

Appendix A - Updated ACTION PLAN presented to E&CS Committee November 2024- Care Inspectorate thematic review of Children With Disabilities Services

Action Required as set by Care Inspectorate	Action Plan in Place	Stakeholder Involvement	Action Aligned to	Update on Actions
The views of disabled children and their families must be considered as part of service mapping, understanding unmet need and service planning.	Analysis of parental questionnaire to inform service planning. All staff working with Children and Young People, with disabilities across children's services, trained in Makaton.	Education, Children's Services, Adult Social Work, Community Partnerships, Health, Third sector providers	Local outcome improvement plan stretch outcome 8 – Key Driver - <i>Ensuring our children with ASN/disabilities and their families receive the support they need</i>	Mind of My Own communication platform in place for the children and their carers.  All staff within the Children with Disabilities Team trained in the use of Makaton.  Consultation with Speech and Language Therapy regarding communication tools embedded in practice.  Parental surveys have been analysed in relation to external service provision, which have informed planning and commissioning of other services.  Participation in Carers Strategy Implementation Group
We must take action in response to the views of disabled children and their families to ensure gaps in service provision are addressed.	ACHSP to identify a link Occupational Therapist to support families and offer strategies in caring for a child with disabilities. Explore options to enhance mental health and wellbeing support to parents and carers of children with a disability.  Benchmarking with other local authorities.	Children's Services, Adult Social Work, Community Partnerships, Health, Third sector providers	Local outcome improvement plan stretch outcome 8, Key Driver - <i>Ensuring our children with ASN/disabilities and their families receive the support they need.</i>	Work is ongoing with the HSCP to identify an OT to enhance preventive and early intervention support for families with a child who is disabled. Communication with NHS in relation to the wellbeing, and financial benefits across services continues.  Links with the Fit Like Hubs have been established to provide information and support sessions with parents of children with additional support needs.  Benchmarking with local authorities and third sector provision has taken place regarding service provision and sharing good practice.  Participation on national networking groups including learning exchanges across Scotland.

A robust approach to gathering and analysing data on disabled children and young people must be implemented, both in social work services and wider. This must be used effectively to inform service planning and improvement.	Continue to collaborate with partners at a local and national level, to identify a shared definition of disability. Further develop within Transitions workstream, an agreed approach to data gathering and information required for single and multi-agency purposes. Benchmarking with other local	Children's Social Work, Adult Services, Health, Education, Community Partnerships	Local Outcome Improvement Plan Stretch Outcome 8, Key Driver - <i>Ensuring our children with ASN/disabilities and their families receive the support they need.</i>	Transition Planning Workgroup established. Transition Protocol has progressed to near to completion.  Transitions Panel established September 2025.  Internal recording system utilised to develop digital solutions and analyse data
The role of social work services in providing care and support to disabled children must be clearly defined and understood across agencies. Clear and accessible information should be available and communicated to children and their families. This should include eligibility criteria.	Support the workforce to further consider how we ensure children and families and partners better understand the remit of Children's Social Work. This should take account of the individual communication needs of children and young people.	Children's Services, Adult Social Work, Community Partnerships, Health, Education, Third sector providers	CSW - Workforce Development Plan Local Outcome Improvement Plan Stretch Point 8 - Key Driver - Improving pathways to education, employment and training for our children with ASN/disabilities.	Information leaflets in conjunction with the assistance of children and their families has been developed.  Webpage designing has commenced. Will be aligned to new Council website and Link to Transition Protocol  Attendance at Parent and Carer (Foster and Kinship) Information evenings within Orchard Brae and Bucksburn ASN facility
Opportunities for effective early intervention should be strengthened.	Development of information sites to signpost parents/carers, young people, and other professionals to community supports which would not involve the need for intervention with, nor a referral from statutory body.  Continue to develop our Family Support Model that provides early and preventative support for all families that mitigates against the need for statutory social work intervention.	Children's Services, Adult Services, Health, Community Partnerships, Third Sector	Local Outcome Improvement Plan. Stretch Outcome 8. <i>Key Driver – Development of a Family Support Model will be driven by the Children's Services Board.</i>	Framework for intervention and information sharing regarding service developed.  Web page design commenced. Will include signposting to community based, preventative early intervention services, including Fit Like Hubs,  Young People, Family and carer Guidance planned and aim to complete in early new year. Available in various formats. Young People from Bucksburn Academy, involved and will compile a short video to assist peers understand transitions process

<p>Opportunities for play and friendships, along with other areas that are important to children, should be maximised. This will need to be a collective and holistic response.</p>	<p>Opportunities to maximise children with a disability to build friendships will continue to be explored with community partners.</p>	<p>Children's Social Work, Education, Community Partnerships, Voluntary agencies</p>	<p>Local Outcome Improvement Plan. Stretch outcome 8. Key Driver - <i>Ensuring our children with ASN/disabilities and their families receive the support they need.</i></p>	<p>Partnership with Sport Aberdeen to enhance opportunities for children in the community throughout the year.</p> <p>Collaboration with Education Support Officers and third sector colleagues regarding afterschool and school holiday provisions. Scottish Government funding for 2025-2026 provided opportunities for additional provision.</p> <p>Links with Scout/Guiding regarding opportunities to maximise integration within communities for children with ASN.</p>
<p>Adequate resourcing must be made available to enable services to develop and improve.</p>	<p>Resources will continue to be allocated to children and their families with the greatest need and vulnerability. The development of early and preventative support that mitigates against escalation of risk and vulnerability will be a focus for our Family Support Model in the coming year.</p> <p>We will continue as a partnership to ensure our workforce are supported to develop the skills and knowledge to support children with complex and enduring needs.</p> <p>Opportunity for frontline workers to work alongside Specialist Occupational Therapist to enhance.</p>	<p>Education, Children's Services, Adult Social Work, Community Partnerships, Health, Third sector providers</p>	<p>Local Outcome Improvement Plan, Stretch Outcome 8. Key Drivers - <i>Improving pathways to education, employment and training for our children with ASN/disabilities. Ensuring our children with ASN/disabilities and their families receive the support they need.</i></p>	<p>Links to Fit Like Hubs established providing Whole Family Support Model. Prevents escalation to statutory services..</p> <p>All staff trained in the communication tool, Makaton.</p> <p>Embedded liaison with Specialist OT, Speech and Language Therapist re best means of communication with individual children.</p>