

ABERDEEN CITY COUNCIL

COMMITTEE	Public Protection Committee
DATE	4/12/2019
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Corporate Parenting Annual Report
REPORT NUMBER	OPE/19/346
DIRECTOR	Rob Polkinghorne
CHIEF OFFICER	Graeme Simpson
REPORT AUTHOR	Andrea McGill
TERMS OF REFERENCE	1.2

1. PURPOSE OF REPORT

The purpose of the report is to provide an annual update on the progress Aberdeen City Council are making in respect of Corporate Parenting responsibilities (outlined in part 9 of the Children and Young People (Scotland) Act 2014).

2. RECOMMENDATION(S)

It is recommended that Committee:

- 2.1. Note the Corporate Parenting Policy and Plan (appendix 1).
- 2.2. Note the Aberdeen Care Experience (ACE) six month report (appendix 2).
- 2.3. Instruct the Chief Officer Integrated Children and Family Services to bring Aberdeen City's refreshed Corporate Parenting Action plan to the Public Protection Committee in April 2021; and
- 2.4. Instruct the Chief Officer Integrated Children and Family Services to support Care experienced Young People to present a progress update on delivery of the Corporate Parenting Action Plan to the Public Protection Committee on 1 July 2020

3. BACKGROUND

- 3.1 At its meeting on 10 October 2018, the Committee requested an annual update on the Council's progress in meeting its corporate parenting responsibilities in the past year. This is the fourth annual report providing an overview of Corporate Parenting actions, activities and outcomes. Previous reporting to Committee has linked care experienced young people's inclusion and engagement with Champions Board development, to the broader attainment of Corporate Parenting Outcomes.
- 3.2 The Children and Young People (Scotland) Act 2014, legally embeds the concept of corporate parenting and defines the role and activities of corporate parents as, collectively 'designed to ensure that the attention and resources of various publicly funded organisations are explicitly focused on the task of safeguarding and promoting the wellbeing of looked after children and care leavers' (Centre for Excellence for Children's Care and Protection CELCIS, Corporate Parenting Implementation Notes, 2016).
- 3.3 Aberdeen City Council first developed its Corporate Parenting Strategy in 2009. This was refreshed in 2012, through development of a Corporate Parenting Policy and Action Plan 2012 – 2015. In recognition at this time, of changing priorities, that is, the benefits of approaches which champion co-production and participation, a bid was successfully submitted to the Life Changes Trust. This has brought co-production to our Champions Board and its associated activities. Examples of these are reflected in a 3-year Action Plan 2015-2018 subsequently updated and agreed with Life Changes Trust for 2019-2021.
- 3.4 Part 9 of the Children and Young People (Scotland) Act 2014 identifies the key objectives of the role of Corporate Parent:
- Providing safe, secure, stable and nurturing homes for looked after children and care leavers
 - Enabling looked after children and care leavers to develop and maintain positive relationships with their family, friends, professionals and other trusted adults
 - Upholding and promoting children's rights
 - Securing positive educational outcomes for looked after children and care leavers
 - Ensuring 'care' is an experience in which children are valued as individuals, and where support addresses their strengths as well as their needs
 - Ensuring physical or mental health concerns are identified early and addressed quickly
 - Increasing the number of care leavers in education, training and employment
 - Reducing the number of looked after children and care leavers who enter the youth and criminal justice systems

- 3.5 Our Local Outcome Improvement Plan (LOIP) (2019-2026) has Corporate Parenting embedded in stretch aim commitments and actions which embody the above eight priorities. The Corporate Parenting and Champions Board Action Plan(s) 2019-2021 have been aligned and similarly refreshed, setting out the above priorities and links to actions. These have been linked to the Life Changes Trust delivery plan for the remaining period of funding.
- 3.6 The Care Inspection Joint Inspection of Children's Services reported their findings in Sept (2019). The report identifies positive areas where Corporate Parenting practice was well developed and effectively supporting care experienced people. The Care Inspectorate Report indicates that;
- Care experienced young people were supported to remain in care placements for longer and move towards independence at a pace that was right for them
 - Young people enjoy sustained positive relationships with staff and carers
 - Most care leavers felt valued and respected and had experienced supportive relationships with staff and carers
 - The youth team was successfully providing a dedicated service to care leavers with higher needs or risks to manage and recover from their adverse childhood experiences using trauma informed approaches
 - The partnership had invested in training to support staff working in a trauma-informed way, for instance through dyadic developmental psychotherapy. This was having a positive impact on the relationship between staff and care leavers and the transition of young people into adulthood, as well as the confidence of staff
 - The partnership was actively promoting young people staying in their care placements for longer and considering moving on at a pace that was right for them
 - Almost all care experienced young people reported they felt settled and safe where they currently lived

Corporate Parenting Plan

- 3.7 Our refreshed and updated Corporate Parenting Plan, (February 2019) links directly to our LOIP priorities by setting out intentions which are congruent with these priorities. The vision of this Corporate Parenting Plan is that **'our care experienced children, young people and care leavers have a right to participate in decision-making about their own lives and have their voices heard' (Champions Board Action Plan 2019-2021).**
- 3.8 This vision intends to support improved outcomes for individual children, young people and care leavers alongside improved services for them, now and into the future. to achieve this, we continue to be committed to progressing the following;

- Improving education outcomes for care experienced children and young people;
- Supporting care experienced children and young people to sustain care placements which meet their needs and sense of identity;
- Supporting children and young people to understand and access multiagency throughcare and aftercare services;
- Improving physical and emotional health outcomes for care experienced young people within the Integrated Children's Services Partnership Structure;

Corporate Parenting Improvement Group

- 3.9 The Corporate Parenting Improvement Group (CPIG) became operational in April 2019 and is focusing on attaining the improvement aims indicated in the LOIP aim 5; 95% of care experienced children and young people will have the same levels of attainment in education, emotional wellbeing, and positive destinations as their peers by 2026. The CPIG will provide oversight of the Improvement project actions which will support this achievement
- 3.10 The above Improvement Projects are at an early stage of development and their success measured across a number of metrics will better inform both operational resource and leadership practice and actions.
- 3.11 In terms of balance of care, our locally held data for the period Sept 2018-Sept 2019 indicates that numbers of looked after children and young people remained fairly static at 548 – 560; with a 3% increase over this period in numbers of young people being looked after at home. Improvement Methodology is being utilised as an approach to increase the number of Kinship Care placements we have locally and consequently, aim to reduce the numbers of children and young people who may otherwise be placed with foster carers based out-with Aberdeen City.
- 3.12 The group have highlighted the positive outcomes which have been recorded following awareness raising, leading to practice change in the partnership approach between Police Scotland and local residential Children's Homes. These outcomes are demonstrated in data shared by Police Scotland Youth Justice Management Unit, Comparative Report on Juvenile Offenders 2018/19, which indicated the reduction in crime files recorded against local children's homes reducing from 122 in 2014/15 to 10 in 2018/19.

Virtual School

- 3.13 The Virtual Head is able to positively reflect in her report for 2018/19, that the gap between attainment of Looked After Children in Aberdeen City, compared nationally for SCQF level 4 in S4, for literacy and Numeracy combined, has decreased by 14.7%. It also shows that Looked After Children in Aberdeen City are performing above the National average for the first time in 3 years. The gap between the attainment of Looked After children compared to their peers has closed for the first time in the above period and reduced by 24.1%. The attainment level for Looked After children has remained the same nationally.

The national attainment level for Looked After Children has remained static for 3 years at SCQF Level 5, in S4 for literacy and numeracy combined. However, the gap between the percentage of Looked After Children in Aberdeen and Looked After children nationally has closed. In 2018/19 there is no gap. The gap between attainment of Looked After Children in Aberdeen City compared to their peers has decreased for the 3rd consecutive year.

- 3.14 The Youth Team support 30 young people who are in College or University in 2019, this has increased from 26 in 2018 and reflective of the pro-active approach offered to young people to access the Care Experienced Grant to enable them to access similar opportunities to peers.
- 3.15 Those with care experience have been highlighted as a group within our Workforce Development strategy where we are supporting their entry into the workforce. Recent collaboration with HR colleagues in August 2019 lead to a workshop session, supporting care experienced young people to apply for Modern Apprenticeships. Three candidates have been successful from this group.

Housing, Council Tax Exemption

- 3.16 Young people placed in alternatives to their family are being encouraged to stay put in stable placements on a Continuing Care basis, with a significant number of those in our local children's homes being aged 18 years and over. (30%). This is an investment in future capacity and is considered highly preventative in reducing future dependencies and demand. It also contributes to decreased homelessness and future avoidance of accommodation breakdown.
- 3.17 Young people leaving care in Aberdeen City are supported through our young person's Throughcare Housing Protocol. This recognises the need that, for care experienced young people they will benefit from an approach which recognises their circumstances and prevents them being considered within homelessness pathways. Our care leavers team, the Youth Team and Housing Access Team meet regularly to support forward planning and early identification of an accommodation need.

- 3.18 Housing Access report that 28 young people who identified as Care leavers were allocated permanent accommodation in 2018/19 with 64 being part of the data base recording permanent allocations.
- 3.19 The Youth Team have been part of a coordinated approach, promoting the uptake of Council Tax exemption for care experienced young people. In collaboration with Revenue and Benefits and Housing Access, processes have been improved which can identify eligible young people. This system is also utilised to identify young people who are eligible for the exemption of Council Tax. There are presently 88 exemptions and 10 accounts with a 25% discount applied in place a rise of 47 from 2018.

Champions Board

- 3.20 An updated Champions Board plan (appendix to Corporate Parenting Plan) was agreed by the Champions in early 2019, with the following being the commitment agreed by the Champions.
- Our care experienced children and young people have a right to participate in decision-making about their own lives and have their voices heard
 - Trust and positive relationships between children/young people and adults are key to effective participation
 - Build a culture which demands and values participation, using co-production
 - Strengthen practice by improving ways of engaging children and young people to support their participation individually and as a group
 - Develop structures to make sure that planning and service delivery takes account of children and young people's views
- 3.21 The Champions Board continues to meet on a regular quarterly basis and is well attended by multi agency partners. The Champions have agreed to monitor progress using a scorecard tool devised by care experienced young people, which links to the objectives outlined above. The tool identifies that there is a specific local focus by the Champions on supporting and improving, among other issues;
- Local administration of the care experienced bursary
 - Supporting care experienced young people sharing their experiences of CAMHS which will lead to improvements and need for mental health support to be reflected in service access and design
 - Supported the Celebrating Success Awards in August 2019 where CEYP achievements were acknowledged at an awards ceremony
 - Roll out of MCR Mentoring Programme in targeted schools, specifically, raising supporting positive destinations by reducing exclusions, improving attendance and raising attainment

Life Changes Trust Young People Grants

- 3.22 This is the fourth year of the grant fund, with the budget match funded by Aberdeen City Council. Grant applications are bi-annual and specifically for the benefit of Aberdeen care experienced young people and young adults, 14 – 26 years.
- 3.23 The Grants Panel is a mix of care experienced young adults and representatives from; ACVO, Children's Rights Service, Who Cares? Scotland, Education, Sport Aberdeen and Kinship Team. At November 2018, 53 applications were funded, applications for sports equipment, horse-riding equipment, bus passes, laptops and driving lessons being characteristic. In May 2019, applications had increased to 97 this followed a targeted approach, to those children and young people living with kin who are viewed as a group where additional support should be concentrated.

Aberdeen Care Experienced (ACE)

- 3.24 The Ace Group 6 monthly report Jan-June 2019 (Appendix 2) demonstrates the range of participative activities and the engagement of CEYP. There have been 54 care experienced young people who have attended 196 sessions facilitated by the Development Worker. These have ranged from 5-26 year olds and have varied, from; thematic focus groups; social and sports opportunities; consultative and feedback sessions. Young people have been supported to attend the Who Cares Scotland? Summer camp, with a further residential Aberdeen City 'Champs Camp' planned for November 2019.
- 3.25 The above report, summarises how these have been progressed. *“developing a sense of belonging is the approach deployed for ongoing work of ACE. Activities and engagement seek to develop their sense of participation, capacity and belonging... Champions Board progression and involvement is central to the work of ACE. All activities, events and work conducted in ACE is directed toward participation, engagement and influencing at Champions board level. core part of this is the recruitment and development of young people to attend and participate in meaningful ways in the Champions Board. This often means spending time with young people to ensure that they understand the processes and feel confident to engage and be heard. This also means that young people who may have some additional support needs are fully included.” (ACE Group 6 monthly report).*
- 3.26 Examples of participatory activities and inclusive practice has ensured that ACE as the voice of CEYP, has been included at many stages of three transformational projects aimed at improving access to care records and improving professional case recording, in addition to consultation and service design contribution, including:

- Focus group on how records should be written, that fed directly into the review and the work being developed
- Co-produced training video of care experienced young people for social work training. Participants used their own words to describe the experience of being written about and how it affects them
- Focus group looking at developing a set of standards for record writing
- Meeting with Care Inspectorate both individually (and ACE) as part of Joint Inspection
- Care Day celebrations for February 2019, Aberdeen City Council held its first Care day celebrations in February. Young people and workers across the city baked cakes together and shared these at the main event
- Research has taken place using an enquiry model to seek direct feedback from young people to CAMHS, informing the development of their provision, including the inclusion of quiet spaces and a sensory sound post whereby potentially distressed young people can use sound to regain a sense of calm

Mind Of My Own

- 3.27 In March 2019 Children's Social Work, purchased Mind of My (<https://mindofmyown.org.uk/>) which is digital tool created to support CEYP to have their voice heard in a way which suits many of their stated preferences for communication. The software has been widely utilised and favourably evaluated by a number of comparator local authorities. Both, as an effective safeguarding tool and a real time opportunity to respond to looked after young people's views about among options, their care plan, contact arrangements, sense of safety, wellbeing and their placement. The app is the only digital tool that supports Article 12 of UNCRC.
- 3.28 At October 2019, we have 122 young people signed up to a Mind of My Own account; 352 worker accounts with 225 statements sent from the app. Aberdeen City have received three awards from the device creators, as outlined below;
- 3.29 In September 2019 awards were made to ACC for Greatest Media Activity; Greatest Use and Swiftest Implementation. Aberdeen City hosted a design workshop with Mind of My Own and care experienced young people in addition to one of our CEYP presenting at the National Mind of My Own conference in September 2019.

Children's rights and participatory practice

- 3.30 The Children's Rights Service has been undertaking a Functional Review of the service, specifically framed around; Provision, Protection and Participation
- 3.31 The 'voice' and participation of our children, young people and young adults is core to the ethos of the Children's Rights Service; from promoting their active involvement in their own plans, through to their contribution to informing and co-designing service delivery

- 3.32 The Children's Rights Service have had a key role in supporting young people to contribute to the Champions Board and actively promote a rights informed stance in the delivery of children's social work with colleagues and partners, to ensure inclusion of the UNCRC into daily practice as Corporate Parents. In recognition of the evolution of the definition we have applied to Children's Rights, the Functional Review has recognised the need for a name change for this service given, that the views of young adults over the age of 19 years are being sought to be supported by care experienced young people.

Life Changes Trust and Children's Rights Development Assistants

- 3.33 The Children's Rights Development Assistants role, match funded through the Life Changes Trust, supports a rights approach in promoting the needs of our care experienced children, young people and young adults. There are four care experienced people in post, with the explicit role of supporting those young people within and who have left the childcare system to share their experiences.
- 3.34 These posts provide a tangible employment opportunity for care experienced young adults, aimed at enhancing their knowledge, skills and experience and therefore their capacity and life chances. The CRDA role promotes and supports the inclusion, participation and 'voice' of Aberdeen's care experienced children, young people and young adults in service development.
- 3.35 Positively, the Care Inspection report on the Joint Inspection of Children's Services recognised and highlighted the partnership commitment to participation and within this, the role of the CRDA's as a good practice example.
- 3.36 The recently facilitated Young Leaders Programme (see Appendix 2) is one of a number of developments planned to improve the skills and capabilities of this team. As part of exit strategy planning from the Life Changes Trust funding, the evolution of both the Development Worker and Participation resource are being considered for option appraisal, capacity and investment.

4. FINANCIAL IMPLICATIONS

- 4.1 In order to support grant conditions, Aberdeen City Council have provided match funding to secure the Life Changes Trust Grant funding. This has been to the value of £50,000 and has been ongoing since 2015. The financial plan for the additional two years expenditure until 2021 was agreed and successfully awarded by Life Changes Trust in March 2019.

5. LEGAL IMPLICATIONS

- 5.1 The Corporate Parenting duties included in Part 9 of the Children and Young People (Scotland) Act 2014 are designed to ensure that the attention and resources of various organisations are explicitly focused on the task of safeguarding and promoting the wellbeing of looked after children, young people and care leavers. This part extends the duties of corporate parents and the reporting responsibilities of local authorities.
- 5.2 Aberdeen City Council has a duty to report to Scottish Government Ministers every three years on how it is meeting its corporate parenting responsibilities as detailed in the Children and Young People Act 2014. The first submission to the Scottish Government was provided in March 2018. The Council has a responsibility to continue to comply with its statutory obligations.

6. MANAGEMENT OF RISK

Category	Risk	Low (L) Medium (M) High (H)	Mitigation
Financial	If match funding were not available the outcomes and priorities set for Champions Board would be unable to be met. We would be unable to offer employment to the 4 Children's Rights Development assistants, employed on a fixed terms basis at 6 hrs per week each	H	The Public Protection Committee have given a commitment to continue funding at previous committees
Legal	Although no specific risk, the Council has responsibility to comply with its statutory corporate parenting responsibilities	L	Continue to monitor and report annually on corporate parenting to ensure that we mitigate any breach of our statutory responsibilities
Employee	Corporate Parenting training sessions have been delivered to key	M	Training helps inform personnel of their statutory Corporate Parenting responsibilities

	<p>personnel across the Council</p> <p>Fixed term contracts for Children's Rights Development Assistants and Development Officer could impact on future service delivery</p>		<p>Capacity building opportunities have been offered to the Children's Rights Development Assistants as part of Corporate Parenting investment in their future employability</p> <p>Scoping exit planning and funding to mainstream and secure these strands</p>
Customer	<p>Care Experienced Children and Young People are a vulnerable cohort whose needs require to be recognised and met</p>	M	<p>Training and compliance with corporate parenting responsibilities will help ensure improved outcomes for our care experienced young people</p>
Environment	N/A		
Technology	<p>Developing social media and similar platforms which facilitate effective communication with care experienced people</p>	L	<p>Purchase of app technology which is being made available to all looked after young people enabling them to share views and raise issues which are important to them</p>
Reputational	<p>A failure of Aberdeen City Council to comply and meet its Corporate Parenting responsibilities would reflect negatively on the Council</p>	L	<p>Positive media promotion and communication strategy have ensured local coverage of national event participation in eg National Care Day; Champs Camp to promote positive promotion of Corporate Parenting Role</p>

7. OUTCOMES

Local Outcome Improvement Plan Themes	
	Impact of Report
Prosperous Economy	N/A
Prosperous People	<p>The proposals in the report have direct link specifically to the delivery and attainment of stretch outcome 5 and peripherally linked to outcomes 4 and 8; 95% of care experienced children and young people will have the same levels of attainment in education, emotional wellbeing, and positive destinations as their peers by 2026</p> <ul style="list-style-type: none"> • Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022 • Increase in the number of inhouse foster and kinship placements by 2021 • Increase the number of care experienced people who receive appropriate support when accessing their records by 2022 • Increase the number of children and young people remaining in a placement between 16-18 years old by 2021 • Increase the number of care experienced young people receiving appropriate multiagency throughcare by 2021 • Increase the number of staff, including carers who report increased understanding and skills to respond to children who have adverse childhood experiences (ACE) by 20% by 2021 • Reduce the length of time that care experienced children and young people wait for an initial Child and Adolescent Mental Health Service (CAMHS) appointment to less than 4 weeks by 2021
Prosperous Place	N/A

Design Principles of Target Operating Model	
	Impact of Report
Customer Service Design	The principles and co-production approach being applied by the Champions Board are creating opportunities for care experienced customers to share their experiences of service design and impact. Seeking to identify opportunities which exist for capacity building with customers which is experienced by them as an investment, contributing to wider preventative approaches
Organisational Design	Corporate Parenting outcomes are both a core and explicit part of the Local outcome Improvement Plan and can be evidenced in aims within the LOIP
Governance	The Champions Board represents Chief Officers from Corporate Parents within the city. These Chief Officers are encouraged to make sustainable change to help improve the outcomes of our CEYP
Workforce	The suite of awareness raising and staff training opportunities is subject to ongoing development. All ACC staff have a role as Corporate Parents. Those with lived experience are in addition part of our workforce
Process Design	Outcomes for Corporate Parenting seek to reduce dependency demand and be preventative in approach
Technology	Developing communication platforms which are relevant to care experienced young people can be demonstrated in the use of the Mind of My Own app. Aberdeen City Council staff are account holders, have also trained and raised awareness of key partners in the utility of the app and are hopeful this will lead to a wider application of the soft wear. To date this has reduced process time for operational staff and moved from a poorly utilised paper based system
Partnerships and Alliances	The role of Corporate Parent is shared by a wide range of key partners who are demonstrating a capacity to work together to achieve a common set of outcomes. The Champions Board activity is a good example of collaboration around common goals

8. IMPACT ASSESSMENTS

Assessment	Outcome
Equality & Human Rights Impact Assessment	<i>EHRIA provided in 2017</i>
Data Protection Impact Assessment	<i>N/A</i>
Duty of Due Regard / Fairer Scotland Duty	<i>N/A</i>

1. BACKGROUND PAPERS

Children and Young People (Scotland) Act 2014
CELCIS; Corporate Parenting Background Notes (2016)

2. APPENDICES;

Appendix 1: Aberdeen City Council Corporate Parenting Plan

Appendix 2: ACE group 6 monthly report Jan-June 2019

11. REPORT AUTHOR CONTACT DETAILS

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Appendix 1

GETTING IT RIGHT FOR ABERDEEN'S CHILDREN AND FAMILIES

Aberdeen City

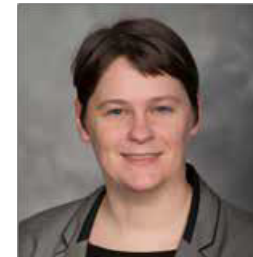
Corporate Parenting Policy and Plan

2019-2021



Striving to be the best Corporate Parents we can be

The concept of Corporate Parent has been one of evolution in understanding, approach and behaviours. The concept is evolving, but essentially covers our duty as an organisation to work together with partners to meet the needs of looked after children, young people and care leavers. As an attendee at a recent Corporate Parenting training event I was reminded of the role we all play as individual employees of a local authority – and underlined some of the most important aspects of the work we do in Aberdeen City Council day in and day out. I came away with some very powerful and positive messages from this session. As a Council our aspirations for those young people should be no different from those as any good parent. We embrace the responsibility and make the needs of the individual children and young people a priority – and every single member of staff should be aware of that duty of care and see it as an opportunity to make a real difference to the lives of care experienced young people.



Angela Scott

Chief Executive Officer

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Foreword

Aberdeen City Integrated Children's Services (ICS) has a clear vision, role and partner remit for the development and improvement of planning for children's services. Within our Local Outcome Improvement Plan (2019-2026) we have set the following objectives for Corporate Parenting;

"All care experienced children and young people will have the same levels of attainment in education, emotional wellbeing and positive destinations as their peers by 2026"

To achieve this, Aberdeen City Integrated Children and Family Services, principally Children's Social Work, will be responsible for evidencing improvement by progressing the following drivers relating to the Corporate Parenting stretch aim:

- Improving education outcomes for care experienced children and young people;
- Supporting care experienced children and young people who sustain care placements which meet their needs and sense of identity;
- Supporting children and young people to understand and access multiagency throughcare and aftercare services;
- Improving physical and emotional health outcomes for care experienced young people within the Integrated Children's Services Partnership Structure.

Our Vision for realising our Integrated Children Service plan is outlined below:

- Over the next ten years we want to make Aberdeen a place where all children and young people can prosper
- Support every child, irrespective of their circumstances, to grow, develop and reach their full potential. We want Aberdeen to be a city where there is equality of outcomes and opportunities for all our children and young people. We will support families to provide the best care they can for their children. For our care experienced young people, we will ensure that they gain the same opportunities as their peers.
- Support equity of access to education for all our children and young people. For our care experienced young people and our other children at risk we will put addressing inequality in education and positive destinations at the forefront of our aims.
- Invest in the health and wellbeing, including mental health, of our children and young people. We will invest our shared resources to target early intervention and prevention for children and young people which is central to tackling inequality and improving life chances.
- Work collaboratively with our children and young people to shape strategic decision making and direction across Aberdeen City. We aim to be the first UNICEF Child Friendly City in Scotland.

- We also want our children to be safe and protected from harm. This agenda will be driven forward by the Child Protection Committee. The Child Protection Committee works in parallel with the Integrated Children’s Services Partnership Board and, through a reciprocal sharing of information, ensures improvement activity is aligned.

Appendices

Appendix 1 – Local Outcome Improvement Plan (2019-2026)

Appendix 2 - Aberdeen City Care Experienced Children and Young People Corporate Parenting Champions Board Action Plan 2019-2021 to be finalised on back of feedback received.



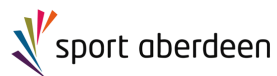
Representatives of ACE attending the Children and Young People Services award ceremony 2018

Who is the plan for?

This Policy and Improvement Plan is both our commitment to children and young people who are care experienced and for our partners in Aberdeen City who along with ourselves, have corporate parenting responsibilities. Collaboration and participation both with care experienced young people and partners are at the core of our actions if our vision for Corporate Parenting is to be realised.

There are 24 organisations who can be identified in the [Children and Young People \(Scotland\) Act 2014 Section 56](#) as having “Corporate Parent” status. In Aberdeen City, our representative members include:

Aberdeen City Council, NHS Grampian, Police Scotland, Scottish Fire and Rescue Service, North East Scotland College (NESCOL), Robert Gordon University and University of Aberdeen, Sport Aberdeen, Children’s Hearings Scotland, the Scottish Children’s Reporters Administration (SCRA) and third sector partners, represented by Aberdeen Council of Voluntary Organisations (ACVO).



Why do we have a Policy and Plan?

The [Children and Young People \(Scotland\) Act 2014](#) came into force on 1 April 2015. The duties in [Part 9](#) of the Act legally embed the concept of corporate parenting and collectively are ‘*designed to ensure that the attention and resources of various publicly funded organisations are explicitly focused on the task of safeguarding and promoting the wellbeing of looked after children and care leavers*’ ([CELGIS, Corporate Parenting Implementation Notes, 2016](#)).

The concept of Corporate Parenting is not new. These duties build upon previous commitments such as ‘[These Are Our Bairns: A Guide for Community Planning Partnerships on Being a Good Corporate Parent](#)’ (Scottish Government, 2008).

Aberdeen City Council first developed its Corporate Parenting Strategy in 2009. This was refreshed in 2012 through development of a Corporate Parenting Policy and Action Plan 2012 – 2015. In recognition at this time, of changing priorities, particularly in relation to co-production and participation, a bid was successfully submitted to the Life Changes Trust to help further develop our [Champions Board](#) and associated activities, as reflected in a 3-year Action Plan 2015-2018.

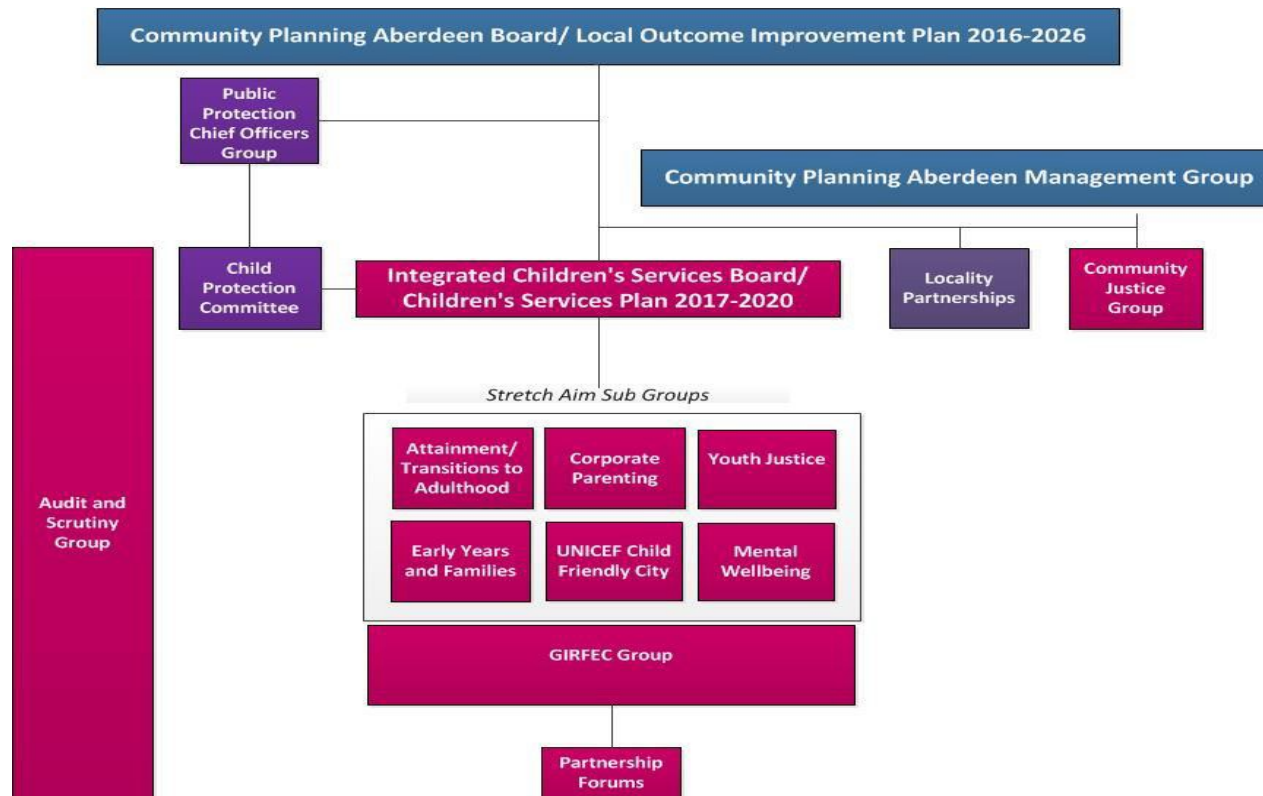
Our refreshed [Local Outcome Improvement Plan 2019-2026](#) has corporate parenting as one of its key priorities (*Figure 1*). Our Corporate Parenting Champions Board Action Plan 2019-2021 has been aligned and similarly refreshed, setting out priority areas for the next 2 years.

Figure 1



These serve to evidence the progress and developments we have made in this area in the last decade. These also illustrate the need to continually reflect and review in light of new information, duties and progressive understanding of the context that children and young people become looked after. We have had a Champion’s Board since 2013 with Corporate Parent objectives lead within Integrated Children’s Services planning well-embedded in the Governance structure (Figure 2).

Figure 2

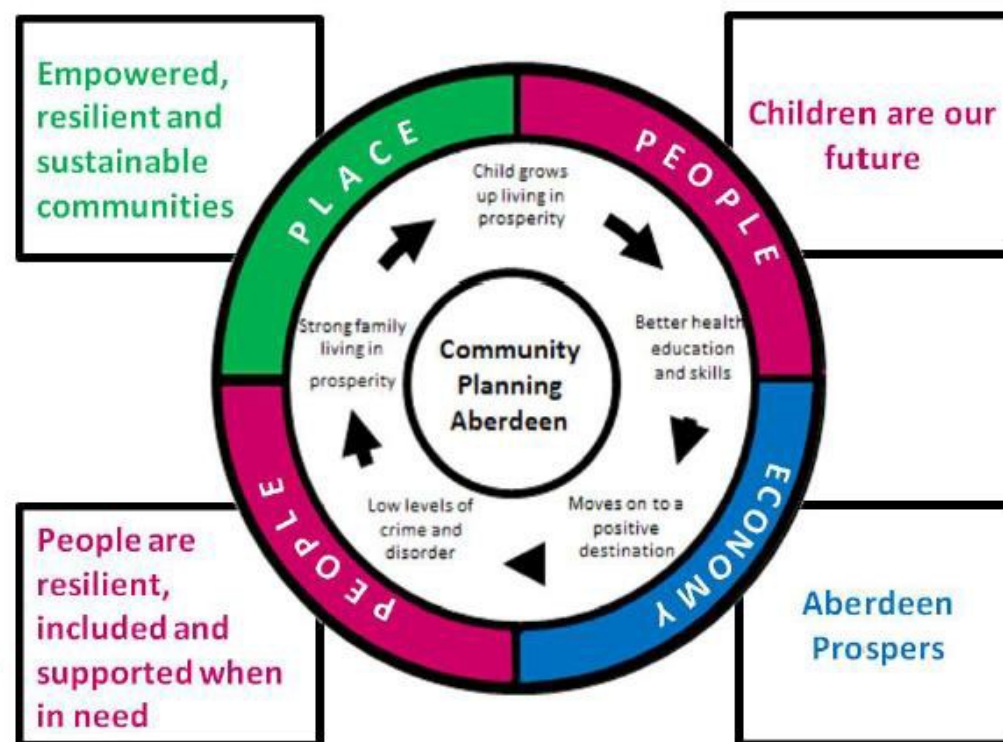


What is the Vision for realising the plan?

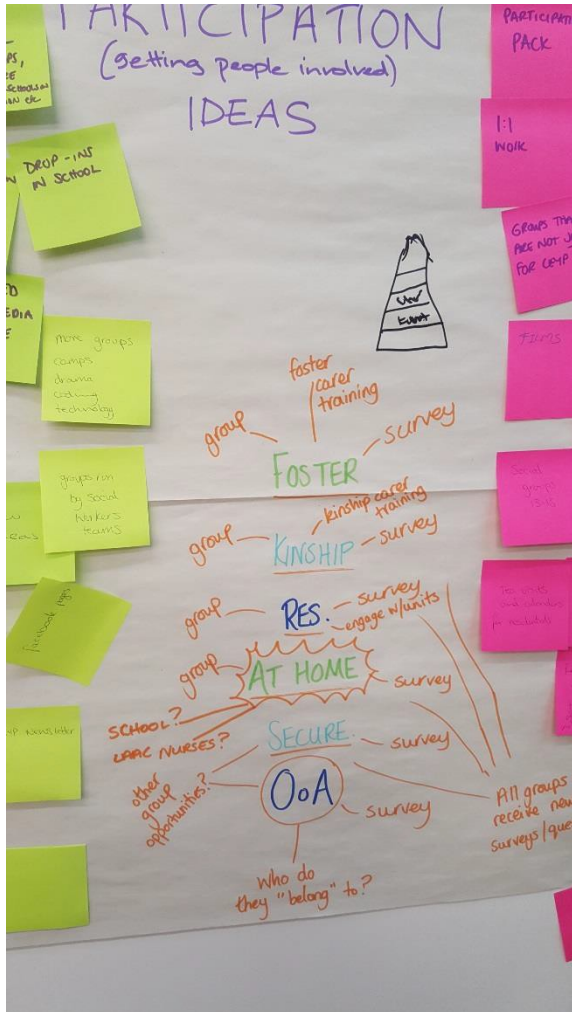
Our [Local Outcome Improvement Plan](#) has children, young people and families ‘front and centre’ in terms of its priorities (Figure 3). Its overarching vision is to ensure ‘that Aberdeen is a child friendly city where the voices, needs, priorities and rights of children are an integral part of public policy, programmes and decisions’.

The parallel vision of this Corporate Parenting Policy and Plan (Appendix 1) is that ‘our care experienced children, young people and care leavers have a right to participate in decision-making about their own lives and have their voices heard’ (Champions Board Action Plan 2018-2021). This vision intends to support improved outcomes for individual children, young people and care leavers alongside improved services for them, now and into the future.

Figure 3



What is 'Corporate Parenting'?



Our vision reflects a definition offered through the Scottish Government's first Report on Corporate Parenting Activity: ['Turning Legislation into Practice Together' \(2018\)](#); *'Corporate parenting is about listening to the needs, fears and wishes of children and young people, and being proactive and determined in our collective efforts to meet them'*.

The [Children and Young People \(Scotland\) 2014 Act](#) defines corporate parenting as *'the formal and local partnerships between all services responsible for working together to meet the needs of looked after children, young people and care leavers.'*



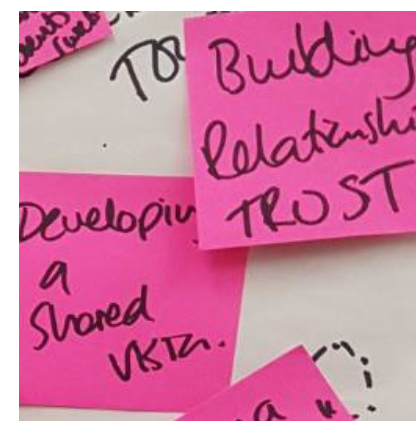
In looking at what a Corporate Parent is, the [Children and Young People's Commissioner Scotland](#) states that 'in simple terms, a corporate parent is intended to carry out many of the roles a loving parent should.

While they may not be able to provide everything a parent can, but they should still be able to provide the children and young people they're responsible for with the best possible support and care'.



Corporate Parenting Duties

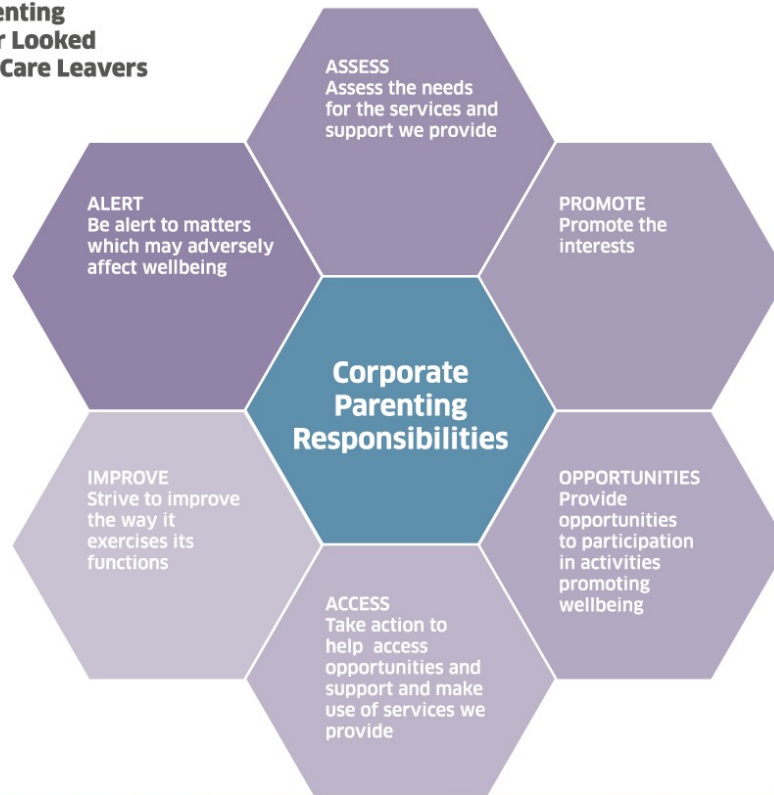
The Children and Young People's Commissioner Scotland sets out that 'corporate parent responsibilities are intended to encourage people and organisations to do as much as they can towards improving the lives of care experienced and looked after children, so that they feel in control of their lives, and are able to overcome the barriers they face'.



[Section 58 of the 2014 Act](#) sets out these specific responsibilities as illustrated within the Scottish Government’s first report on Corporate Parenting Activity (*Figure 4*):

Figure 4

Our Corporate Parenting Responsibilities for Looked After Children and Care Leavers



This report underlines the need to see these duties as *‘part of a philosophy of care heavily reliant on building stable, supportive relationships. In this way, we encourage a much greater sense of belonging, help children and young people overcome adverse life experiences and encourage graduated transitions at a pace appropriate to individual needs.*

[Part 9, Sections 59-65](#) outline a range of other responsibilities, including the requirement to publish and keep under review corporate parenting plans and reports and provide relevant information to Scottish Ministers.

Most of the larger organisations committed to this Policy and Plan also have their own plans for how they will fulfill their specific obligations.

A Rights-based approach to Corporate Parenting

Corporate Parenting will reflect our national approach to children's rights, ([United Nations Convention on the Rights of the Child \(UNCRC\)](#), [Getting it Right for Every Child \(GIRFEC\)](#)). *Figure 5*

[The Children and Young People's Commissioner Scotland](#) underlines the need to ensure that the rights of care experienced children and young people are respected through (*Figure 5*):

- *Considering their wellbeing, and being alert to anything which might affect this;*
- *Assessing their need for services and support;*
- *Promoting their interests;*
- *Making sure their voices and opinions are heard;*
- *Providing opportunities for them to promote their wellbeing, and taking action to help them access those opportunities;*
- *Providing advice and assistance when they're needed;*
- *Making sure services are easy to access for them.*



UNICEF Campaign for non-violent parenting

The Key Outcomes for Corporate Parents to work towards

Throughout, it is important that focus is kept on what corporate parents are working towards. The statutory guidance on [Part 9 of the 2014 Act](#) provides a critical frame of reference in relation to the fundamental outcomes we should be striving to achieve (Figure 6):

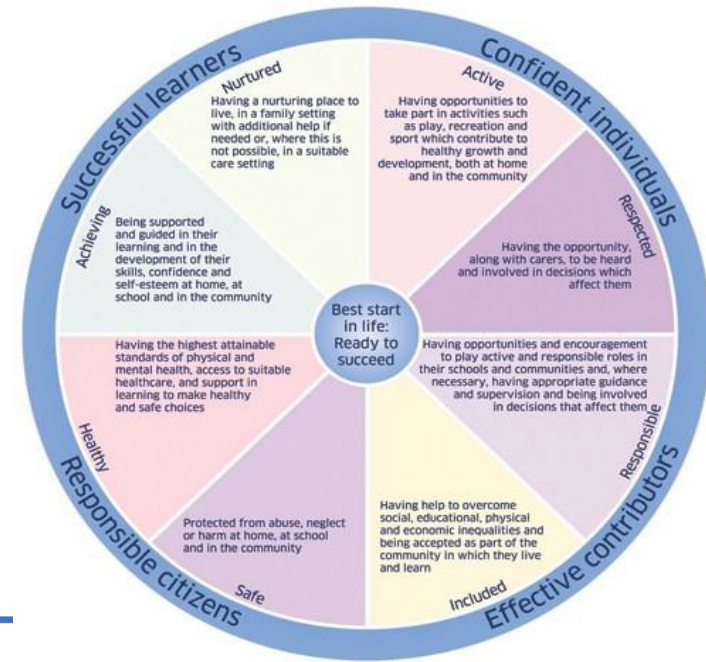


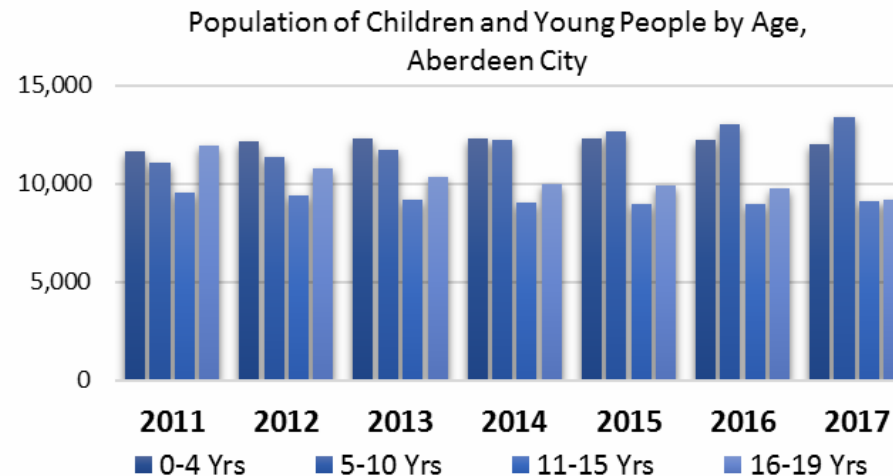
Figure 6

1. Providing safe, secure, stable and nurturing homes for looked after children and care leavers.
2. Enabling looked after children and care leavers to develop or maintain positive relationships with their family, friends, professionals and other trusted adults.
3. Upholding and promoting children's rights.
4. Securing positive educational outcomes for looked after children and care leavers.
5. Ensuring 'care' is an experience in which children are valued as individuals, and where support addresses their strengths as well as their needs.
6. Ensuring physical or mental health concerns are identified early and addressed quickly.
7. Increasing the number of care leavers in education, training and employment.
8. Reducing the number of looked after children and care leavers who enter the youth and criminal justice systems.

Our Local Context

In considering how we will address our Corporate Parenting responsibilities, it is important that the local context is understood. This is important given both the opportunities within Aberdeen City which has a diverse population and vibrant city culture and in acknowledgement of the challenges which the impact of negative social and economic change have on families, children and young people who have fewer resources to meet social and economic adversities. Aberdeen City is the third most populous city in Scotland, and seventh largest geographically. The estimated population of Aberdeen City's Children and Young People aged 0-25 was 68,321 in 2017. This is a decrease from its peak of 72,417 in 2013. Compared nationally, Aberdeen's youth population has decreased by 3.1% more than the rest of Scotland between 2011 and 2017. Although the overall population change for Aberdeen City has increased since 1997 by 5.3%, it is currently below the Scottish average of 6.7%. The older adult populations have continued to grow whilst the youth population has significantly declined. (Figure 7 Source: National Records of Scotland)

Figure 7



The latest Scottish Index of Multiple Deprivation (SIMD) 2016 demonstrates that the 22 Aberdeen City data zones in the most deprived 20% have a population of 18,055, this accounts for 7.9% of the City's total population. Although Aberdeen City has fewer deprived data zones in

the Income and Employment domain, the data may not accurately reflect the current economic situation in Aberdeen City, where unemployment is rising.

In July 2017, there were 590 children and young people, looked after, recent data from December 2018, indicates a reduction in these numbers to 550. Numbers of children and young people subject to Compulsory Measures made through the Children’s Hearings continue to reduce from 2014 as (Figure 8) below. In addition, there has been both a reduction in the numbers of children referred to the Scottish Children’s Reporters Administration (SCRA) and a strong indication that Getting It Right for Every Child (GIRFEC) is creating a well -informed preventative and early intervention approach taken to supporting children and young people where early help has been identified.

Figure 8

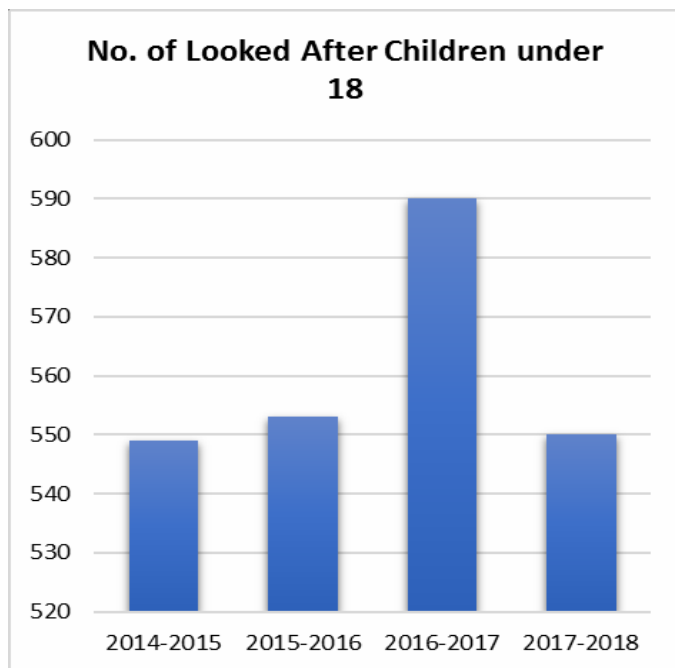
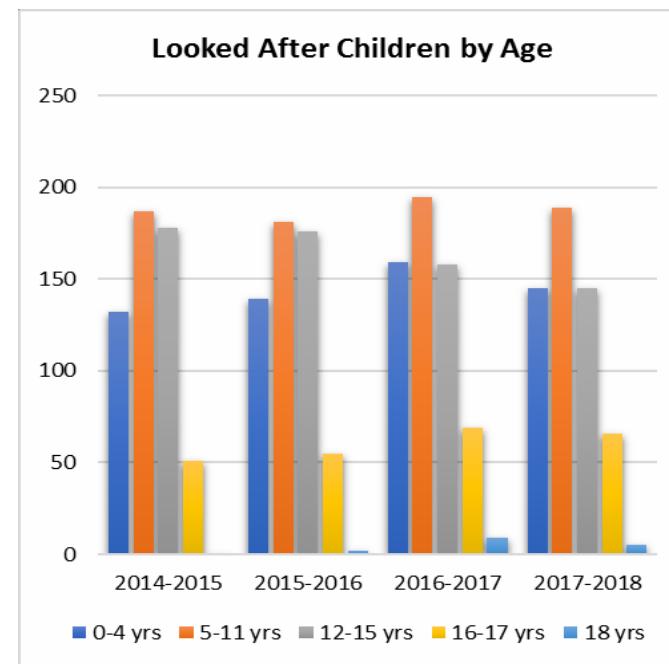


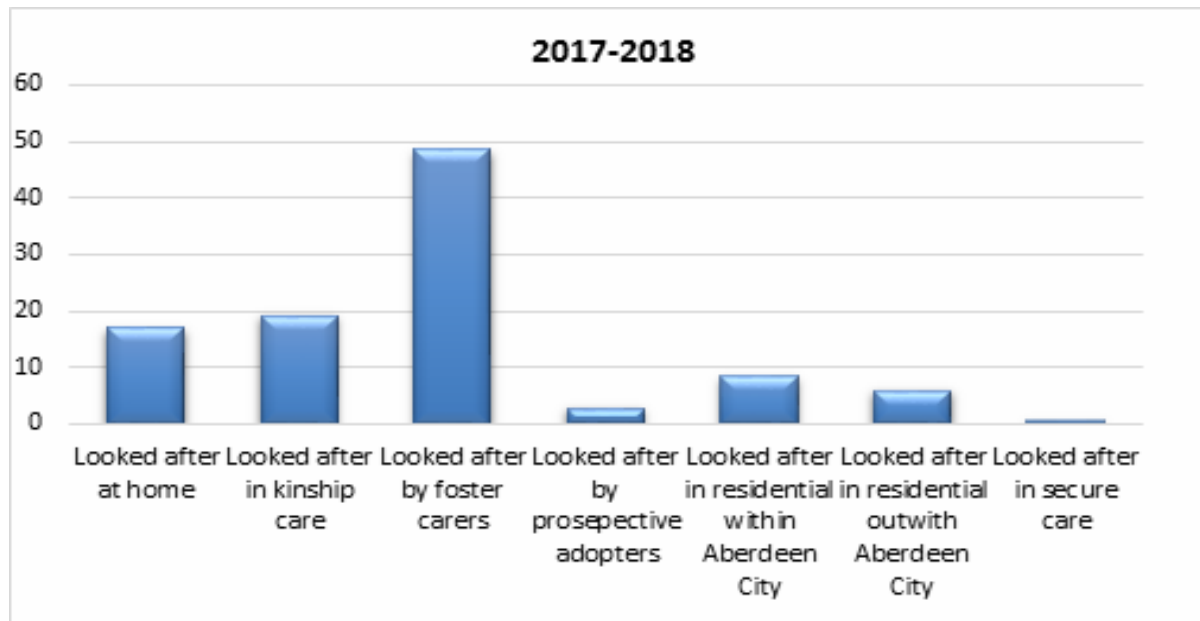
Figure 9



Where are Children and Young People Placed and How well?

Our data (*figure 9*) above, tells us that the majority of children we look after aged under 5 years has continued to increase and that the significant majority are aged under 11 years. The principals informing placement decision making and matching will always seek to prioritise and demonstrate how we best support a young person's sense of family and place identity; (*figure 10*) below shows the use of placement type by percentage of young people placed. As far as need and resource availability allows, children and young people will be matched to placement types which best meet their needs. We recognise that this is an area of ongoing improvement. So, for example, we are utilising Improvement Methodology as an approach to increase the number of Kinship Care placements we have locally and consequently, aim to reduce the numbers of children and young people who may otherwise be placed with foster carers based out-with Aberdeen City.

Figure 10

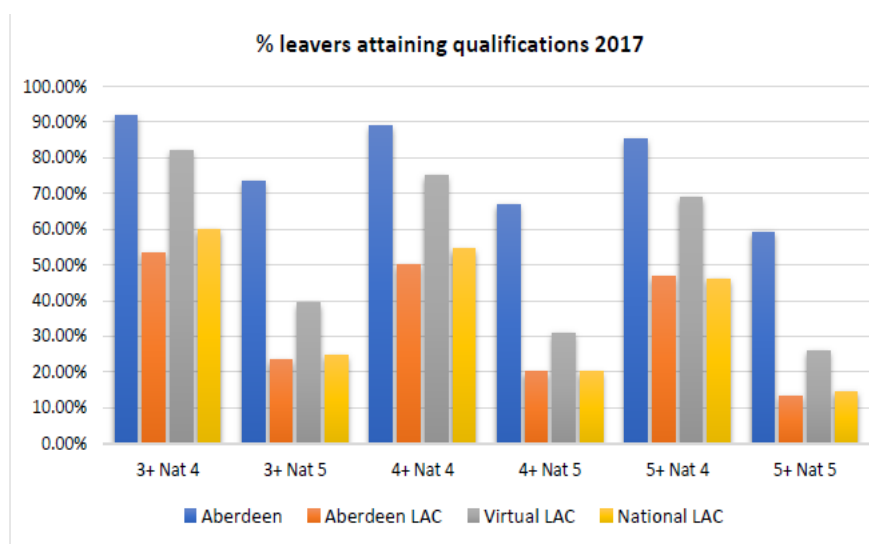


As of December 2018, there are 161 looked after children and young people who live and are educated in Aberdeen City with 83 in Primary and 78 in Secondary. Whilst 226 of our Looked After children and young people are educated and reside in another authority area. We have 142 girls and 245 boys who are young people assessed as having Literacy and Numeracy at SCQF Level 4 (*Figure 11*) and as such, are considered to have the necessary reading, writing, listening and talking and numeracy skills to support them in a variety of forms relevant for learning, life and work. In Aberdeen City as a whole, this has increased from 2013-2014 with 78.86% to 89.07% in 2017, which is higher than the Virtual Comparator at 88.48% and almost on par with the National figure of 89.15%. Looked After Children in Aberdeen have shown a significant increase from 2013-2014 with 13.33% to 56.67% in 2016-2017 which is higher than the National comparator (53.7%) but they are still quite far behind the Virtual Comparator (75%). Looked After. The high number of our children and young people who live out with the authority poses challenges in ensuring equity of provision.

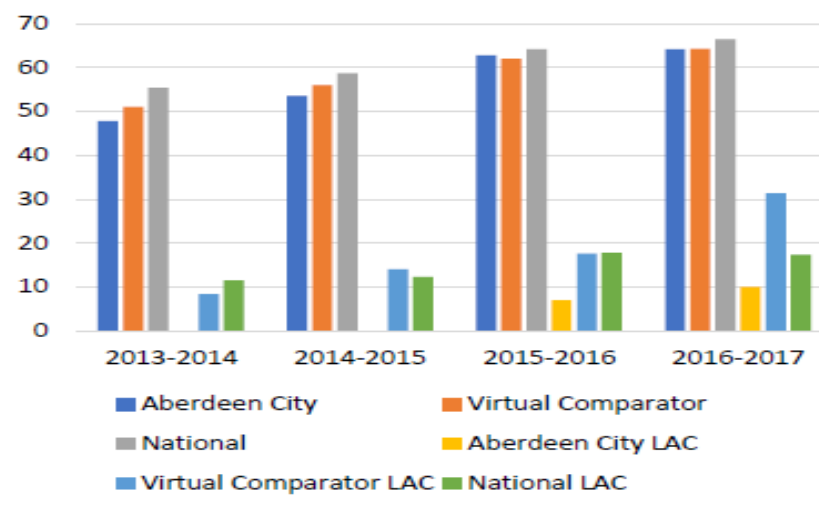
For Looked After Children, pupils started achieving Level 5 in 2015-2016, (6.9%) and this has increased to 10% in 2016-2017. Whilst this is considerably behind the Virtual comparator in 2016-2017, (31.33%), it is a vast improvement since 2013-2014 when there were no pupils attaining Level 5 (*Figure 12*).

Figure 12

Figure 11



% of pupils attaining Level 5 Literacy & Numeracy

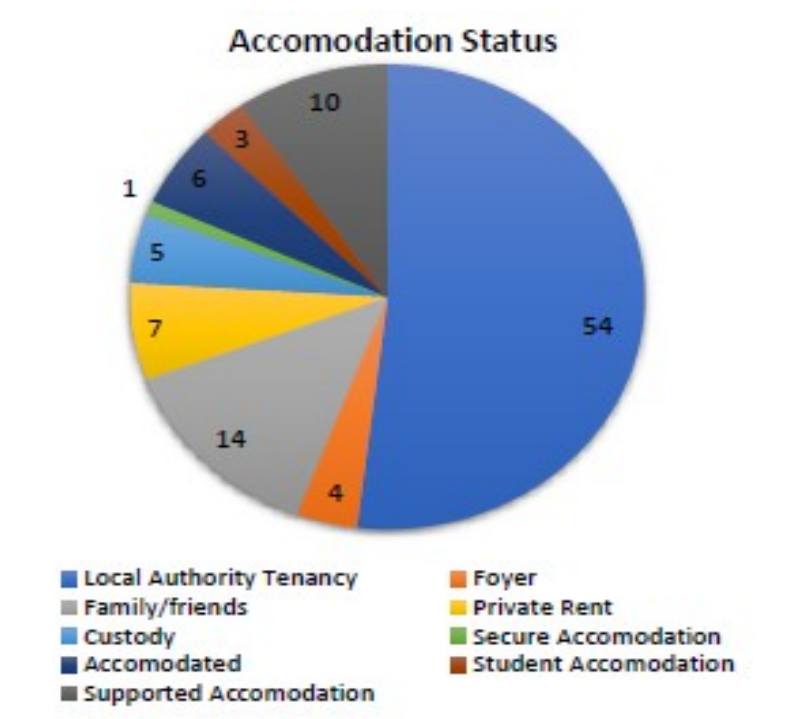


Having the majority of our looked after young people in placements out-with their City, creates varying challenges which need to have robust solutions. Issues such as how we effectively seek young people’s views and support them in maintaining contact with local participation and inclusive activities and; ensuring the voice of those young people placed at a distance can be clearly heard by us as Corporate Parents. The recent adoption and purchase of the MOMO <https://mindofmyown.org.uk/> app should serve us well as an example of a development in this area.

Our care leavers

Young people leaving care in Aberdeen City will be offered support through our young person’s Throughcare Housing Protocol. This recognises the need and recognition that for many young people they will benefit from an approach that recognises their need and prevents them being considered within Homelessness pathways. Our care leavers team the Youth Team and Housing Access meet regularly to support forward planning and early identification of an accommodation need. The stability and sustainability of accommodation is a significant partnership concern. The figure below shows that 51% of the young people allocated to Youth Team have local authority tenure. The Youth Team have been part of a coordinated approach promoting the uptake of Council Tax exemption for care experienced young people. In collaboration with Revenue and Benefits and Housing Access processes have been improved which can identify at an early stage when young people allocated through the Housing Access Protocol may be encountering rent arrears or similar. We are utilising the same system to identify young people who can apply for the exemption of Council Tax. The information below provides an indication of the destinations occupied by young people following them moving on and an indication of the areas we would seek to improve. So, we are seeking to improve supports to our care leavers which is increasingly joined up and

Figure 13



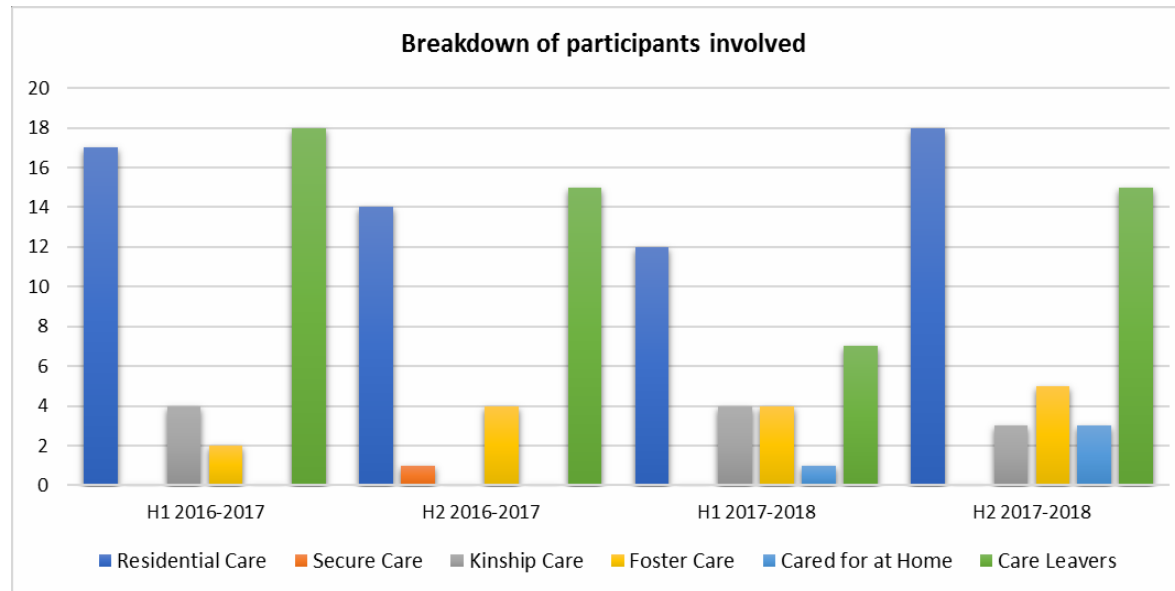
does not create any unnecessary delays or barriers to young people accessing support.

How are we making it happen?

Our Champions Board

The Champions Board meet four times per year and has sought to be sensitive and empathetic in the design and delivery of these sessions. Professional representation is targeted to invite a good fit to the aims of our Corporate Parenting Plan. Young people from a variety of care experiences are welcome to participate in the Champions Board, with the older age range most confident in the current model of participation, as highlighted in numbers outlined in Figure 14.

Figure 14



Our Champions Board has benefitted from targeted investment of resources from 2016-2019 having successfully applied for monies from Life Changes Trust. This award has been matched funded by Aberdeen City Council and has been focused on building the capacity of care experienced young people as key stakeholders, to be empowered to engage with Champions and to support the better development and impact of our Corporate Parenting Plan. Young people have been represented on the Champions Board as below, with a growing focus for 2019 to promote the inclusion of those young people looked after at home.

When asked what should ACE look like a group of care experienced young people?

“Fun” “Chat” “Chill” “Catch-up”
“Charades” “Music” “Opportunity”
“Options” “Friendship” “A fun place for kids to chill”

The focus and impact of The Champions Board will continue to be supported by the award of the next stage of Life Changes Trust monies which will allow the continued employment of a Participation Development worker, whose role focuses on inclusion and personal capacity building to support the contribution and voice of the

diverse group of young people who are care experienced.

The **ACE Group** and **Sports Group** have continued to meet on alternate fortnights. Two of the ACE evenings focused on mental wellness and included mindfulness sessions delivered by mindfulness practitioners.



These mindfulness sessions were well received by our young people and were a good link to the Health and Wellbeing theme of both the September and December 2018 **Champions Boards**.

Aberdeen Care Experienced (ACE) young people group meet on a regular basis. This group includes but is not exclusive, to young people who are also active in their role with the Champions Board.

ACE has been facilitated by a combination of Aberdeen City Children’s Social Work, Sport Aberdeen and Who Cares Scotland? Staff.

Young people are encouraged to co-produce and be supported to develop the agenda and activities which the group progresses. Examples include two residential events, many and varied outdoor activity and themed sports events. In addition to those with a 'softer' focus including cinema, discussion and social themed activity at Halloween and Christmas.

The membership of the Champions Board has grown and developed since 2016, with core membership and attendance from National Partner organisations and consistent attendance from our local and third sector partners. Representation at the Champions Board is broken down in Figure 15.

Figure 15

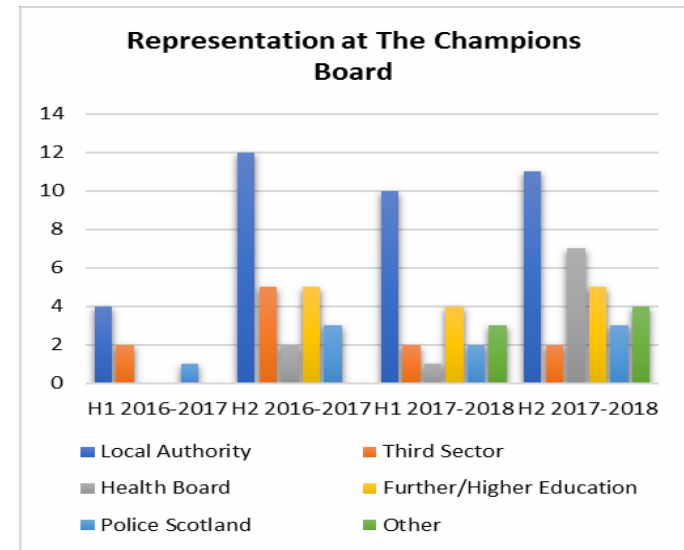
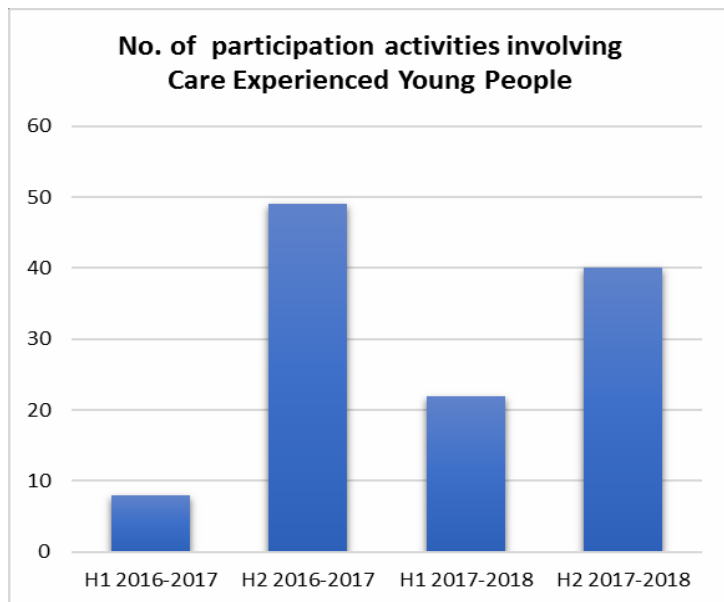


Figure 16



There has been planning and awareness applied to targeting partners who could best support the development of Champions Board and invest in its capacities. The aim is to be sensitive to having a smaller number of professionals as a proportion to care experienced young people who attend (Figure 16). This approach is being updated and reviewed as part of the Champion Board Action Plan for 2019-21.

Grants Project

One of the key aspects of the Life Changes Trust award has been the establishment of a funding source for grant applications, available for care experienced young people aged 14 to 26 years. The number of applications and awards is broken down in Figure 17.

The award panel is hosted by ACVO and members include care leavers and those engaging with care experienced young people. Over the last three years there has been improvement in both administration and clear evidence of beneficial impact on how the grant awards have created opportunities which have supported young people to make improvements in their quality of life.

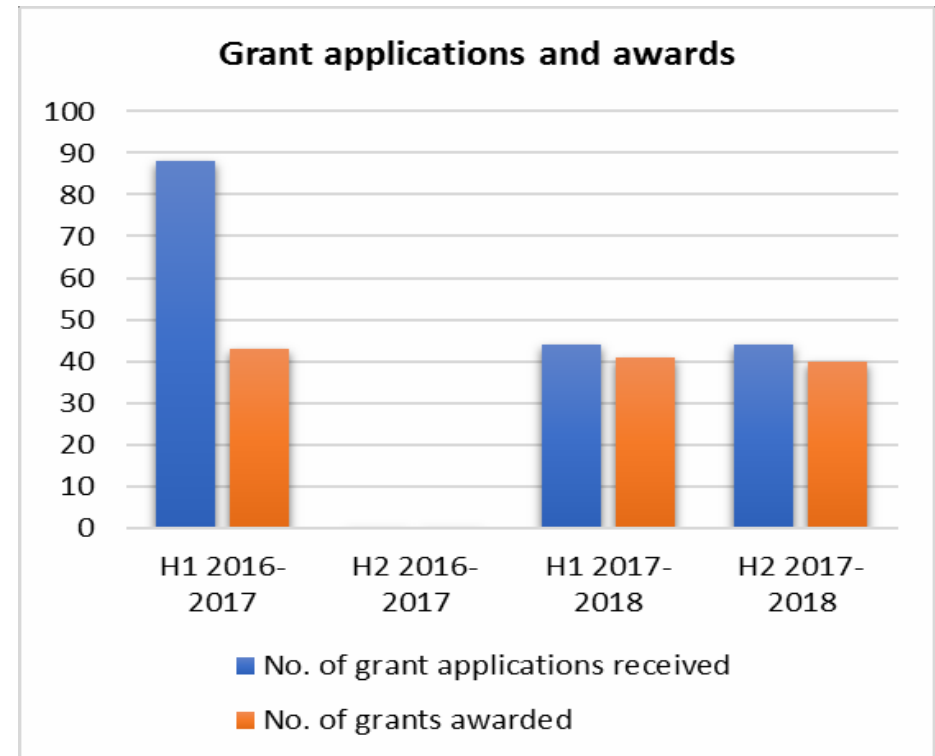
What young people, and others have said about the Grant Awards:

“The money helped the flat feel like my own and improved my confidence massively.”

“Yes, I now practice doing stunts and build on my BMX skills anytime as I now have my own BMX bike. I feel very proud to own this bike, a big thank you to Life Changes Trust.”

“It improved her life hugely. The money was spent on things to furnish her new flat. It made a huge difference and greatly improved her day to day life.”

Figure 17



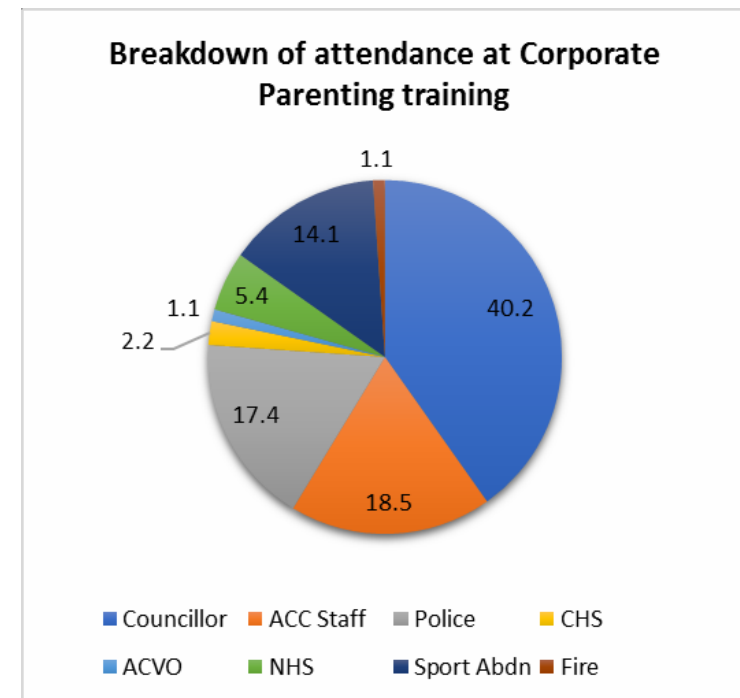
Corporate Parenting Training

There were eight Corporate Parenting training sessions in 2018; 5 of these were co-delivered by Care Experienced Young People. These sessions have developed in content and delivery model as we have become better aware of levels of knowledge, learning styles and the need to become increasingly targeted in ensuring those attending are in key roles. In going forward we have set an aim to have 100% of sessions supported by care experienced young people.



Extending the reach of Aberdeen City Council Corporate Parenting training is an implementation priority for our corporate parent and champions board action plan. A breakdown of attendance is found in Figure 18.

Figure 18



What we are going to do now...?

Between now and March 2021, we will continue with our partnership with Life Changes Trust and to utilise the resource they provide, to improve the effectiveness of our Champions Board and therefore on the impact of our Corporate Parenting activities. We recognise the need for sustained long term improvement in our multi-agency partnership, to reduce gaps for example, in education attainment and in the wider wellbeing opportunities which are experienced by Looked After young people and Care Leavers.

- We know, as young people tell us, that trusting relationships which can be sustained over time are associated with more successful outcomes, for example in sustaining accommodation and making informed choices. We will continue to;
- Monitor our progress against the targets set in our LOIP (Appendix 1) reducing the attainment and outcome gap
- Develop and expand the options for young people and younger children to participate and have their views represented in the Champions Board.
- Our Champions Board workplan, as attached, outlines our agreed targets and commitments over the next 2-year period.
- Our main priority is to support the ongoing involvement of those care experienced children and young people who are active in our City and services, to
- Utilise their experiences and invest with them in identifying and supporting children and young people, who are not yet engaging, to be aware of the Champions Board and its role in informing our approach to Corporate Parenting

We will take stock and review our progress again in 2021, and similarly, in the production of this Plan we have taken time to reflect and learn from the opportunities the Life Changes Trust funding has offered in broadening the reach of our engagement with care experienced young people, and the creative dynamic introduced by these additional resources. This learning and drive is reflected in the Champions Board Action Plan (2019-2021) (Appendix2) and in the priorities our refreshed Local Outcome Improvement Plan is committed to attaining within Integrated Children Services activities is attached below as (Appendix1). We aim to become better equipped to be inclusive in our thinking, better informed in hearing the views of a wider range of care experienced young people who have diverse experiences. We will use approaches to engagement and participation which work well and will include those informed by co production and link into the national lead for participation and all the opportunities presented by capacity building activities for care experienced people.

Appendix 1

Aberdeen's Local Outcomes and Improvements Plan (LOIP) - Corporate Parenting Outcomes			
Stretch Outcome	Key Drivers	Improvement Project Aim	Key Improvement Measures
<p>5. 95% of care experienced children and young people will have the same levels of attainment in education, emotional wellbeing, and positive destinations as their peers by 2026</p> <p><i>(Baseline 2016/17: Positive Destinations- 63.3% 4 or more SCQF awards at Level 3 - 56.7%)</i></p> <p>Responsible Outcome Improvement Group: Integrated Children's Services Board</p>	<p>5.1 Improving education outcomes for care experienced children and young people</p>	<p>Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022</p>	<p>% of care experienced young people (S4-6) who leave school and go to a sustained positive destination <i>(Baseline 2016/17: 63.33%)</i></p>
			<p>% of achievement in Curriculum for Excellence Levels for reading <i>(Baseline 2016/17: P1: 46.67%; P3: 46.15%; P7: 28.57%; S3: 40.91%)</i></p>
			<p>No. of complementary Tariff Points Aberdeen City (AC) compared to virtual comparator (VC): <i>(Baseline 2016/17: Lowest Attaining 20% - AC: 21/ VC: 87 Middle Attaining 60% - AC: 270/VC: 405 Highest Attaining 20% - AC: 804/VC: 977)</i></p>
			<p>% of care experienced school leavers attaining SCQF Level 3 in Literacy and Numeracy <i>(Baseline 2016/17: 63.33%)</i></p>
			<p>% of care experience young people leaving school with 4 or more SCQF awards at Level 3 <i>(Baseline 2016/17: 56.67%)</i></p>
			<p>No. of exclusions of care experienced young people <i>(Baseline 2016/17: Primary: 25;Secondary: 206)</i></p>
			<p>No. of care experienced pupils excluded <i>(Baseline 2016/17: Primary: 14; Secondary: 104)</i></p>
			<p>No. of care experienced children and young people attending school on a part time basis <i>(Baseline 2017: 7)</i></p>
			<p>% of care experienced pupil school attendance <i>(Baseline 2016/17: Primary: 89.2%; Secondary: 78.3%)</i></p>

5.2 Supporting care experienced children and young people who sustain care placements which meet their needs and sense of identity	Increase number of staff, including carers working with care experienced children and young people trained in trauma skills and knowledge, to 80% by 2021	No. of emergency admissions in to care
	Increase in the number of inhouse foster and kinship placements by 2021	No. of kinship placements <i>(Baseline 2018: 37% [of all care experienced children and young people])</i>
	Increase in the number of inhouse foster care placement by 2021	No. of care placement moves
	Increase the number of children and young people remaining in a placement between 16-18 year by 2021	No. of foster care placements
5.3 Supporting children and young people to understand and access multiagency throughcare and aftercare services	Increase the number of care experienced young people receiving appropriate multiagency throughcare by 2021	No. of children and young people remaining in care placement
		No. of care leavers with a pathway plan
		No. of care leavers who receive throughcare and aftercare support
		No. of young people we offer targeted support linked to tenancy sustainment
5.4 Improving physical and emotional health outcomes for care experienced young people	Increase the number of carers who report increased understanding and skills to respond to children who have adverse childhood experiences by 20%, by 2021	% of care leavers accessing their benefit entitlement
		No. of Placements on an unplanned basis
		No. of carers who self-report increased confidence and skill in meeting the needs of children who have adverse childhood experiences
		No. of children that report being happy in their care placement
		% of care experienced children and young people who report feeling mentally well
		Establish a baseline for care experienced children and young people who report feeling mentally well
	Reduce the length of time that care experienced children	No. of young people waiting longer than 4 weeks to have a CAMHS appointment

		and young people wait for an initial Child and Adolescent Mental Health Service (CAMHS) appointment to less than 4 weeks by 2021	No. of children and young people being provided with individualised therapeutic intervention from a range of agencies No. of children and young people who have a health needs assessment undertaken within 4 weeks of being accommodated
<p>6. 95% of children living in our priority localities will sustain a positive destination upon leaving school by 2026</p> <p><i>(Baseline: 83.57% in 16/17 [for most deprived 30%])</i></p> <p>Responsible Outcome Improvement Group: Integrated Children’s Services Board</p>	<p>6.1 Improving pathways to education, employment and training for identified groups (including Care Experienced Young People and those with Additional Support Needs</p>	Increase the no. young people who effectively transition from primary school to secondary school by 2021	% of pupils with a transition plan Attendance of pupils with a transition plan Exclusions of pupils with a transition plan
		Increase the range and number of accredited courses being provided by schools & partners by 25% by 2021	No. of courses presented per school No. of relevant work-related learning experiences for all secondary pupils % of S3-S5 pupils identified as ‘at risk’ of disengaging that stay on % of primary school attendance by areas of deprivation <i>(Baseline 2016/17: Quintiles 1,2 and 3 – 92.5 -94% Quintiles 4 and 5 – 95.7-96.5%)</i>
			% of secondary school attendance by areas of deprivation <i>(Baseline 2016/17: Quintiles 1,2 and 3 – 87.2 -91.1% Quintiles 4 and 5 – 92.8- 94.7%)</i>
			% difference between 30% most and least deprived for literacy and numeracy <i>(Baseline 2016/17: 30% Most Deprived - Literacy/Numeracy Level 4: 80.92% 30% Least Deprived - Literacy/Numeracy Level 4: 94.77% Variance: 13.85%)</i>
		Increase the number of partners supporting delivery of the Senior Phase by 10% by 2021	Mean no. of partners supporting delivery of the senior phase in each school
		Increase the number of young people taking up foundation apprenticeships to 142 by 2021	No. of foundation apprenticeships

		Reduce the number of winter leavers with no positive destination by 50% by 2021	<i>No. of winter leavers with no positive destination (Baseline: 50)</i>
		Increase the number of young people who leave school with a minimum of SVQ 3 in literacy and numeracy and 4 other qualifications to 98% 2021	% Attaining Literacy Level 3: <i>(Baseline 2016/17: Aberdeen City: 96.58% Virtual Comparator: 96.00%)</i>
			% Attaining Numeracy Level 3: <i>(Baseline 2016/17: Aberdeen City: 94.99% Virtual Comparator: 95.75%)</i>
			No. of young people leaving school with no qualifications
	6.2 Supporting young people, families, carers and communities to better understand the opportunities available to their children upon leaving school	Increase the number of young people living in Quintiles 1,2 and 3 who achieve a sustained positive destination by working with communities to 90% 2022	% Difference between the 30% most and least deprived school leavers in positive destinations [Aberdeen City (AC) compared to Virtual Comparator (VC)] <i>(Baseline 2016/17: Most Deprived 30%: Aberdeen City (AC):83.57% Virtual Comparator (VC):90.05% Middle 40% by Deprivation: AC: 88.65% VC: 90.05% Least Deprived 30%: AC: 96.08% VC: 95.96% Variance: AC: 12.51% VC: 5.91%)</i>
			No. of developing young workforce programmes available to young people
			% of young people engagement with Skills Development Scotland from S1
			No. of opportunities to further skills for life, learning and work across a community
			No. of community mentors available per 100 young people in our priority localities <i>(Baseline 2018: 0)</i>

		Increase the number of curricular offerings shaped by school communities by 20%, by 2021	No. of city-wide engagement opportunities for children, young people, parents, carers and families <i>(Baseline 2018: 0)</i>
			No. of local engagement opportunities for parents, carers and families
			Mean no. of opportunities for children and young people to shape the curricular offering in local school communities
			Mean no. of registration and usage of My World of Work in each secondary school
	6.3 Ensuring children, young people and families understand the pathways available to them and skills required for future.	Increase the number of opportunities to discuss and record skills for life, learning and work from S1 by 20%, by 2021	No. of staff trained to support young people and families to identify their preferred careers choices
			% school staff who report increased understanding of the routes into work
		Increase children, young people and families' awareness and understanding of future skill requirements by June 2021	No. of offers to Aberdeen Guarantees members per week <i>(Baseline 2018: Employment opportunities: 10 Apprenticeships: 5)</i>
			No. of employer engagement opportunities both face to face and virtually
			No. of face to face opportunities for parents, carers and the community
			No. of opportunities to engage with the city campus digitally <i>(Baseline 2018: 0)</i>
7. Achieve and retain UNICEF Child Friendly City Status by 2026	7.1 Secure required six UNICEF badges to gain Child Friendly City status Equality and Inclusiveness	Achieve badges in: Health Equality and Inclusiveness Participation And 3 more to be identified by 2022	No. of badges achieved

		Detailed improvement projects to be confirmed following feedback from UNICEF	
<p>8. 15% less young people (under 18) charged with an offence by 2026</p> <p><i>(Baseline data: 965 young people charged in 2015-16; 827 in 2016-17; 698 in 2017/18. A 15% reduction is 105 young people)</i></p> <p>Responsible Outcome Improvement Group: Community Justice Group/ Integrated Children's Services Board</p>	<p>8.1 Young people receive the right help at the right time through provision of a strong universal offer alongside availability of multi-disciplinary targeted interventions (using a trauma-informed approach) to improve outcomes for young people at risk of becoming involved in the Justice System</p>	Reduce the number of young people identified as having indicators of being at risk of being excluded from school by 2021	<p>% of young people identified as at risk who are receiving a targeted intervention to support participation and engagement</p> <p>No. of school exclusion incidents for 'General or persistent disobedience' <i>(Baseline data: 17/18: 206)</i></p>
			Unauthorised absence levels
		Reduce the number of young people referred to the Children's Reporter on offence grounds as a result of appropriate and effective interventions by 2021	<p>No. of young people referred to the Children's Reporter on offence grounds <i>(Baseline data: 16/17 – 90 17/18 – 81)</i></p> <p>No. of young people referred by SCRA to relevant services</p> <p>No. of residential care home workers who are aware of the Police Scotland Protocol in relation to responses to care-experienced young people.</p>
		Increase by 10% the number of young people who are jointly reported to SCRA and COPFS who are offered robust alternatives to entering the statutory system by 2021	No. of care experienced children and young people appropriately diverted from the adult Criminal Justice System.
		Increase by 20% the number of young people identified as being at risk of becoming involved in offending behaviour who are engaged in targeted community-based activities by 2021	<p>No. of young people engaged in activity programmes aimed at diverting away from offending behaviour</p> <p>No. of offences committed by 8-15 year olds:</p> <p>i) Group 3 offences - e.g. shoplifting, housebreaking, theft of motor vehicles. <i>(Baseline data: 16/17 – 367 17/18 – 260)</i></p>

			<p>ii) Group 6 offences - e.g. common assaults and breach of peace (Baseline data: 16/17 – 465 17/18 – 254)</p>
			<p>No. of offences committed by 16 & 17 year olds:</p> <p>i) Group 3 offences - e.g. shoplifting, housebreaking, theft of motor vehicles. (Baseline data: 16/17 – 293 17/18 – 167)</p> <p>ii) Group 6 offences - e.g. common assaults and breach of peace. (Baseline data: 16/17 – 234 17/18 – 192)</p>
			<p>No. of young people involved in three or more Police CrimeFiles (Baseline data: 16/17 – 100 17/18 – 71)</p>
		<p>i) Increase the number of awareness-raising events relating to ‘digital’ offending by 2021, and then ii) reduce the number of ‘digital’ offences from 2021 – 2026</p>	<p>No. of awareness-raising events regarding ‘digital’ offending e.g. sexting (Baseline data: 16/17 – 105 17/18 - 128)</p> <p>No. of ‘digital’ offences committed by under 18s (Baseline data: 16/17 – 40 17/18 – 65)</p>

Appendix 2

Champions Board Aberdeen City Action Plan 2019 - 2021

What do we want to do and by When?	How are we going to do it?
<p><u>LISTEN TO AND LEARN FROM OUR CHILDREN AND YOUNG PEOPLE</u></p> <p>When children and young people make their contribution to champions they will be listened to, understood and be able to hold champions to account for their follow up actions.</p> <ol style="list-style-type: none"> 1. By 2019, the MOMO App (https://mindofmyown.org.uk/) will help us to more widely gather the views of our children and young people. 2. By 2019, we will have worked with our children and young people to consider the best models to establish a Young Persons' Forum or Board. 3. By 2020, we will have had two co-production sessions with Champions and our Young Persons' Forum or Board. 4. By 2021, we will use the LCT monies to establish a Development Worker post to support and sustain our children and young people's engagement with champions. 	<p>All 'how's' relate to each of the noted areas.</p> <ul style="list-style-type: none"> • Champions will be mindful and responsive to findings from national inquiries and reviews such as the Scottish Child Abuse Inquiry and the Independent Care Review. • Consider how being trauma informed may benefit models of co-production and information sharing. • Who Cares? Development Worker will co-create an activity plan with our children and young people and champions. • We will use a range of communication methods to ensure that everyone understands what has been agreed and who's doing what.

What do we want to do and by When?	How are we going to do it?
<p>5. By 2020, Champions will report on the take up of Corporate Parenting Training/awareness raising in their own respective service/work area and seek to improve 2019 baseline by 20%.</p>	<ul style="list-style-type: none"> • Agree a participation plan which communicates with ALL our children and young people. • Support the delivery of a range of face to face and online corporate parenting training across all ACC and partners. • Understand better the experiences of our children and young people and seek to share this understanding to improve their outcomes. We will find out if research in the above could be carried out by champions.
<p><u>OUR CHILDREN AND YOUNG PEOPLE HAVE THE SAME LIFE OPPORTUNITIES AS THEIR PEERS</u></p> <ol style="list-style-type: none"> 1. By October 2019, champions will be familiar with a baseline dataset which allows comparisons to be made regarding the outcomes for care experienced children and young people with their peers. 2. Each champion will be accountable for how their service, area or ward promotes our children and young people's access to and understanding of 'what's out there'. 	<ul style="list-style-type: none"> • Revisit a Family Firm Policy. • Champions will identify and promote employment, training and work experience opportunities for our children and young people. • Consider options for recruitment which recognises looked after status as a pathway to interview for vacancies.

What do we want to do and by When?	How are we going to do it?
<ol style="list-style-type: none"> 3. By 2020, we want to ensure that all our children and young people, regardless of where they live, are aware of and included in opportunities for play, connectedness and belonging. 4. By 2021, we want to establish a range of participatory groups for our children and young people of all ages and stages. This would include younger children e.g. a ‘mini champs’ group as well as extending the reach of our ACE and Sports Group. 5. By 2019, we will have in place a multi-agency co-located workspace based at 116 Westburn Rd. 	<ul style="list-style-type: none"> • Promote that our children and young people are a key group in developing young workforce activities. • Introduce a mentor scheme matching care experienced children and young people with champions and key officers. • Establish access to free/supplemented travel concessions within the city which helps our children and young people maintain relationships with important others and so promote their emotional health and well-being. • Establish ways of working to ensure that different services with corporate parenting duties can talk to each other to seek quicker solutions for young people both planned eg to secure good quality accommodation and access to housing and in crisis; e.g. know when young people require housing support, are exempt from council tax and where debt and arrears are identified.
<p>EMBED A CHILDREN’S RIGHTS APPROACH INTO SERVICES</p> <ol style="list-style-type: none"> 1. Policy and procedures update will be compliant with and informed by children’s rights in realising our Corporate Parenting responsibilities. 	<ul style="list-style-type: none"> • Policy and Procedures being updated will reflect and be influenced by both international and national convention.

What do we want to do and by When?	How are we going to do it?
	<ul style="list-style-type: none"> <li data-bbox="1196 288 2051 395">• A Young Person’s Recruitment panel should be developed and deployed to support recruitment by Champions of managers with resources responsibilities.

The statutory guidance on Part 9 of the Children and Young People (Scotland) 2014 Act provides a critical frame of reference in relation to the fundamental outcomes we should be striving to achieve:

1. *Providing safe, secure, stable and nurturing homes for looked after children and care leavers.*
 2. *Enabling looked after children and care leavers to develop or maintain positive relationships with their family, friends, professionals and other trusted adults.*
 3. *Upholding and promoting children's rights.*
 4. *Securing positive educational outcomes for looked after children and care leavers.*
 5. *Ensuring 'care' is an experience in which children are valued as individuals, and where support addresses their strengths as well as their needs.*
 6. *Ensuring physical or mental health concerns are identified early and addressed quickly.*
 7. *Increasing the number of care leavers in education, training and employment.*
 8. *Reducing the number of looked after children and care leavers who enter the youth and criminal justice systems.*
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