to finding the additional cost.”³⁷

47. Carl Sargeant told the Committee:

³² Children’s Commissioner for Wales; **written evidence** SAP15

³³ Ibid

³⁴ All Wales Children and Young People’s Advocacy Providers Group; **oral evidence** 16 November 2016

³⁵ Children’s Commissioner for Wales; **oral evidence** 24 November 2016

³⁶ ADSS/WLGA; **oral evidence** 30 November 2016

³⁷ Ibid

“We’ve had some protracted discussions with local authorities about the amount of funding that they have received in the past and where that it is now.”³⁸

48. He also told the Committee that it was not his intention in the longer-term to ring-fence the additional funding that Welsh Government was providing to local authorities, but reiterated that it was the intention that it is recurrent funding. He also said that no additional funding would be provided to local authorities by the Welsh Government for that specific purpose.

Other issues

49. The Meic helpline provides universal non-statutory advocacy for children and young people. Funded by Welsh Government, it is a national information and support helpline providing a single point of contact via telephone or text. ProMo-Cymru, who run the MEIC helpline, told the Committee that it is ‘exercised’ by the fact that there is no reference to MEIC within the National Approach. The All Wales Children and Young People’s Advocacy Providers Group told the Committee:

“The role of the Welsh Government funded MEIC Helpline did not feature in the Business Case report. The potential role for this independent, bilingual, telephone/on-line service as part of a new commissioning framework has not yet been fully explored.”³⁹

50. ProMo Cymru sent further information in a letter on 13 December 2016 in which they say they would welcome “any opportunity to engage in open and direct discussion to establish clarity” and refer to “how Meic’s full potential could be harnessed to deliver better outcomes for children and young people as part of the statutory advocacy landscape as well as more broadly”.

51. The National Deaf Children’s Society suggested that the Welsh Government should issues minimum standards for advocacy services which take into account the distinct needs of deaf children and young people.

52. The Children’s Commissioner also identified the importance of advocacy for specific groups of children “where it is clearly identifiable that they are likely to face barriers to full involvement in decision making” such as children with mental health issues, those with additional learning needs. She also supported the national commissioning of specialist types of advocacy such as for asylum seeker children.

³⁸ Cabinet Secretary for Communities and Children; oral evidence 14 December 2016

³⁹ All Wales Children and Young People’s Advocacy Providers Group; written evidence SAP10

03. Committee view

53. The Committee believes that statutory independent advocacy is a vital service and is crucial in protecting and safeguarding some of the most vulnerable children in Wales. It is essential that eligible children and young people can easily access these services and are fully aware that they exist to support them to have their views, wishes and concerns heard.

54. The importance of looked after children being able to access independent advocates was highlighted by the **Waterhouse Inquiry report**, published in 2,000. It found that the victims of decades of widespread sexual and physical abuse of children in north Wales care homes had not been believed or listened to. The Committee is concerned and disappointed that despite the series of reports and recommendations over a period of years since the Waterhouse Report was published, there is still not an agreed and implemented national approach to delivering advocacy services in Wales.

55. It is vital that advocacy services are in place for children today. The frequent new allegations of historic abuse serve to remind us these services are essential. An independent professional advocate can support children and young people, ensure they are listened to and better protected.

56. It is clear that, to date, there has not been the necessary impetus and determination to ensure that the National Approach is implemented across Wales. We welcome, with caution, that during the course of our Inquiry, significant progress appears to have been made to agree an implementation plan for this approach. We are also pleased that commitments have been made to the Committee both by local government representatives and by the Cabinet Secretary to ensure that this is made a reality.

57. However the Committee is concerned about pace of progress to date. The number of 'false starts' in respect of advocacy services is unacceptable. We were also very disappointed to hear that additional funding agreed by the Welsh Government had not yet been accessed by local authorities due to a lack of progress in agreeing the approach.

58. We note that the All Wales Children and Young People's Advocacy Providers Group told us that a national advocacy service may need to be considered if the current 'National Approach' is not an efficient model of delivery. The Children's Commissioner has also told us that if the implementation plan is not satisfactory in putting into practice the full 'National Approach', the Welsh Government will need to move swiftly to implement a national commissioning model. We will therefore be closely monitoring what progress is made over the next 6 months and take further evidence as needed.

04. Committee Recommendations

59. We recommend that the Welsh Government:

Recommendation 1. Monitor and ensure that all local authorities have actively signed up to the 'National Approach' by January 2017.

Recommendation 2. Monitor and ensure that local authorities fully implement the 'National Approach' by June 2017, in line with the timescales in the Implementation Plan.

Recommendation 3. Update the Code of Practice on Advocacy that accompanies the Social Services and Well-being Act 2014 to reflect the 'National Approach'.

Recommendation 4. Monitors annually local authority expenditure on statutory advocacy services and that it is funded in line with the population needs assessment analysis.

Recommendation 5. Consults on a draft and publishes a final National Independent Advocacy Standards and Outcomes Framework which includes an approach to the 'active offer' by June 2017.

Recommendation 6. Commissions an independent review of progress at the end of the first year of implementation of the 'National Approach'.

Recommendation 7. Reviews how the MEIC Cymru helpline aligns with the National Approach and ensures that there is effective read-across between statutory advocacy services and universal advocacy provision both to maximise the efficient use of resources and the range of provision for young people as part of the active offer.

Recommendation 8. Provides a detailed update to the Committee on progress in implementing the 'National Approach' in June 2017.

Annex A - Oral evidence

The following witnesses provided oral evidence to the Committee on the dates noted below. Transcripts of all oral evidence sessions can be viewed in full at: [Meeting Transcripts](#).

Date	Name and Organisation
16 November 2016	All Wales Children and Young People's Advocacy Providers Group Deborah Jones, Chief Executive - Voices from Care Cymru Jackie Murphy, Chief Executive - Tros Gynnal Plant Sean O'Neill, Policy Director - Children in Wales Emma Phipps-Magill, Service Manager - NYAS Cymru
24 November 2016	Sally Holland, Children Commissioner for Wales Hywel Dafydd, Policy and Public Affairs Manager Rachel Thomas, Policy Adviser
30 November 2016	Association of Directors of Social Services Cymru (ADSS) and Welsh Local Government Association (WLGA) Phil Evans, Director of Social Services, Vale of Glamorgan Tanya Evans, Head of Children's Services at Blaenau Gwent and Chair of the All Wales Heads of Children's Services
14 December 2016	Carl Sargeant AM, Cabinet Secretary for Communities and Children Albert Heaney, Director - Social Services and Integration Alistair Davey, Deputy Director - Enabling People

Annex B - Written evidence

Reference	Organisation
SAP 01	Abertawe Bro Morgannwg University Health Board
SAP 02	ProMo-Cymru
SAP 03	Tros Gynnal Plant
SAP 04	Association of Directors of Social Services Cymru / Welsh Local Government Association
SAP 05	SNAP Cymru
SAP 06	The Children's Society
SAP 07	Hywel Dda University Health Board
SAP 08	The National Deaf Children's Society (NDCS Cymru)
SAP 09	Letter from the Cabinet Secretary for Communities and Children – Inquiry into Statutory Advocacy
SAP 10	All Wales Children and Young People's Advocacy Providers Group
SAP 11	Aneurin Bevan University Health Board
SAP 12	Care Council for Wales
SAP 13	Mike Shooter
SAP 14	National Youth Advocacy Service (NYAS Cymru)
SAP 15	Children's Commissioner for Wales
SAP 16	Welsh Government