

**2020/21 ANNUAL REVIEW OF THE CHILDREN AND YOUNG PEOPLES
SERVICES PLAN 2020 – 23**

1.0 EXECUTIVE SUMMARY

- 1.1 The Children and Young People’s Service Plan 2020-2023 was approved by Community Services Committee in November 2020 <https://argyll-bute-girfec.com/wp-content/uploads/2020/12/cysp-2020-14th-dec-digital-version.pdf>.
- 1.2 There is a requirement in Part 3 of the Children and Young People (Scotland) Act 2014 to review the report annually and report on the performance and progress to date in delivering the outcomes set out in the plan.
- 1.3 The review considers updates on 2020/21 progress, provides information on developments that have taken place since the plan was published and sets out key plans in the year ahead.
- 1.4 It is recommended that the Community Services Committee
- a) Note that both NHS Highland and Argyll and Bute Council are jointly and equally responsible for children’s services planning;
 - b) Approves Argyll and Bute’s Children and Young People’s Services Plan 2020-2023 Year 1 review for the period 2020/21;
 - c) Once approved by Community Services Committee and approved by Integration Joint Board approve the submission of the Children and Young People’s Services Plan Year 1 review to Scottish Government as per the legislative requirement.

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2.0 INTRODUCTION

2.1 This is the first annual review of the Children and Young People's Service Plan 2020-2023. <https://argyll-bute-girfec.com/wp-content/uploads/2020/12/cysp-2020-14th-dec-digital-version.pdf>. In this review we will report on our performance and progress to date in delivering the outcomes we set out to achieve.

2.2 The review will consider:

- Updates on short-term 2020/21 progress
- Provide information on developments since the plan was published
- Set out key plans for the year ahead

3.0 RECOMMENDATIONS

It is recommended that the Community Services Committee

- a) Note that both NHS Highland and Argyll and Bute Council are jointly and equally responsible for children's services planning;
- b) Approves Argyll and Bute's Children and Young People's Services Plan 2020-2023 Year 1 review for the period 2020/21;
- c) Once approved by Community Services Committee and approved by Integration Joint Board approve the submission of the Children and Young People's Services Plan Year 1 review to Scottish Government as per the legislative requirement.

4.0 PERFORMANCE SUMMARY

4.1 The Children and Young People's Service Plan (CYPSP 2020/23) approved in November 2020 by Argyll and Bute Council and the Integrated Joint Board is set within the context of four strategic priorities and aligned to the eight well-being indicators (SHANARRI). By adopting the Quality Improvement methodology we will be able to show improvements in practice that will improve outcomes for children and young people.

The Quality Improvement (QI) methodology has been adopted when developing the performance measures for the Plan and this approach has been instrumental in providing data that will evidence improvement by 2023.

A driver diagram is a tool that helps translate a high level improvement goal into a logical set of underpinning goals and projects. It captures an entire change programme in a single diagram and also provides a measurement framework for monitoring progress. It is your ‘theory’ about how the system you are working in and wanting to improve actually works.

The CYPSP 2020/23 driver diagram provides a visual display and theory to support Argyll and Bute to deliver the priorities identified in the Plan.



4.2 Improvement and Progress Update Summary

We have made good progress with the short-term outcomes expected at 12 months.

Tables 1 - 4 (pages 3 – 10) provide updates on the 2020/21 Performance Measures and Quality Improvement projects under each of the Strategic Priorities. Appendix 1 displays additional driver diagrams on current projects.

Getting it Right for Every Child (GIRFEC) Leadership

To help improve the visibility of the Children’s Services Strategic Leadership Group, member Profiles have been developed and circulated to all staff groups.

Short-term Outcomes expected at 12 months	2020-21 Progress update
<ol style="list-style-type: none"> 1. Improvement programmes are designed around key priorities identified in the GIRFEC support evaluation 2. Partners work collectively to review current systems and processes and reduce bureaucracy 3. The voices of children and young people are evident in all aspects of children’s service delivery 	<ol style="list-style-type: none"> 1. 1.1) The improvement work generated through the Argyll and Bute Children and Young People’s Improvement Faculty has resulted in improvements in the partnership approach to service delivery leading to better outcomes for children, young people and their families. 2. 1.2) Through Quality Improvement tests of change we are ensuring Children and their families are fully engaged with collective decision making. 3. 3.1) Extensive engagement with the tendering process to support replacement of the current Carefirst System with Eclipse, providing a fully integrated web-based Care Management system for Children and Families and Social Justice. Eclipse will reduce bureaucracy and support an integrated (HSCP) Child’s Plan in practice. 3.2) A staff survey was developed to ascertain the effectiveness of locality Practitioner Forums, results indicate to engage more staff, meetings could be held via a digital platform. 3.1) Gathering the views of children, young people, parents/families is fundamental and underpins the values and principles of GIRFEC. Further testing of the ‘What Matters to Me’ (WMTM) form allows staff to gather the views parents at Child’s Plan meetings. This will be scaled up across all localities throughout Year 2 (2021/22).

Getting it Right for Every Child (GIRFEC) Leadership Quality Improvement Progress

12 months (2020-21)	Quality Improvement Aims	Quality Improvement Projects
<p>Partners work collectively to review current systems and processes and reduce bureaucracy</p>	<ul style="list-style-type: none"> • By 31st August 2021, 75% of audited Child's Plans prepared by multi-agency partners after October 2020 will contain a clear set of SMART outcomes for the young person, based on an up-to-date assessment of risk and analysis of need. • By end of May 2021, 95% of Initial child plans where Health Visitors are Lead Professional, will include parent/carer views of their child's plan and they will score 4 or above on a 1- 5 rating scale of how engaged and involved they felt in the process" 	<p>Improving the quality of Child's plans</p>

Early Help and Support

Short-term Outcomes expected at 12 months	2020-21 Progress update
1. Improvement programmes are ensuring relevant assessments at key ages and stages are carried out	1. Data indicates we have maintained above 90% of children having assessments completed at: 13 – 15 months - 93.6% 27 – 30 months - 92.6% Due to COVID restrictions P1 developmental milestone data has not be obtained
2. Ensure the Child Poverty Strategy is rolled out across the partnership	2. 2.1) The Child Poverty Strategy has been rolled out and work is progressing on implementing key actions. 2.2) Quality Improvement tests of change are in progress to increase uptake of financial support whereby Health Visitor’s will have a financial discussion with parents to ensure they receive money advice and benefit support (Aim set out below in the Quality Improvement update)
3. Children and young people have a better understanding of what safe and healthy relationships look like	3. Due to COVID restrictions the S3 drama was developed online, however most schools have it. Class lessons have also been developed to accompany the online recording. Schools have been asked to complete delivery by June 2021 and they have also been asked to complete an evaluation of this format
4. Raise the profile of breast feeding	4. 2020 Breastfeeding rates at 6 – 8 weeks 44%

<p>across communities</p> <p>5. Children and young people are able to make informed choices about their dietary needs</p>	<p>Working to promote the benefits of breastfeeding across all agencies has been a particular focus and includes working with primary schools and early years to promote breastfeeding</p> <p>5. Joint work to progress this work has been delayed due to COVID 19. Work will be taken forward in 2021/22</p>
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Early Help and Support Quality Improvement Progress

12 months (2020-21)	Quality Improvement Aims	Quality Improvement Projects
Ensuring relevant assessments at key ages and stages are carried out	<ol style="list-style-type: none"> 1. Creating communication friendly Early years settings in Bute (Aim in development) 2. . Improving uptake of Eligible 2's (Aim in development) 	<ol style="list-style-type: none"> 1. The UPQIC financial improvement project 2. AHP Forum - Improve our universal and targeted offer
Ensure the Child Poverty Strategy is rolled out across the partnership	<ol style="list-style-type: none"> 3. Increased uptake of financial support following Universal pathway contacts (UPQUIC – FI) (IA support from CYPIC practicum) <p>Aim – By Sept 2021, Health Visitor's (HV) in Argyll and Bute will have a financial discussion with parents at 80% of contacts on the HV pathway and where a need is identified 100% will receive the requested money advice and benefit support.</p>	<ol style="list-style-type: none"> 3.National “Sharing the Ambition” project 4.Breast feeding 5. Communication Friendly early years settings 6. Supporting vulnerable 2's
Children and young people have a better understanding of what safe and healthy relationships look like	<ol style="list-style-type: none"> 4. Children, Young people and their families feel supported to adopt healthy lifestyle choices - AHP Forum (Aim in development) 	
Raise the profile of breast feeding across communities	<ol style="list-style-type: none"> 5. Increasing breast feeding uptake by creating breastfeeding communities (Aim in development) 	
Children and young people are able to make informed choices about their dietary needs	<ol style="list-style-type: none"> 6. Children, Young people and their families feel supported to adopt healthy lifestyle choices - AHP Forum (Aim in development) 	

Mental health and well-being

Short-term Outcomes expected at 12 months	2020-21 Progress update
<p>1. Early help and support is readily available and pathways are in place to access school nursing, primary mental health workers and school counselling</p>	<p>1. 1.1) Development of the Peri-natal Mental Health Pathway (Aim under development)</p> <p>1.2) The school counselling service is progressing positively. The service started on February 8th 2021 with 7.5 fte counsellors and a team leader. Since that time 63 referrals have been received with the average age of the young person being 14 years. There is a relatively even balance across males and females, with slightly more females being referred. A wide range of referral reasons have been recorded including anxiety, relationships, trauma and emotional regulation, bereavement, bullying, low mood and self-injury/self-harm. Referrals are mostly being received from school staff. Early indications are that young people with particularly vulnerabilities, such as having additional support needs, being care experienced or being a young carer, are supported to access the service.</p> <p>1.3) “Our children, their nurturing education” (OCTNE) was officially launched this quarter, with 20 schools across primary and secondary beginning their journey to become a nurture and relationships based community. Each school has identified someone responsible for leading OCTNE within their own establishment, and this person (or group) attended a 3 day leadership training delivered by the Educational Psychology Service. These days covered a range of topics including attachment and resilience in the early years, stress and trauma, adolescence and the 6 nurture principles. While these were three intense days of online training, this did not dampen the enthusiasm and engagement from attendees. There were rich large and small group discussions with feedback from the training being</p>

<p>2. Trauma training is rolled out across the partnership</p> <p>3. Partners will work to develop core standards and pathways of care</p> <p>4. Advocacy services are easily accessible for children and young people</p>	<p>very positive. The next steps include an individual needs analysis with each school, using improvement methodology.</p> <p>2. Argyll and Bute is one of the National trauma training pilot areas and almost 75% of staff have undertaken Trauma Informed or Trauma skilled training. Within Education over 90% of teachers and support staff have now undertaken e-learning modules at a trauma informed or skilled level. Trauma Enhanced Dyadic Developmental Psychotherapy (DDP) training has commenced for relevant staff across agencies. An A&B Trauma champion has been appointed. The model for improvement is now being used to establish a clear quality improvement aim with associated projects.</p> <p>3. 3.1) The Child and Adolescent Mental Health Service (CAMHS) are working towards implementing the Scottish Government CAMHS Service Specification</p> <p>3.2) The Scottish Government Neurodevelopmental Pathway is under development and will facilitate core standards and pathways of care throughout 2021/22</p> <p>4. Who Cares? Scotland continues to provide advocacy to our care experienced children and young people. In 2020/21:</p> <ul style="list-style-type: none"> • 73 young people engaged with advocacy workers • 52 young people accepted the offer of advocacy support <p>The service has now expanded to be available to support those attending Hearings. Independent advocacy continues to be offered to all children on the Child Protection Register over the age of 5 years</p>
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Mental Health and Well-being Quality Improvement Progress

12 months (2020-21)	Quality Improvement Aims	Quality Improvement Projects
Trauma training is rolled out across the partnership	<ol style="list-style-type: none"> 1. Impact of Trauma informed practice (Aim in development) 2. Peri-natal Mental Health (Aim in development) 	<ol style="list-style-type: none"> 1. Early Years - Adults responses to children 2. Play pedagogy 3. Impact of Trauma informed practice 4. Trauma informed practice in schools

Children and Young People's Voice

Short-term Outcomes expected at 12 months	2020-21 Progress update
<ol style="list-style-type: none"> 1. Young People's Advisory Panel is created 2. The Young People's Advisory Panel will be invited to attend a Argyll & Bute's Children Strategic Group development session to update them on the work of the Young People's Advisory Group 3. The findings of the Independent Care Review are taken forward within a multiagency approach 	<ol style="list-style-type: none"> 1. Young People's Advisory Panel is established and working well 2. A presentation on the work of the Young People's Advisory Panel has been delivered to Argyll & Bute's Children Strategic Group 3. 3.1) The 2021-24 Corporate Parenting Plan has been updated to ensure that key themes from The Promise are prioritised

	<p>3.2) Multi agency review of all admission to care supported and consideration of findings by the Adult Protection and Child Protection Committees and the Corporate Parenting Board (CPB) led to a joint Promise Partnership bid for an innovative project, across adult and children's services. It is anticipated this will support development of new practice model for supporting families affected by parental mental health and substance misuse</p> <p>3.3) Adoption of a lexicon of institutional language our young people have asked us to stop using and multiagency work to remove these words and phrases</p> <p>3.4) Recruitment of a care experienced co-chair for the CPB</p> <p>3.5) Additional funding for a one-year participation co-ordinator for care experienced children and young people</p> <p>3.6) Continuing roll out of trauma training to develop a Trauma informed children's workforce and carers</p>
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Children and Young People's Voice Quality Improvement Progress

12 months (2020-21)	Quality Improvement Aims	Quality Improvement Projects
Young People's Advisory Panel is created	<ul style="list-style-type: none"> • By October 2021, 85% of S3 pupils in Oban high will demonstrate an understanding of Argyll and Bute's Children's Service plan and can explain why it matters to them • Visibility of Parent/Child's Voice in Child's Plan (Aim under development) 	<ol style="list-style-type: none"> 1. Engagement in CSP 2. "What matters to you?" Parent/child voice

5.0 The focus for year 2 mid-term performance outcomes include:

Getting it Right for Every Child (GIRFEC) Leadership

- Providing evidence, including run charts and data, of improvements and further embedding GIRFEC practice in delivery of children's services
- Developing a process to ensure systems and processes are streamlined to ensure there is a 'One Child, One Assessment and One Plan' approach to service delivery

Early Help and Support

- By using the Model for Improvement develop tests of change and ideas to promote and improve child development, ensuring early help and support in place
- By developing specific programmes and ideas will support us to ensure Children and young people feel more positive about their health, wellbeing and developing relationships
- Ensuring breast feeding rates are improved and sustained
- Supporting Children and young people to make good choices with respect to maintaining a healthy weight

Mental Health and Wellbeing

- Children and young people can access early mental health help and support
- Ensuring all partners feel confident in understanding trauma and how it affects children and young people's lives
- Ensuring children and young people are supported to routinely use that advocacy services

Children and Young People's Voice

- Methods to engage children and young people are designed and tested with the Young People's Advisory Panel
- Young People's Advisory Panel will be invited to present progress at the Community Planning Partnership

6.0 Key developments and alignment to National Policy

A working group has been established and work is underway to ensure children and young people understand their rights as laid out in the United Nations Convention on the Rights of the Child (UNCRC) which has now been incorporated into Scots Law

- 6.1.1 The Promise** made to care experienced infants, children, young people, adults and their families - that every child grows up loved, safe and respected, able to realise their full potential. It is responsible for driving forward the findings of the Independent Care Review and works with organisations to support shifts in policy, practice and culture so Scotland can **#KeepThePromise**. Key themes from **The Promise** have been prioritised in the Argyll and Bute's 2021-24 Corporate Parenting Plan

7.0 Conclusion

The year 1 review of the 2020 – 23 CYPSP has highlighted progress to date and priorities for year 2 (2021/22). It is anticipated that this work will continue and further improvements will be realised in year 2, under mid-term outcomes.

8.0 IMPLICATIONS

- 8.1 Policy** The Children and Young People’s Services Plan is framed within the Getting It Right for Every Child framework and the well-being indicators.
- 8.2 Financial** There are no additional resource implications with the delivery of the plan.
- 8.3 Legal** The Council and NHS Highland are required to report on the progress of the Children and Young People’s Services plan as directed within the Children and Young People (Scotland) Act 2014, set out within the supporting Statutory Guidance published in December 2016.
- 8.4 HR** None at this time.

Fairer Scotland Duty:

- 8.5 Equalities** The Children and Young People’s Services Plan identifies how health and social care services contribute to reducing inequalities, including health and education inequality.
- 8.6 Socio-economic Duty** The Children and Young Peoples Service Plan 2020 – 2023 sits within this framework and seeks to address inequalities for children and young people.
- 8.7 Islands** Delivery of services in more remote communities will be explored through Quality Improvement work as part of the 2020-23 Children and Young Peoples Service Plan.
- 8.8 Risk** There are potential reputational risks for the Council should they fail to deliver the legislative requirements set out within the Children and Young People (Scotland) Act 2014, Statutory Guidance of December 2016.
- 8.9 Customer Service** The Children and Young People’s Services Plan informs our young people, parents, carers, volunteers

and practitioners of the outcomes and actions that all partner agencies have committed to deliver in order to ensure that children and young people living in Argyll and Bute get the possible start in life.

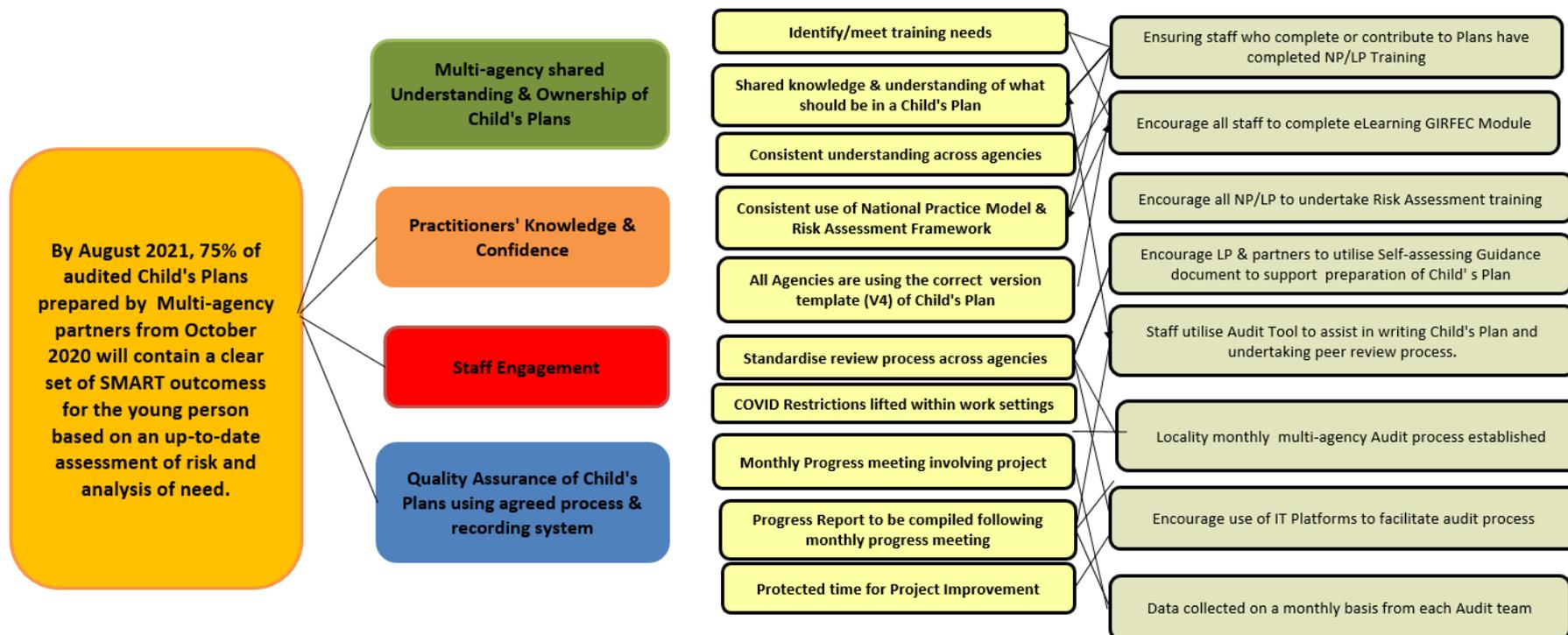
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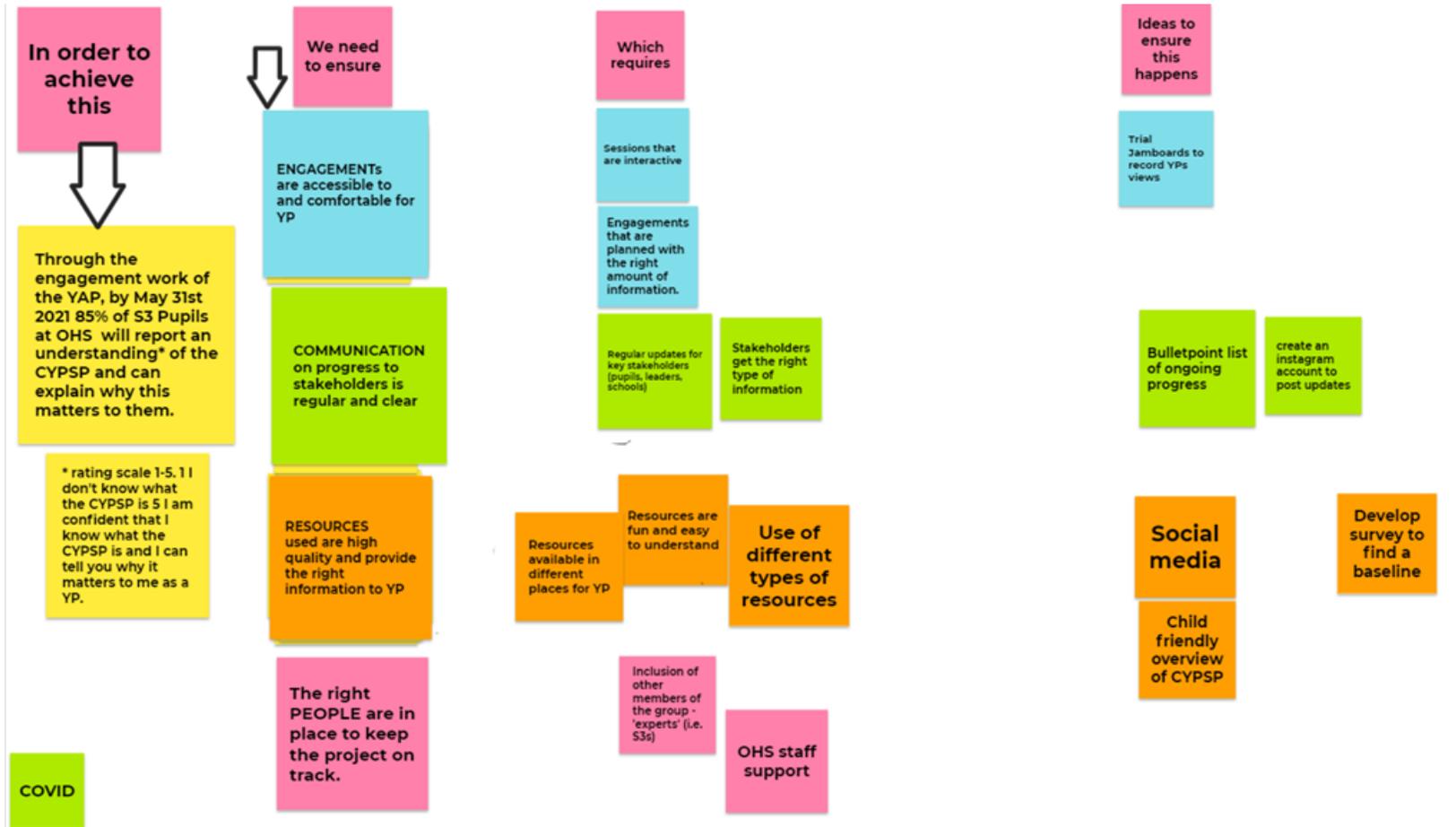
19th April 2021

Appendix 1 - Driver Diagrams Supporting Improvement

Child's Plan Driver Diagram



Children and Young People's Voice Driver Diagram



Breastfeeding Driver Diagram

