

Inverclyde Children and Young People's Services Plan 2017 - 2020

Getting it right for every Child, Citizen and Community

INVERCLYDE
HSCP
Health and Social
Care Partnership





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Introduction

This is Inverclyde Alliance's first Integrated Children's Service Plan. This plan covers the period 2017 – 2020 and has been prepared in accordance with the Children and Young People (Scotland) Act 2014.

This plan sets out our joint vision and agreed approach to improving outcomes for children across Inverclyde. It is based on local strategic priorities identified through the Joint Strategic Needs Assessment (JSNA) and consultation with young people, parents and partners.

Across Inverclyde we have a good track record of local collaboration as evidenced in our inspection of child protection services in 2011. We have made significant advances in strategic partnership planning since then. This includes the establishment of formal structures of integration of health and social care, and

a refocus on the governance and structures of the Community Planning Partnership SOA 6 "Best start in life group". Whilst we have outlined in this plan some of our successes, the partnership acknowledges and understands, within the context of the financial climate and rising demands for services, our communities face challenging times. Tackling inequalities remains a key driver across all planning frameworks in Inverclyde, and with focused activity, we will continue to work with our communities to help improve lives.

This plan articulates our commitment to continued collaboration, working differently together and partnering with children and their families. It provides a new focus on outcomes and a new opportunity to tackle the big issues facing Inverclyde together.

Getting it right for every Child, Citizen and Community

Plan at a Glance

Priorities - Our priorities are that children and young people in Inverclyde have:

1. Access to early help and support
2. Improved health and wellbeing outcomes
3. Opportunities to maximise their learning, their achievements and their skills for life
4. Housing and accommodation as part of the Corporate Parenting Strategy

Objectives - Our improvement Objectives in children and young people's services in Inverclyde are that:

Priority 1: Access to early help and support

- Partners are more aware of provision available across the area, clear referral routes are in place leading to better targeting.
- Partners are better at co-ordinating support and development that is available, pathways are in place for parents to follow and continue participation
- A strategic approach of support to parents is in place which provides choice and helps to reduce inequality, is nurturing and proportionate, progressive, co-productive and linked to the Early Years Strategy
- Partners will implement the surveillance of Health Plan Indicators from birth, to identify children with core or additional health service needs
- Partners will provide targeted (additional) health visiting support and / or support from other disciplines / agencies to vulnerable children and their families

Priority 2: Improved health and wellbeing outcomes

- Children vulnerable to poorer outcomes through deprivation associated with working poor households are fully supported by co-ordinated provision of services
- Children who are vulnerable to poverty and other form of negativity
- Children living in households that are 'working poor' are fully supported by co-ordinated provision of services
- A Child's Plan is developed for all looked after children and young people
- The mental wellbeing of local children and young people will be sustained and improved
- Children age 0 – 19 will have access to a (core) universal service
- Partners will develop clear pathways from the assessment to evidence-based interventions
- Partners will support healthy lifestyle choices raising awareness across the community of risks associated with substance misuse
- Children and family members of people misusing alcohol and drugs are safe, well-supported and have improved life-chances
- Partners will fulfil Inverclyde's corporate parenting duties and powers contained within Part 9 of the Children and Young People (Scotland) Act 2014
- Children and young people participate and their voice is at the centre of all our developments

Priority 3: Opportunities to maximise their learning, their achievements and their skills for life

- Children and young people participate and their voice is at the centre of all our developments
- Partners will implement the Children and Young People Act (Scotland) 2014 (GIRFEC), through embedding principles, processes and practice in all establishments
- We will increase the number of young people aged 16-24 in employment or training
- We will improve and increase engagement and capacity of all parents/carers
- Partners will build a culture of high quality with a skilled workforce with effective leadership
- Through implementation of the Community Empowerment (Scotland) Act 2015, we will engage communities across Inverclyde in planning and implementation of local initiatives to improve inclusion and participation
- Partners will work together to meet the learning needs of every child

Priority 4: Housing and accommodation as part of the Corporate Parenting Strategy

- Young people where possible will be supported and maintained in their local community
- Increase the range of choice and sustainability of housing tenure
- All support underpinned by encouraging young people to maintain their nurturing relationships



Our Vision - Nurturing Inverclyde

The Community Planning Partnership Vision for Inverclyde is:

Getting it right for every Child, Citizen and Community

'Nurturing Inverclyde' is an approach that has been developed by our Community Planning Partnership (CPP), the Inverclyde Alliance. It is a strategic planning framework that has been embedded in the CPP and has resulted in a shared approach and common language around the promotion of wellbeing being adopted by partners. 'Nurturing Inverclyde' began with the aim of making 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;
- Delivers better outcomes for the whole community in Inverclyde;
- Delivers better universal services for everyone in Inverclyde
- Delivers better targeted services for vulnerable children

The approach puts the child at the centre and recognises that every child grows up to become a citizen of Inverclyde and a part of the local community. The national GIRFEC approach has been adapted by the Inverclyde Alliance to inform our vision for Inverclyde.

Inverclyde Alliance Single Outcome Agreement

National Outcomes

Strategic Local Outcomes

- 1** Inverclyde's population is stable with a good balance of socio-economic groups.
- 2** Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life.
- 3** The area's economic regeneration is secured, economic activity in Inverclyde is increased, and skills development enables both those in work and those furthest from the labour market to realise their full potential.
- 4** The health of local people is improved, combating health inequality and promoting and support
- 5** A positive culture change will have taken place in Inverclyde in attitudes to alcohol, resulting in fewer associated health problems, social problems and reduced crime rates.
- 6** A nurturing Inverclyde gives all our children and young people the best possible start in life
- 7** All children, citizens and communities in Inverclyde play an active role in nurturing the environment to make the area a sustainable and desirable place to live and visit
- 8** Our public services are high quality, continually improving, efficient and responsive to local people's needs.

Best start in life

Access to early help and support

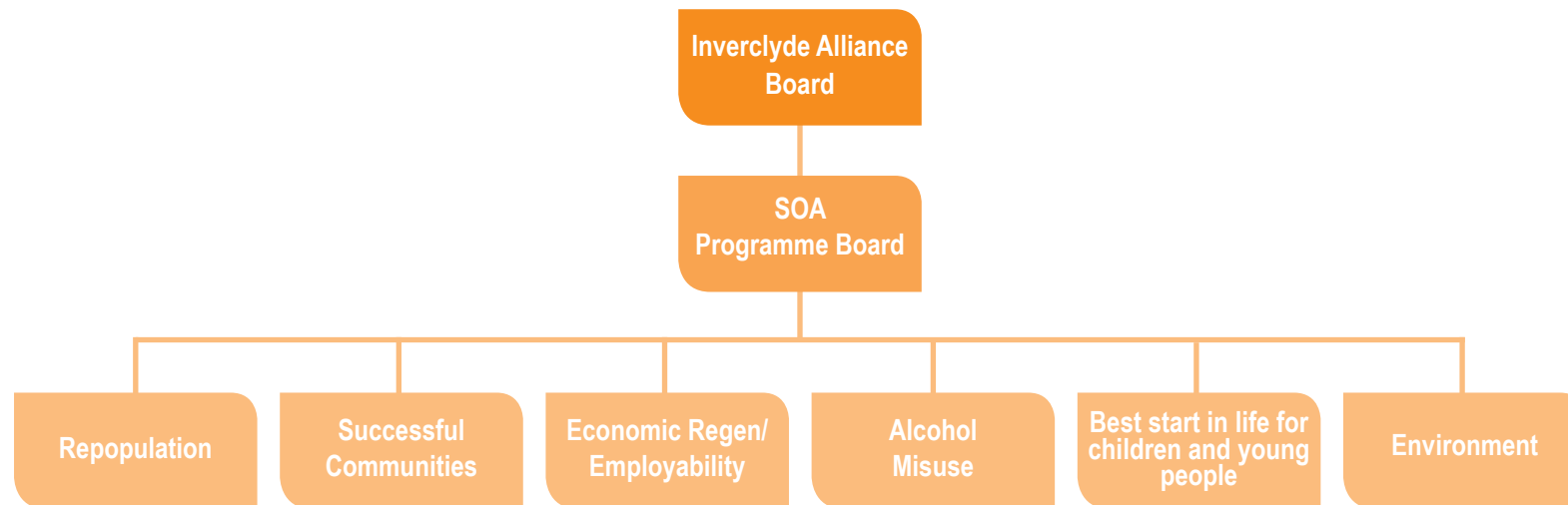
Improved health and wellbeing

Opportunities to maximise, their learning, their achievements and their skills

And for our looked after children, housing and accommodation

Outcome design planning

Inverclyde Alliance Structure, January 2017



- The Alliance Board is the strategic decision-making body which provides collective leaders and accountability. Its membership is made up from representatives of all of the key public sector agencies, the third sector, and communities.

Each Outcome Delivery Group (ODG) drives the day to day activities of the Partnership through the delivery of the improvement actions in its Outcome Delivery Plan. Community Planning became a statutory requirement with the introduction of the Community Empowerment (Scotland) Act 2015, and as of 1 October 2017 our SOA will be replaced by the Local Outcomes Improvement Plan (LOIP). That plan will set out how the Alliance will improve outcomes and reduce inequalities in our communities,

- The Programme Board is responsible for the managing the delivery of the SOA outcomes, and is accountable to the Alliance Board.

and will be based on active participation with communities and community bodies. Initial engagement with our communities is scheduled to take place during the period May/June 2017, and the result of this engagement will inform the priorities that will be set out in the LOIP, as well as setting out our future engagement approaches. The overall focus of the LOIP will continue to be 'Getting it right for every child, citizen and community' and as such the LOIP and this Plan will be closely aligned.

Inverclyde Alliance Structure, January 2017

Sitting underneath the overarching outcomes will be the Locality Improvement Plans. There will be six locality plans spread across:

- Port Glasgow
- Greenock East and Central
- Greenock South and South West
- Greenock West and Gourrock
- Inverkip and Wemyss Bay
- Kilmacolm and Quarriers Village

The focus will be on the first three of these to start with as these are the areas experiencing the greatest inequalities and disadvantage. Our refreshed outcome indicators for the ICSP will be aligned with the overall performance measure framework.

Nurturing Inverclyde gives all our children and young people the best possible start in life, and will remain a key outcome for Inverclyde community planning partners. In Inverclyde we are nurturing our young people as we recognise the importance of the early years in setting a better life-long context.

Ensuring that every child gets the best possible start in life is the best way to support them to realise their full potential. There remains a strong correlation between early years and outcomes for children's physical and mental health as they grow up. We will focus on the following:

- Importance of positive, healthy pregnancy
- Developing parental confidence
- Supporting children from birth, on how to grow to be safe, healthy, active, nurtured, achieving, respected, responsible, and included adults.

Improving the early year's experiences of these children continues to be a central element of the current SOA and the renewed LOIP to support the delivery of all the other local outcomes focussing on regenerating communities, reducing crime, tackling substance misuse and improving employability.

Inverclyde Integrated Children and Young People's Services Plan

This Children's and Young People's Services Plan sets out our aspirations for all children, young people and their families for the period 2017/2020. The Plan has been developed by the Best Start in Life for Children and Young People Outcome Delivery Group. This group has responsibility for the delivery of the following SOA outcome:

A Nurturing Inverclyde gives all our children and young people the best possible start in life.

However, some priorities in this Plan are directly linked to other local outcomes, namely:

- Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life
- The area's economic regeneration is secured, economic activity in Inverclyde is increased, and skills development enables both those in work and those furthest from the labour market to realise their full potential
- The health of local people is improved, combating health inequality and promoting healthy lifestyles

The Best Start in Life Group is responsible for the strategic planning of services for children, young people and families. This is delivered within the "Nurturing Inverclyde" framework, which provides a set of values, partnerships and practices that deliver integrated child focussed services for all our children, young

people and their families. Its principles inform our strategic vision of providing early advice and support to our most vulnerable and "in need" children, young people and their families through engagement and participation; building both individual and community assets.

In accordance with the statutory requirements of the Act, the ICSP has been prepared with a view to securing the achievement of the strategic aims:

- Best safeguard, support and promote wellbeing
- Ensure that action is taken at the earliest appropriate time
- Take appropriate action to prevent need
- Be integrated from the point of view of service users
- Constitute the best use of available resources

This approach embraces the recommendations of the Commission on the Future Delivery of Public Services chaired by Dr Campbell Christie. The Christie report asserts that 'evidence demonstrates the need for public services to become outcomes-focussed, integrated and collaborative. They must become transparent, community driven and designed around users' needs. They should focus on prevention and early intervention.'



Where are we now? - What we know about our children and young people

A comprehensive understanding of our child population within the context of their local community has been informed by the following documents and consultation with the following groups:

- HSCP/ IJB strategic needs assessment
- Community safety strategic needs assessment
- Inverclyde's integrated children's strategic needs assessment
- Clyde conversations and health and wellbeing survey
- Consultation with local families
- Consultation with some of our most vulnerable groups of YP via the corporate parenting strategy

The coordination of several strategic assessments has enabled "the best start in life delivery group" to make an appraisal of what are the current needs of the children, young people and their families; what achievements we have made and what we need to do now and in the future.

The exercise has been critical in identifying the priorities that the best start in life delivery group has agreed to focus on going forward.

Our Area Profile

Inverclyde is located in West Central Scotland and is one of the most attractive places in Scotland to live and work, with 61 square miles stretching along the south bank of the River Clyde. The area offers spectacular views and scenery, a wide range of sporting and leisure opportunities, a vibrant housing market and well developed transport links to Glasgow and the rest of Scotland.

A strong sense of community identity exists within local neighbourhoods with people being rightly proud of their area and its history, which is steeped in centuries of maritime and industrial endeavour.

The authority has a population of approximately 79,500 (2015 NRS estimate), of whom 16.3% are children under 16 years and a further 4% are young people aged 16-18 years. By 2039 the population of Inverclyde is projected to be 70,271, a decrease of 12 per cent compared to the population in 2014. The under 16s population in Inverclyde is projected to decline by 16 per cent over the 25 year period. However, national projections predict an increase in the percentage of children who are deemed vulnerable.

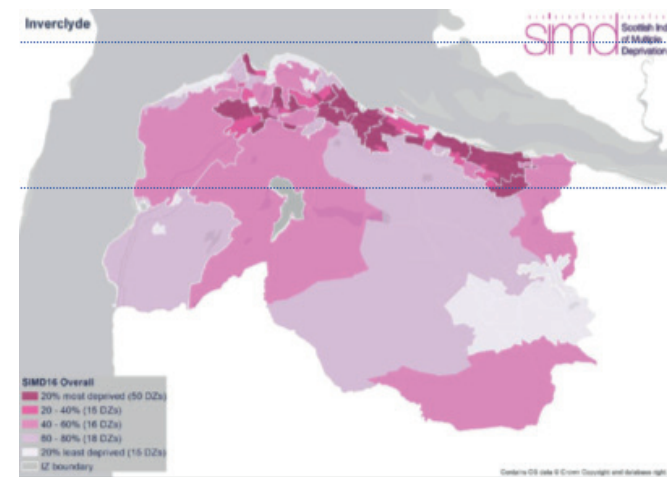
The Scottish Index of Multiple Deprivation (SIMD) highlights particular areas of deprivation and poverty in Inverclyde. Both income and employment deprivation are higher in Inverclyde than Scotland as a whole. Between SIMD 2012 and SIMD 2016, however number of Inverclyde's datazones in the 5% most deprived in Scotland fell by 3 from 14 to 11.

The number of Inverclyde datazones in the 15% most deprived in Scotland decreased by 3 from 44 to 41 (2012-2016), this equates to 36% of Inverclyde's datazones featuring in the 15% most deprived.

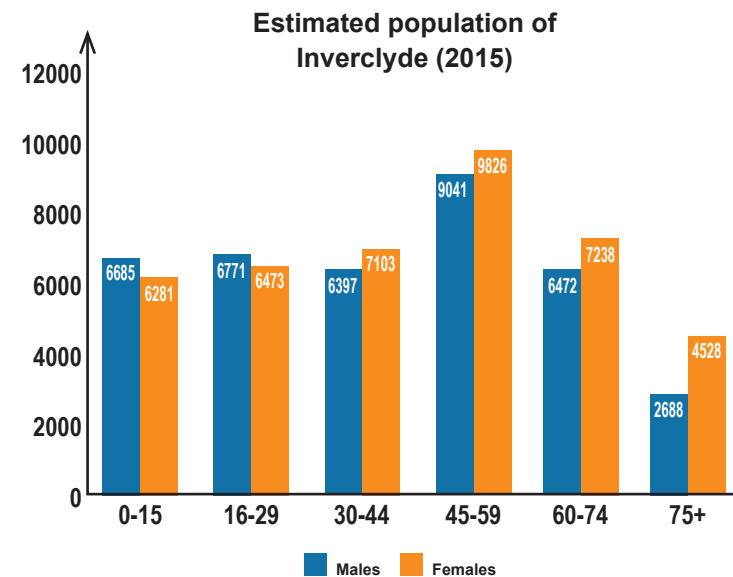
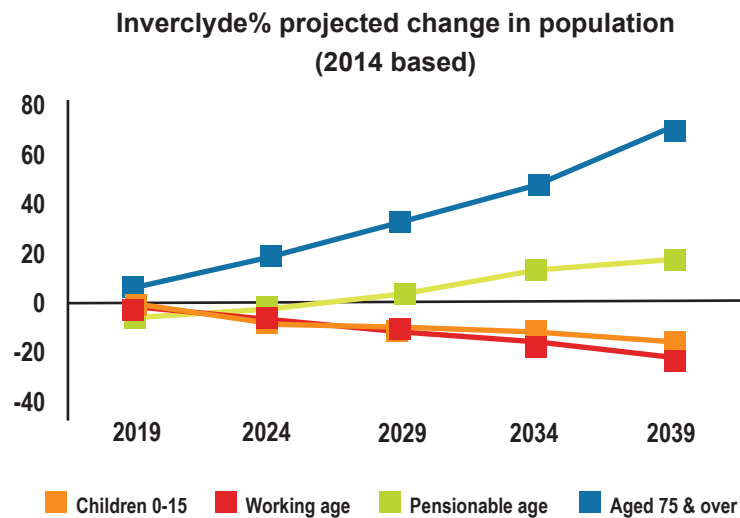
This means that one in three local residents live in areas considered being among the most deprived 15% in Scotland. The map provides an overview of deprived and less deprived areas in Inverclyde.

Tackling inequality continues to be a key principle which must inform all our work, but especially that for our children and young people.

The Alliance wants to get it right for everyone in Inverclyde, but recognise that particular communities require special attention. As a result of the deprivation information published in SIMD 2012, there have been targeted interventions in geographical communities such as Clune Park, Woodhall, Greenock East, Larkfield / Ravenscraig and Broomhill. This relates to housing, health, community safety, environmental improvements and community capacity building.



Our Demographic Profile – Child population



The population structure of Inverclyde has fewer younger people and more older people than is reflected in Scotland as a whole. Children and young people (aged 0–15 years) make up 16% of the population, which is slightly lower than the national picture of 17%; while adults aged over 75 years comprise 9%, which is slightly higher than the national average of 8%.

Inverclyde is one of 11 Community Planning Partnership areas where the population is projected to decrease as a result of both net out-migration and negative natural change. The latest population projections estimate a 12% decrease in Inverclyde's population by 2039.

Our Demographic Profile – Child population

Child poverty is a growing national problem. More than 1 in 5 children in Scotland are officially recognised as living in poverty. In Inverclyde, levels of child poverty remain high. Latest figures published by 'End Child Poverty' show that more than 1 in 4 children (27.9%) in Inverclyde are living in poverty. The ward with the highest percentage of children living in poverty is Inverclyde East Central, whilst the ward with the lowest percentage is Inverclyde West. Child poverty is a significant risk factor that can have direct associations with poorer outcomes across all children's domains. Our needs assessment provides us with an understanding of children's general wellbeing as a consequence of indicators of child poverty. Child health and wellbeing is also affected by household income and employment status of parents. Children in lone parent families and non-working lone parents families are more likely to have lower mental wellbeing than those not in this category. Inverclyde has both a high percentage of lone parent families and lone parents who are not in employment.

Deprivation and worklessness, teenage pregnancy, poor attainment and young people not in sustained positive destinations are all known to be associated and linked to inter-generational cycles of deprivation and as a partnership we will continue to help people improve their lives by working closer with our communities. We will continue to focus on breaking the cycle of disadvantage – where children start in life should not determine where they end up.

Inverclyde CPP has a number of approaches in place aimed at tackling child poverty. The innovative Financial Inclusion Partnership (FIP) in particular has taken important work forward to mitigate immediate impacts of fuel poverty, low pay, and unemployment. The FIP aims to maximise people's income by targeting vulnerable groups i.e. pregnant women and families with children under five years. This year the Chair of the Alliance, who is also the Leader of the Inverclyde Council, announced the allocation of additional funding to continue to support our work in this area and especially to expand the range of employability initiatives and support to families living in poverty.

Maternity, births and early years

Health inequality such as smoking in pregnancy is linked to deprivation and is also a factor in babies born with a low birth weight. One in five women in Inverclyde smoke during pregnancy; whilst it nationally, smoking in pregnancy is reducing. The percentage of woman smoking during pregnancy tends to be greater in areas of deprivation.

Local maternity and post-natal services continue to promote healthy behaviours during early pregnancy and after birth. In particular healthy eating patterns during pregnancy, are promoted. We will continue to deliver targeted programmes such as “Eat better feel better”, which is focused on addressing barriers in time, cost and food preparation and healthy eating habits. Other universal and targeted programmes are part of our continued efforts to support healthier and active lives.

Antenatal and early years ha remained a key priority for Greater Glasgow and Clyde Health Board with a focus on prevention, identifying risk and responding early. Earlier access to ante natal care is being encouraged and facilitated via the establishment of the central booking system which allows women to call and directly make appointments for booking and scan appointments. Evaluation of local Special Needs in Pregnancy (SNIPS) processes has highlighted that there has been significant improvement in the early booking of pregnant woman, although this is an improving picture across the local population, our data highlights within this context that woman in our most deprived communities are more likely to present for later booking.

Breastfeeding rates remain a key challenge for the CPP in Inverclyde with our overall rate low and trend static. Inverclyde has held the UNICEF baby friendly award for community. Our health visiting staffs have undertaken the recommended training programmes and undertake a full range of activities that are most likely to lead to improvements in breast feeding rates. We maintain close relationship with the local breast feeding network that provide a texting service to support breast feeding parents and run well attended clinics. We have brought a high level of scrutiny to this area over a number of years and despite this it is an area that has proved stubborn for us to impact on.

We continue to regard maternal health and health in the early years as being critical to the short and long term health and wellbeing of mothers and children. The Healthy Child Programme is a key strategy to improve child health and has implemented across Inverclyde for a number of years. The programme focuses on early years as an opportunity to identify and support families where children are at risk of poor health outcomes. In 2014 as part of the revised structure and architecture of the Healthy Children's Programme a Getting It Right For Every Child (GIRFEC) Group has been established to take forward the responsibilities in relation to the requirements of the Children and Young People (Scotland) Act 2014, with a refreshed focus on the implementation of GIRFEC. Inverclyde will receive additional health visiting staff over a 3 year period to support the effective delivery of the named person within the context of GIRFEC.

Maternity, births and early years

Targeted programmes such as Family Nurse Partnership have seen 89% of engagement in the programme with 90% of the clients located within our most deprived communities. Early evaluations amongst this group are beginning to show encouraging signs:

- An increase in the average birth weight
- Babies meeting developmental milestones,
- Significant reduction in smoking during pregnancy and creating smoke free environments for infants and toddlers

The Early Years framework across Inverclyde is supporting children's learning, development, and preparedness for school. In Inverclyde we are working hard to continue to improve the proportion of children achieving a good level of development as they transfer to primary school. We are aware that the introduction of the 30 month assessment tells us that significant proportion of children are meeting their development milestones at 30 months. For those children where emerging concern are identified we are ensuring that these children are getting early help with any difficulties i.e. accessible parenting programmes and access to speech and language, communication help from a variety of professionals. We recognise the opportunities from identifying any barriers to learning or developmental concerns at this early stage.

Childhood health

Overweight or obesity in childhood and adolescence has consequences for health in both the short and long term. Once established, obesity is difficult to treat, so we firmly believe that prevention and early intervention are very important. In Inverclyde our strategic needs assessment highlights issues such as childhood obesity; oral health and not enough physical exercise tend to be clustered in our most deprived localities. Therefore continued targeted initiatives that promote whole life approaches to healthy eating and activity are more sustainable longer term. We continue to provide programmes through universal provision and targeted at particular vulnerable groups. Initiatives that combine parental and child participation are showing early signs of success. Initiatives such as literacy learning lunches, holiday lunch clubs and families connect are some examples of increasing engagement.

Our children and young people: raising attainment

Attainment remains a key priority for **all** children.

The trend for the last four years (2013 -2015) shows an extremely positive and encouraging picture within Inverclyde. Within the lowest 20% tariff scores, Inverclyde has consistently performed better than the National Average and Virtual Comparator score. Indeed in two of the last four years it has been reported as significantly greater. For the middle 60% tariff scores, for three of the last four years Inverclyde's performance has been in line or slightly above the National Average and Virtual Comparator score.

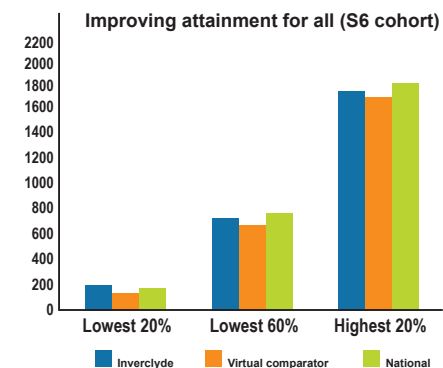
By the end of S6 performance in 2014/15 remains above our virtual comparator in all measures.

Our school attendance rates for all children remain high, with high attendance rates for our most vulnerable young people (LAAC) remaining above the national average. Our data alerts us to the fact that we need to continue to support improved attendance for those children looked after at home, and those children in our most deprived areas. Family support workers attached to attainment challenge schools are providing help to families to get their children to school. We have had considerable success in reducing the exclusion rates overall and we have made substantial reductions in the number of exclusions of LAC. However we recognise that we have more work to do to prevent exclusions of our most vulnerable. Our key policies and strategies i.e. Corporate Parenting Strategy, Attainment Challenge, Improving Outcomes for Looked After Children (education) and future Pupil Equity Funding linked to improving outcomes for our most vulnerable children and young people will continue to drive this improvement agenda.

Additional Support Needs can be a factor associated with poorer outcomes for those children or young people who face barriers to their learning, through illness or disability. In Inverclyde we seek to support inclusive education.

This means that of our primary and secondary school population, 1.67%

of children and young people are in an ASN specialised provision. Inverclyde has two schools focused on ASN. Our policy of assumed mainstream means that the majority of young people with additional support needs are within mainstream education, with their needs being met within the GIRFEC pathway.



Profile of the ASN population 2016/17

Across the twenty six mainstream primary and secondary schools, pupils with stated additional needs equates to 20% of the school population.

There are 1950 individual pupils across Inverclyde educational establishments with 3806 stated support needs (SEEMIS March 2017), including:	
Autistic Spectrum Disorder	340
Dyslexia	519
Looked After	115
Social, emotional and behavioural difficulty	573

Our children and young people

Positive Destinations for the majority of our young people remain high, and we have been working together with key agencies such as Skills Development Scotland (SDS), youth employability, local schools and colleges to improve sustained destinations.

Our post school destinations tracked over time through the national data hub show a mixed picture for LAC pupils. The proportion of LAC pupils in negative sustained destinations is higher than we would like to see. As a result, more work is being undertaken on employability skills, and we are asking schools to improve the information they hold on leaver aspirations. In this way we can get help and put interventions to those who will need the most support to achieve their aspirations and access the world of work.

Protecting our most vulnerable children remains a key priority.

The 2015 statistics show that Inverclyde is within 10% of the national rate for Child Protection Registrations along with comparator authorities Renfrewshire and East Ayrshire. Nationally there was a 4% decrease from the previous year in the total number of children on the Child Protection Register on 31st July 2015. This was against the 10 year trend of increasing child protection registrations.

Child protection registrations across Inverclyde showed an increase from the previous year in the total number of children on the Child Protection Register from 26 children in 2014 to 42 children in 2015.

Although overall this represents a 62% increase in the total number of children on the register at a single point in time, this statistic does not give an accurate reflection of the trends in Inverclyde. The number of children on the register fluctuates from month to month. During the year the number on the child protection register at the end of each quarter fluctuated from a low of 22 on 31st October 2014 to a high of 42 on 31st July 2015.

Child Protection Registrations - Rate per 1,000 children under 16

	2014	2015
Inverclyde	2.0	3.2
West Dunbartonshire	2.6	1.0
North Ayrshire	4.6	3.9
Renfrewshire	2.6	2.8
East Ayrshire	2.3	3.1
North Lanarkshire	1.2	1.6
Scotland	3.2	3.0

Our children and young people

On 31st July 2015 more than half of children on the child protection register in Scotland (51%) were aged under five. This mirrors the local picture where on the same date, 55% of children placed on the child protection were aged 5 years and under. Over the year 22% of registrations in Inverclyde took place in relation to unborn babies. There is no strong gender pattern in Inverclyde's statistics.

The most commonly reported areas of concern across Scotland in 2015 were emotional abuse, neglect, domestic abuse and parental drug misuse. Across Inverclyde the pattern was slightly different with the most commonly reported areas of concern for the equivalent date being:

- domestic abuse
- followed by parental mental health problems
- neglect and parental alcohol misuse
- parental substance misuse (including alcohol and drug misuse)

Parental mental health problems and domestic abuse were priority areas for Inverclyde Child Protection Committee during 2015/16.

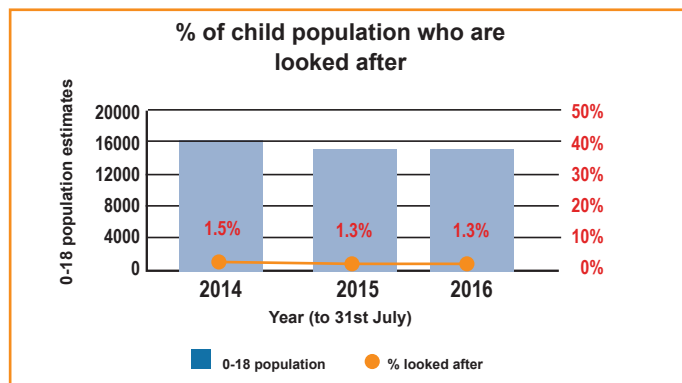
Inverclyde can therefore be seen to be generally in line with the national picture in relation to the core statistics for which national comparison data is available. A more extensive suite of management information is reviewed routinely by ICPC and this is used to identify local trends and areas for action or further investigation.

As part of the wider GIRFEC implementation process, both the child protection and the looked after children process has been aligned with the multiagency Inverclyde GIRFEC pathway. The benefits of aligning these planning process means that children will have one multiagency child's plan and will receive continuing support through the "stepping down" process following de registration. Teams Around the Child will continue to support families through this process, for as long as they need it.

Inverclyde has had constant numbers of looked after children. In 2016 this was 1.3%, which is just below the national average.

The Children and Young People (Scotland) Act 2014 brought about extensive changes in enabling us to better meet the needs of our looked after population in conjunction with a strong emphasis on improved planning that provides security and stability from birth until adulthood. This includes children who are looked after at home subject of compulsory supervision orders, children in foster placements, residential placements, secure care, formal kinship placements and children affected by disability who are looked after.

Our looked after children

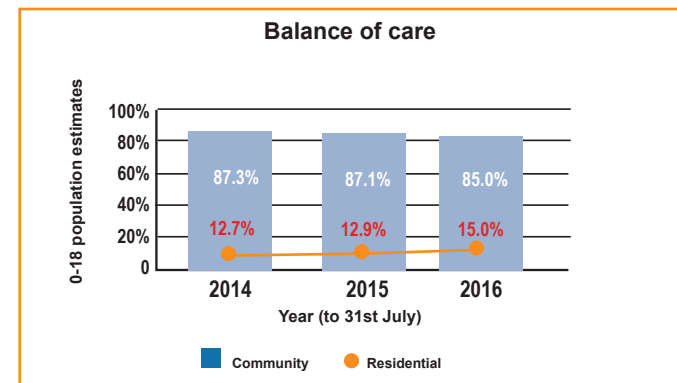


As of 31st July 2015 there were 209 children and young people looked after by Inverclyde Council, with gender composition of 121 males and 88 females. Of this number of children 185 (89%) were residing within Inverclyde and 24(11%) were residing out with Inverclyde

Between 2014 and 2016 the balance of care has been consistently weighted towards community placements. These have accounted for over 85% of total placements, a figure which does not include the children placed in Inverclyde Residential Children's Units.

Looked after at home placements have comprised over 60% of community based placements. Foster care placements over the 3 years represent more than half of all looked after and accommodated placements.

Children looked after away from home in Inverclyde are unlikely to experience a series of different placements over short periods of time. The Corporate Parenting agenda has continued to drive improvement



in all aspects of the lives of children and young people who are looked after. We are improving how children in our care influence the design and delivery of services as a local priority, in line with legislative requirements and within the framework of children's rights.

Steady progress has been made in transforming what were traditionally poor outcomes for this group of young people into positive outcomes. We place strong emphasis on young people remaining in care until they are ready to move on, as well as continuing support after they have moved on. Our data demonstrates that we have an increasing number of young people continuing to be in care beyond 16 years.

We have recently extended the offer of a yearly health assessment to all are children who are looked after at home, as our analysis illuminates that we need to do more by way of improving outcomes for this particular vulnerable group.





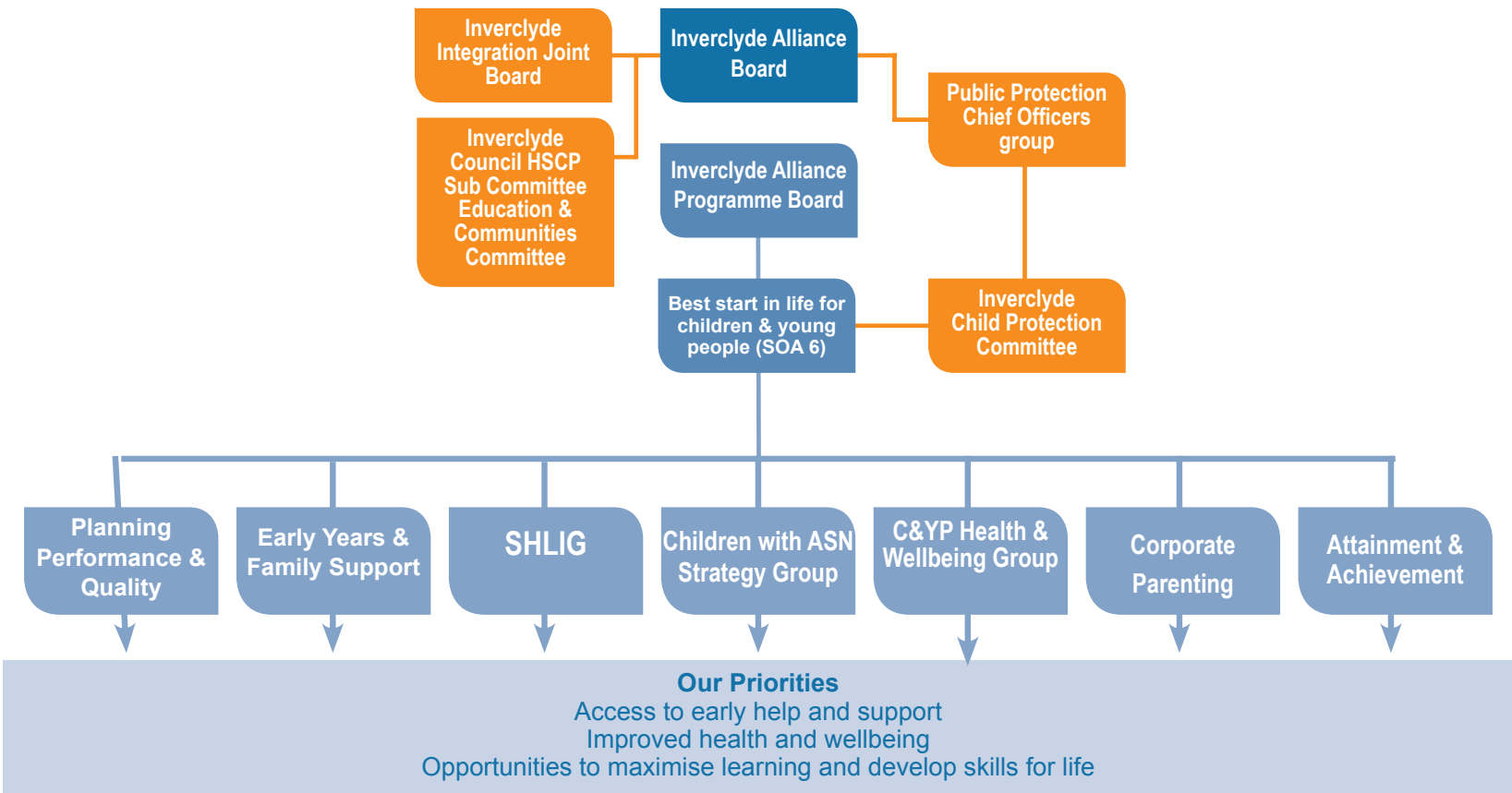
Inverclyde together - how we work together

The most successful programmes of intervention are those which draw on a wider range of expertise and skills. This requires strategic leadership and shared vision, collectively to find solutions with our communities on some of the challenges our communities are currently facing. Our efforts will be integrated into whole system strategies, recognising that the most effective approaches are those that are embedded across organisations and are part of the whole system.

Inverclyde community planning partnership recognises that key to improving wellbeing outcomes means a move to prioritise early intervention approaches. This is because many of the challenges that are experienced by those citizens in our most deprived areas in Inverclyde, will require more joined up strategies leading to an increased need to jointly commission services, in a strategic way. We will continue this targeted work through the development of Locality Plans for the areas of Port Glasgow, Greenock East and Central and Greenock South and South West. These Plans will set out what all partners will do to improve outcomes for those in our most disadvantaged communities, and will be in place by 1 October 2017.

We recognise that our most vulnerable and at risk children and young people continue to require support at an early stage and in a timely manner. In times of reduced budgets, prevention, early intervention and sustaining positive change is now more important than ever, and is key to not only making a real difference to the lives of children and families, but also to delivering the budget reductions all partners will need to deliver over the lifespan of this plan.

Inverclyde's Planning Partnership



Inverclyde's Planning Partnership

Children Services Planning Structures as it connects into the wider community planning framework.

- SOA Inverclyde Alliance 2012/17
- Education Corporate Directorate Improvement Plan
- Education Services Improvement Plan
- Health & Social Care Strategic Plan: Improving Lives 2016 - 2019
- Autism Strategy Action Plan
- Learning Disability Strategic Commissioning Plan
- Self-Directed Support Implementation Plan
- Carers & Young Carers Strategy
- Alcohol and Drug Partnership Strategy
- Financial Inclusion Strategy
- People Involvement
- Youth Participation Strategies
- Community Justice Partnership
- Community Safety Partnership
- Local Policing Plan

Inverclyde Child Protection Committee (ICPC) has responsibility for progressing our:

- Child Protection Business Plan

While some of our other work with children, young people and their families is described in the following documents:

- Best Start in Life Outcome Delivery Action Plan
- Child Protection Annual Report & Improvement Plan
- Corporate Parenting Strategy
- Healthy Child Programme
- Inverclyde Family support and Parenting Strategy

1 The needs of our care experienced children and young people are addressed in detail, in our Corporate Parenting Strategy. Its priority outcomes take account of the following:

- Children and Young People (Scotland) Act 2014
- Inverclyde HSCP Strategic Needs Assessment
- Inverclyde Attainment Challenge
- Feedback from Inspections of our regulated residential childcare, fostering and adoption services
- Feedback from looked after children, parents and carers
- Consultation with corporate parents and community planning partners

2 This level of engagement enables us to better understand the needs of our care experienced children and young people, including the inequalities they encounter throughout their care journey. We identified that a successful strategy required:

- shared assessment and planning processes that are outcome focused
- shared understanding of early help, intervention and transition
- consistent data sharing
- collaborative approaches and participation

3 Informed by this we have identified four key Corporate Parenting priorities for Inverclyde:

- Early help and assistance - Children, their families and carers receive early help and assistance with seamless transitions from birth to adulthood
- Health and wellbeing –Care experienced young people have improved physical, mental and emotional health and wellbeing;
- Education, training and employment – Care experienced young people benefit from aspirational education and have equal opportunities within training and employment
- Accommodation and housing – Care experienced young people have safe, secure, stable and nurturing homes

We have a successful track record of working together – examples of some of our joint work to date which has had a positive impact on children, young and their families include the following.

Working together to tackle poverty and inequality - what we have achieved

The areas of work that the Community Planning Partnership can influence are wide ranging, including Community Safety, Financial Inclusion, Community Engagement and Capacity Building, Area Renewal and Housing. Financial inclusion is a key priority for the Community Planning Partnership, Early Years' Framework and Raising Attainment.

- Development of Inverclyde life connecting people with services
- Regeneration of Broomhill and Branchton
- Partnership working between Health Improvement Scotland and the Inverclyde Alliance, to review our outcome delivery plans and ensure that our improvement work is being carried out through an inequalities lens
- A Health and Wellbeing Survey of all secondary school children has been carried out. The survey had an 83% response rate, and the results of the survey have provided a clear picture of the health and wellbeing issues that are affecting our young people. The CPP has continued to work with young people through the Clyde Conversations
- As part of Inverclyde Supporting Communities Week, 'Your Voice' and local recovery assets co-ordinated and hosted an Inverclyde Recovery Café Ceilidh, Recovery Music Jam Session and Inverclyde Recovery Café
- The Early Years Collaborative (EYC) includes providing free Healthy Start vitamins for families with children under 5 years

from the early learning and childcare services within 3 local communities

- We are providing parents with one to one parental volunteer support through Action For Children Laughter in the Library Project
- The training and upskilling of parents in child development and brain development, using the five to thrive approach, was delivered to a group of parents from the Action for Children parental volunteers
- We have increased accessible and flexible early years provision
- Early Learning and Childcare Centres in the most disadvantaged communities participated in projects to improve outcomes for children and families, including Income Maximisation Project, IHeat collaborative project, Swap Shops, cooking on a budget and recycling uniform costs
- We have developed an end to end employability scheme
- We attained the UNICEF Rights Respecting Residential Unit award in line with UNICEF's Rights Respecting School Awards
- iheat: introduction of Inverclyde Home Energy Advice Team to provide face-to face energy advice to all Inverclyde residents with savings over £1million to date, improving the home environment of income-deprived families

- Successful implementation of the Scottish Welfare Fund by Inverclyde Council is helping to tackle child poverty.
- Extensive support pathways delivered by the HSCP Advice service also help to tackle child poverty

Much of the work to militate against local child poverty is taken forward by the Financial Inclusion Partnership.

It is important to note that much of the work that is within the control of the Community Planning Partnership seeks to mitigate the impact of child poverty on our local children, as well as look to the future by supporting better outcomes for individuals. As a result, change to levels of child poverty will be made over the longer term through raising attainment, enabling more people to be ready for work and help them into work where they can earn a living wage. Thus additional funding has been agreed to continue to support and expand a range of employability initiatives and support to families living in poverty in nurseries and primary schools across Inverclyde, by setting up income maximisation surgeries.

Partnership approach Barnardo's - Nurture Services Inverclyde (Improving Futures) - what we have achieved

'Nurturing Inverclyde' is our strategic Community Planning Partnership aim. This has led to the development of a number of highly innovative projects with Barnardo's Nurturing Services. We developed a public social partnership in 2012 to support parents with children 0-3 years, designed to address the needs of vulnerable families at an early intervention stage. This evaluated very well and demonstrated a good level of impact in parent-child relationships and parental confidence.

Since 2012 Barnardo's, in partnership with Inverclyde HSCP and the Council, we have secured additional funding to Inverclyde to the value of £4,139,297. Child Sexual Exploitation support is also provided by Barnardo's Scotland specialist service at no additional cost to the HSCP. Barnardo's provides strategic support to this agenda as well as providing a direct service to children and young people. The Nurturing Inverclyde delivery model has a multi-pronged approach to provide a diverse and holistic range of support to the families engaged with the project, which is part of the early help and support strategy.

Improving Attainment for all – what we have achieved

- In partnership with Barnardo's. Family support workers are attached to attainment challenge schools and are providing help to families to get their children to school;
- Improved attendance is demonstrated in all 9 focus schools. Overall, there is an increase of 2.24% in attendance across the 9 focus schools. 6 schools had increases of between 0.15% and 0.34%, one school stayed the same and 2 schools had decreases of 0.28% and 0.34%.
- Five to Thrive approach across all children's services particularly schools engaged in the attainment challenge.
- Schools have participated in family engagement sessions such as Families Connect (FAST), Family Support Workers in Schools, Soft Start in Primary 1. This has increased parental attendance at the child review meetings.
- Improving self-esteem and confidence through parental leadership training for parents through Columba 1400 has enhanced engagement in local planning
- Engaging families in their children's learning during school holidays with the holiday lunch clubs
- Encouraging family meals through holiday lunch clubs
- There have been no exclusions across Attainment Schools
- Across Inverclyde the PIPs data shows that we have raised attainment for all of our learners in P1 and have reduced the attainment gap linked to deprivation from 4.8% to 3.3% in maths and from 9.1% to 6.4% in reading.
- Improved school attendance of children looked after away from home.

Together with children, parents and families – what we have achieved

- Between January and March 2017 Community Learning Development family support workers have engaged with 123 parents/carers who are now classified as learners, 68% of whom are living in SIMD 1 and 2. The majority are female between the ages 25-44 years
- Three Early Years Establishments led holiday lunch clubs for families living in the communities around their centres. In total between the Summer and Autumn 2016 clubs, 391 families engaged in the service. 26 (20%) parents completed a feedback survey to tell us what they thought was good about the service and what could be even better
- Parents are engaged in the services around their children's learning through the Reading for Pleasure Project in St Francis Primary School and in 2016 in St Andrew's Primary School
- More than 250 parents from Rainbow, Gibshill Binnie Street Family Centres have been consulted and engaged in conversations around providing vitamins supplements to children under the age of 5. The Healthy Start Project has been offering vitamins to children in Rainbow Family Centre since March 2016 and in the following March (2017), Binnie Street Children's Centre offered this free service. However, every parent receives the information and is asked if they already provide vitamin supplements, and if not, has this changed now that they have received the relevant information
- Parents are involved in providing their opinion when the school receives an authority review as part of the inspection process
- 11 parents graduated from Columba 1400 Parental Leadership training and all of them advised that they could recommend someone who would benefit from this training, if it could be offered again
- Consultation and engagement have taken place every year since the we carried out the health and wellbeing survey in 2013
- The Barnardo's Parenting Group was involved in the evaluation of the Nurture service
- User involvement in the development of engagement tools through the child protection process
- A group of primary school children were involved in developing the Inverclyde Child Protection Committee's new website
- Young people were actively engaged in the refurbishment programme of our children's homes
- Development of the Proud2Care group, supported by our children rights and advocacy services, provides support to care-experienced children and young people

GETTING IT RIGHT FOR EVERY CHILD - what we have achieved

Inverclyde's Community Planning Partnership is committed to the culture, system and practice changes required to ensure effective implementation of GIRFEC. This remains our key priorities underpinning all partners' work in relation to children and young people change as a result of our implementation plan.

We have:

- Universal understanding of wellbeing
- Developed the Inverclyde's GIRFEC pathway as our integrated service delivery model
- Developed multiagency GIRFEC practitioner guidance
- An extensive programme of learning and delivery, targeted at different levels of the workforce
- Established local communities of practice to support implementation
- Created a GIRFEC champions network within schools.
- A single planning framework aligning child protection, looked after (away from home and at home), and children in need cases
- Electronic applications to support single agency wellbeing assessment at universal and enhanced universal levels in education and health

- A GIRFEC tool kit including multiagency assessment of wellbeing
- GIRFEC information sharing practitioner guidance
- Information sharing leaflets for parents and young people
- Evidence of single agency planning, which has strengthened particularly in education and health settings

The programme of improvement for Neglect supported by CELCIS – what we have achieved so far

Our joint strategic needs assessment with our quality assurance work in the child protection arena highlights the significance of the challenges facing children growing up in Inverclyde. The intergenerational blend of poverty, inequality, and specific challenges relating to alcohol, drugs and domestic abuse in Inverclyde has prompted us to become partners with CELCIS to focus on issues of neglect. The programme is entitled;

ANew: A New look at Neglect and Enhancing Wellbeing

ANew involves collaboration between CELCIS, service providers and our citizens and communities, and uses the science and practice of active implementation to secure improvements. The programme began in September 2016 and is presently progressing to the design stage. The programme will focus on improvement activity that we believe will have the greatest impact on neglect and improving outcomes for our most vulnerable.

GETTING IT RIGHT FOR EVERY CHILD - what we have achieved

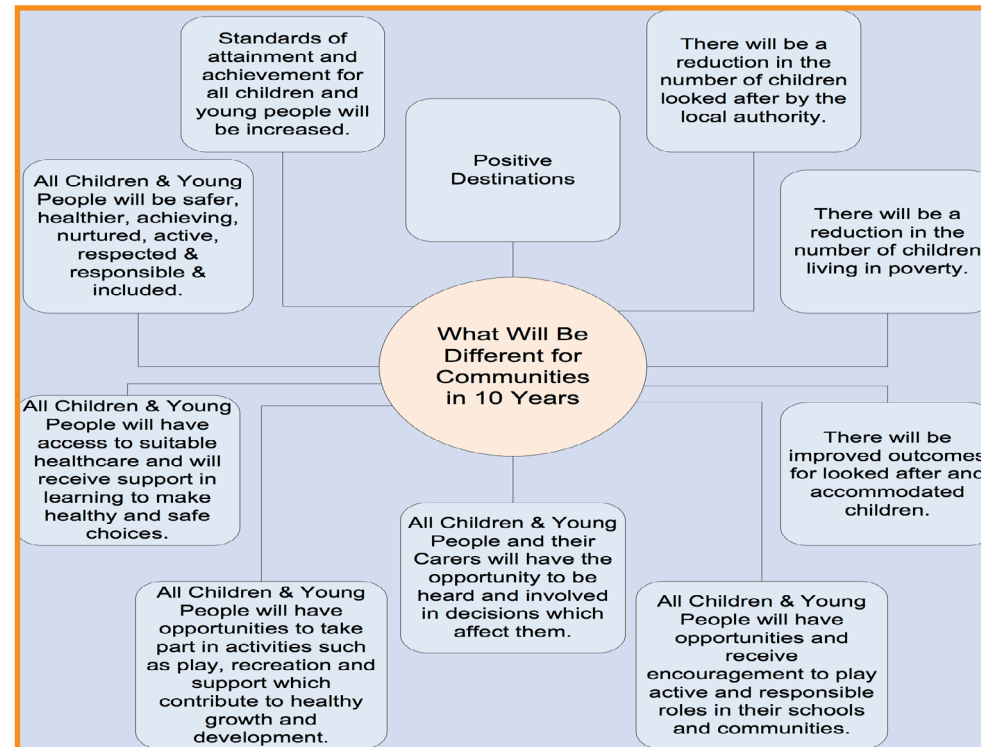
The CPP and Inverclyde's Child Protection Committee are fully committed to this programme over the lifetime of this Plan.

The Programme of Improvement for Neglect will provide an opportunity to for our Community Planning Partnership to drive sustainable improvements through:

- Taking demand out of the system through preventative actions and early intervention to tackle the root causes of inequality and negative outcomes
- Working more closely with individuals and communities to understand their needs and mobilise a wider range of Scotland's talents and assets in response to these needs, and to support self-reliance and community resilience
- Tackling fragmentation and complexity in the design and delivery of public services by improving coherence and collaboration between agencies and sectors
- Improving transparency, challenge and accountability to bring a stronger focus on value for money and achieving positive outcomes for individuals and communities



Where do we want to be - our strategic priorities



In 2015 the Best Start in Life Group embarked on a process of self-evaluation and review in preparation for the development of the statutory Integrated Children's Services Plan 2017-2020. Initial work focused on the overall effectiveness of the outcome delivery group with an aim of identifying areas for improvement (parallel processes have taken place in the ICPC and COG). The self-evaluation focused on clarity of purpose; clarity of leadership; governance & performance management; evidence based and client focused approach; and capacity to translate strategy into action.

Clear improvement actions emerged which included recognition of our need to move from an environment where we as a partnership were data rich, to one where we were data informed. From that recognition we have moved forward in a way that we believe has transformed our approach to Children's Services Planning. We have developed a joint approach to data collection. We have established a data repository that is shared across our key strategic services. This repository has been used to inform our first Integrated Strategic Needs Analysis for children's services.

The Integrated Strategic Needs Analysis, along with other associated documents, has strongly informed our priorities for this Plan (2017-2020). The Plan underscores our collective aspiration that every child, citizen and community will be safe, healthy, achieving, nurtured, active, respected and responsible and included. We have identified three overarching strategic priorities. These are:

- Access to early help and support
- Improved health and wellbeing outcomes
- Opportunities to maximize their learning, their achievements and their skills for life
- Housing and accommodation as part of the Corporate Parenting Strategy

The Inverclyde Corporate Parenting Strategy 2016-2019 has the same three strategic priorities but adds a fourth in recognition of the particular needs of our care experienced young people and this is:

- Accommodation and Housing.

These four strategic priorities also frame our integrated commissioning intentions and will form the basis of our future joint commissioning strategy, and are broadly aligned with the joint strategic commissioning themes of the HSCP Strategic Plan "Improving Lives". As our Child Protection Committee Annual Review and Business Plan becomes due for renewal in 2017, this will be directly aligned to these and our other key plans, providing a strong, coherent and integrated suite of plans to guide our service improvements over the next planning cycle.

Each priority is underpinned by a shared commitment to a relentless focus on improving outcomes for all, reducing inequalities and narrowing the gap between those who are vulnerable or disadvantaged and their peers.

National context

Over recent years, our approach has been informed by three key national policies, namely Achieving Our Potential, the Early Years Framework and Equally Well. They advocate early intervention and prevention rather than focussing on what to do when a crisis happens; and all three inform our work with children, young people and their families. There is currently a shift in culture from dependency to active citizenship, where people should expect less from the state and more from themselves, their families and their communities.

The culture change taking place in Scotland is leading to a realignment and prioritising of resources toward early intervention (as set out in the Christie Commission report on transforming public services), shifting the focus from crisis management to prevention, early identification and early intervention, whilst realistically recognising that crisis management will still be needed in the short to medium term, and more occasionally in the longer term. The scale of the changes required are massive and complex, but in order to secure the best outcomes for the most vulnerable people, in a time of unprecedented financial challenge, these changes are necessary.



Priority 1: Our children and young people have access to early help and support - why is this priority in Inverclyde

We recognise that parents' interaction with children in the first years of life is critical in developing relationships and laying the foundations for positive physical and mental health development. The development of children's brains in the early years is crucial to how they grow to be safe, healthy, active, nurtured (and nurturing), achieving, respected, responsible, and included throughout their lives. Attachment is a core part of this development and our ongoing work is focussed on developing parenting skills to ensure that next generations living in the area are happy, supported and safe.

Exposure to high levels of parental stress, neglect and abuse can have a severe effect on the brain development of children and affects them throughout their lives. We have therefore prioritised supporting children in their early years to help build resilience to try to break this cycle.

As a first step to achieving this, we recognise that it is important that partners are fully aware of the provision available across the area, and that clear referral routes are in place to ensure appropriate targeting and support is better co-ordinated.

Intermediate outcomes

- Partners are more aware of provision available across the area, clear referral routes are in place leading to better targeting.
- Partners are better at co-ordinating support and development that is available, pathways are in place for parents to follow and continue participation.

Progress

Inverclyde life developed in partnership with CVS to connect people to services

Mapping exercise of all services providing child care service across Inverclyde by Barnardo's as part of the process of developing the initial parenting and family support strategy.

Barnardos service agreed as the central referral mechanism for access to all parenting programmes support (HSCP / Inverclydecouncil) Family support and parenting strategy has been developed.

What next - we will refresh our family support and parenting strategy and firmly align with GIRFEC in doing this we will carry out a wider consultation and engagement event with parents and carers to inform the strategy. Work across Inverclyde with 3rd sector organisation has started through our work around Neglect, we will continue to promote, embed a wider reach of 3rd sector organisations and parents who have a clear understanding of our GIRFEC pathway and types of support available.

Intermediate outcomes

- Implement Health Plan Indicators from birth to identify children with core or additional health service needs.
- Provide a targeted (additional) health visiting support and / or support from other disciplines / agencies to vulnerable children and their families.

Progress

Health plan indicators have been implemented, and all health visitors have received training in relation to national practice model to assist assessment of wellbeing that determines the HPI. Health visitor provided more targeted support where needs have been assessed as requiring support, skills mix teams offer the availability of additional support to families when needed, although not statutory, we have implemented the language of request for assistance as part of the Inverclyde pathway. We already have well established connections and pathways with other services. We already have a focus on maternal infant and nutritional framework locally established to mirror GGC developments.

What next - we will to build capacity within the scope of universal and enhance universal services to be able to consistently provide the right help preventing needs from escalating, in doing this we need to have accessible support and expertise available at this level accessible to the named person. Firmly establish an understanding across the agencies about supporting the named person in their role. We need to help parents and carers to fully understand that help and support is available through the named person. We need to establish a collective performance measures in relation to general assessment activity and support offered and outcome at universal and enhance universal levels, we plan to develop a set of indicators to monitor our progress in relation to specific GIRFEC objectives as we continued to refine and adapt our approach to GIRFEC. We need to continue to collaborate with ante natal services as we move to fully introduce the new universal pathway from pre-birth.

Intermediate outcomes

- A collective approach is taken to improvement in services to protect children.

Partners are aware of the benefits of working together to provide early support to children who require protection, children needs are better understood when teams work together and partner with children and their families. The benefits of ensuring the right support is provided at the right time will enhance the likelihood of children meeting their needs. We firmly believe that helping

parents who are struggling to care for their children can make a big difference, both now and in the future. The biggest gains in improved outcomes and reduced inequality will come from supporting parents

Research on Adverse Childhood Experience has associations of health harming behaviour, chronic ill health and poor mental wellbeing. Offering early help will reduce the likelihood of increased demand for more costly longer term or life-long interventions.

Progress

We already have a well-established multiagency performance reporting mechanism for children requiring protection and the types of support they are offered. Across Inverclyde agencies work together to identify at an early stage children and young people who need help. Parents have access to an increasing support service and a range of professionals from across Inverclyde, adult services are alert to signs of risk and need and systems are in place for the sharing of concerns at an early stage across Inverclyde to prevent escalation of problems. There is a wide range of flexible resources to meet the individual needs of the child or young person. The work being undertaken in this objective is taken forward by Inverclyde's child protection committee in collaboration with other partnerships within the public protection arena.

What next - we will continue to embed our GIRFEC approach as it applies across the partnership, children deemed to be in need of protection are seen on the enhance collaborative pathway, as needs and risk reduce these children will benefit from stepping down process, where continued support is offered. Inverclyde CPC has developed an outcome framework that will support a better understanding of how well we are meeting the needs of our children requiring protection.





Priority Two: All our children and young people have improved health and wellbeing outcomes - Why is this priority in Inverclyde

Child poverty is a growing national problem. More than 1 in 5 children in Scotland (220,000) are officially recognised as living in poverty (End Child Poverty, 2015).

In Inverclyde we know that in half of the wards 1 in 4 children are growing up in poverty, which equates to 26%.

Its impact is pervasive as outlined by national government policies:

- Achieving Our Potential, 2008
- Equally Well, 2008
- Children and Young People Improvement Collaborative, 2016

Intermediate outcomes

- We want to close the attainment gap between the poorest pupils and their classmates
- We want all children to have positive destinations when leaving school to develop skills that can make them employable
- We want all local people to have access to relevant local services that support income maximisation and debt provision
- Household poverty
- The financial capability and capacity of local people is increased

Progress

- A locality mapping to assess the impact of poverty on every child, citizen and community within Inverclyde has been undertaken under the 3 national outcomes of pockets (maximising resources of families on low incomes), prospects (improving life chances of children in poverty) and places (children from low incomes live in well-designed sustainable places).
- The Financial Inclusion Partnership (FIP), represented by the community planning partnership has been involved with initiatives, as well as bringing in £1.5 million extra funding to impact on child poverty and poverty for families.
 - iHEAT project has provided energy savings advice and practical help to nearly a 1,000 households resulting in savings of £598,000 in 2014.
 - The HEEPs fuel poverty project has improved 330 homes from 2013-2015.
- The Scottish Welfare Fund and Discretionary Housing payments have mitigated some of the impact of the welfare reform.
- The cost of a school day – universal P 1-3 free school meals, breakfast clubs, clothing grants, after school clubs, free swimming during school holidays and food banks.
- Raising Attainment for All (RAFA) – Inverclyde has been named as one of seven Local Authorities who have received money for the Attainment Challenge. This is a 3 year programme that is being supported by extra funding to Barnardo's Nurturing Inverclyde to work 8 primary schools and 6 high schools to raise attainment in literacy, numeracy, health and wellbeing.
- More Choices, More Chances are engaged in supporting young people to leave school at a later age and have a positive destination such as work experience, full-time or part-time college placement, training opportunities or modern apprenticeships.
- Locality regeneration that includes play projects and eco groups making greener areas and growing food.

What next - we will continue to close the attainment gap between children, continue to develop provide a range of services in Inverclyde's schools to support children to promote good physical and emotional health and wellbeing, increase accessibility of highly valued parenting programmes to support parents confidence. Increase options to prevent financial crisis and support low-income families to maximise their income

Intermediate outcomes

1. Embed our GIRFEC pathway through meeting the training needs of the single and multi-agency workforce
2. Implement the multi-agency GIRFEC paperwork and toolkit
3. Implement outcome focussed planning through the child's plan
4. The voice of the child and young person is key to decision making
5. Improvement officers review LAC child's plans in accordance with the Assessment and Care Planning Manual.
6. Monthly case file reading highlights areas for continuing improvement

GIRFEC in Inverclyde is about how services can best support

children, young people and families so that outcomes can be improved, delivery made more efficient and the vision of making Scotland the best place to grow up.

We have four GIRFEC pathways; universal, enhanced universal, collaborative and enhanced collaborative. All children in Inverclyde are on this pathway, with only a small proportion of children and young people having more significant and/or complex needs. Response to these needs will become increasingly targeted and specialist, and in the arena of looked after children this will be at enhanced collaborative and involve statutory services.

For all LAC, the lead professional responsible for the co-ordination of a multi-agency wellbeing assessment and child's plan is a social worker. This represents fewer than 3% of the population of children and young people aged between 0-15.

Progress

- Single and multi-agency training for the intensive workforce who will be the named person or lead professional
- Single and multi-agency training for the specific workforce who will contribute to the multi-agency wellbeing assessment and contribute to the delivery of improving outcome through the child's plan
- Outcome focussed planning training
- Introduced GIRFEC toolkit
- Commissioning of Who Cares and Barnardo's advocacy services for all Looked after children and children subject to child protection processes.

What next - we will continue to improve outcome focused planning to measure impact help, and have developed a multiagency GIRFEC outcomes framework to measure progress of implementation and impact in the medium to longer term. Enhance the routine practice of stepping up and stepping down plan through good transitions according to the GIRFEC pathway, co-production of plans with children and their families.

Intermediate outcomes

- Mental wellbeing is improved
- Mental health problems are prevented
- Staff are confident and supported to provide mental wellbeing support for children and young people

The mental wellbeing of children and young people is a national concern, as well as a local concern for Inverclyde.

Our local response is based on GG&C's Child and Youth Mental Health Strategy that promotes prevention and resilience through existing relationships in schools and the community learning development team to support children and young people.

It builds on nurturing approached in education services to develop emotional literacy and resilience to manage adverse situations through trusted relationships.

Progress

- One good adult to support and protect mental health
- Build emotional literacy in schools through a nurturing environment
- Build resilience in communities through networks of youth services with skilled staff to support and intervene
- Training so staff are confident and supported to help young people in situations of distress – Scottish Mental Health First Aid (young people), What's the harm, safeTALK, ASIST
- Opportunities for peer help and positive use of social media

What next - we will continue to embed resilience in practice, Promote policies that improve young people's wellbeing #clyde conversations, MVP, anti-bullying, Develop a service pathway detailing a range of support options for early intervention (tier 2) that can help find appropriate help quickly and that the named person can access for young people.

Intermediate outcomes

- Implementation of a 27-30 month assessment that is effective to supporting, promoting and safeguarding wellbeing need
- Ensure that the workforce training to implement assessment and care planning tools across this pathway is making a difference
- Implement Health Plan Indicators from birth to identify children with core or additional

Health service needs

- Establish health visitor as named person and their universal single agency assessment

Planning and review process

- Partners are better at co-ordinating support and development that is available, pathways
- Are in place for parents to follow and continue participation

The correlation between wellbeing and social inclusion promotes healthy children and citizens that can contribute to their communities.

The Healthy Child Programme and our Parenting Strategy is key to making Inverclyde the best place for children to grow up by having the best start in life.

The Healthy Child Programme has established a universal service for all children from 0-19 and a targeted service for vulnerable children and their families. The Health Plan Indicator determines the pathway of core, additional or intensive needs.

The 27-30 month assessment bench marks the health and wellness of children in Inverclyde and sign posts early help and supports services on a universal pathway to promote resilience in children and their families.

These developments have symmetry with our local GIRFEC pathway and our tiered parenting strategy approach that provides services to parents to ensure that they can successfully support their child's journey from early years to adulthood.

1. Parenting programme are co-ordinated effectively to ensure that they improve the wellbeing of children and support parents to achieve this outcome
2. The provision of support is of a high standard, timely, is accessible and avoids unnecessary duplication.
3. To ensure that consultation with and participation by families is integral to our planning, evaluation and development.

Progress

Inverclyde's Parenting Strategy has a tiered approach to family support that builds the assets and capacity of parents to promote the health and wellbeing of their child. Examples are: FNP; Positive Futures Project; Barnardo's Nurture Service. Our CAPSM approach is based on the recovery agenda that promotes early intervention through a co-ordinated communication and delivery of services that make the team around vulnerable children to support both them and their parents. Nurturing approaches in schools have been based on collaborative working across the community planning partnership to build sustainability by having family support workers and family learning clubs develop partnerships and relationships with parents through these support networks. Solution-orientated approaches in educational services that are strengths based. It seeks to address complex situations by setting goals to form positive relationships, understanding

and connections with young people and between young people. Health visitors are undertaking universal single agency wellbeing assessments; this is identifying help at an early stage.

What next - we will build resilience in children to make safe choices, Build resilience in parents to meet their needs of their children, with the support of extended family members Embed peers support that build capacity and resilience in communities. Utilise the ready to learn (30 month assessment) data across the partnership to inform service planning and enhance transitions and support for children. Continue to build capacity of our universal service to provide help earlier.

Intermediate outcomes

- Recovery through treatment and support services
- Prevention through supporting healthy lifestyle choices and raising awareness in communities about the risk associated with alcohol and drug misuse
- Prevention and early intervention is critical to promote the wellbeing of children and young people
- Children have a right to be protected from harm

Protection as substance misuse harms individuals, families and communities, Inverclyde Alcohol and Drugs Strategy is to 'support partnership working which will reduce the impact of alcohol and drug misuse on our community'. Central to achieving this outcome for people with alcohol and drug misuse is a partnership with carers, families and the wider community. This is a challenging landscape as both drug and alcohol related admissions are higher than the Scottish average. It requires changing attitudes, environments and culture.

The Child Affected by Parental Substance Misuse (CAPSM) Procedures outlines the recovery agenda based on a family approach that is centred on early intervention. It is supported by the GIRFEC planning process that promotes supports and safeguards the wellbeing of children and young people.

Progress

Successful ADP/CPC working relation with the aim of whole population approach to prevention, delivery of universal and targeted education in relation to alcohol and drugs in primary and secondary schools and young centres. Development of young person alcohol team to offer support to young people. Initiative such as "drug proof your kids" aimed at raising awareness of parents and carers. The close working partnership has sought to improve data on children who are affected by parental alcohol or drugs misuse locally. Development of joint GPR guidance GIRFEC principles embed in guidance in the single shared assessment.

What next - we will continue to implement a whole population and prevention and education programme through community hubs and parenting programmes Continue to implement prevention and education programme for young people and parents through schools Promote media links www.talktofrank.com. Implement a safe parenting campaign, Improve service user and carer's involvement in the assessment and care planning of their children.

Intermediate outcomes

- Care experienced young people have improved physical, mental and emotional health and wellbeing

We know that our looked after children are not a homogenous group; they are individuals with their own needs, strengths and vulnerabilities. As of the 31st July 2015, there were 209 children and young people looked after by Inverclyde Council and their placement type was as follows:

182 children and young people were in community placements

- 43% were looked after at home with parents
- 28% in kinship placements with relatives and friends
- 26% in foster placements
- 3% in adoptive placements

27 children and young people were in residential placements of this number 89% were residing in Inverclyde.

Our experience is that looked after children's health and wellbeing has been impacted by their experiences of trauma and their neurological development, with some looked after children and care experienced young people requiring long term support.

The duties and responsibilities of corporate parents outlined in the Children and Young People (Scotland) Act 2014 accord with the aspiration of "Nurturing Inverclyde". We accept responsibility for our children, young people and care leavers to uphold their rights, and make their safeguarding, health and wellbeing needs our priority.

Progress

- Our chief executive, elected member for young people and two care experienced young people signed the Care Leavers Covenant in December 2015
- The Corporate Parenting Strategy and Policy framework was informed by young people and key stakeholders across the community planning partnership
- All participation is underpinned by the UN Convention on the Rights of the Child (UNCRC), which underpins our rights respecting schools and residential units.
- We have an established Proud2Care Group that has representatives on the Youth Council and are part of consultation events around Corporate Parenting to promote the health and wellbeing of LAC and care experienced young people

- Inverclyde's Corporate Parenting Group is working on local outcomes identified through SOA 6 to promote, support and safeguard the health and wellbeing of LAC and care experienced young people. It includes:
 - Ensuring all LAC have the opportunity to attend their health assessment
 - Improve attendance at LAC health assessments
 - All LAC have a GP and dentist
 - Easier access to CAMHs services through a single point of contact and sign posting to other supports
 - Clear pathways at transitions points from children to adult services

What next - we will establish a Champions Board, following a successful Life Changes Trust application that was confirmed in December 2016 to deliver the roles and responsibilities enshrined in the 2014 Act. Scope local resources supporting and promoting the health and wellbeing of LAC; agree a service pathway to meet local needs including housing and sustained positive destination. Establish a small grant award scheme to provide opportunities for the Proud2Care, Group to develop skills around decision making and resource management to promote Resilience and wellbeing.

Intermediate outcomes

- Establish UNCRC within communities through opportunities given to children and young people to take part in decisions that affect their lives
- Children and young people will be supported to develop skills, ability and confidence to speak out , to take part and to make a difference

Community engagement is at the heart of getting it right for ever community in Inverclyde. Your Voice Network is key to promoting social inclusion by empowering local citizens to be involved in the planning and delivery of services. The experience of the Network is that health and wellbeing is promoted through connecting people to their community through supporting people to speak out and get involved. We want to develop resilience in children and young people in Inverclyde by empowering them to know their rights and become skilled by being involved in things that matter to them.

Progress

- Implement the Youth and participation Strategy 2016-2019.
- Your Voice Network is partnering with the Children's Rights officer to engage in activities taking place in schools
- Promoting sustainability of projects through the involvement of Your Voice Network.

What next - we will establish a Joint Summit for Youth Participation, Establish a Public Partnership Forum Advisory Group to include children and young people, Review the impact of youth participation on the planning and delivery of services, develop a key set of tools that enables greater participation as part of the children's service planning cycle.





Priority Three: All our children and young people have opportunities to maximise their learning, their achievements and their skills for life – Why is this priority for Inverclyde

Attainment Challenge

The aspirational vision for Inverclyde's CPP is to develop practice which is both effective and sustainable. Supported by the Scottish Attainment Challenge we strive to narrow the attainment gap by meeting learning needs, improve parental engagement, building workforce capacity and expertise and leadership it is our vision that every school will be a nurturing school, with benefits to the pupils of improved attendance, attainment and well-being. In this context, Inverclyde's GIRFEC Pathway model provides a framework for training, support and partnership working across the CPP for our most vulnerable young people and has provided an opportunity to develop the commonality of approach, language and understanding needed to ensure the best outcomes for young people and their families through an integrated approach to early and targeted intervention.

The Attainment Challenge is based on a sustainable model focussed on upskilling our permanent workforce which will provide opportunities for leadership development at all levels, recognition and use of staff skills to develop practice across the community of schools. The programmes implemented for literacy, numeracy and health and well-being will be evidence based. All changes to practice will be monitored for impact and effectiveness. The focus for the attainment challenge schools will initially be on improving outcomes for young people in SIMD deciles 1 and 2 particularly in the Broad General Education, looked after pupils and young carers who are at risk of underachieving.

Intermediate outcomes

- To meet the learning needs of every child
- To improve / increase engagement and capacity of all parents/carers

Progress

Within the Attainment Challenge schools the enhancement of existing supportive partnerships with parents and carers through the Parent Council has been crucial to progress made. The attainment challenge schools are supported in sharing data and discussing the issues around attainment with parents in a meaningful way. Pupils have a key role in identifying their achievements and will have enhanced involvement in planning for their own learning.

What next - A number of targets have been set for the schools engaged in the Attainment Challenge with a particular focus on Literacy, Numeracy and Health and Wellbeing as measured by the PIP baseline test, including:

- In Primary - Increasing the percentage of pupils making appropriate or better progress in Mathematics and Reading by 1% each year from a baseline of 68.2%; and
- In Secondary - increasing the percentage of pupils achieving National 5 or above in Maths and English by the end of S6;
- Increasing attendance in Attainment Challenge Schools by 0.3% annually from a baseline of 93.7% each year. Inverclyde Council's current attendance target for primary schools is 95%.
- Decrease in exclusions across all schools with particular emphasis on our most vulnerable pupils.

What Next - Inverclyde's results are very strong in terms of the relative attainment of our pupils when they are compared to young people across the country who live in similar areas. We will seek to raise attainment for and all close the attainment gap. Work closely with parents/carers to remove the expectation that pupils are less likely to achieve if they live in deprived areas and to foster a culture of ambition in each school through developing aspirational vision and values.

Intermediate outcomes

- The standards of attainment and achievement for all our looked after and looked after and accommodated children and young people are raised

Progress

We have successfully reduced exclusions and have supported our looked after (away from home) young people in increased attendance at school through our partnership approach. Youth achievement awards, representation on Inverclyde's Youth Council, activity grants, supported study, solution oriented approaches, nurturing approaches within schools and our residential homes under the policy of "improving outcomes for looked after children" some examples of the range of activity that are improving outcomes.

What next - we will have a focused agenda to improve attainment for all looked after children, particular those children looked after at home. Increase achievement opportunities for all looked after young people. Specific attainment outcomes for looked after children are contained within the Corporate parenting plan.

Intermediate outcomes

- Implement Children and Young People Act (Scotland) 2014 (GIRFEC) through embedding principles, processes and practice in across all children's services

Progress

We have commissioned Advocacy services from national 3rd sector organisation available for all children looked after children and young people and children subject to child protection processes. We have been involved in developing our Corporate Parenting agenda and plan over the last 3 years. We have developed our approach to furthering children rights agenda by adopting rights respecting schools approach to our children's units. Developed our Youth participation strategy.

What next - we will develop partnership working within the Inverclyde GIRFEC Pathway to ensure more effective cross-service planning for vulnerable children and to assist in the design of enhanced and targeted interventions as appropriate to the needs of individual children. Support community working to improve outcomes for all Looked After and vulnerable children.

Intermediate outcomes

- Increase the number of young people aged 16-24 in employment or training

Progress

Partnership actions are supporting the continued improvement of initial destinations, there are key strands of work across that will continue to support improved sustained destinations and particularly for our most vulnerable. Development of employability pipeline, named person support offered by “More Choices More Chances” service, Youth Employment Strategy locally has been developed.

What next - we will increase number of modern apprenticeships available to young people; collaborate together to progress key action plans such as Corporate parenting plan and youth employment action plan.

Intermediate outcomes

- To build a culture of high quality with a skilled workforce with effective leadership

Progress

Sustainable workforce development is a key priority of the attainment challenge plan underpinned through building staff capacity in appropriate pedagogy and assessment methodologies. Developing excellence and sharing practice in nurturing and solution-oriented approaches alongside partner providers to support all young people will continue to build on the success of our workforce learning and development framework. This is delivered through an extensive coaching and modelling strategy in education services and across the partnership.

What next - we will continue to further develop our workforce learning and development programme and to build on the success of our GIRFEC network of support. The strategic implementation group will developing an outcome framework to further support the effective progression of skills, capacity and capability across the partnership identified to close the gap in literacy, numeracy and health and wellbeing, solution focussed practice, restorative practice and nurture.

Intermediate outcomes

- Through implementation of Community Empowerment (Scotland) Act 2015 engage communities across Inverclyde in planning and implementation of local initiatives to improve inclusion and participation

Progress

The implementation of the 2016 ASN Review continues to enable closer working across the partnership to support our most vulnerable and disengaged young people. Progress towards the implementation of a Locality ASN Forum for each area provides a framework for inter-agency working enhanced by access to local assets and resources.

What next - we will further develop opportunities for community consultation and participation through consultation and building on collaborative partnership working across the partnership.



Monitoring and evaluation

Monitoring and reviewing of the plan

The SOA6 Outcome “Best Start in Life” delivery group will oversee the progress of the Inverclyde Integrated Children’s Service Plan. This group incorporates senior officers across the Community Planning Partnership and stakeholders with the commitment of working together to deliver the priorities and outcomes identified in the Plan. Other key priorities and outcomes identified in the Plan are directly linked to local outcome delivery groups (See Improvement Plan).

The SOA subgroup for planning and performance will be responsible for the monitoring and reviewing of the plan and reporting on its progress delivering to targets using the PDSA strategic planning cycle.

To ensure that the planning process remains dynamic and relevant, an annual consultation exercise will be carried out with targeted groups to continue to deliver on the priorities and outcomes within the plan.

Making the most of our resources

The Inverclyde Alliance has an overarching strategic framework that enables active participation including The Citizens Panel, Your Voice and Inverclyde Youth Council. Together these mechanisms ensure that inter-generational views have a voice ‘to improve the planning and delivery of services to make them more responsive to the needs and aspirations of their communities.

We will ensure that the participation of children and young people is based on the United Nations Convention on the Rights of the Child (UNCRC) across our partnership; this will include work at a whole community level promoting the rights of children and young people generally but will also include work to promote the rights and participation of our most vulnerable children and young people.

Working with children, parents and families, involving service users in the design and delivery of interventions and services allows a transparent, consistent process of participation. We will continue to build on our established consultation forums and realising the principles of inclusion as part of the youth participation strategy, to ensure they have a real impact on service design and delivery as we continue to meet the priorities and outcomes identified in this plan.

Inverclyde Alliance is committed to a partnership approach to ‘Getting it Right for Every Child, Citizen and Community’. An important dimension of this philosophy is to ensure that we get the maximum impact from our collective resources.



Monitoring and evaluation

As the lead Community Planning Partner, Inverclyde Council's investment in education, both in service provision and schools estate, is informed by the shared CPP objective to tackle the unequal outcomes that have characterised Inverclyde over the years. To combat this the Council has also structured services that support community planning through an integrated approach. For example, Community Learning and Development (CLD) falls under the remit of the Education Directorate and also works closely with local Third Sector organisations, supporting a whole-life approach to learning and a clear direction across the CPP. The development is at both an individual and community level which goes beyond formal education systems.

In essence, this represents an assets-based approach that recognises that while formal education helps tackle some inequalities, we need to have a range of approaches to suit a range of circumstances and learning styles.

Community Safety services are closely linked to CLD as well as local community policing, supporting a joint approach to tackling anti-social behaviour or engagement with crime, which can at times correlate with inequality. Another example of integrated resources and funding arrangements can be noted through the inputs of the NHS and statutory social work services of the Health and Social Care Partnership (HSCP).

Inverclyde HSCP has been established as an integrated partnership, meaning that as well as having a statutory requirement to include adult services, we have also included

Children & Families and Criminal Justice. The HSCP Strategic Plan sets out the spend on children, young people and families for 2015/16, and frames this in a context of the wider HSCP spend, some of which relates indirectly to children, young people and their families.

For the financial year 2015/16, Inverclyde HSCP had a combined revenue budget from the Council and NHS of £120 million. From this, £36M was allocated to Family Health Services, GP prescribing children, young people and their families have had a proportionate share of this resource. Of the remaining £84M, £13.2M (15.7%) was allocated to children and families.

More detailed analysis of our Inverclyde Alliance Children's Services Strategic Needs Analysis will enable more precise targeting of the available resources to meet evidenced need. This work is underway as part of an Integrated Resource Framework approach, and aligns with the Christie Commission report on the Future Delivery of Public Services (2011), placing a clear emphasis on the importance of moving towards prevention and reinvesting monies from high end services.

We will continue to develop our integrated resource framework approach with the intention of developing a Joint Strategic Commissioning Strategy to support our shared priorities for children young people and families. This will co-ordinate and support our integrated approach to planning and delivering services and support for children, young people and their families.

The HSCP Strategic Plan (2016-19) is currently being reviewed to

Monitoring and evaluation

ensure that it dovetails with the CPP Integrated Children's Services Plan. It is framed within five strategic commissioning themes, shaped to ensure that we are **commissioning for outcomes rather than the traditional approach of commissioning for care groups and incorporates the outcomes in the Integrated Children's Services Plan. The themes are designed to keep a focus on the nine national wellbeing outcomes for adults, and the SHANARRI outcomes for children. The HSCP views both of these outcomes frameworks as being compatible with each other, therefore the Strategic Commissioning Themes will support the delivery of both.**

The Strategic Commissioning Themes are:

- Employability and meaningful activity;
- Recovery and support to live independently;
- Early intervention, prevention and reablement;
- Support for families;
- Inclusion and empowerment.

Our collective data intelligence is being set out within The Inverclyde Alliance Children and Young People Strategic Needs Assessment, in a way that identifies the needs of individuals and communities, enabling people to decide what will best address those needs, and working together with agencies to put the right services and support in place within our wellbeing localities. It should also be noted that our wellbeing localities were defined

by local people, based on issues of inequality, and have been established with a clear remit for all Community Planning Partners to work with these communities to make a positive difference to experienced outcomes. The HSCP is required to identify localities too, so has adopted the CPP ones, to support an integrated approach in as much of our work as possible.

The work already started to develop an integrated resource framework will also take into consideration the Joint Scottish Government/COSLA agreement in Joint Resourcing (Sept 2013). The national agreement states that CPPs should:

- Share budget, investment and resource planning information at an early stage in the decision-making process, including setting out the broad financial parameters they are working to, key milestones, and how resources can further support SOA delivery;
- Agree how total resources can most effectively be deployed and aligned between partners to achieve the outcomes set out in the agreed Community Plan/LOIP; and ensure that deployment and alignment happens in practice; and
- Demonstrate commitment and adherence to the national Agreement through engagement in Community Planning and in relevant governance and budget making processes, including in final budget documents, delivery plans and subsequent accountability arrangements.

Conclusion

The Inverclyde Alliance is resolute in its commitment to reduce the inequalities that have become synonymous with our area. We believe that the most effective way to bring about lasting change is to focus our collective energies on getting it right for every child, citizen and community. The evidence base that has shaped Scottish Government policy over the past few years demonstrates that we need to support a positive lifetime context, firstly by providing the best possible start in life, but also to support all of our citizens and communities to feel empowered and in control of their own futures.

We know that inequalities are persistent and often inter-generational, and we do not claim to have all the answers. However, by directing our collective resources – both people and money – towards supporting early years, children and young people, and the most vulnerable across all of our communities to have their voices heard, we believe that we can work together to deliver better and more equal outcomes.

This Plan sets out some of the key commitments to that agenda, and we will review it annually to monitor our progress and make any changes as indicated by the evidence. We encourage all of our stakeholders to be active participants in the monitoring, review and adaptation processes that will sit behind the implementation of this Plan.



Appendix 1 - action plans

Appendix 1

IMPROVEMENT PLANS

Priority 1: Access to early help and support

Improvement Objective (Where do we want to be?)	Strategies (How will we get there?)	Governance (Who is responsible?)	Wellbeing Indicator	C&YPSP Aim	SOA Outcome
Partners are more aware of provision available across the area, clear referral routes are in place leading to better targeting.	Information from the community engagement, identified gaps, and mapping will be shared at the Early Years Family Support Group to identify the next steps and sustainability. Best Start in Life group agree the Family Support and Parenting Strategy for the CPP and share this with all partners.	Early Years and Family Support Group. Best Start in Life Outcome Delivery Group	Nurtured Included Safe Healthy	... best safeguard, support and promote wellbeing; ...ensure that action is taken at the earliest appropriate time; ... take appropriate action to prevent need;	Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life. (local SOA 2) A nurturing community gives all our children and young people the best possible start in life (local SOA 6)
Partners are better at co-ordinating support and development that is available, pathways are in place for parents	The Family Support and Parenting Strategy completed and agreed by the Best Start In Life Outcome Delivery	Best Start in Life Outcome Delivery	Nurtured Safe	... best safeguard, support and promote wellbeing; ...ensure that action is	Communities are stronger, responsible and more able to identify, articulate and take action on their

to follow and continue participation.	Group and other appropriate governance mechanisms e.g. Council/CHCP committee.	Group	Healthy	taken at the earliest appropriate time; ... take appropriate action to prevent need;	needs and aspirations to bring about an improvement in the quality of community life. (local SOA 2) A nurturing community gives all our children and young people the best possible start in life (local SOA6)
Implement Health Plan Indicators from birth to identify children with core or additional health service needs.	Design the format and content of the 27-30 month assessment and ensure that all children are offered this universal health assessment at the appropriate time.	Best Start in Life Outcome Delivery Group	Nurtured Safe Healthy	... best safeguard, support and promote wellbeing; ...ensure that action is taken at the earliest appropriate time; ... take appropriate action to prevent need;	A nurturing community gives all our children and young people the best possible start in life (local SOA 6)
	Develop clear pathways from the assessment to evidence based interventions.				
Provide a targeted (additional) health visiting support and / or support from other disciplines / agencies to vulnerable children	Establish Health Visitor as Named Person for all pre-school age children	Early Years and Family Support Group.	Nurtured Safe Healthy	... best safeguard, support and promote wellbeing; ...ensure that action is taken at the earliest	A nurturing community gives all our children and young people the best possible start in life (local SOA 6)
	Focus on targeting programmes to the ante natal period,	Best Start in Life			

and their families.	providing support to young vulnerable pregnant girls / women and infants in the very early stages of life up to 6 months.	Outcome Delivery Group		appropriate time; ... take appropriate action to prevent need;	
	Links made with the infant and maternal nutrition strategy.				
A collective approach is taken to improvement in services to protect children.	Review child protection related management information from all agencies and identify implications for practice	CPC	Safe	... best safeguard, support and promote wellbeing; ...ensure that action is taken at the earliest appropriate time;	A nurturing community gives all our children and young people the best possible start in life (local SOA 6)
	Undertake regular multiagency case file review activity and identify implications for practice				
	Undertake specific focus self-evaluation activity on: - Interface between child protection processes and Children's Hearing System - Child Protection Medicals				

Note:

The Health & Social Care Strategic Plan includes material from the following plans:

- Healthy Child Programme (redesign)
- Inverclyde Parenting Strategy
- Autism Strategy Action Plan
- Learning Disability Strategic Commissioning Plan
- Self-Directed Support Implementation Plan
- Carers & Young Carers Strategy

Where the link is explicit I have referenced it but there may be additional supporting evidence that can be drawn from these other plans

Priority 2: Improved health and wellbeing outcomes

Improvement Objective (Where do we want to be?)	Strategies (How will we get there? Including timescale)	Governance (Who is responsible?)	Wellbeing Indicator	C&YPSP Aim	SOA Outcome
Children living in households that are 'working poor' are fully supported by co-ordinated provision of services.	A Child Poverty Short Life Working Group (SLWG) is mapping provision and will identify where there is potential to improve current provision.	CPP	Included Healthy Achieving Respected	... best safeguard, support and promote wellbeing ... take appropriate action to prevent need;	Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life. (local SOA 2)
	Investigate possibility of using the Scottish Welfare Fund to provide maternity				

	grants				
	Children, young people and families living across Inverclyde have a positive attitude to money management and an understanding of the dangers of high cost lending.				
A Child's Plan is developed for all looked after children and young people.	Single agency training to continue to be delivered and thereafter interagency training Single agency training to continue to be delivered and thereafter interagency training	GIRFEC Strategic Steering Group	Safe Healthy Achieving Nurtured Active Respected Responsible Included	... best safeguard, support and promote wellbeing ...ensure that action is taken at the earliest appropriate time ... take appropriate action to prevent need; ... be integrated from the point of view of service users; ... constitute the best use of available resources	Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life. (SOA 2)
	Establish a steering group to monitor progress of Single Planning Process and Learning and Development work streams with clearly				

	defined work plans.				
The mental wellbeing of local children and young people's will be sustained and improved.	Establish Implementation Group to monitor and support progress and report quarterly	Child and Maternal Health Strategy Group	Safe Healthy Nurtured Included	... best safeguard, support and promote wellbeing ... take appropriate action to prevent need;	The health of local people is improved, combating health inequality and promoting healthy lifestyles (local SOA 4)
	Embed Resilience in practice				
	Ongoing workforce development to ensure appropriate training and up skilling				
Provide a (core) universal service to children age 0 – 19.	Establish Health Visitor as Named Person for all pre-school age children	GIRFEC Strategic Steering Group Child and Maternal Health Strategy Group	Safe Healthy Achieving Nurtured Active Respected Responsible Included	... best safeguard, support and promote wellbeing ...ensure that action is taken at the earliest appropriate time ... take appropriate action to prevent need; ... be integrated from the point of view of service users; ... constitute the best use of available	Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life. (SOA 2) The health of local people is improved,
	Promote a whole population approach to parenting that actively supports nurturing children.				

				resources	combating health inequality and promoting healthy lifestyles (local SOA 4)
Develop clear pathways from the assessment to evidence based interventions	Design the format and content of the 27-30 month assessment and ensure that all children are offered this universal health assessment at the appropriate time	GIRFEC Strategic Steering Group Child and Maternal Health Strategy Group	Safe Healthy Achieving Nurtured Active Respected Responsible Included	... best safeguard, support and promote wellbeing ...ensure that action is taken at the earliest appropriate time ... take appropriate action to prevent need; ... be integrated from the point of view of service users; ... constitute the best use of available resources	Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life. (SOA 2) The health of local people is improved, combating health inequality and promoting healthy lifestyles (local SOA 4)
	Focus on targeting programmes to the ante natal period, providing support to young vulnerable pregnant girls / women and infants in the very early stages of life up to 6 months.				
Support healthy lifestyle choices raising awareness across the community of risk associated with	Develop whole population approach to prevention and education	ADP	Safe Healthy Achieving Nurtured Active	... best safeguard, support and promote wellbeing ...ensure that action is taken at the earliest	Communities are stronger, responsible and more able to identify, articulate and take action on their
	Implement workforce development plan				

substance misuse.	Develop Prevention and Education Programme for young people and parents		Respected Responsible Included	appropriate time ... take appropriate action to prevent need; ... be integrated from the point of view of service users; ... constitute the best use of available resources	needs and aspirations to bring about an improvement in the quality of community life. (SOA 2) The health of local people is improved, combating health inequality and promoting healthy lifestyles (local SOA 4)
Children and family members of people misusing alcohol and drugs are safe, well-supported and have improved life-chances.	Implement Parenting campaign Improve Service user and carer involvement Implement CAPSM plan	ADO	Safe Healthy	... best safeguard, support and promote wellbeing ...ensure that action is taken at the earliest appropriate time ... take appropriate action to prevent need;	Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life. (SOA 2) The health of local people is improved, combating health inequality and promoting healthy

					lifestyles (local SOA 4)
Fulfil Inverclyde's corporate parenting duties and powers contained within Part 9 of the Children and Young People (Scotland) Act 2014.	Develop Corporate Parenting that includes key themes that reduce the barriers faced by looked after children and care leavers	Health and Social Committee	Safe Healthy Achieving Nurtured Active Respected Responsible Included	... best safeguard, support and promote wellbeing ...ensure that action is taken at the earliest appropriate time ... take appropriate action to prevent need; ... be integrated from the point of view of service users; ... constitute the best use of available resources	Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life. (SOA 2)
	Establish Champions Board as a mechanism to deliver the desired outcomes				
	Hold Corporate Parenting Events with input from key policy implementers and decision makers.				
Children and young people are actively engaged in the Your Voice Network.	Established a Public Partnership Forum Advisory Group to include children and young people representatives.	Community Health & Care Partnership Sub Committee	Respected Included	... be integrated from the point of view of service users;	Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life. (SOA 2)
	Audit all services on existing processes and practices and any opportunities they currently provide for				

	youth participation.				
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Note:

The Health & Social Care Strategic Plan includes material from the following plans:

- Healthy Child Programme (redesign)
- Inverclyde Parenting Strategy
- Autism Strategy Action Plan
- Learning Disability Strategic Commissioning Plan
- Self-Directed Support Implementation Plan
- Carers & Young Carers Strategy

Where the link is explicit I have referenced it but there may be additional supporting evidence that can be drawn from these other plans

Priority 3: Opportunities to maximise their learning, their achievements and their skills for life

Improvement Objective (Where do we want to be?)	Strategies (How will we get there? Including timescale)	Governance (Who is responsible?)	Wellbeing Indicator	C&YPSP Aim	SOA Outcome
The standards of attainment and achievement for all our looked after and looked after and accommodated children and young people are raised.	Further develop the Corporate Parenting/ Children's Champion programme,	Strategic Leadership Development Group	Achieving Respected Included	<p>... best safeguard, support and promote wellbeing;</p> <p>... take appropriate action to prevent need;</p> <p>... be integrated from the point of view of service users;</p>	Our communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life (local SOA #2)
	Develop approaches where the third sector, public sector agencies and communities can support looked after/ looked after and accommodated children	CMT			
	Define each partner's role in supporting our looked after children to help support them to deliver services.				
Implement Children and Young People Act (Scotland) 2014	GIRFEC Strategic Implementation Group establish to lead and				Our communities are stronger, responsible and more able to

(GIRFEC) through embedding principles, processes and practice in all establishments.	advise on policy development and implementation	GIRFEC Strategic Implementation Group GIRFEC Pathways Group	Respected Responsible Included	... best safeguard, support and promote wellbeing	identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life (local SOA #2)
	Implement the GIRFEC Pathway to ensure effective planning for individual children and to assist in the design of enhanced and targeted interventions.				
	Children's rights are placed at the centre of the work we do for children and young people with all relevant policies and strategies linked to the <u>UNCRC</u> .				
	Implementation of single agency Action Plans and, where appropriate, multi-agency plans in place to meet the needs of individual young people up to the age of				

	18.				
	Multi-agency plan in place to meet the needs of individual young people up to the age of 25 for Looked After Children where appropriate.				
	Ongoing single and multi-agency workforce development to ensure appropriate professional development.				
	Transition at point of review for Looked After Children to on-line format for Wellbeing Assessment and Child's Plan where appropriate.				

Increase the number of young people aged 16-24 in employment or training.	Provides locally delivered and targeted employability services aimed at assisting those furthest from the labour market, and the <u>newly</u> unemployed to move into work and/or access training or further education.	CPP	Achieving Respected Included		<p>The area's economic regeneration is secured, economic activity in Inverclyde is increased, and skills development enables both those in work and those furthest from the labour market to realise their full potential. (SOA 3)</p> <p>Our communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life (local SOA #2)</p>
	Public and third sector agencies work together to provide local businesses with the support they <u>require</u> in order to access a wide range of services.				
	Focus on positive and sustained destinations for Looked After Children through enhanced programme for transition post-school.				

	Maintain contact with every school leaver to ensure that there are no 'unknown' young people and that all leavers are still in touch or involved with agencies that can support them if required.				
To improve / increase engagement and capacity of all parents/carers.	Formally and informally engage parents through their child's achievement and school activities.	Attainment Challenge Education Senior Management Team	Achieving Respected Responsible Included	... best safeguard, support and promote wellbeing; ... take appropriate action to prevent need;	A nurturing community gives all our children and young people the best possible start in life (local SOA 6)
	Attach Family Support Workers to schools to provide a holistic and intensive package of support to children and their families based on integrated assessment of need				
	Review and re-launch PRPB Policy to further develop restorative approaches, mediation to engage with schools				

	to support learning and solution orientated approaches.	Attainment Challenge			
	Attach CLD Workers to schools to deliver 1-2-1 support, targeted small groups, peer led activities, volunteering and community involvement: first steps adult learning, IT, health and wellbeing.				
To build a culture of high quality with a skilled workforce with effective leadership.	Leadership at all levels will be developed through leadership programmes and opportunities for teachers to undertake masters level study.	Attainment Challenge	Safe	... best safeguard, support and promote wellbeing	Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life. (local SOA 2)
	Develop a professional development plan for all staff to included training, coaching and mentoring on programmes identified to close the gap in	Education Senior Management Team	Achieving Nurtured		
				...ensure that action is taken at the earliest	A nurturing community gives all our children and young people the best possible start in

	literacy, numeracy and health and wellbeing, solution focussed practice, restorative practice and nurture		Active	appropriate time	life (local SOA 6)
	Foster a culture of ambition in each school through developing aspirational vision and values, celebrating success of pupils and staff, involving parents in demonstrations of success and learning; accessing the world of work.		Respected		
			Responsible	... take appropriate action to prevent need;	
			Included	... be integrated from the point of view of service users; ... constitute the best use of available resources	
	Through professional update and performance appraisals staff will be trained on descriptive and evaluative feedback; given constructive feedback on their performance and given opportunities to take				

	on enhanced roles.				
Through implementation of Community Empowerment (Scotland) Act 2015 engage communities across Inverclyde in planning and implementation of local initiatives to improve inclusion and participation.	Implement recommendations in ASN Review (2015).	Education Senior Management Team Corporate Policy Team	Safe Healthy Achieving Nurtured Active Respected Responsible Included		
	Development and implementation of Local Area ASN Forum to meet identified needs of Young People within locally managed support framework.				
	Align ASN Locality Planning with Corporate developments around Community involvement and management of local assets and resources.				

To meet the learning needs of every child.	Review the assessment and moderation processes across the nine Attainment Challenge schools and agree on consistent methods to be applied in all schools, including an appraisal of standardised testing.	Education Senior Management Team	Achieving	... best safeguard, support and promote wellbeing;	A nurturing community gives all our children and young people the best possible start in life (local SOA 6)
	Support school communities to improve outcomes for all Looked After Children	Education Senior Management Team	Nurturing		
	Implement the GIRFEC Pathway to ensure effective planning for individual children and to assist in the design of enhanced and targeted interventions.		Respected		
	Implement Inverclyde's Nurturing Support and Development resource by supporting all schools with self-		Responsible		
			Included	... take appropriate action to prevent need;	

	evaluation of nurturing principles and practice.				
	Continue to support all schools with the implementation of Inverclyde's Positive Relationships Positive Behaviour policy based upon the audit of each school's progress to date.				

