

# **Inverclyde Children's Services Plan Annual Report 2021/22**



Welcome to the Inverclyde Children's Services Annual Report 2021/22 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.

The Strategic Children's Services Plan 2020 - 2023 was developed on the back of strong self-evaluation. Data was 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 plan. This Annual Report shows the progress we have made in delivering the plan against the four key priority areas we have identified. Whilst COVID-19 has continued to impact on services and service delivery, the plan identifies key areas across all of the priorities where progress has been made. These include the establishment and ongoing work of Quality Assurance Groups for GIRFEC, the progress of the Children and Young People's Community Mental Health (CYPCMH) agenda, the ongoing work in relation to the Scottish Attainment Challenge and the Child Poverty Action Group as well as the establishment of the I – Promise Team.

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.

**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 Area 1

To further embed 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.

Outcome	Development Area	Actions	Update
1.1 1.2 1.3 1.4	<b>For Children, young people and families to experience seamless, consistent and effective transitions along the GIRFEC pathway we need to understand what is working well and have a consistent approach to multi-agency quality assurance of the GIRFEC pathway.</b>	Define, design and deliver the GIRFEC Pathway multi-agency Quality Assurance process to create a continuous improvement cycle.	The GIRFEC QA group which will audit referrals from universal services to Request For Assistance has now commenced. A second audit group 'Tracing the child's journey through universal provision' has met and designs audit early and effective intervention within universal services. Both meetings are multiagency and will obtain learning from best practice examples as well as examples of where things have not gone so perfectly to plan. It is possible that both streams will combine as we get more adept at audit work in this area. An audit tool is now in development.
1.4	<b>In order for Children, young people and families to be supported by a confident and skilled named person and the team around the child the TAC need to be able to evidence the effectiveness of their support and learn what works well.</b>	Establish a performance management working group to:  a) Discover, define, design and deliver a process for improving participation and feedback from children, young people and their families  b) Define performance measures for evidencing the effectiveness of TAC support based on agreed minimum standards.	A performance management working group will continue to meet during 2022 to review the findings from initial audit work. The group will then begin to scope out a data set towards annual reporting. This will link in with National Data Set work through CSP strategic leads.  Qualitative work will begin in 2022 around consultation in TAC meetings and best practice evaluations with School Based Social Workers project linked to Child Poverty Agenda  A performance management working group also exists as a sub group of Inverclyde Child Protection Committee. The CPC sub

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Outcome	Development Area	Actions	Update
		c) Design and deliver a data set /reporting structure to enable an evidence based annual performance report to be produced.	group views child protection performance management on a GIRFEC continuum, recognising the importance of early and effective intervention to mitigate risk, and therefore is asking questions of and planning to conduct audits in relation to step down from child protection to children in need and children in need to universal services. A future ambition will complement the GIRFEC QA group with review of multi-agency plans.  Work has commenced to link with I-Promise and consultation to listen to voice of young people and their families about the support that is helpful to them, 'help me –help my family
1.1 1.3	<b>Children's assessments, plans need to be clear, easy for families to understand and look the same from each agency and the service processes must aid seamless transition</b>	Design and deliver a suite of child planning paperwork and tools that is consistently used across all agencies.	Health visiting have modified their child assessment and planning document to reflect those of other services. Training in the Shared Chronology has taken place within health, education and children and families social work and the working group is reviewing and aligning paperwork.
1.1 1.3	<b>To ensure that children receive the right support and the right time to stop bigger problems developing referral routes for named persons for mental /</b>	Explore electronic system of referral for enhanced universal supports.	See link with Priority 2 - Action for Children Emotional Health and Wellbeing Group has been established for one door policy

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Outcome	Development Area	Actions	Update
	<b>physical health and wellbeing supports need to be simplified</b>		
<b>1.2</b>	<b>To ensure that children, young people and families benefit from professionals working together to develop further collaboration between agencies by prioritising time for enhancing professional networks</b>	<p>a) Collaborative events are planned focusing on understanding roles and building networks.</p> <p>b) Practitioner to practitioner informal collaboration to be actively promoted and supported</p> <p>c) A model for group supervision sessions for team around the child are defined, designed and delivered</p>	<p>A group supervision model has been scoped out as an action from the Performance Management Working Group. Practitioner forums and shared training opportunities, ie trauma informed practice are now underway.</p> <p>Multi-agency training was delivered in Spring 2021 in relation to the Assessment of Care (neglect) toolkit and has promoted collaborative working, particularly across social work and health. Evidence from 8 weekly GIRFEC QA meetings will be collated to support informal collaboration. The intention going forward is that this area of work will be embedded within the School Based SW Pilot across two education sites and will be a test for change area and has close links with Education psychologist.</p>
<b>1.2</b> <b>1.3</b>	<b>To ensure that children, young people and families benefit from professionals having a shared understanding and focus on children's wellbeing an authority wide focus on children's wellbeing is required at all levels</b>	a) A GIRFEC training sub group to be formed to include all agencies.	<p>The CPC training sub group has devised and delivered multiagency training (in relation to neglect, and child protection awareness) along the GIRFEC continuum. A proposal has been approved by the sub group and via CPC for the group to continue to develop training across the GIRFEC continuum.</p> <p><a href="#">Childrens Services Strategic Group - GIRFEC.pdf</a></p>

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Outcome	Development Area	Actions	Update
	<b>of the workforce and across agencies.</b>	<p>b) Discover, define and design a training plan for understanding, identifying and responding to wellbeing needs and developing a shared value base</p> <p>c) Design, develop and deliver a consistent model for all training to be implemented with coaching /modelling.</p>	<p>A training plan is incorporating initiatives developed within the mental health and wellbeing strand and take account of the language and value base incorporated within The Promise. Learning from the Whole Family approach to substance use can also inform this plan.</p> <p>The work undertaken with CELCIS by the ANEW project into implementation theory, promoting a Plan, Do, Review cycle will be an appropriate model to adopt across all training and is will be reviewed through GIRFEC training 2022-23 following Refresh</p>
1.3 1.4	<b>In order for children, young people and families to be supported by a confident, skilled and skilled named persons and the team around the child, we must ensure that we support and invest in the workforce with good quality guidance, tools, training and coaching.</b>	<p>a) GIRFEC guidance and practice tools to be updated to support the named person and team around the child and clearly define the roles and functions and duties.</p> <p>b) Briefing on updated guidance to be delivered universally</p>	<p>Practice guidance was developed in relation to Equal Protection legislation utilising GIRFEC principles and this could prove a model for other guidance. Scottish Government is undertaking a GIRFEC refresh which clarifies the role of the named person.</p> <p>A 7 minute briefing could be devised to explain the GIRFEC refresh and could be delivered to teams on a single or multiagency basis</p> <p>Audit work will evidence the effectiveness of these currently and will identify any need for further training or coaching.</p>



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Outcome	Development Area	Actions	Update
		c) Support the development of Named Persons and teams around the child through training and coaching	
1.3	<b>To ensure that we support parents to be the type of parents they want to be we shall provide appropriate levels of support and advice tailored to their children's emotional, social and developmental needs.</b>	<p>Discover and design an extended parental support programme with third sector partners.</p> <p>Improve promotion and resourcing of tailored parenting programmes or approaches with communication strategy.</p> <p>Review Inverclyde parenting strategy in line with developments</p>	<p>Groupwork was suspended over much of Covid pandemic, however children and family's teams continued to provide 1:1 support to children and to families.</p> <p>The training programme was suspended due to Covid however has now resumed.</p> <p>Psychology of parenting, Incredible years and Sandstories are some of the programmes being considered with Health and Third Sector partners</p> <p>Survey work has place with services and in consultation with parents around current available approaches and methodologies to parents in Inverclyde</p> <p>Currently reviewing the parenting strategy document in 2022 including breastfeeding support, SNIPS and challenging stigma work</p>



**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 Area 2

Mental health and wellbeing are everyone's business and affect 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.

Outcome	Development Area	Actions	Update
2.1	<b>We need to strengthen community based support for children, young people and their families' mental health</b>	Increase mental health and wellbeing supports in community settings that are easily accessible and appropriate to needs – including the provision of access and support beyond 9 to 5 Monday to Friday services	<p>The Children and Young People's Community Mental Health (CYPCMH) agenda has led to an enhancement in staffing from Barnardo's and Action for Children (AfC) for this targeted area. Furthermore, a Research Assistant (RA) has been employed who is based within the Educational Psychology Service. Three key aspects from the CYPCMH agenda are now being actioned:</p> <ul style="list-style-type: none"> <li>• The <i>No Wrong Door</i> approach is being developed to ensure that there is a single point of access to mental health services. A multi-agency triage system has been established and negotiations are being concluded with 'Advice Infrastructure' to deliver an electronic referral pathway to the triage group. An electronic directory of local mental health services is near completion.</li> <li>• Journey maps pre-post are being built with service users to evidence impact on an ongoing basis. This will act as a self-evaluation</li> <li>• Staff from Barnardo's are involved in the Additional Support Needs (ASN) Forum to assume casework where mental health issues within family settings are being seen to impact on children and young people's participation in education. This is providing systemic change in the <i>Community Strength</i> priority area.</li> <li>• AfC has targeted a group of pupils transitioning from P7-S1 in summer 2021, where family based mental health has been seen as a barrier to engagement and</li> </ul>

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Outcome	Development Area	Actions	Update
			<p>where non-attendance was a core issue, with emerging evidence of impact.</p> <ul style="list-style-type: none"> <li>• A six monthly impact report for the project has been written and forwarded to the Scottish Government.</li> <li>• Planning is underway for the project for 2022-23, which will see an increase in the size of the offer to around 30 pupils.</li> </ul>
2.2	<p><b>We need to strengthen the support we give to children and young people to cope with stress</b></p> <p><b>We need to increase the support provided to young people in relation to substance and alcohol misuse</b></p>	<p>Provide a suite of appropriate support for children and young people to deal with stress.</p> <p>Review the PSE curriculum in relation to drugs and alcohol in line with the NHS Greater Glasgow and Clyde Alcohol and Drug Prevention Framework</p> <p>Review the partnership working arrangements to provide the best and most appropriate support for young people involved in substance and alcohol misuse.</p>	<p>The Inverclyde Wellbeing Service is provided by Action for Children. It works with children and young people from 5 to 18 years of age. Key areas that service users have raised are low mood, anxiety and stress. The three Key Performance Indicators (KPIs) set for the service in year 1 were overtaken. A 6 monthly report for the project has been collated and forwarded to the Scottish Government in January 2022. The programme will be augmented by the appointment of a programme lead who will take up a 0.2FTE post in May 2022.</p> <p>Focus groups have been facilitated by the ADP to gauge the views of young people and this has fed into the development of the Health &amp; Wellbeing Strategy, which is near completion.</p>

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Outcome	Development Area	Actions	Update
			<p>Staff from Community Learning and Development are collating and developing resources in this area with specific reference to exam stress.</p> <p>A multi-disciplinary working party, led by a member of staff from the Education Officer (EO) team, has now completed the Health &amp; Wellbeing Strategy and this is now at the point of implementation.</p>
2.3	<b>We need to increase participation of children, young people and parents/carers in co-production design, redesign and evaluation of these supports and services. This would include incorporating their lived experience into design.</b>	<p>Develop a sustainable young person advocacy service that focuses on children and young people being at the heart of the development and design of mental health and wellbeing services.</p> <p>Establish a learning network that allows the voice of children, young people to be heard and actioned.</p>	<p>This area is being taken forward as part of the <i>Nothing About Me Without Me</i> priority from the CYPCMH agenda. The RA is currently working with services and service users to support systemic user led change. The work is taking place across most secondary schools in Inverclyde. Feedback has already been used to develop service delivery e.g. around the out of hours service. The work in this area is ongoing.</p> <p>The RA has been working with the Children's Rights and Information Officer to develop the network and to use the outcomes from it to shape services.</p>
2.4	<b>The children service workforce in Inverclyde is</b>	Undertake a training need analysis to understand the training needs of the children's service workforce in relation	Inverclyde Educational Psychology Service has been central to the development of the Coping With Adversity (CWA) model. This was developed alongside partners from Lomond View Academy and Kibble School as part of the Scottish Attainment

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Outcome	Development Area	Actions	Update
2.5	<p><b>invested in and is supported to continue to care</b></p> <p><b>Children, young people and families consistently experience nurturing, compassionate and respectful relationships when engaging with services.</b></p>	<p>to promoting good mental health and responding to trauma at every level.</p> <p>Training opportunities will be available at each level with priority given to those who work with children and young people with multiple adversities.</p> <p>Establish mental health leaders within the workforce and community to support children / young people to feel safe in their environment.</p>	<p>Challenge. This model is based on the Three Pillars of Trauma – Safety, Connections and Self-Regulation. It aims to provide staff with a background understanding of trauma and aligns theory to practice to ensure maximum impact. The model is updated regularly with the latest part of its evolution focusing on the role of play in the processing of trauma. An implementation team exists to roll out the model and this team has been augmented by social work staff in order to facilitate consistency of practice across the local authority. The implementation team will work with the Children and Family Social Work Team to ensure that there is commonality across EPs and SWs. From here it will look to pilot the resources. Staff from EPS have been continuing to develop training materials and the implementation plan based on a <i>few, some, all</i> approach.</p> <p>The Scottish Government has provided funding to allow local authorities to appoint a Trauma Informed Lead. In Inverclyde this role has now been through job evaluation and the post is now to be advertised. A draft implementation plan using a <i>Few, Some, All</i> approach has been created too enable the newly appointed person to move quickly into their role.</p>

The CYPCHM has three key priority areas:

- No Wrong Door – streamlining access to mental health services.
- Community Strength – providing direct support to families.
- Nothing About Me Without Me – supporting members of the community to develop and shape mental health services.

### **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 Care 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, Article 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 Area 3

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

Outcome	Development Area	Actions	Update
3.1	<b>Mitigate the impact of poverty on children and families in Inverclyde through the Child Poverty Action Plan</b>	<p>Support the CPAG in the delivery of the Local Child Poverty Action Report which includes actions in relation to:</p> <ul style="list-style-type: none"> <li>• Opportunities and apprenticeships for 16-24 year olds</li> <li>• Supporting Care Experienced Young People</li> </ul> <ul style="list-style-type: none"> <li>• Roll out of Cost of Living and Cost of the school day practices</li> </ul>	<p>Ongoing work to review the menu of opportunities open to all pupils via the council as well as via partners such as Skills Development Scotland. An Education Officer is leading on this work with a revised senior phase action plan now in place. There is an Association of Directors of Education Scotland (ADES) Peer review planned for Jan 22 to further support identification of areas of strength and next steps. 2 schools are bringing in MCR pathways and 3 schools will be working with Columba 1400 in 2021/22 to provide support to pupils. The establishment of a Virtual School for Inverclyde is underway linking in with Priority 4 and the Promise.</p> <p>All schools now have full and final Pupil Equity Fund plans in place with an ongoing focus on Cost Of The School Day. The Cost of the School Day Team have reconvened and are pulling together a resource for all schools to learn from good practice and to share ideas. A local information leaflet on benefits advice was produced for all schools prior to the Christmas holidays.</p> <p>Information and actions from the National Child Poverty Action Group is shared amongst the team for on going discussion and awareness of good practice including the national consultation which Inverclyde schools participated.</p>



### Priority Area 3

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

Outcome	Development Area	Actions	Update
		<ul style="list-style-type: none"> <li>• Improve Digital Inclusion</li> <li>• Improve and Increase Workforce Development within and across the partner agencies</li> <li>• Improve Housing and Housing Support Policies</li> </ul>	<p>There is ongoing work to ensure pupils have digital access inc the further distribution of laptops to all secondary pupils from SIMD 1 and 2. The Education and Communities Committee have now approved the service's digital strategy. 100 devices were gifted to children across the primary schools in Inverclyde based on SCG/FSM entitlement and SIMD datazones prior to the Christmas Holidays. A further 210 laptops have been allocated for loan for children across the primary schools awaiting delivery. These have been delivered to schools and offered to children identified by the school.</p> <p>The Apprenticeship and pre-apprenticeship programmes for young people who are disengaged with learning or at risk of leaving school without qualifications has now ceased. Work is ongoing to look at employability programmes as well as look at alternative pathways as part of the Senior Phase Action plan.</p> <p>Riverclyde Homes (RCH) as a lead Registered Social Landlord has established multi-skilled team to deliver support to prevent tenancy failure: Since recruiting the Tenancy Support Mentor and Income Maximisation Officer in April they have undergone a period of training and have been linking in with local organisations to introduce the project. The project aims to use a mix of referral pathways both internally and via partners and direct targeting of customers. It is expected that referral pathways will take longer to establish therefore the service has concentrated on direct targeting in this early stage of the</p>

### Priority Area 3

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

Outcome	Development Area	Actions	Update										
			<p>project. The first area targeted during the initial few months has included new and prospective RCH tenants. This is achieved by using RCH's Housing Management system to identify new customers and the team are making direct contact to offer services. Prospective customers who are bidding for the first time or those who have been bidding for some time have been identified using their Choice Based Lettings system.</p> <table><tr><td><b>RCH Homelessness Prevention Programme</b></td><td><b>January 2022</b></td></tr><tr><td><b>Clients</b></td><td><b>313</b></td></tr><tr><td><b>Success Plans complete</b></td><td><b>45</b></td></tr><tr><td><b>Benefit Cases</b></td><td><b>144</b></td></tr><tr><td><b>Employment cases</b></td><td><b>9</b></td></tr></table> <p>Following the SIMD 2020 report, Planning and Housing Strategy commissioned consultants to examine the Eastern</p>	<b>RCH Homelessness Prevention Programme</b>	<b>January 2022</b>	<b>Clients</b>	<b>313</b>	<b>Success Plans complete</b>	<b>45</b>	<b>Benefit Cases</b>	<b>144</b>	<b>Employment cases</b>	<b>9</b>
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Outcome	Development Area	Actions	Update
			<p>Gateway area of Inverclyde as a strategic housing priority to look at the options around housing led regeneration of that area this report is now complete the Council is also commissioning a similar report focussing on Greenock Central (part of which is the most deprived area)</p> <p>A final draft strategy has been completed by GL Hearn and it was the services intention to bring the Eastern Gateway Study to the Environment and Regeneration Committee in the course of 2021. There remain some issues around the feasibility of some of the proposals particularly with regards to costings. Further discussions with the consultants on this element are intended prior to bringing the report to committee and discussing the implications with partners including RSLs and the Scottish Government.</p> <p>In July 2021 an Acquisition Programme was agreed between the council, the Scottish Government and local RSLs. Utilising up to £2m Scottish Government grant funding in the 2021/22 financial year, around 40 private homes will be purchased off the market to add to the affordable housing stock in Inverclyde. Scottish Government grant funding will be matched by the contributing RSLs who will manage the properties once purchased. An Acquisition Programme Delivery Group has been established to provide a swift response to suitable opportunities on the market and ensure that the Programme delivers on its aims; one of which is to secure stock for households with particular requirements." We expect the Acquisition Programme aided by Scottish Government funding</p>

### Priority Area 3

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

Outcome	Development Area	Actions	Update
		<ul style="list-style-type: none"> <li>Mitigate Food Insecurity</li> </ul>	<p>to continue in the 2022/23 financial year helping to bring more affordable homes to Inverclyde.</p> <p>Inverclyde Council has committed a further £30,000 per year for two years to maintain and support the Grieve Road Zero Waste Food Pantry. This funding will enable The Pantry to continue to provide fresh affordable surplus food to its existing members. The membership of the pantry is at capacity with more than 700 members, more than 200 are travelling from East End of Inverclyde and Port Glasgow. The funding from Inverclyde Council has provided leverage for the project to successfully received additional money from the Lottery to establish a second pantry in the Port Glasgow area. Work has been planned to open this second pantry early January 2022.</p> <p>Inverclyde Council will also continue to pay for two Glasgow Fare Share memberships to ensure weekly surplus food is available in Inverclyde. This membership currently supports the Grieve Road Pantry and food distribution from Parklea Branching Out to families in the Port Glasgow area. It is likely that this membership will provide surplus food to the Port Glasgow Pantry to ensure sustainability and encourage people to access the pantry to maintain their dignity rather than rely on free food. Discussions are ongoing.</p> <p>Scottish Government announced an additional £512,000 funding to support people during the Winter 2021 facing financial, food or fuel insecurity. it was agreed this fund would;</p>

### Priority Area 3

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

Outcome	Development Area	Actions	Update
		<ul style="list-style-type: none"> <li>Support Lived Experience (deeper engagement with those people and communities who have first-hand</li> </ul>	<ul style="list-style-type: none"> <li>Increase the level of crisis grant awards for the remainder of 2021/22 plus allowance for increase in demand experienced.</li> <li>Increase funding to meet the increase in demand for the Community Care Grant.</li> <li>Increase funding to Starter Packs – this will provide vulnerable new tenants with small electrical goods and bedding packs.</li> <li>Increase the Winter Child Payment Bridging Payment this will be paid by</li> <li>Provide £100 to those entitled to Council Tax Reduction recipients with no children within their household.</li> <li>Provide additional financial support to local food banks to provide food and fuel to those most marginalised.</li> <li>Increased funding to IHEAT to increase the level of support and numbers supported via the Elderly Heating Project.</li> </ul> <p>The Communications and Engagement Groups have been created in the 6 localities across Inverclyde. These groups are working with local people to build confidence and capacity to</p>

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

Outcome	Development Area	Actions	Update
		experience of poverty, inequality and restricted life chances)	<p>encourage involvement in local democratic decision making. The Communication and Engagement Groups have representations from across the socio-economic groups in Inverclyde including people with lived experience of poverty and low income. The Communication and Engagement Groups are included as part of the Locality Planning Group which are also being established. It is anticipated that young people facing the greatest inequalities will also be engaged in this local decision making process using both existing youth groups and establishing new group where appropriate. The residents of Inverclyde participated in 6 Locality Listening Events throughout January 2022 on the Inverclyde Council budget savings proposals for 2022/23. This has provided additional qualitative information on what the community think Inverclyde Council should prioritise and where efficiencies could be taken.</p> <p>This listening event is completed and has led to Communities participating in local Community Meliora Events across the Inverclyde Community. Celebrating the pursuit of betterment in line with the Queen's Jubilee. £120,000 has been shared across the community, including groups that support wellbeing, mental health and young people.</p>
<b>3.2</b>	<b>Reduce inequalities of educational outcomes linked to deprivation</b>	Focussed and continued work on reducing the educational attainment gap linked to deprivation.	The 2021/22 SAC plan continues to being implemented and we are now in the final weeks of the plan as we end the academic year. The 2022/23 SAC Refresh Y1 plan is now in place and agreed by committee, and being implemented

### Priority Area 3

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

Outcome	Development Area	Actions	Update
		<p>Under take specific focussed work to improve school attendance and to support families to overcome barriers to attendance at school</p> <p>Within the Attainment Challenge review approaches to tracking, supporting and ensuring improving outcomes for all LAC pupils</p> <p>Continue to develop approaches to QA to ensure high quality teaching for all</p>	<p>alongside the more strategic 4 year overview. We have amended our planning and reporting documents in line with the SAC refresh framework. As part of this we will agree stretch aims with each school and overall for the LA with Ed Scotland.</p> <p>Ongoing tracking of school data at Primary BGE predicts that we will have raised attainment for all pupils by June 2022 back towards 2018/19 data as well as closing the PRAG.</p> <p>Attendance from Easter is back on track and in line with pre pandemic levels. Overall attendance in 2021/22 will have been affected by high absence rates over Aut and Spring due to covid.</p> <p>The new Virtual School head has used her KIT to develop a range of tracking processes for CEYP and is ready to implement these</p> <p>The 2021/22 Scottish Attainment Challenge plan continues to be implemented. Much of this plan is in line with the previous one with a further focus on recovery designed to ensure that all schools are using additional staffing / budget to best effect</p>



### Priority Area 3

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

Outcome	Development Area	Actions	Update
		Continue to support schools to improve the attendance of all pupils but with a focus on SIMD 1, 2, ASN and LAC	<p>e.g. PEF and recovery staff linked to Scottish Government grants.</p> <p>The work to support schools with attendance is ongoing. Work with the Education Scotland Attainment Advisor is now under way again after the impact of COVID 19.</p> <p>This work is ongoing and a full overview of LAC data has been collated.</p> <p>A new framework for school improvement with a focus on peer review has been developed and is ready to be implemented from Spring 22 subject to guidance allowing for this. Recovery Associates (experienced head teachers) have been put in place and their work is well under way – Education Scotland will be reviewed this approach as part of a national thematic inspection into recovery in Dec 21. Early evidence is that the approach is being well received and having impact.</p>
<b>3.3</b>	<b>Reduce inequalities of health outcomes linked to deprivation</b>	<p>Continued work to develop healthy lifestyles for families with children in their early years. This will focus on active, outdoor play and healthy eating.</p> <p>All ELC settings will review their active, outdoor play and healthy eating curriculum offers.</p>	<p>The Principal Teacher for Early Learning and Childcare is leading a group of practitioners to develop outdoor play and healthy eating guidance. This information will be available in the Spring term of 2022.</p> <p>There is high quality outdoor learning in almost all settings. Improvements in risky and loose parts play have been noted. This approach is also evident in some primary schools as part</p>

### Priority Area 3

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

Outcome	Development Area	Actions	Update
		<p>Children and Family Centres will further develop family learning programmes on healthy lifestyles.</p> <p>ELC settings will identify children and families at risk and undertake targeted interventions in partnership with other agencies.</p> <p>Promote active lifestyles and healthy eating for families</p>	<p>of the play pedagogy developments. All children benefit from daily access to outdoor learning. Many settings have a programme of 'Forest School' visits. Training and support will continue to be offered in session 22 / 23.</p> <p>A review of outdoor learning environments has been undertaken by property services in relation to direct access and shelter. A priority list for improvement is now in place. Work is scheduled to take place in Summer and October school breaks. Further funding will be allocated from ELC Earmarked Reserve for session 22 / 23.</p> <p>Snacks and lunches are provided in line with national guidance. Where families provide packed lunches information on content is provided in a user friendly format. Care Inspectorate guidance on healthy eating is followed. Menus have recently changed in line with new guidance on choking. All settings receive funding from the Scottish Healthy Food and Snack initiative to provide healthy eating experiences.</p>

### Priority Area 3

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

Outcome	Development Area	Actions	Update
		<p>Provide sustainable and targeted support, promotion and safeguarding of breastfeeding in Inverclyde.</p>	<p>The tooth brushing programme had been reduced during COVID – 19. This has now being re-introduced in all settings.</p> <p>Family learning programmes continue to be restricted due to COVID-19. Virtual offers e.g. cookery, yoga are continuing alongside outdoor activities such as walking groups. Local community venues are also being used to provide carer and toddler groups and Bookbug.</p> <p>Children / Family Centre continue to support families where there is food insecurity. There has also a universal offer of foodshare in many settings.</p> <p>Targeted support on a 1:1 basis has continued. Many creative approaches to support families are evident. Effective partnerships with agencies are in place.</p> <p>Inverclyde are sitting around 28% for any breastfeeding at 6 weeks. The Breast feeding mural is going ahead on Nicholson Street, this is in Partnership with Oak tree housing and local young people. Training to start with local council staff to try and change culture. Breastfeeding network training of a group of local mums to be Breast Feeding Supporters commenced 1<sup>st</sup> of November.</p> <p>Enhanced breastfeeding support provided through our PFG and Breast Feeding Collaborative has improved both mother's confidence and sustainability of breastfeeding locally. Breastfeeding Welcome Scotland Scheme has evaluated well.</p>

### Priority Area 3

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

Outcome	Development Area	Actions	Update
			<p>Through partnership working local businesses have provided innovative solutions to support local mums when breastfeeding in public despite Covid-19 restrictions. Following the lifting of these restrictions the pace of sign up to the scheme has increased. Feedback from mothers and staff highlight a dedicated and motivated local Breastfeeding team which provides the highest evidence based information that is person centered.</p> <p>Outreach work and scoping has highlighted many key partners who are committed to working in collaboration to help drive the Breast Feeding agenda forward E.g.: Police, Fire, Barnardos, Local Businesses and shops, Compassionate Inverclyde, Greenock Camera Club, Social Work, Learning Disability Team, Schools, Foster Carer's. Local Breast Feeding team have a successful Facebook page and continue to evaluate and grow initiatives to increase Breast feeding uptake in Inverclyde.</p>

**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.

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 how support parents and carers, their 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 measures will require to be developed within the discovery stage.

### Priority Area 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.

Outcome	Development Area	Actions	Update
4.1	<b>Implement and deliver on the findings of The Promise. Developing Inverclyde's promise - I Promise</b>	<p>Establish a dedicated I–Promise team and board.</p> <p>Build knowledge and awareness of the Promise with children , young people, families, communities and the workforce</p> <p>By adopting the Scottish approach to serve design we will begin the discovery stage with all relevant people and services</p> <p>Develop area of focus and identify what success will look like from the perspective of children, young people, families, communities and the workforce.</p>	<p>Funding awarded to establish I Promise Team via Cora Foundation Promise Partnership. Team is now in place including Promise Manager, Engagement &amp; Development worker Your voice, Coaching and Modelling, CVS and Modern Apprentice been offered a post.</p> <p>Proud2Care Group established and 3 young people identified and to Chair along with the Chief Executive on a rota basis. This will include evaluation of Plan 21-24 outcomes around a good childhood, whole family support, planning, supporting the workforce and building capacity.</p> <p><a href="#">The Promise.pdf</a></p> <p>Promise presentation created in conjunction with Proud2Care Group to be used with children, young people, families, communities and the workforce. The first presentation with Education staff took place in September 2021.</p> <p>Continued links with COSLA, Promise Partnership re National Promise.</p>

### Priority Area 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.

Outcome	Development Area	Actions	Update
		<p>STOP! GO! Initial focus areas aligned with the Promise foundations:</p> <p>“Help me, help my family”</p> <p>“Nothing about us, without us”</p>	<p>All Heads of Education have had a briefing on The Promise. However it was agreed at CEYP that further inputs are required to Guidance Teachers/staffing in order to raise full awareness. Ongoing discussion taking place with VHT regarding the delivery of this. This will include face to face inputs and viewing of Language video made by Proud2Care young people.</p>
4.2	<p><b>Improve support for attainment, for looked after children, particularly children who are looked after at home.</b></p> <p><b>Continue to develop a strong culture of attendance matters across all schools and reduce the barriers to</b></p>	<p>The school community as a whole understands and is supported to have an awareness of the challenges and barriers that care experienced children face so they can engage and support appropriately</p> <p>Establish a multi-agency looked after governance group to oversee the work related to Priority 4</p> <p>Establish the role of a virtual head teacher for Inverclyde and refocus existing staffing to create a team</p>	<p>An audit of all available information for LAC has been collated and shared across services and will be used to inform the work of the virtual head teacher going forward.</p> <p>A governance group for LAC has been established and met for the first time in September 2021.</p> <p>Care Experienced Attainment Fund has allocated funds to establish Virtual Head Teacher (see link to priority 2). The establishment of the Virtual school is also a key focus with the</p>



#### Priority Area 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.

Outcome	Development Area	Actions	Update
	<b>attendance for looked after children</b>	<p>around them. Review links between this team and all partners.</p> <p>Review approaches to ensure alternatives to exclusion are in place for all care experienced children and young people, including the designing of effective pathways.</p> <p>Continue to administer the Care Experienced Attainment Challenge Funding via participatory budget model directly linked to the LAAC Planning and Review process.</p>	<p>VHT in attendance, providing them with support and challenge as well as ensuring a focus on the strategic nature of the role with key partners from within HSCP and The Promise team.</p> <p>A new outreach service from Lomond View Academy, was launched in Sept 21 with the aim to support schools to support all pupils to ensure to ensure alternatives to exclusion are in place as well as best practice to support pupils at risk.</p> <p>This is ongoing. As part of a recent Collaborative enquiry process facilitated by ADES and Education Scotland, Education Services now have a much clearer understanding of what we need to do for all learners across the Senior Phase in particular and will ensure that CEYP are central to this work. The role of the VHT will also be to support and challenge around all CEYP exclusions. Also working on Exclusion Policy which is in line with Plan 21-24 education outcomes.</p> <p>The CEYP Attainment Fund continues to be administered funding the virtual HT post and reviewing officer in conjunction with the participatory budgeting approach to engaging children, parents and carers. In administering the oversight group have</p>

#### Priority Area 4

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Outcome	Development Area	Actions	Update
			<p>clear insight into some of the challenges facing families particularly in the pandemic recovery.</p> <p>This is still reviewed and more self-directed support model. Asking children and parents what would made the difference to provide opportunities for experience. Tutors and counselling is being paid for currently for Mind Mosaic and CBT, gym passes and swimming lessons.</p> <p>Care experienced children continue to benefit from the CE Attainment Fund and there is clear benefits from families having a voice in identifying how direct funding is utilised.</p> <p>To date</p> <p>121 applications have enhanced young people's wellness and readiness to learn – including digital inclusion, outdoor and cultural activities, driving lessons and work experience.</p> <p>100 children and families benefitted from wellbeing packs to reduce stress during lockdown.</p> <p>An additional teaching post was created to support young people, particularly in the senior phase.</p>

#### Priority Area 4

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Outcome	Development Area	Actions	Update
4.3	<b>Children and young people who are unable to live with their immediate birth family can continue to reside and be educated in their own community for as long as needed, ensuring life- long family connections are supported and maintained with a focus on sibling relationships.</b>	<p>Building the capacity and maintaining high quality local placements.</p> <p>Working collaboratively with education to reduce disruptions in educational placements following a placement move</p> <p>Continue to maintain placement stability and limited unplanned moves</p> <p>Create a culture which promotes the importance of family contact and the maintenance of family / sibling / peer and community links - Exploration of Life Long Links</p>	<p>Inverclyde is experiencing difficulties with workforce recruitment and retention added to which there is a rising complexity in case work and supporting changes in legislation/policy direction. This has had an impact on capacity to keep children at home or in local placements. To address this “spend to save” options are being explored to link with the Promise.</p> <p>Maintaining high quality placements is priority however if an older young person needs a placement there is a reliance on external placements.</p> <p>Maintaining sibling relationship is priority. Within Adoptions this has been evidenced. Lifelong links requires further exploration.</p>
4.4	<b>We need to enhance our early help and scaffolding for families and increase transitions support for care experienced children and</b>	The STOP!GO! pledges of “help me, help my family” and “nothing about us, without us” are embedded as the initial overarching principles for any agency support and are key focus areas for serve delivery	Work undertaken with older care experienced young people to review assessment and planning for transition to independence. This created Going4ward paperwork to ensure that young people are working in partnership with services to support their journey to independence. This has resulted in a

#### Priority Area 4

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Outcome	Development Area	Actions	Update
	<b>young people moving into adulthood</b>	<p>Informed by the discovery phase of I-Promise young people and their families will receive appropriate support to help them to succeed.</p> <p>Through listening to relevant focus groups we will explore how we can develop and increase capacity and support for care experienced young people.</p> <p>Involve a range of relevant service and agencies from our community in the support and input for our families, children and young people.</p> <p>Assistance is given to parents /carers to maintain young people in placement or at home through increased use of</p>	<p>change to the processes within throughcare and aftercare to ensure that all young people eligible for the service remain linked with the service until 26 years old. The Going4ward Proud 2 Care Group has also been established which will ensure that older young people can seek support from each other and can be actively involved in service developments.</p> <p>Young people are now resident in the transition flats and are working jointly with services to develop the support they will receive whilst living there.</p> <p>This links with I Promise as awareness is raised with every agency in relation to the Stop Go Pledges. In addition work has been explored in relation to Whole Family Support which includes early help and the scaffolding required for families and young people moving into adulthood. Recent meeting with Belville Community Gardens for their funding bid for a flat which will support young people with life skills for moving into adulthood and own tenancy.</p> <p>It is recognised through engaging with the workforce consultation and the mapping exercise the extent of the early help that is provided through 3<sup>rd</sup> sectors (Homestart/Barnardos) Clearly evident that Whole Family support needs to increase.</p>

#### Priority Area 4

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Outcome	Development Area	Actions	Update
	<b>We develop whole family approach to achieving the right support at the right time, breaking down barriers between children's and adult services</b>	<p>family group conferencing. (links to lifelong links work</p> <p>Create a joint approach between all children and adult services third sector and the Inverclyde community to take a whole family approach to support and recovery.</p> <p>Service development of through care aftercare and continuing care service in partnership with young people increasing understanding of the service offer</p> <p>Implement clear pathways and transition protocols where all services understand the impact of adversity and trauma without young people having to re tell their story.</p>	<p>Our knowledge and understanding continues to develop from the CR and to our ongoing consultation with young people and their families to hear what support is required. Knowledge was gained from discussion with young people during big six actions and the event with Children and Young Person's minister around promise activities inc. how we need to work better to meet the foundations.</p> <p>Our engagement and consultation has demonstrated the strength in services working together in an effort to support our children and young people.</p> <p>Family Group Decision Making/Conferencing had been discussed at length with learning from Edinburgh, Glasgow, East Ren. Consultation will take place with CP families to provide further evidence. Part of FGDM National Steering group. HSCP Care Planning and Improvement Officers have completed Family Group Decision making training which will enable this model to be embedded in how we engage with families.</p>