
Report To:	Inverclyde Alliance Board	Date:	14 June 2021
Report By:	Ruth Binks Chair Inverclyde Children's Services Partnership	Report No:	
Contact Officer:	Ruth Binks	Contact No:	
Subject:	Inverclyde Children's Services Plan 2020/23		

1.0 PURPOSE

- 1.1 The purpose of this report is to seek approval from the Alliance Board on the development of a new integrated Inverclyde Children's Services Plan 2020/23.

2.0 SUMMARY

- 2.1 Part 3 of the Children and Young People (Scotland) Act 2014 places a duty on local authorities and their associated health boards produce an integrated Children's Services Plan (CSP) to deliver improved outcomes for children and young people. The Act also established a 3 year planning framework, however due to Covid-19 the Scottish Government extended the submission deadline for Plans due in 2020 to 2021.
- 2.2 The Inverclyde Children's Services Plan 2020/23 has been developed by the Inverclyde Children's Services Partnership and establishes four priority themes for the Partnership. These themes have been agreed based on a comprehensive Strategic Needs Assessment (SNA), along with other associated strategies, which helped to identify the needs of children, young people and their families in Inverclyde. The four priority themes are summarised below:
1. To improve outcomes for children and families by developing a strong professional base with high quality multi-agency approached throughout a child's experience
 2. The promotion of a whole community approach to understanding mental health, wellbeing and the impact of trauma.
 3. To reduce the inequalities of health and educational outcomes linked to deprivation.
 4. To further improve outcomes, including attainment, for care experienced children, young people and their families.
- 2.3 A Delivery Plan has been developed setting out the actions and performance measures associated with the delivery of the priority themes. The full Inverclyde Children's Services Plan, including the SNA and Delivery Plan, can be accessed using the link below. <https://www.inverclyde.gov.uk/health-and-social-care/support-for-children-families/joint-childrens-services-planning/draft-children-s-services-plan-2020-23>

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Alliance Board:
- Approve that an Integrated Children's Services Plan 2020/23 has been developed in line with the statutory requirements of the Children and Young People (Scotland) Act 2014.
- Ruth Binks, Chair of the Inverclyde Children's Services Partnership**

4.0 BACKGROUND

- 4.1 Part 3 of the Children and Young People (Scotland) Act 2014 Act seeks to improve outcomes for all children and young people in Scotland by ensuring that local planning and delivery of services is integrated, focused on securing quality and value through preventative approaches, and dedicated to safeguarding, supporting and promoting child wellbeing. It aims to ensure that any action to meet need is taken at the earliest appropriate time and that, where appropriate, this is taken to prevent need arising.
- 4.2 While overall responsibility for children's services planning sits with a local authority and its relevant health board, it is expected that the Plan will be developed in collaboration with other members of the Community Planning Partnership (CPP), as well as with children, young people and their families.
- 4.3 The Scottish Government, understanding the significant pressure on local authorities during COVID-19, did not require planning partnerships to submit plans during 2020. They also understood that delivery of the plans may well change and develop as services continue to respond and recover from COVID -19. As a result, the Scottish Government has requested that authorities submit the high level priorities during April 2021.

5.0 Inverclyde Children's Services Plan 2020/23

- 5.1 This Inverclyde Children's Services Plan 2020/23 builds on the work of the previous plan for the period 2017/20 and contributes to the delivery of the Alliance's vision of "Getting it right for every child, citizen and community." Although bound by a three year planning framework, the development of the new CSP has been severely impacted by the Covid-19 pandemic and consequently the Scottish Government extended the deadline for submission to 2021.
- 5.2 The Plan has been developed by the Inverclyde Children's Services Partnership which comprises of representatives from the main partner agencies, including Health and Social Care Partnership, Education and Community Services, Police Scotland, Voluntary Organisations, Scottish Children's Reporter Administration, Skills Development Scotland.
- 5.3 A Strategic Needs Assessment (SNA) has been developed which, along with other associated strategies, has provided the Partnership with a strong evidence base from which an informed judgement could be made on the current needs of children, young people and their families, as well as achievements and areas for improvement. This has resulted in four priority themes being identified for the Partnership going forward:

Priority Theme 1: To further embedded GIRFEC in Inverclyde to improve outcomes for children and their families by developing a strong professional base for identifying, understanding and responding to need at the earliest opportunity, with clear, agreed, high quality multi agency approaches throughout a child's experience.

Priority Theme 2: Mental health is everyone's business and it affects all aspects of a child and young person's development. The promotion of a whole community approach to understanding mental health, wellbeing and the impact of trauma is essential.

Priority Theme 3: To reduce the inequalities of health and educational outcomes linked to deprivation.

Priority Theme 4: To further improve outcomes, including attainment, for care experienced children, young people and their families by developing a culture of ambition based on strong relationships that recognise the range of difficulties experienced by children and families and provide the scaffolding to protect safe, loving and respectful relationships.

- 5.4 The actions and performance measures associated with the delivery of the Priority Themes are set out in the Delivery Plan. Understandably the timescales for the actions for the delivery plan are still to be fully developed. This process will be organic for the year 2021, allowing for the capacity of different services and remaining responsive to need. The timescales and actions are being monitored by the lead for each priority, reporting into the strategic group.
- 5.5 Part 1 of the Plan is included in Appendix 1, whilst the full Inverclyde Children's Services Plan, including the SNA and Delivery Plan, can be accessed using the link below.
<https://www.inverclyde.gov.uk/health-and-social-care/support-for-children-families/joint-childrens-services-planning/draft-children-s-services-plan-2020-23>
- 5.6 In line with established reporting mechanisms, an annual report on the progress being made in the delivery of the Plan 2020/23 will be produced and presented to the Alliance Board prior to submission to the Scottish Government.

6.0 IMPLICATIONS

- 6.1 Legal: The requirement to produce an Children's Services Plan is set out in Part 3 of the Children and Young People (Scotland) Act 2014

Financial Implications :none at present

Human Resources: none at present

Equality and Diversity: An EIA has been developed as part of the Children's Service Plan.

Repopulation: There are no direct implications for repopulation arising from this report.

Inequalities: The Inverclyde Children's Service's Plan 2020/23 has a strong focus on the reduction of inequalities for our children and young people.

7.0 CONSULTATION

- 7.1 The priority themes within the plan have been informed by consultation with children and young people.

8.0 LIST OF BACKGROUND PAPERS

- 8.1 None

Inverclyde Council

Children's Services Plan

2020 -2023





Contents

Part 1 - Our Strategic Plan

Introduction

Our Vision

Our Strategic Plan

page 3

page 5

page 6

page 8

Part 2 - Our Strategic Needs Assessment

page 13 - 61

Part 3 - Our Delivery Plan

Priority 1

Priority 2

Priority 3

Priority 4

page 62 - 89

page 63

page 74

page 79

page 84

Part 4 - Our Performance Framework

Priority Theme 1

Priority Theme 2

Priority Theme 3

Priority Theme 4

page 90

page 91

page 93

page 95

page 97

Part 1

Our Strategic Plan





Introduction



Welcome to the Children's Services Plan for Inverclyde Council and HSCP.

Welcome to the Children's Services Plan for Inverclyde Council and HSCP. Inverclyde can rightly be very proud of its Children's Services and the outcomes achieved for the young people and their families in Inverclyde. These strong outcomes are achieved through ensuring that services are joined up, communicating effectively and keeping the needs of children and their families at the heart of anything we do.

In Inverclyde we have strong and often sector leading provision across our Children's Services. This includes our Children's Homes, our work to address the poverty related attainment gap and our provision for early years.

This plan has been developed on the back of strong self-evaluation. Data has been used to analyse where the services are performing well and also where further improvement is needed. The voice of young people and their families runs throughout the creation of this plan. We continually have a wealth of information to build on in Inverclyde which is informed by valuable input from the Proud to Care group, our Health and Wellbeing survey, Clyde Conversations and specific listening events linked to this plan. We always listen to the voice of our

young people and this has influenced how the plan is constructed. For instance, the young people asked us to link up aspects of our work. This has resulted in mental health not only being a key priority for the plan but also being considered alongside other issues such as drug or alcohol misuse.

Strong Children's Services make sure that a holistic approach is taken to meet the needs of young people and their families. This is why the ethos of Getting it Right For Every Child has been adopted across the whole of Inverclyde to ensure that we nurture our young people, our families and our communities.

COVID-19 will have had a significant and potentially long lasting impact on children, families and communities in Inverclyde. Much of the recovery process from the pandemic will involve revisiting the core principles of what works best for children and families. The excellent relationships and strong partnership working built up over the years will be needed even more than ever as we embark on the recovery period of COVID-19 and take forward this plan.

Councillor Stephen McCabe
Leader of Inverclyde Council



Our Vision



Getting it Right for Every Child, Citizen and Community

'A Nurturing Inverclyde will give our Children & Young People the Best Start in Life'

'Nurturing Inverclyde' was developed by our Community Planning Partnership (CPP) the Inverclyde Alliance in 2012. The national GIRFEC approach was adapted by the Inverclyde Alliance to inform our vision for Inverclyde. In 2021, this unwavering and consistent vision remains as important today as it was then.

It is especially important that, as we recover from the impact of COVID-19, Children's Services make sure that children, young people and families are supported and nurtured by strong joined up services that are able to listen to experiences and respond quickly to needs.

The aim of Nurturing Inverclyde is to make Inverclyde a place which nurtures all of our citizens ensuring that everyone has the opportunity to

have a good quality of life and good mental and physical wellbeing by delivering better outcomes for the whole community in Inverclyde. Thus improving universal services for everyone in Inverclyde and improving targeted services for vulnerable children are key. The approach puts the child at the centre and recognises that every child grows up to become a citizen of Inverclyde and part of their local community.

Nurturing Inverclyde is an approach which we have sustained throughout the Children's Service Plan 2017 – 2020 and will continue to be our approach in the 2020 – 2023 plan. This Children's Service Plan is very much a continuation of the previous Children's Services Plan, building upon what has worked well and what can be improved further.

Ruth Binks
Corporate Director
Education, Communities and Organisational Development



Inverclyde Children's Service Partnership and Governance of the Plan

The strategic partnership responsible for the delivery of this Children's Service Plan is comprised of representatives of the main partner agencies – Health and Social Care Partnership, Education and Community Services, Police Scotland, Voluntary Organisations, Scottish Children's Reporter Administration, Skills Development Scotland.

The partnership is chaired by the Corporate Director for Education, Communities and Organisational Development and there is a leadership group that leads and reports on the priorities of the delivery plan.

An annual report will be produced by the strategic leads and presented to the Alliance Board before submission to the Scottish Government. We will continue to consult with children, young people and families as part of our participation strategy.



Participation and engagement of children and young people in Inverclyde to develop this plan

We are proud of our meaningful engagement with our young people in Inverclyde. We have a strong track record of ensuring that participation of young people leads to measurable changes in policy and service delivery. The voice of young people is threaded throughout this plan, not only in terms of their views upon its substance, but also in what children and young people have told us throughout our self-evaluation process, leading to the determination of our priorities for 2020 to 2023.

Pupil Councils, Proud 2 Care (care experienced group) have been consulted on the substance of the plan. A common theme which young people want to see more work on is mental health and understanding the links between alcohol and drug use – seeing these as interlinked. In 2019 Inverclyde undertook its second Health and Wellbeing survey with young people. This survey asked in depth question about their





views on all aspects of health and wellbeing and followed trends from the previous survey undertaken in 2013. The surveys are partnered by Clyde Conversations – events planned and delivered by young people based on the views of young people using participation approaches. Each Clyde Conversation event has involved over 100 young people from secondary aged pupils in Inverclyde on each occasion. The purpose is to develop a meaningful, sustainable mechanism of engagement about those things that matter to young people. There have been three events to date and they will continue to be the foundation for developing stronger youth participation. The most recent Clyde Conversations in 2019 focused upon mental health, hate crime, bullying and abuse as well as drug issues. These were areas which young people had been consulted on in advance and wished to explore in more depth. The event was once again successful with young people reporting that they feel listened to and valued and they are keen for feedback regarding the actions progressed by relevant services and/or organisations.

Children's Rights and our Children's Services Plan

Inverclyde's Children's Service Plan is underpinned by the United Nations Convention of the Rights of the Child (UNCRC) and the Getting it Right for Every Child (GIRFEC) approach, both of which make central the premise that children and young people must have their views taken into account when decisions are being made about them.

Children's Rights are visible throughout the relevant areas of the plan and consideration given on how rights are upheld, progressed and promoted. Article 12 will be upheld in the planning and delivery of the plan. We have ensured participation of children and young people by developing their understanding of the purpose as well as their involvement in its production as well including their views which have informed each of the relevant priority areas.

We have a local Inverclyde Rights of the Child Award (IROC- WE ROCK) developed in partnership with over 200 children and young people across Inverclyde to help services to learn about, promote and uphold rights (this will also be utilised as information for the local children's rights report). Three of our children's homes are the first in the world to take part in the Unicef RRSA Award. Our Proud2Care/ Mini Champs and newly established older group (continuing care and aftercare) all focus on promoting rights for care experienced ensure children and young people's views are taken in to account within service design. Champions Board meetings help to establish relationships and allow adults to show young people how they will uphold their duties. Inverclyde children and young people have contributed to the design of a range of local policies and service design including bereavement policy, anti-bullying policy, health services, homelessness, Inverclyde Cares – Kindness Campaign, and the community Mental Health and wellbeing Services. The children's rights officer is involved in a range of panels that review the care and plans for children and young people ensuring rights are considered and upheld this includes the adoption, permanence and fostering panel, Kinship Panel and Inverclyde's resource allocation panel.





Children and young people are supported to contribute to the recruitment process and Interview candidates for a range of jobs that impact on young people's lives across Inverclyde. We have a range of policies and resources are inclusive of rights and have child friendly/ easy read versions available including the HSCP 5 year plan, the Children's Services Plan and anti-bullying policy. Our local children's rights training is available for all organisations, services and teams across Inverclyde and has been undertaken by over 1000 people in the past 5 years helping to increase awareness and practice. All Rights Respecting Schools have rights respecting groups established as part of the participating criteria ensuring children and young people have the opportunity to shape their learning, the environment and be central to the development of the school and helping to promote rights.

Working with partners to develop our plan

During the period covering the previous children's service plan the partnership worked with CELCIS to focus on issues of neglect arising from the intergenerational blend of poverty, inequality, and specific challenges relating to alcohol, drugs and domestic abuse. The work of the programme of improvement ran from 2016 to 2019. The programme focused on identifying the improvement activity that would have the greatest impact on neglect and improving outcomes for our most vulnerable. Findings from the work were that there has been significant evidence of strengthened single agency planning, particularly in education and health settings. However there was a clear need for the pathway for early help and assistance to be more clearly articulated to enable our named persons to assist children and their families to get the right help at an early and effective stage. This has thus become one of our key priorities for the 2020 – 2023 plan.

The format of our plan

Our plan is underpinned by a clear self-evaluation process which has allowed us to identify the main priorities for improvement. The plan cannot focus on the very many activities of children's services and our plan has drawn out the key areas where we feel that by changing what we do, we can improve the outcome for our children, young people and families. We will continue to develop a performance framework to make sure that we can evidence how our activities have led to improved outcomes. In this way there should always be a golden thread between our self-evaluation, our plan for improvement and our performance framework.

Our plan is divided into four component parts

- Part 1:** Our Strategic Plan. This is an overview of the strategic plan. It highlights the four main priorities and outcomes of the plan
- Part 2:** Our Strategic Needs Assessment. This is an in depth look at the available data, drawing comparisons and conclusions from the previous assessment in 2017. Our self-evaluation process also draws upon the Health and Wellbeing survey from 2019.
- Part 3:** Our Delivery Plan. This outlines the actions we will take to progress our priorities and improve outcomes for children, young people and families.
- Part 4:** Our Performance Framework. This section includes the performance indicators that led to the inclusion of the priorities we have chosen and also identifies the key performance indicators that we will use to measure success over the lifetime of this plan.



Our Strategic Plan

Priority Theme 1:

To utilise our learning from the Addressing Neglect and Enhancing Wellbeing work stream to further embedded GIRFEC in Inverclyde to improve outcomes for children and their families by developing a strong professional base for identifying, understanding and responding to need at the earliest opportunity, with clear, agreed, high quality multi agency approaches throughout a child's experience.

Outcomes:

- 1.1 Children, young people and families experience seamless, consistent and effective transitions along the GIRFEC pathway
- 1.2 Children, young people and families benefit from professionals working in collaboration and having a shared understanding and focus on children's wellbeing.
- 1.3 Children, young people and families are supported by named persons and a team around the child who are confident and skilled in identifying need at the earliest opportunity and identifying the right support and the right time to stop bigger problems developing.
- 1.4 The team around the child can evidence the effectiveness of their support and learn what works well.

Upholding UNCRC: Article 3 – Best interest of the child, Article 5 – Parental Guidance and child's evolving capacities, Article 6 – Life survival and development, Article 8 – Protection of Identity, Article 9 – Separation from Parents, Article 12 – Respect for the views of the child, Article 18 – Parental responsibilities and state assistance, Article 19 – Protection from violence abuse and neglect, Article 23 – Children with a disability, Article 24 – Health and Health Services, Article 27 – Adequate standard of living, Article 28&29 – Education & Goals of education, Article 33 – Protection from illegal use of Drugs, Article 34- protection from sexual abuse and exploitation, Article 37 – Protection from inhumane treatment and detention, Article 39 – Recovery from Trauma, 42 – Knowledge of Rights

Key Performance Indicators and measures used for this outcome will be:

All single agency and multi-agency child's plans are consistent. Consistent understanding and approaches by professionals in relation to identification and response to wellbeing needs Increased range of supports for parents and carers at universal level to support their children's wellbeing





Priority Theme 2:

Mental health is everyone's business and it affects all aspects of a child and young person's development. The promotion of a whole community approach to understanding mental health, wellbeing and the impact of trauma is essential.

Outcomes:

- 2.1 Community based support for children young people and their families' mental health is strengthened
- 2.2 Support for children and young people to cope with stress is strengthened and further provision of strategies to prevent substance and alcohol abuse
- 2.3 There is increased participation of children, young people and parents/ carers in co-production design, redesign and evaluation of mental health supports and services.
- 2.4 The children service workforce in Inverclyde is invested in and is supported to continue to care
- 2.5 Children, young people and families consistently experience nurturing, compassionate and respectful relationships when engaging with services.

Upholding UNCRC: Article 2 – Non-discrimination, Article 3 – Best interest of the child, Article 5 – Parental Guidance and child's evolving capacities, Article 6 – Life survival and development, Article 12 – Respect for the views of the child, Article 13 – Freedom of expression, Article 14, Freedom of thought, belief and religions, Article 16 – Right to privacy, Article 17. Access to information, Article 18 – Parental responsibilities and state assistance, Article 19 – Protection from violence abuse and neglect, Article 23 – Children with a disability, Article 24 – Health and Health Services, Article 29 - Goals of education, Article 31, Leisure, play and culture, Article 39 – Recovery from Trauma, 42 – Knowledge of Rights

Key Performance Indicators and measures used for this outcome will be:

There will be an increase in the numbers of CYP accessing mental health and wellbeing targeted support from non-statutory services.

Our follow up survey will show a reduction in the number of young people who report that they regularly use drugs, smoke and drink alcohol.





Priority Theme 3:

To reduce the inequalities of health and educational outcomes linked to deprivation.

Outcomes:

- 3.1 Through the Child Poverty Action Group mitigate the impact of poverty on families in Inverclyde
- 3.2 Reduce inequalities of educational outcomes linked to deprivation
- 3.3 Reduce inequalities of health outcomes linked to deprivation

Upholding UNCRC: Article 2 – Non-Discrimination, 3 – Best interest of the child, Article 6 – Life survival and development, Article 12 – Respect for the views of the child, Article 15, Freedom of association, Article 17, Access to Information, Article 18 – Parental responsibilities and state assistance, Article 19 – Protection from violence abuse and neglect, Article 23 – Children with a disability, Article 24 – Health and Health Services, Article 26 – Social Security, Article 27 – Adequate standard of living, Article 28&29 – Education & Goals of education, Article 31 – Leisure, play and culture, Article 39 – Recovery from trauma and reintegration, 42 – Knowledge of Rights

Key Performance Indicators and measures used for this outcome will be:

Decrease the attainment gap between pupils in SIMD 1-2 and 3-10 for key Broad General Education and Senior phase. Increased uptake in breastfeeding
Reduce risk of obesity at the P1 stage Increase uptake of free school meals in secondary schools.





Priority Theme 4:

To further improve outcomes, including attainment, for care experienced children, young people and their families by developing a culture of ambition based on strong relationships that recognise the range of difficulties experienced by children and families and provide the scaffolding to protect safe, loving and respectful relationships.

Outcomes:

- 4.1 Inverclyde to progress and embed the foundations of The Promise by creating a dedicated I-Promise team, the I- Promise board and implementing I- Promise across Inverclyde.
- 4.2 Improve support for attainment, attendance and positive destinations for looked after children, particularly those looked after at home.
- 4.3 Looked after children and young people will wherever possible continue to reside in their local community ensuring life- long family connections are supported and maintained with a focus on sibling relationships.
- 4.4 Families have access to early help and support and care experienced young people are fully supported throughout all transitions of being looked after to adulthood by a range of local services to develop a whole systems approach.

Upholding UNCRC: Article 3 – Best interest of the child, Article 9 – Separation from parents, Article 12 – Respect for the views of the child, Article 13 – Freedom of expression, Article 18 – Parental responsibilities and state assistance, Article 19 – Protection from violence abuse and neglect, Article 20 – Children unable to live with their family, Article 21 – Adoption, Article 23 – Children with a disability, Article 24 – Health and Health Services, Article 25 – Review of treatment in care, Article 27 – Adequate standard of living, Article 29 – Goals of education, Article 33 – Protection from illegal use of Drugs, Article 34- protection from sexual abuse and exploitation, Article 37 – Protection from inhumane treatment and detention, Article 39 – Recovery from Trauma, Article 40 - Juvenile Justice, Article 42 – Knowledge of Ri

Key Performance Indicators and measures used for this outcome will be:

Multi – agency qualitative data, voices and views of care experienced children and young people, families and workforce. This will include adult services such as alcohol & drug recovery, mental health services who support parents and carers, third sector groups supporting work within communities. Information and learning from complaints and inspections. Process mapping of children and families care journey across agencies and by the use of chronologies Multi – agency quantitative data, local and national data and benchmarking. *Some of these measure will require to be developed within the discovery stage.

