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**Title: Getting it Right for Every Child (GIRFEC) Update**

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## **1. INTRODUCTION**

Argyll and Bute's Children made the commitment to implement the GIRFEC approach and use of the GIRFEC Assessment tools known as the National Practice Model across all services in Argyll and Bute from January 2012. To support GIRFEC implementation the Scottish Government have developed a maturity model to enable organisations to track their progress. Argyll and Bute's commitment has ensured GIRFEC maturity is fully embedded at stage 2.

The CPP Management Committee are asked to support the culture, systems and practice changes that will allow GIRFEC maturity to be fully embedded at stage 3.

## **2. BACKGROUND**

The GIRFEC maturity model which is linked to the national performance framework forms the basis for the Argyll and Bute 2013 GIRFEC implementation plan.

The model is organised into five themes which include:-

- Identifying a Named Person for every child and young person in the universal services
- Identifying protocols and governance for Lead Professional
- Supporting partnerships to take a proportionate approach to managing all concerns and risks
- Redesign business processes to secure a single planning process for all children and young people supporting a single plan
- Ensuring the use of the National Practice Model

### **2.1 Progress to date**

As part of the GIRFEC process all children and young people have an identified Named Person. The role of the Named Person is to provide a single point of contact for children, young people, their families and other professionals and to ensure a child centred approach is endorsed. A Lead Professional is appointed when two or more agencies require to work together to deliver a service to a child or young person.

Argyll and Bute have implemented these roles as follows:-

- Named Person identified for all children in Argyll and Bute, implemented January 2012. Awareness around the role of the named person has been further embedded in practice from January 2012 to the present time

- Lead Professional role implemented in January 2012 and further embedded in practice from January 2012 to the present time
- Between January – December 2012 over 500 multi-agency staff across Argyll and Bute have been trained in the implementation of the Named Person/Lead Professional roles
- In response to issues and questions raised through training the Named Persons / Lead Professionals guidance was been revised and updated in January 2013

Within our journey to embed GIRFEC in 2012 the following areas of activity were prioritised:-

- Universal Services (Health and Education) focused on embedding Named Person and Lead Professional Roles ensuring children and young people's needs are addressed at the earliest possible time by arranging Childs Plan meetings
- The implementation of the GIRFEC practice model by all agencies for assessment and planning children's needs
- The development of the pre-birth pathway and antenatal plan for vulnerable babies
- Social Work prioritised the development of revised approaches to risk assessment and risk management in child protection and for LAAC based upon the national practice model
- Police prioritised improving responses to domestic abuse and the establishment of Early and Effective Intervention
- Argyll and Bute's Children initiated a review of integrated children's services planning arrangements to improve governance and support for the implementation of GIRFEC
- Implementing a GIRFEC based approach to identifying additional support needs of pre school children

### **3. NEXT STEPS**

The following priorities have been identified for 2013:-

- Support practitioners to further improve assessment and planning by providing an on-going training programme
- Improving assessment and management of risk for LAAC and young people at risk to ensure all agencies are fully embedded in the GIRFEC approach
- To ensure on-going progress deliver targeted lead professional training and further GIRFEC workshops
- Establish GIRFEC 'locality' champions/advisors to support staff and further embed the GIRFEC process
- Extend Early and Effective Intervention (EEI)
  - Produce guidance for Named Persons to support them with the outcome of the EEI process
  - Extend EEI process for children reported missing
- Develop quality assurance tools and auditing arrangements for child's plans
- To support staff and reduce paperwork a 'Universal' Child's plan requires to be developed

- Develop a tool to ensure young people's views of the effectiveness of GIRFEC are taken into consideration
- Develop localised services to ensure that children and young people get the help they need when they need it
- A funding proposal (Appendix 1) has been sent to the Scottish Government to support an enhanced GIRFEC training programme for Argyll and Bute

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13<sup>th</sup> May 2013

## Appendix 1

<b>Argyll and Bute CPP Funding Proposal 2013/14</b>
<p><b>Project description</b>  <b>Argyll and Bute GIRFEC implementation enhanced training programme</b></p>
<p>Establish and support the development of 12 GIRFEC Champions (4 from Health, 4 from Education and 4 from Social Work covering each of the 4 localities across Argyll and Bute). The champions will be responsible for mentoring staff locally and also further embedding GIRFEC across Argyll and Bute.</p> <p>To support the role of Named Person/Lead Professional (NP/LP) a suit of training materials will be developed including:-</p> <ul style="list-style-type: none"> <li>• NP/LP training DVD</li> <li>• Chairing meetings training (in-house)</li> <li>• Solution focussed training</li> <li>• Improving outcomes for children training (in-house)</li> <li>• GIRFEC awareness for children and young people living in Argyll and Bute</li> </ul>
<p><b>Proposed Cost/Amount</b></p>
<p><b>Total cost of project = £20,000 broken down as follows:-</b></p> <p>Training programme for GIRFEC champions</p> <ul style="list-style-type: none"> <li>• Solution focused training (train the trainers)                    £1,000</li> <li>• Supply cover for 4 Teachers @ £900 per day                    £3,600</li> <li>• Back fill for 4 Social Workers @ £500 per                    £2,000</li> <li>• Back fill for 4 Public Health Nurses @ £500 per                    £2,000</li> <li>• On going Named Person/Lead Professional Training, venue costs, admin support and resources £3,500</li> <li>• Develop training DVD (including role play, editing and producing DVDs for NP/LPs £2,500</li> <li>• 6 places on GIRFEC module £2,700 + travel £1,200 = £3,900</li> <li>• Use of digital media to ensure Argyll and Bute's children and young people are fully aware and understand the role of the named person role £1,500</li> </ul>
<p><b>Project Objective</b></p>
<p>Argyll and Bute CPP would like to ensure all staff are fully trained and confident in using the GIRFEC practice model, and that all our children and young people are fully aware with their named person and their role. These objectives will ensure Argyll and Bute are working towards stage 3 / 4 GIRFEC maturity</p>
<p><b>Key milestones</b></p>
<ul style="list-style-type: none"> <li>• Six GIRFEC champions have successfully completed the GIRFEC module at Stirling University</li> <li>• Named Person/Lead Professionals fully understand and are confident in understanding their role</li> <li>• DVD is produced and available for all NP/LP</li> <li>• GIRFEC champions are fully trained to support staff, this includes delivering solution focussed training by March 2014</li> <li>• Argyll and Bute's children and young people know their named person and how to contact them</li> </ul>

## Reporting arrangements

Reports on progress are required at regular intervals, three times a year, by: **1<sup>st</sup> of August 2013, 1<sup>st</sup> of December 2013 and a final report by 23<sup>rd</sup> of May 2014** (target date - all reports must be in by 30 May at latest). These reports should include details of project milestones achieved as set out in the proposal, for example related to your area plan:

- (% of relevant staff) NP trained
- (% of relevant staff) completed relevant e-learning module
- Is a programme of Family Awareness Raising underway?
- To what extent a single child's plan is in use across all agencies etc.

Reports should also include a summary of spend to date, as well as notification of any slippage. The last report in May can be combined with the statement of compliance (Schedule 3) which is required at the end of the financial year.

## MONITORING AND EVALUATION

Each project should use the following approach to continuous self-evaluation and improvement to review and evaluate progress and impact:

