

Integrated Children and Young People's Plan

IN THE SCOTTISH BORDERS 2015-2018

CHILDREN AND YOUNG PERSONS
LEADERSHIP GROUP



**getting
it right**
for every child

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WORKING IN PARTNERSHIP WITH



INTEGRATED CHILDREN & YOUNG PEOPLE'S PLAN 2015-2018

FOREWORD

The Community Planning Partnership is committed to improving the wellbeing of all children and young people across the Scottish Borders. We translate this commitment into action through the work of the Children and Young People's Leadership Group which brings together partners from Scottish Borders Council, NHS Borders, Police Scotland, the Scottish Children's Reporter Administration and the voluntary sector. The Group focuses on shared priorities to deliver meaningful and sustainable improvements to the lives of all our children and young people, particularly the most vulnerable.

The planning and delivery of our services are underpinned by the principles of the United Nations Convention on the Rights of the Child (UNCRC) and contribute to the Community Planning Partnership (CPP) Single Outcome Agreement.

By embedding 'Getting It Right For Every Child' (GIRFEC), we will ensure that all our children and young people are safe, healthy, achieving, nurtured, active, respected, responsible and included achieving their unique potential and making a positive contribution to society.

Scottish Borders offers rich opportunities for children and young people to thrive and go on to be confident and successful adults. We want outcomes for all our children and young people to improve whilst closing the gap between our most deprived and least deprived families and communities, targeting resources at our most vulnerable children and young people.

A strong emphasis on developing early years services will enable us to reduce the cycles of poverty, inequalities and poor outcomes and will allow us to provide all children and young people with the best start in life, helping them to achieve their full potential within nurturing and supportive environments.

This plan builds on the achievements of the previous Children and Young People's Services Plan 2012-2015. It also sets out a vision and priorities for the future, highlighting our full commitment to work together in partnership to pursue improved outcomes for all children, young people and families.

David Parker
Chair of Community Planning Partnership



INTEGRATED CHILDREN & YOUNG PEOPLE'S PLAN 2015-2018

1. INTRODUCTION

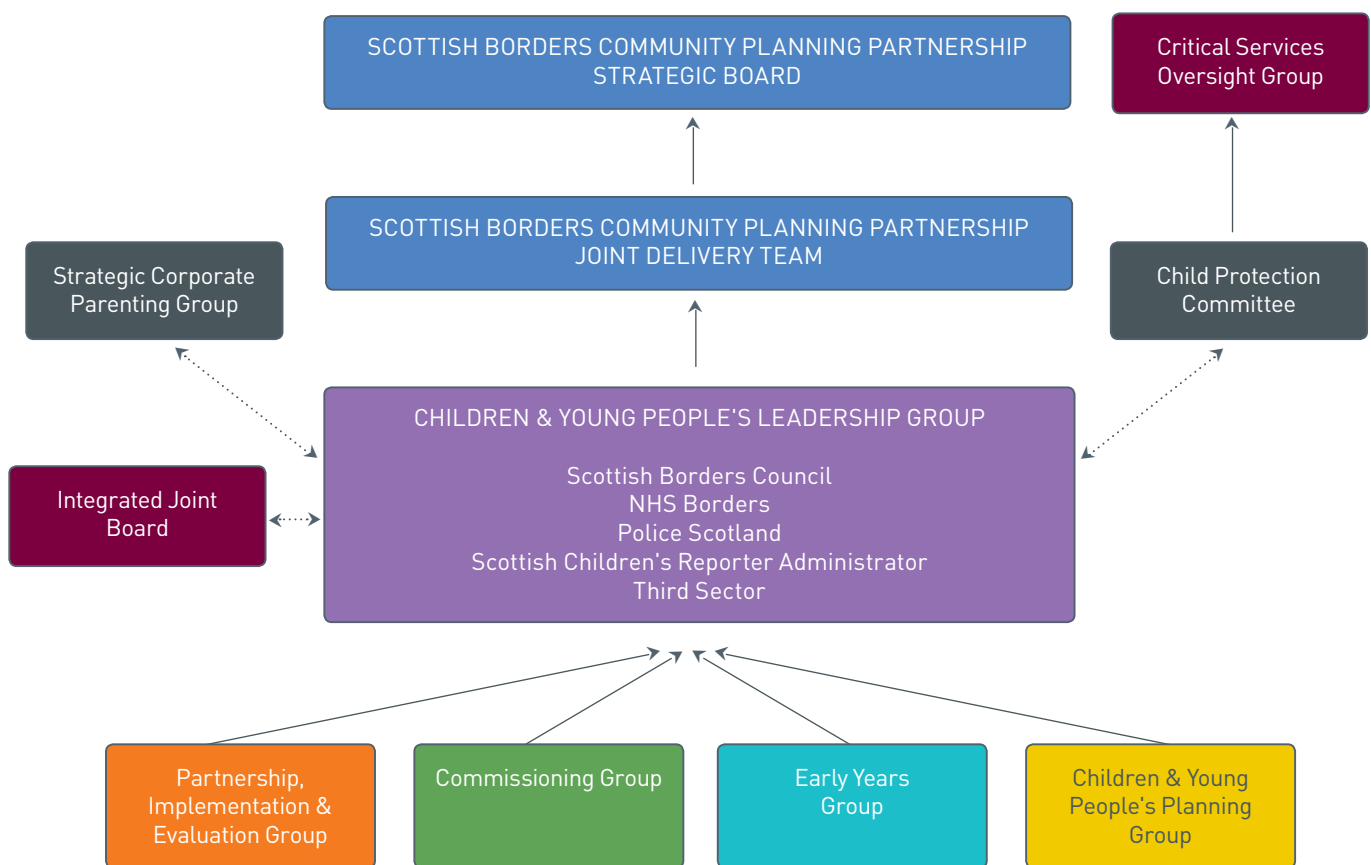
This Integrated Children & Young People's Plan (ICYPP) sets the strategic direction of service delivery to create opportunities and conditions to ensure that children and young people in the Scottish Borders have the best start in life.

The development of this ICYPP has been underpinned by the United Nations Convention on the Rights of the Child (UNCRC) legislation (the most recent of which has been the Children and Young People (Scotland) Act 2014) and a range of national policy drivers such as Curriculum for Excellence and 'Getting it Right For Every Child'. It also builds on previous multi-agency planning and service developments in the Scottish Borders. The Plan is closely aligned to the (CPP) priorities. In doing so, partners intend to make better use of available data to drive improvement and continue to develop new data sets. In addition, the Plan expresses our commitment to understanding more fully the totality of our resources and budgets for children and young people's services across the partnership and explore ways to use these more creatively and efficiently. Through the life of this Plan, we will continue to work to strengthen relationships between the public and third sectors.

The Children and Young People's Leadership Group was established in 2014 to provide strengthened cohesive strategic leadership across the CPP, building on the work of the Children and Young People's Planning Partnership. The Leadership Group is a decision making group of senior officers from the key stakeholders who deliver children and young people's services in the Scottish Borders including Scottish Borders Council, NHS Borders, Police Scotland, Scottish Children's Reporter Administration (SCRA) and the third sector. Central to the work of the group is hearing the voices of children, young people and families and ensuring that their views and experiences inform the work that we do.

Figure 1 overleaf illustrates the governance structure of the Children and Young People's Leadership Group (CYPLG).

FIGURE 1
CHILDREN & YOUNG PEOPLE'S LEADERSHIP GROUP



Key
 —> Direct oversight
> Reporting

The **Children and Young People's Leadership Group** sets the strategic direction for the planning and delivery of services for children and young people. The Group is responsible for identifying challenges and mitigating risks associated with the implementation of the Plan. Its work is supported by a set of sub groups:

The **Early Years Group** is responsible for the Early Years Strategy and related actions to enable children to have the best possible start in life. This includes support for families before birth up to when the child is 8 years old.

The **Children and Young People's Planning Group** is responsible for improving outcomes and reducing inequalities for all young people aged 8-18 years (25 for looked after young people).

The **Partnership, Implementation and Evaluation group** leads on the implementation of legislation that impacts on multi agency services for children and young people. It is responsible for developing and improving working practices across services.

The **Commissioning Group** leads all multi-agency commissioning activities initiated to improve outcomes for children and their families. It seeks to ensure that GIRFEC is firmly embedded within all commissions and to work in partnership and collaboratively with service providers.

INTEGRATED CHILDREN & YOUNG PEOPLE'S PLAN 2015-2018

2. STRATEGIC CONTEXT

KEY LEGISLATION AND NATIONAL POLICY

This Plan ensures that the planning and delivery of our services complies with policies, legislation and guidance across the Scottish Government. The current phased implementation of the requirements of the Children and Young People's (Scotland) Act 2014 has been particularly influential in our thinking but the legislation and policies listed in Appendix 2 provide an indication of the range of issues which need to be considered when planning future services for children, young people and families.

COMMUNITY PLANNING PARTNERSHIP PRIORITIES

In 2013, the **Community Planning Strategic Board** considered the Scottish Borders Strategic Assessment and agreed its vision for the Scottish Borders.

“ *By 2023, quality of life will have improved for those who are currently living within our most deprived communities, through a stronger economy and through targeted partnership action* ”

The Board chose 3 strategic priorities which will help drive progress towards its vision.

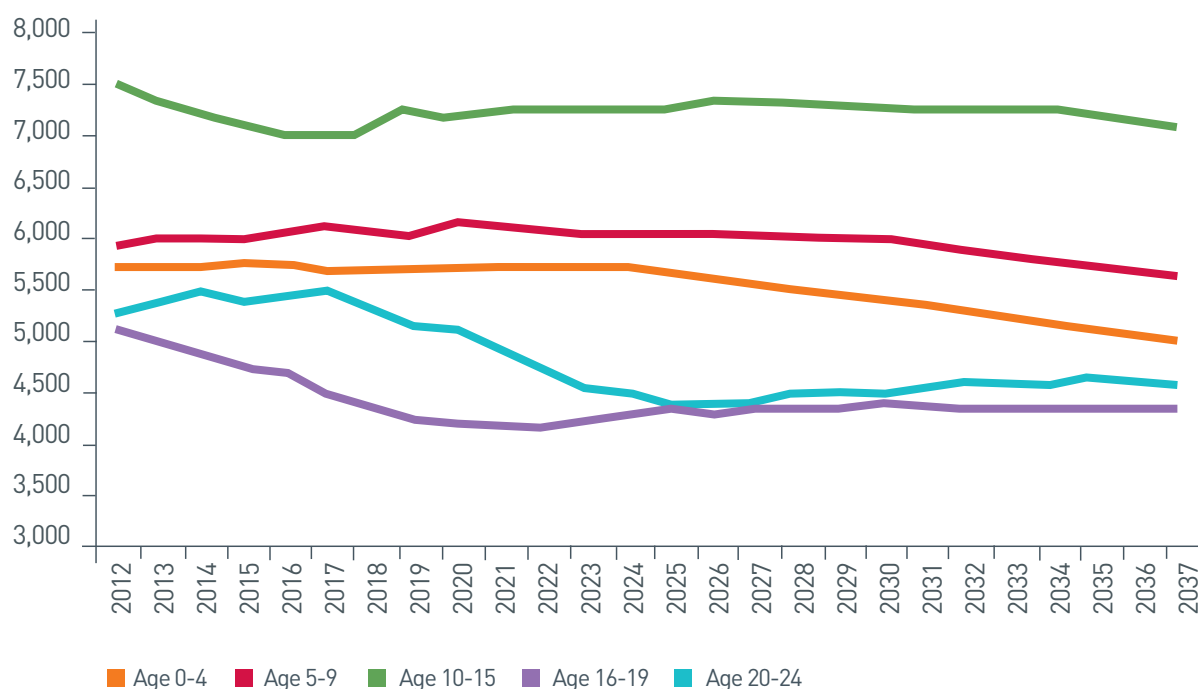
1. Grow our economy and maximise the impact from the low carbon agenda
2. Reduce inequalities
3. Reform future services

All 3 strategic priorities are applicable to the Children and Young People's Plan but the theme of **reducing inequalities** is central to supporting our aim of improving the wellbeing of all our children, young people and families.

CHILDREN & YOUNG PEOPLE POPULATION

LOCALITY	AGE GROUPS					TOTAL AGE GROUP 0-24	TOTAL POPULATION (ALL AGES)
	0-4	5-9	10-15	16-19	20-24		
Berwickshire	961	1049	1264	845	948	5067	20657
Cheviot	941	931	1136	845	826	4679	19503
Eildon	1898	1900	2281	1677	1973	9729	35190
Teviot and Liddesdale	935	857	1088	739	897	4516	17965
Tweeddale	1086	1280	1463	892	827	5548	20715
Scottish Borders	5821	6017	7232	4998	5471	29539	114030

PROJECTED CHILDREN AND YOUNG PEOPLE POPULATION FOR THE SCOTTISH BORDERS 2012-2037



Source: NRS Scotland Population Projections 2012-2037

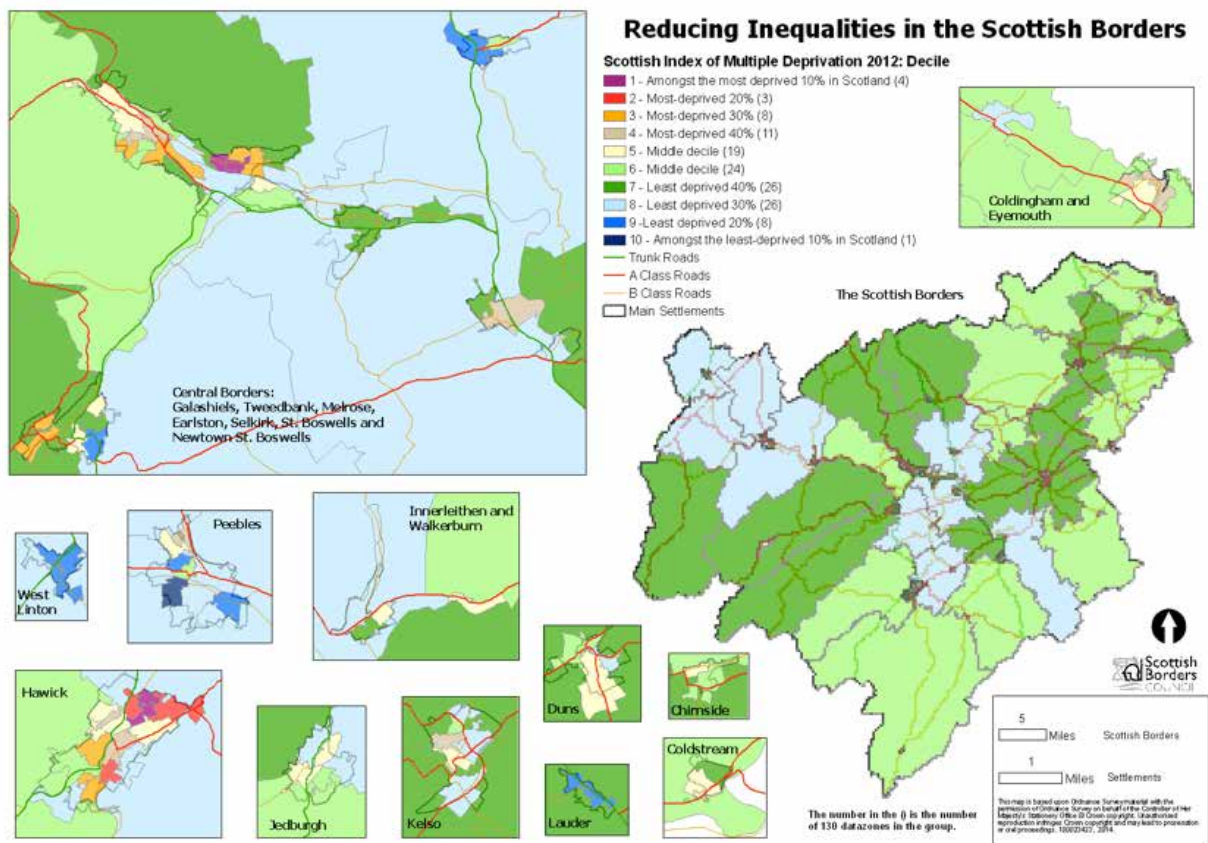
The number of young people under the age of 25 accounts for 24.4% of the Scottish Borders population. The latest projections from the National Records of Scotland (NRS) show that over the next 25 years, Scottish Borders will see no net change in population. This is due to decreased net migration and fewer births. The number of people aged under the age of 65 is expected to decrease. Working age population (16-64) is projected to decline by over 13,500 or 20%. The number of people aged 25 and under is expected to decrease by 9.8%.

INEQUALITIES IN THE SCOTTISH BORDERS

The Scottish Borders is a safe and healthy place to live when compared to other local authority and NHS Board areas. However, data indicates that there are a number of areas and key groups where significant inequalities exist and where there is a negative impact on children and young people.

The Scottish Index of Multiple Deprivation (SIMD) is the Scottish Government's official tool for identifying those places in Scotland suffering from deprivation. Of the 130 datazones¹ in the Scottish Borders, 5 are found in the 15% of the most deprived datazones in Scotland. These deprived datazones are in Galashiels and Hawick and account for 3.5% of the population of the Scottish Borders.

AREAS OF DEPRIVATION



Living in a deprived area impacts on the lives of children and young people in a variety of ways:

- Whilst rates of child poverty in the Scottish Borders are lower than Scotland as a whole (12.6% compared to 18.6% in Scotland), rates are as high as 41% in our most deprived areas
- Household incomes are below the Scottish average
- Poor educational attainment and achievement are more pronounced in areas of deprivation
- Children and young people are more at risk of poorer health and wellbeing outcomes in areas with higher levels of deprivation.

¹ The SIMD ranks small areas (called datazones) from most deprived (ranked 1) to least deprived (ranked 6,505). People using the SIMD will often focus on the datazones below a certain rank, for example, the 5%, 10%, 15% or 20% most deprived datazones in Scotland.

ATTAINMENT, ACHIEVEMENT AND INCLUSION

KEY FACTS

- The number of children and young people at school at the start of the school term in academic year 2015/2016 was 8188 in primary school and 6438 in secondary school
- In 2015, 94% of school leavers had a positive destination compared to 92% for Scotland
- Primary school and secondary school attendance is higher in the Scottish Borders compared to the Scottish average
- The overall positive trend in attendance is also reflected in our areas of highest deprivation
- There is a 4 year trend of improved attainment levels for children leaving the school system. More young people are attaining higher levels of qualification and more are being presented for formal qualifications. The range and breadth of qualification have also increased
- Scottish Borders identifies more pupils with Additional Support Needs (25%) than the national average (21%) (data sourced from Scottish Parliament Report, April 2015)
- Exclusions from school, both primary and secondary, have fallen significantly
- Achievement and participation levels are increasing with more young people gaining recognition for Duke of Edinburgh, Sports Leadership and Saltire Awards than ever before.

HEALTH

KEY FACTS

- The general health of children and young people across the Scottish Borders is good but there are some noticeable differences in a small number of deprived areas
- Uptake rates for immunisations at 24 months is 95% and for the first dose of MMR at 5 years is also 95%
- Smoking in pregnancy rates appear to be higher in the Scottish Borders than the Scottish average. Smoking rates tend to be closely associated with deprivation
- Breastfeeding rates in the Scottish Borders are higher than the average for Scotland. In 2013-14, 35.2% of babies were exclusively breastfed at 6-8 weeks compared to 26.5% for Scotland. Rates within the Scottish Borders are higher in the least deprived areas
- Over the decade to 2014, 75% of P1 children in Scottish Borders have been within a healthy weight range
- 80% of pregnant women register for ante-natal care by 12 weeks of pregnancy and this is consistent across areas of highest and lowest deprivation
- In 2013/14, 78.7% of P1 children showed no obvious signs of dental decay compared with 68.2% nationally
- In 2014/15, 92% of children offered a health and development review at 27-30 months had an assessment completed
- 16% of the children assessed at 27-30 months had at least one development concern. Speech, language and communication was the most common concern (12%)

SAFETY

KEY FACTS

- In 2013/14, 201 children were referred to the Scottish Children's Reporter, 1.05% compared with the Scottish average of 2.09%. The most common ground for referral was 'lack of parental care' and the most common age bracket for referrals was 12-15 years
- On 31st July 2014 there were 16 children in the Scottish Borders on the Child Protection Register. This is the lowest number over the last 7 years. This was lower (per 1000 population aged 0-15) than all our comparator local authorities
- Over the period July '14 – June '15, there was an average of 35 referrals per month concerning the safety of a child which were the subject of inter-agency discussion
- There was an average of 27 children on the Child Protection Register over the same time period. The most common reasons for being on the register were domestic abuse and emotional abuse.

WELLBEING AND LIFE CHANCES

KEY FACTS

- The most recent data for alcohol consumption in children and young people suggest that consumption is reducing in Scottish Borders and that there is no difference between Borders and Scotland
- In 2013, 16% of 15 year olds reported drug use in the previous year, an apparent increase on previous years. This rate is above the Scottish average although is similar to the rate for comparable local authority areas. 16% equates to 106 young people
- There has been a large drop in the proportion of pupils reporting smoking in recent years. In the 2013 SALSUS study, the proportion of S4 pupils in the Borders reporting regular smoking – 9% – is the lowest since the survey began
- Recent estimates indicate that there are in the region of 400 young carers in the Scottish Borders. An increasing number are being identified and supported
- In 2015 there were 227 children in the Scottish Borders affected by disability and or complex health needs requiring a high level of support in order to access education. A small number attend specialist provision outwith the Borders but the majority attend mainstream schools and / or support centres attached to mainstream schools
- The Scottish Borders has one of the lowest levels in Scotland of Looked After Children (0.8%) as a percentage of the child population (Age 0-17) in comparison to the National Figure (1.5%)
- There is an increasing trend of Looked After Children being cared for by a family member (32 in July 2012 and 48 in July 2015) and a decreasing trend of them being placed outwith the Scottish Borders area
- Looked After Children have improved inclusion within Primary and Secondary Schools and a higher number are going on to a positive destination.



INTEGRATED CHILDREN & YOUNG PEOPLE'S PLAN 2015-2018

3. ACHIEVEMENTS 2012-15

The CYPLG is committed to recognising and celebrating good practice and we want to build on the progress made in implementing the previous plan as we move ahead with our ambitions for 2015 – 18. The previous plan focused on a series of priority themes. The section below highlights key achievements that the Leadership Group has recognised under each of these themes.

GETTING IT RIGHT FOR EVERY CHILD

We have developed a robust set of tools and processes that underpin our work with individual children and their families. These include:

- Multi-agency guidance to ensure a consistent approach to assessment, planning and reviewing outcomes for individual children across our agencies and to facilitate information-sharing, supported by multi-agency training
- The introduction of the Wellbeing Web tool to obtain the views of children and parents/carers and contribute to the measurement of progress for a child
- Social Workers, Police Locality Integration Officers, Community Mental Health Workers and Family Support Workers meet regularly in Locality Business Meetings to share information and plan intervention with children, young people and families where there are emerging concerns.

PROMOTING CHILDREN'S RIGHTS

We have created a range of opportunities for young people to have their voice heard.

Examples include:

- Scottish Borders Council's Community, Learning and Development (CLD) Service delivers Youth Voice and Youth Chex which supports children and young people across Scottish Borders to influence decision-makers and shape services
- Work in schools towards the Rights Respecting Schools awards
- The achievement of meeting the European Association Hospital Charter status by the Children's Ward at Borders General Hospital
- Working with our partners to recognize volunteering and achievements by children and young people
- Supporting the Scottish Borders three MSYPs (Members of the Scottish Youth Parliament) who represent the constituent views of young people.

KEEPING CHILDREN SAFE

We have taken a variety of steps to keep children safe:

- In response to a finding from the “Joint Inspection of Services to Protect Children and Young People in 2011, a new health needs assessment process, using the GIRFEC wellbeing indicators was tested and rolled out for children on the Child Protection Register
- Following the launch of the national Risk Framework, a briefing pack was developed by an inter-agency group which was then disseminated through professional teams
- The views of parents who have been involved in the child protection process have been gathered through an objective external body on behalf of local partners
- An innovative set of integrated services have been established to provide support for children and young people affected by domestic abuse. We have also improved information sharing and care planning by introducing Multi Agency Risk Assessment Conferences to protect high risk victims of domestic abuse
- Following a review of drug and alcohol services, a new family oriented service was commissioned to support children and young people affected by the drug and/or alcohol use of their parents, carers, children and young people with their own substance use concerns and parents who need to address the impact of their own use on their family
- An established Partnership model of youth work delivery ensures local youth clubs are available in all of our major settlements.

EARLY YEARS

There have been significant development:

- Significant progress has been made to introduce our locality model for integrated service delivery through the Early Years Centres in four targeted areas and a wider hub and spoke approach elsewhere
- Early Years Improvement Networks continue to develop in each locality with good – and growing - multiagency support
- We have developed new ways of working to address the Key Change themes from the National Early Years Collaborative and are increasingly adopting the Plan, Do, Study, Act (PDSA) improvement methodology to facilitate change.

LOOKED AFTER AND ACCOMMODATED CHILDREN

Achievements for our looked after and accommodated children include:

- Free access to opportunities through the Borders Sport and Leisure trust has been expanded to include children and young people in kinship care along with their kinship carers and young people leaving care
- Multi-agency training focusing on meeting the needs of Looked after Children (“We Can and Must Do Better”) has been offered to a range of staff including newly qualified teachers, LAC Co-ordinators and Additional Needs Assistants as well as Foster Carers, Police Officers and Educational Psychologists
- Regular Corporate Parenting Seminars have been held to highlight the needs of looked after children and the role that we all have to play in ensuring that we provide the best possible support for these children
- A new Health Needs Assessment process has been introduced for Looked After Children.
- There has been a 33% increase in the number of foster carers from 2011 to 2015 (48 in July 2012 and 64 in July 2015)
- Our fostering and residential services have achieved improving grades in recent care inspections.

PARENTING

We have supported parents in the following way:

- A new multi-agency Parenting Framework was agreed in 2014, as the basis for ensuring a consistent approach to the provision of parenting programmes
- We have successfully introduced the Psychology of Parenting in Scottish Borders, using a multiagency delivery team
- The new Early Years Centres offer a wide range of parenting supports, programmes, family activities as well as more informal opportunities, with a range of services working together from statutory to third sector.

IMPROVED ATTAINMENT AND ACHIEVEMENT FOR ALL CHILDREN AND YOUNG PEOPLE

There has been improvement in a wide range of areas:

- 19 schools participated in the Raising Attainment for All (RAFA) national programme focused on 'Closing the Gap' in attainment, achievement and Inclusion in 2014-15. This resulted in significant individual pupil progress for approximately 300 children. All participating schools continue to use the PDSA improvement methodology and have targets set for children living in deciles 1 and 2 in the national SIMD profile
- There is a 4 year trend of improved attainment levels for children leaving our school system. More young people are attaining higher levels of qualifications and more young people are being presented for formal qualifications. The range and breadth of qualifications have also increased with the implementation of Curriculum for Excellence
- During the implementation of Curriculum for Excellence, schools have improved the quality of their curriculum to ensure that there are greater opportunities for children and young people to experience skills for learning, life and work. As a result, our positive and sustained destinations are in the top quartile nationally and demonstrate a significantly improving picture
- Our exclusion rates have reduced dramatically and attendance has improved. Schools are developing more inclusive cultures and climate supported by structures and systems which build capacity to be more responsive to the needs of our most vulnerable learners
- Our systems for our most vulnerable learners have improved. The Additional Needs Multi-agency Team (ANMaT) meets fortnightly and undertakes a quality assurance role in relation to the requirements of the Additional Support for Learning Act and wider issues with regard to children with additional support needs. Over the last 3 years, the group has tightened up the multi-agency Co-ordinated Support Planning process, provided detailed guidance packs for professional staff and promoted improved approaches for ensuring the views of children and parents are fully embedded in planning and decision-making
- Our partnership working to reduce inequalities has improved through the introduction of Learning Community Partnerships. These involve Public and Third Sector organisations in the joint analysis of local need and collaborative planning of programmes of work
- Development of robust locality-based third sector youth work infrastructure – developed through a partnership between the third sector, statutory organisations which enables young people to access a wider range of local based youth work services.

PARENTAL INVOLVEMENT

The voices of parents and carers have been heard in a number of ways:

- The views of parents and carers have been central to the design and implementation of the Early Years Centres
- A range of training has been developed to support Parent Councils to facilitate effective working with their school
- The Parent Council Chairs Forum has regular engagement sessions with senior management regarding process and policy
- There has been consultation with parents/carers in the development of Community Learning & Development Strategic Plan
- Links have been established with a key group of parents of children with disabilities and there is regular engagement and feedback.

IMPROVED HEALTH AND WELLBEING FOR CHILDREN AND YOUNG PEOPLE

Health and wellbeing has been a priority:

- A school and community-based Fit4Fun Programme on healthy eating and active living has been delivered to meet identified needs
- A mental health education pack has been developed to provide social and emotional health input in school, with accompanying training for pastoral staff in schools
- Community Mental Health Workers in the Locality Teams provide support to young people with emerging emotional and mental health issues
- Midwives in the multi-agency Early Years Assessment Team provide a range of support on healthy lifestyles for pregnant women
- A tobacco prevention programme has been rolled out in partnership with Community Learning and Development with active engagement with young people
- 7,911 children and young people (54% of the Borders P1-S6 population) took part in at least one extra-curricular physical activity programme in the last year.

TRANSITIONS 16+

We are clear that the transition to adult services should be seamless:

- We have established an Activity Agreements programme to successfully support some of our most vulnerable young people into further education
- The Child and Adolescent Mental Health Service now provides support to young people up to the age of 18
- A multi agency group has been established to improve transitions for young people with learning disabilities to ensure there is successful transition to Adult Services
- Improvements have been made to the Vulnerable Young Person Protocol and this is now included in the Child Protection Procedures in order to ensure ease of access for staff.
- Improvements in multi-agency working are supporting more vulnerable young people into positive and sustained destinations through, 16+ Modern Apprenticeship and Developing the Young Workforce
- Dedicated resources are now in each High School to deliver our senior phase strategy. This will support positive destinations for the furthest from the labour market, create local employer partnerships agreements and establish new standards for work based learning
- A strategic partnership structure is now in place to work on Piloting foundation apprenticeships and Build on the success of our School College Academy to reward increase learner pathways in the senior phase.

WORKFORCE PLANNING AND DEVELOPMENT

Our workforce should have the right skills:

- Multi-agency training and awareness raising sessions have taken place in preparation for full implementation of the GIRFEC statutory requirements in 2016. This has included briefings, training sessions, e-learning packages and newsletters for practitioners
- The Child Protection Committee has continued to provide a range of multi-agency and single agency training and awareness raising events. New programmes on Child Sexual Exploitation have included tailor-made sessions for taxi drivers, 6th year pupils, ambulance drivers and staff from Housing providers
- We have continued to develop and deliver multi-agency training on a wide range of topics such as domestic violence, substance misuse, suicide prevention and self-harm, and child nutrition.
- Multi-agency training in the Solihull approach continues to prepare our early years practitioners to support children and their families.

INTEGRATED CHILDREN & YOUNG PEOPLE'S PLAN 2015-2018

4. VISION AND PRIORITIES

This plan sets out our vision and the five key priorities for the next 3 years and beyond, establishing the foundation and direction for future plans.

OUR VISION



In pursuit of our vision, we will strive to improve the wellbeing and life chances of all our children, young people and families through the provision of high quality, integrated services. We are committed to ensuring that all our children and young people living in the Scottish Borders have a good childhood and are prepared for adulthood. This requires a strong focus on early intervention and prevention, building resilience and supporting children, young people and families to develop the skills and capabilities that enable them to navigate the challenges of modern life.

Our planning is underpinned by a set of principles in respect to how we intend to deliver services:

- Focusing on early intervention and prevention; ensuring we target families early enough
- Ensuring that children and families' needs are at the centre of service design and delivery
- Ensuring reducing inequalities is a priority across all services but that we get an appropriate balance between resourcing targeted and universal services
- Improving integrated working and focusing on combined resources
- Working with and empowering communities
- Improving outcomes for every child and their families highest achievers.

Children and young people can expect that:

we will provide them with high quality services to help give them the best possible start in life and support them to succeed as they develop into adulthood. For those children and young people who face specific challenges in their lives, we will provide targeted support. We will respect the rights of children and young people and listen to their voices.

For families this means that:

we will work in partnership with parents and carers because we believe that they know their children best and our services will be more effective if we listen to their views and include them in decisions that affect their children. Children and young people are at the centre of what we do and we will aim to get the right targeted support for parents at the earliest possible opportunity in order to provide their children with a safe and nurturing upbringing.

For everyone providing services for children and young people, this means that:

we recognise and value the knowledge, skills and commitment of our workforce. We will listen to the views of our workforce and will equip them with the development opportunities and tools to support the delivery of high quality services. We will work with our partners to support them in achieving joint goals.

For communities in the Scottish Borders, this means that:

it's everyone's business to look out for our children and young people and make them feel included and valued within their communities. We want to work with communities towards these aims.

For the Community Planning Partnership, this means that:

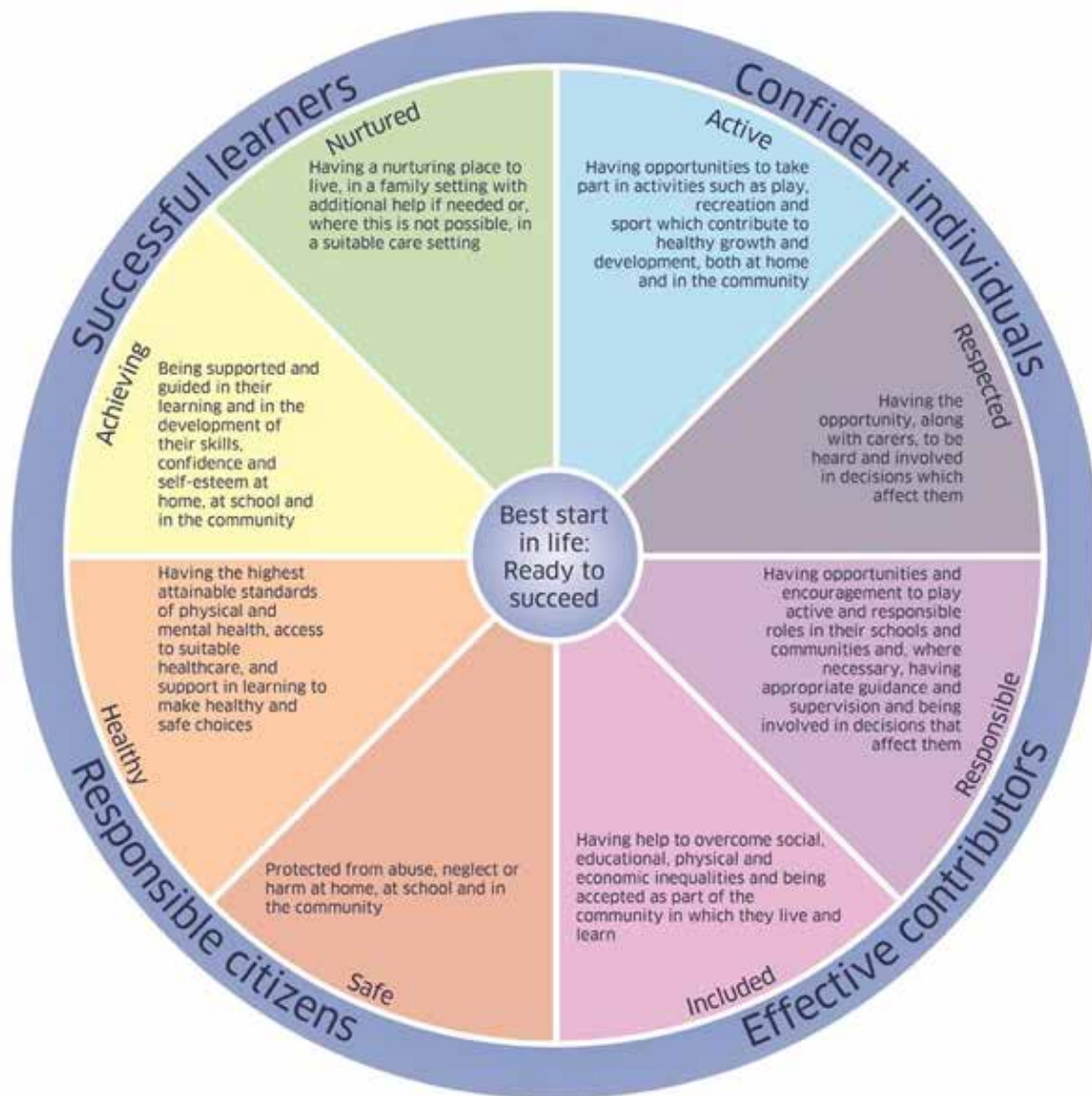
we need their ongoing support to ensure the delivery of this Plan and a commitment to keeping the needs of children, young people and their families at the centre of strategic planning in the Scottish Borders.

WELLBEING OUTCOMES

'Getting It Right For Every Child' (GIRFEC) is the multi-agency approach we have now used for a number of years to underpin our work with children, young people and families.

The national definition of **wellbeing**, now embedded in legislation, creates a common language across agencies and with children, young people and their families. This is summarised in the Wellbeing Wheel in figure 2 below. Every child and young person has the right to expect appropriate support from adults to allow them to develop as fully as possible across each of the wellbeing indicators and all agencies providing services which impact on children and young people must play their part in making sure that this happens.

FIGURE 2
WELLBEING WHEEL



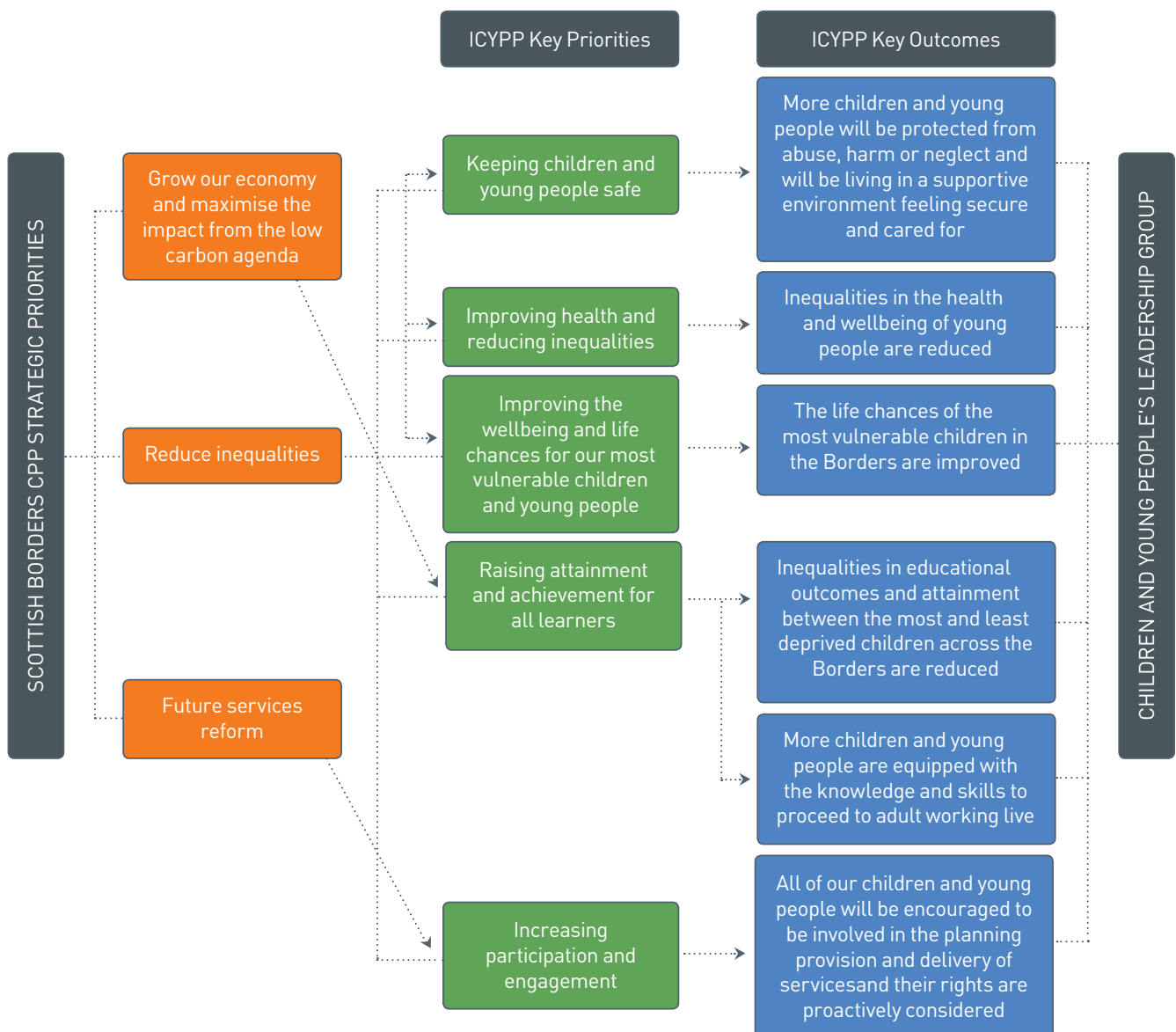
The 8 wellbeing indicators as described in the above diagram underpin the **5 key priorities** we have chosen to focus on during the lifespan of this Plan.

Our 5 Key Priorities:

1. Keeping children and young people safe
2. Promoting the health and wellbeing of all children and young people and reducing health inequalities
3. Improving the wellbeing and life chances for our most vulnerable children and young people
4. Raising attainment and achievement for all learners
5. Increasing participation and engagement.

The diagram below demonstrates the links between the strategic priorities of the Community Planning Partnership, our key priorities and how we aim to translate these into improved outcomes for children and young people.

OUR GOLDEN THREAD



INTEGRATED CHILDREN AND YOUNG PEOPLES PLAN 2015-2018

5. STRATEGIC OUTCOMES AND HIGH LEVEL ACTIONS

This section outlines the strategic outcomes that we aim to achieve over the lifetime of this Plan and the high level actions that are planned in order to support our ambitions for our children and young people.

PRIORITY 1

Keeping children and young people safe

OUTCOME

More children and young people will be protected from abuse, harm or neglect and will be living in a supportive environment, feeling secure and cared for.

The strategic overview of the inter-agency approach to keeping children and young people safe is undertaken by the Scottish Borders Child Protection Committee. The work undertaken is multi-faceted and includes the following; ensuring that the Child Protection procedures are regularly reviewed and updated, providing training and awareness-raising programmes to a range of staff who directly or indirectly have a role in keeping children and young people safe, rigorously monitoring and evaluating child protection services and ensuring that areas for improvement are addressed; and ensuring that the views of children, young people and parents about our services are listened to and, where appropriate, acted upon as part of our improvement planning.

However, responsibility for keeping children and young people safe does not just lie with the Child Protection Committee, the Child Protection Unit or Social Work. For all staff who work with children and young people, this is a fundamental part of their role. The protection of children is also the responsibility of all members of the public. The GIRFEC approach, enables our staff to be better able to identify risk at an earlier stage and to intervene appropriately and proportionately.

HIGH LEVEL ACTIONS FOR 2015-18

- Ensure staff are supported to develop and maintain the skills, knowledge and confidence to deliver high quality and effective child protection services
- All partners to continue to develop and deliver relevant and appropriate training
- Provide staff with awareness of Child Sexual Exploitation (CSE) to help them identify young people at risk of this form of sexual abuse
- Ensure child protection procedures are regularly reviewed and updated
- Promote the “Management of the Unseen Child Policy” and the “Bruising in non-mobile infant” policy
- Identify and support young people at risk of self-harm
- Evaluate the second year of the Multi-agency risk assessment conferences (MARACs) which were introduced in 2014
- Develop and Implement a digital safety strategy for young people across the Borders
- Help support safe and trusting environments in the youth work and voluntary sector outside school life.



PRIORITY 2

Improving Health and Reducing Health Inequalities

OUTCOME

Inequalities in the health and wellbeing of young people are reduced

Health inequalities are unfair differences in health across different social groups and between different groups of the population. These inequalities are not random or inevitable and can be addressed through partnership commitment, using evidence based approaches.

Starting well is singularly important as the first 3 years of a child's life strongly influence health and wellbeing in childhood and adulthood. Circumstances and experiences in these early years can impact on risks of long term ill health associated with obesity, conditions such as heart disease, substance misuse and poor mental health.

HIGH LEVEL ACTIONS FOR 2015-18

- Continue to develop the locality model of integrated service delivery to support families in the Early Years, using early intervention and preventive approaches
- Improve universal programmes and approaches to promote health and wellbeing to ensure they meet the needs of those at risk of poorer health outcomes
- Provide targeted support and interventions for families who are more likely to experience poor health outcomes
- Work proactively with Community Planning Partners to maximise income and resources for households with children and to promote access to employment opportunities
- Promote emotional health and wellbeing for children and young people and improve access to timely help and support when required.

PRIORITY 3

Improving the wellbeing and life chances for our most vulnerable children and young people

OUTCOME

The life chances of the most vulnerable children in the Borders are improved

In addition to focussing our attention on those children and young people in our more deprived communities, we are also committed to improving outcomes for particular groups whose circumstances places them at significant disadvantage unless specific arrangements and services are put in place for them. Examples are looked after children, children with disabilities or complex needs, young carers, young people who have offended and children with drug/alcohol problems or who are affected by parental substance misuse, domestic violence and parental mental health difficulties.

In recognition of the particular needs of these children and young people, we have specific strategies in place such as the Corporate Parenting Strategy (Looked After Children), Young Carers Strategy and Drug & Alcohol Strategy. This ensures that the particular needs of these children and young people have a consistently high profile with senior officers and arrangements and services for addressing their particular needs are subject to on-going review and revision in our drive to improve outcomes.

HIGH LEVEL ACTIONS FOR 2015-18

- Complete the roll-out of the key components of the GIRFEC approach, most notably the introduction of the Named Person Service
- Improve outcomes for Looked After Children through the implementation of the Corporate Parenting Strategy and Action Plan
- Complete implementation of the Whole Systems Approach to youth offending, including the provision of support to young offenders aged 16 and 17
- Implement the Young Carers Strategy
- Implement the elements of the Drug & Alcohol Strategy relevant to children and young people
- Ensure sustainability of support services for families experiencing Domestic Abuse
- Review the range of services and support focusing on children and young people with complex needs to ensure that provision is delivering improved outcomes
- We will improve forward planning for children and young people with additional support needs to ensure seamless transitions and there will be more partnership working with parents.

PRIORITY 4

Raising attainment and achievement for all learners

OUTCOME

Inequalities in educational outcomes and attainment between the most and the least deprived children across the Borders are reduced.

More children and young people are equipped with the knowledge and skills to proceed to adult working life.

A number of disadvantaged children in the Scottish Borders grow up without the skills needed to thrive in the long term and it is vital we do more to “close the gap” and provide all our young people with the best possible life chances as they leave school and move into the world of work or further study. We have begun to address these challenging issues and inequalities through the Raising Attainment for All (RAFA) and Early Years Collaborative activities and there is evidence that the lives of individual children and their families have changed for the better through such actions.

HIGH LEVEL ACTIONS FOR 2015-18

- Ensure that every young person leaving school in the Scottish Borders will have the offer of a job, training or further education opportunity (Implement “Developing the Young Workforce”)
- Further develop Curriculum for Excellence in all our schools
- Provide more creative and positive local opportunities for training and employment for young people
- Implement the Community Learning and Development Strategy and strengthen CLD Learning Community Partnerships
- Work in partnership with parents in all aspects of children’s learning increasing family learning opportunities to maximise the contribution of parents and carers
- Implement the Senior Phase strategy
- Implement the Corporate Parenting Strategy
- Strengthen Early Year’s Partnerships within localities
- Implement the Early Years Strategy
- Implement Inclusion for All
- Ensure all our staff experience high quality professional learning and training tailored to their individual and the service needs
- Increase the number of schools involved in the RAFA programme (from 19 to 29 in 2015-16 session)
- Work with the third sector to build skills through volunteering, enhancing the self confidence and life chances of young people
- We will work with parents/carers to support their role in preparing children for their adult

PRIORITY 5

Increasing participation and engagement

OUTCOME

All of children and Young People will be encouraged to be involved in the planning, provision and delivery of services and their rights are proactively considered

To make the necessary changes to our services, it is vital that the voices of our service users are at the heart of everything we do and the Leadership Group will ensure these views influence service development and design. In the Scottish Borders we have consulted with children, young people and their families regarding the services we provide, but we want to build on this and enable service users to work in partnership with us to help shape our services and how they are delivered.

If we are to recognise and understand the needs of children and young people, particularly those facing a range of challenges, then we need to know what these are; and this will require effective dialogue. Through utilisation of the GIRFEC approach, we will listen to children and young people and ensure they are included as key stakeholders within service delivery and their views are valued. Partners need to reinforce the positive contribution that young people can and should make to their local communities and to the wider society in which they live.

HIGH LEVEL ACTIONS FOR 2015-18

- Develop a Child Rights Strategy to support the UNCRC principles and embed them across all services
- Develop an engagement strategy for Children and Young People's services in the Borders targeted at all age ranges and groups of children and young people
- Ensure service user feedback is collected across all relevant services and as far as possible feedback is sought from the child, in addition to the whole family. Feedback and information on how it is shaping service development should be reported on appropriately.
- Work with the third sector to increase the number of volunteering opportunities available for all children and young people (including those that are vulnerable) to further develop informal and out of school learning
- Complete the implementation of Self Directed Support (SDS) for all vulnerable children and their families
- Build on existing work with the development of a Parenting Strategy, ensuring there is access to a range of consistent and age appropriate support
- Work with colleagues to develop an online solution to signpost children, young people, parents and carers to the range of services and support available across the Scottish Borders.

INTEGRATED CHILDREN AND YOUNG PEOPLES PLAN 2015-2018

6. WORKFORCE PLANNING

The organisations providing support to children, young people and families have a highly experienced, committed and caring workforce who provide a variety of services across the Scottish Borders. As a Leadership Group, we value the workforce and we will continue to invest and support staff at all levels through training, information sharing and briefing to increase skill levels and knowledge and support delivery of our priorities.

Over the last 3 years, we have developed high quality examples of multi agency training programmes and opportunities in areas such as child protection, Early Years, GIRFEC and children affected by parental substance misuse. We will continue to develop programmes where appropriate to enhance capability and ensure that we have a flexible workforce who can meet changing needs.

As decision makers, we will continue to invest and participate in national training programmes and initiatives such as the Psychology of Parenting programme and the Early Years Collaborative and our multi agency approach will maximise attendance, commitment and learning.

We will develop a joint workforce strategy to include the deployment of resources. We will also ensure our workforce, training, skills and experience support multi-disciplinary and joint working.



INTEGRATED CHILDREN & YOUNG PEOPLE'S PLAN 2015-2018

7. RESOURCING AND COMMISSIONING

We want to ensure that the best possible services are provided for children and young people. We will prioritise resources towards early years and early intervention whenever possible and we commit to working together to develop further opportunities to align our budgets in order to deliver improved outcomes for our children and young people.

To complement our universal services and provide additional support, a range of targeted services for children and young people are commissioned and delivered through statutory and voluntary services. We commit to undertaking a review of all commissioned services across the partnership to ensure that there is a collaborative approach to future commissions and there is a strong focus on delivering new priorities. We will identify the most appropriate models of delivering targeted services which will make best use of statutory, independent and third sector provision. We will also explore alternative and additional sources of funding to commission services.

We will continue to develop partnership models of service delivery to ensure the best use of resources, knowledge and expertise is utilised in meeting the needs of our children and young people.

We will develop a shared set of commissioning standards and guidelines.

INTEGRATED CHILDREN & YOUNG PEOPLE'S PLAN 2015-2018

8. ENSURING DELIVERY OF THE PLAN

The CYPLG will strive to ensure that the needs of children and young people are embedded across the CPP. To this end, the Group will take actions to increase awareness and understanding of young people's needs and raise the profile of services available, so that partners are able to consider these needs in their service planning.

The CYPLG have identified high level outcomes which are set out in this plan. The wider membership of the CYPLG sub groups are committed to working together to ensuring delivery of the priorities and detailed workplans have been created to ensure that improved outcomes for our children and young people are realised. The sub groups will report to the CYPLG at regular intervals on their respective workplans and the CYPLG will monitor progress, recognising and sharing successes and identifying solutions where required.

The CYPLG will utilise a performance and improvement framework to support implementation of the plan, ensuring that the effective use of data drives improvement and that analysis of trends across the performance indicators enables us to identify gaps and take appropriate action. The focus on performance and improvement will be underpinned with the consistent approach towards self evaluation which will be embedded across all Children and Young People's Services to ensure that services are of a high and consistent quality.

Existing strategies and protocols relating to Children and Young People across the partnership will be realigned to ensure they support the vision and priorities of this plan. A plan will be created to prioritise the development of this work. Early work to be progressed will be the Parenting Strategy and Child Rights Strategy.

INTEGRATED CHILDREN & YOUNG PEOPLE'S PLAN 2015-2018

9. FEEDBACK AND CONSULTATION

As partners we recognise the need to put into place more systematic and inclusive engagement and consultation processes with our children, young people and their families across the Scottish Borders. In the development of this plan, CYPLG and relevant services have evidenced the steps taken to consider the views of children, young people, families and staff and how these views have informed future service delivery and the overall approach to planning.

Consultation on the draft plan was launched in November 2015 and this was undertaken in the following ways:

- Wide engagement with the public in a range of venues and contexts across the Scottish Borders
- Meetings with young people
- Engagement with the third sector who work directly with our most vulnerable and disengaged individuals
- online engagement through the SBC website
- Awareness raising with staff across partner agencies
- Attending activity sessions to engage with harder to reach families
- Distributing the consultation document at a wide range of schools events
- Presenting the plan and consultation opportunity at a range of key meetings across partner agencies.

The final version of this plan reflects the results of the consultation period.

APPENDIX 1

GLOSSARY

ADP	Alcohol and Drugs Partnership
A&E	Accident and Emergency
CHS	Children's Hearings Scotland
CLD	Community Learning and Development
COSLA	Convention of Scottish Local Authorities
CPP	Scottish Borders Community Planning Partnership's
CRWIA	Child Rights and Wellbeing Impact Assessment
CYPLG	Children & Young People's Leadership Group
EEI	Early and Effective Intervention
EQIA	Equality Impact Assessment
GES	Government Economic Strategy
GIRFEC	Getting It Right for Every Child
ICYPP	The Integrated Children & Young People's Plan
LA	Local Authority
LAC	Looked After Children
LGBF	Local Government Benchmarking Framework
MARACs	Multi-agency risk assessment conferences (MARACs)
NHS	National Health Service
NRS	National Records of Scotland
PDSA	Plan, Do, Study, Act
PRS	Children's Reporter via pre-referral screening
RAFA	Raising Attainment for All
SBC	Scottish Borders Council
SCQF	Scottish Credit and Qualifications Framework
SCRA	Scottish Children's Reporter Administration
SG	Scottish Government
SIMD	Scottish Index of Multiple Deprivation
WSA	Whole Systems Approach
UNCRC	United Nations Convention on the Rights of the Child

APPENDIX 2

STRATEGIES & PLANS

NATIONAL STRATEGIES & PLANS

16+ Learning Choices: Policy and Practice Framework: supporting all young people into positive and sustained destinations
A Guide to Youth Justice in Scotland: Policy, Practice and Legislation: Centre for Youth and Criminal Justice
A Refreshed Framework for Maternity Care in Scotland (2011)
Achieving Our Potential
Better relationships, better learning, better behaviour
Better Eating Better Learning COSLA / SG 2014
Breaking the link between disadvantage and low achievement in the early years
Building the Ambition: National Practice Guidance on Early Learning and Childcare Children and Young People (Scotland) Act 2014
Changing Lives (Scottish Executive 2006)
Child Poverty Strategy for Scotland - Our Approach 2014 – 2017
Closing the Attainment Gap in Scottish Education – Joseph Roundtree Foundation
Consultation on Pregnancy and Parenthood in Young People Strategy (currently out for consultation 2015)
Creating a Tobacco Free Generation (SG 2013)
Curriculum for Excellence
Early Years Framework
The Early Years: Good Health for Every Child (2011)
Early Years Collaborative
Early Years Taskforce Shared Vision and Priorities paper (March 2012)
Equally Well
Extraordinary Lives (SWIA 2006)
Framework for Risk Assessment, Management and Evaluation (FRAME) 2011 and Care and Risk Management appendix to FRAME 2014
Getting it Right for Every Child (Scottish Executive, 2007)
Getting Our Priorities Right (Scottish Executive 2013)
Good Mental Health for All (Health Scotland 2015)
GUS, Growing up in Scotland
Health Inequalities Framework and Action Plan
Health Inequalities Policy Review (2013)
Health Inequalities Policy Review for the Scottish Ministerial Task Force on Health Inequalities: Health Scotland 2013
Looked After Children: we can and must do better (Scottish Executive 2007)
Maternal and Infant Nutrition Framework for Action
More Choices, More Chances
National Action Plan to Tackle Child Sexual Exploitation
National CLD Strategic Guidance
National Guidance for Child Protection in Scotland 2014

National Parenting Strategy
National Youth Work Strategy 2014 – 2019 (Education Scotland)
Opportunities for All: Supporting all young people to participate in post-16 learning, training or work
Preventing Offending – Getting it Right for Children and Young People
Preventing offending by young people: A Framework for action progress 2008-2011 and next steps (from 2008)
Proposal for the development of guidance to support the GIRFEC provisions in the Children and Young People (Scotland) Act 2014
Raising Attainment for All (8 years to 18 years)
Scotland's Commissioner for Children and Young People: Poverty, educational attainment and achievement in Scotland: a critical review of the literature
Setting the Table Health Scotland 2014 (nutritional guidance and food standards in early years)
The Right of Every Child to Good Health: Health Scotland 2015
These are Our Bairns (Scottish Government, 2008)

LEGISLATION

Children and Young People (Scotland) Act 2014
Additional Support for Learning Act 2004
Children's Hearings (Scotland) Act 2011
Children (Scotland) Act 1995
The ASL Act (2004) (amended 2009) and the Education Scotland (2000) Act
The Police and Fire Reform Act 2012
United Nations Convention on the Rights of the Child
Social Care (Self Directed Support) (Scotland) Act 2013

LOCAL STRATEGIES & PLANS

Alcohol and Drug Strategy 2015–20
Borders Alcohol and Drugs Partnership (ADP) Delivery Plan 2015-2018
NHS Borders CEL 16 Plan 2014-15 (Health of Looked after Children)
Children and Young People Business Plan 2015/16 – 2017/18
Child Protection Business Plan 2014-2015
Children & Young People's Strategic Planning and Commissioning
Children and Young People's Health Strategy for the Scottish Borders 2013 – 2018
Children and Young People's Service Plan 2012-2015 (CYPPP)
Commissioning Annual Report 2014-2015 (Children and Young People's Leadership Group)
Community Learning and Development BUSINESS PLAN 2014/15 – 2016/17
Community Learning and Development Strategic Plan 2015-2018
Corporate Parenting Strategy 2014 – 2018
Early Year Strategy 2012-2015
Economic Strategy 2013-2023
Employment Support Strategy
Framework for Positive Destinations
Scottish Borders GIRFEC Implementation Plan (PIEG)
Involved: The Participation of Children & Young People in the Scottish Borders 2012–2015
Homelessness Services Delivery Plan 2012-2016
Maternity Frameworks Action Plan

Multi-Agency Risk Assessment Conference (MARAC) Annual Report 2014/15
Physical Activity, Sport and Physical Education Strategy
Scottish Borders Parenting Strategy
Reducing Inequalities Strategy Draft 2015-2018
Senior Phase Strategy 2015
Tackling Poverty and Achieving Social Justice Strategy 2013-2018
Young Carers Strategy 2015-2018
Scottish Borders Suicide Prevention Action Plan 2014
Tobacco Control Action Plan 2015 (in draft)

PROCEDURES

Scottish Borders Child Protection Procedures
Information Sharing Guidance 2015
Parenting Framework (currently recommended Core of Programmes)
Supporting Children and Young People at Risk of Self Harm and Suicide-Scottish Borders Good Practice Guidance
NHS Borders Unseen Child Policy 2015



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CHILDREN AND YOUNG PEOPLE

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