

Integrated Children's Services Aberdeen

Outcome Improvement Plan for Children & Young People

[FIRST DRAFT – For Limited Circulation among Outcome Group Members]

The following draft of 2017-2020 Integrated Children's Services (ICS) Plan is an outline of the content intended for the formal consultation draft. An update will be circulated on Friday the 16th of December 2016 pending last updates from ICS Outcome Group representatives at the Integrated Children's Services Board on Monday 12th of December 2016. The update will contain a detailed draft breakdown of actions from each of the ICS Outcome Groups. In addition, the draft consultation document will be sent to NHS Senior Leadership Team on Tuesday, 13th December 2016. A version of this updated draft will be circulated to the 27th of January 2017 Education & Children's Services Committee, for comment and approval for formal consultation. Formal consultation is intended to run through February 2017 (Dates TBC). A final draft will be circulated for approval at Full Council on the 15th of March 2017, and subsequently submitted to Scottish Government by April 1st 2017, with a formal launch of the plan will be scheduled for early April.

Structure

The structure of this document is drafted in such a way as to meet the requirements of the Children & Young People (Scotland) Act 2014, outlining: how the plan links with the Community Planning Partnership's (CPP) Local Outcome Improvement Plan; how ICS is ensuring that GIRFEC and the principles of the UNCRC are embedded within its structure; demonstrable use of quantitative data and qualitative stakeholder feedback to establish core priorities; intended mechanisms for self-evaluation; and (pending updates on ICS Outcome Group Action Plans) the key actions, mechanisms and indicators for assessing impact.

This Integrated Children's Services Plan also has to serve the purpose of the CPP Children are the Future Outcome Improvement Group Action Plan (OIG). To this end the format of the plan below closely matches the content requirements of these plans based on the draft template for the CPP Locality Plans, as it is intended for the OIG Action Plans to follow a similar structure.

Format

The ICS Board suggested a number of criteria for the plan including: ensuring that the document is understandable by children and young people; it is considerably more concise than the previous plan (15-20 pages max, excluding graphics); it should easily link directly to the Local Outcome Improvement Plan (LOIP); it should explicitly reflect the UNCRC Articles; follow the C&YP Act's statutory guidance relating to plan development and the UNCRC; as far as practicable be driven by the views of children and young people; align with existing cross partnership strategies and plans.

This version meets all but two of these criteria, given the requirements of content it is likely that the final document will be longer than 20 pages of content. Given the detail required in plan, it has not been fully possible to draft it in a child friendly manner. However a child focused summary version will be produced for publication alongside the final plan

“No matter where they live or whatever their needs, children and young people and their families should always know where they can find help, what support might be available and whether that help is right for them” GIRFEC – 10 Core Components

Our Vision

Our ambition is to 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. Our priorities reflect the importance we place on supporting equity of access to education, supporting families to provide the best care they can for their children. We will also invest in the health, including mental health and wellbeing, of our children and young people.

Investment in children is increasingly seen as one of the best and most valuable long-term investments we can make. Investing shared resources to target prevention and early intervention for children and young people is central to tackling inequality and improving life chances. Living in deprivation, often can contribute to poorer outcomes for children and young people. Research has shown that children who live in persistent deprivation are: less likely to achieve academically; meet developmental milestones; experience poor health and are at higher risk of behavioural problems.

Throughout our strategic and multi-agency approaches, we will work to ensure the seamless delivery of children’s services at all stages of child development and growth. The foundation of an individual’s health and wellbeing is laid early in childhood. The period from conception to 2 years of age is of critical importance in a child’s development. Positive development during pregnancy and in the critical months post-birth is essential for ensuring the best possible start. By reducing teenage pregnancies, maternal smoking and increasing breastfeeding rates, we will help ensure that children have the best opportunity to reach their developmental milestones. Aberdeen City offers rich opportunities for all children and young people to achieve and become responsible, confident and contributing adults. Through implementing future focused engagement and participation strategies across Aberdeen City, we will continue to ensure that children and young people are respected and included citizens in their city.

Primary Drivers

In delivering this priority, we will focus our energy and efforts on working together to achieve the following core priorities. These are the principal driving factors that our Integrated Children’s Services Partnership believes need to be addressed to be successful in ensuring children are the future.

- 1. Children have the best start in life – children in Aberdeen City are healthy, happy and safe, and enjoy the best possible childhood***
- 2. Children are safe and responsible – children and young people are safe from all forms of harm***
- 3. Children are respected, included and achieving – children and young people are listened to, respected, valued and involved in the decision-making process***

Introduction

This plan outlines how the Services working across the Local Authority catchment of Aberdeen City will come together to share resource and services over the next 3 years to improve the outcomes of children and young people. It also forms the basis of our first 3 year cycle of work to achieve the 10 year objectives laid out in our Community Planning Aberdeen Local Outcome Improvement Plan (LOIP) 2016-2026, under the Prosperous People: Children are Our Future thematic priority.

The purpose is to provide partners and services an overview of the strategic aims of Integrated Children's Services across the city. Our Joint Inspection reflected our need as an ICS Partnership to better evidence how we use data to set our strategic objectives and monitor change. In that vein this plan aims to show how we have used both quantitative data and qualitative feedback from our stakeholders to establish a core set of objectives in line the Children and Young People (Scotland) Act's statutory guidance.

National Context:

The Scottish Government's ambition is that 'Scotland is the best place to grow up and bring up children'. In order to achieve this every public body and area of governance that works with or for children and young people is expected to uphold and embed the Articles of the United Nations Convention on the Rights of the Child at every level of service. There are 54¹ articles in all, each outlining in detail the basic rights of every child, these are summarised into 4 core principles:

- Non-discrimination
- Devotion to the best interests of the child
- The right to life, survival and development
- Respect for the views of the child

In order to support public bodies the Getting it Right for Every Child (GIRFEC) approach was developed to ensure that any practitioners helping children and their families, work in a way that fully embraces UNCRC. The Children & Young Peoples (Scotland) Act 2014 now enshrines these responsibilities in law outlining in detail how the Getting it Right for Every Child principles will be implemented at both a strategic and operational level across all services for children and young people. As part of this legislation each Local Authority and related Health Board [in this case Aberdeen City Council and NHS Grampian] has a statutory responsibility to develop a 3 year plan outlining the measures they will take to ensure that every child and young person gets the best possible start in life. The act ensures that:

- (a) Children's Services in the area are provided in a way which:
- i. Best safeguards, supports and promotes the wellbeing of children in the area concerned
 - ii. Ensures that any action to meet needs is taken at the earliest appropriate time and that, where appropriate ,action is taken to prevent the need arising
 - iii. Is the most integrated from the point of view of the recipients , and
 - iv. Constitutes the best use of available resource

¹ The full list of articles can be found here: <https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

- (b) That the related services in the area are provided in the way which, so far as consistent with the objects and proper delivery of the service concerned, safe guards supports and promotes the wellbeing of children in the area concerned

The GIRFEC definition of wellbeing is important as it reflects all the core aspects of a child or young person's development that services need to support in order to ensure they have the best possible start in life. These include, the following themes collectively referred to as the SHANARRI indicators:

- **Safe:** protected from abuse neglect or harm
 - *[Related UNCRC Articles: 11, 19, 22, 32, 33, 34, 35, 36, 37, 38]*
- **Healthy:** experiencing the highest standards of physical and mental health, and supported to make healthy safe choices
 - *[Related UNCRC Articles: 3, 6, 24, 39]*
- **Achieving:** receiving support and guidance in their learning – boosting their skills, confidence and self-esteem
 - *[Related UNCRC Articles: 4, 18, 28, 29]*
- **Nurtured:** having a nurturing and stimulating place to live and grow
 - *[Related UNCRC Articles: 4, 5, 18, 20, 21, 25, 27]*
- **Active:** offered opportunities to take part in a wide range of activities – helping them to build a fulfilling and happy future
 - *[Related UNCRC Articles: 31]*
- **Respected:** to be given a voice and involved in the decisions that affect their well-being
 - *[Related UNCRC Articles: 2, 3, 4, 8, 12, 13, 14, 16, 17, 18]*
- **Responsible:** taking an active role within their schools and communities
 - *[Related UNCRC Articles: 4, 5, 18, 20, 21, 25, 27]*
- **Included:** receiving help and guidance to overcome social, educational, physical and economic inequalities; accepted as full members of the communities
 - *[Related UNCRC Articles: 4, 5, 18, 20, 21, 25, 27]*

Local Context

On the 22nd of August 2016, Community Planning Aberdeen released its Local Outcome Improvement Plan (LOIP). This is a 10 year plan running from 2016 to 2026 that sets out how services within Aberdeen will work with communities across the city to improve the lives of all Aberdeen residents to make it '...a place where all people can prosper'. The LOIP covers three key themes and five priority areas of work within which the CPP intends to improve outcomes for those in the city these include:

- Prosperous Economy: Aberdeen Prospers
- Prosperous People i: Children are our Future
- Prosperous People ii: People are resilient, included and supported when needed
- Prosperous Place: Empowered, resilient and sustainable communities
- Enabling Technology: Creating a Digital Place

Each of the priority themes has been given an Outcome Improvement Group to take responsibility for the delivery and governance of the measures put in place to make the improvements. Aberdeen's Integrated Children's Services Partnership has the responsibility of governing the Children are the Future Thematic and its associated improvement measures.

Aberdeen Integrated Children's Services Partnership

Aberdeen Integrated Children's Services (ICS) Partnership is responsible for the coordination and development of strategic planning for services for children and young people across the city. This includes Aberdeen City Council, NHS Grampian, Police Scotland, and the Third Sector (in Aberdeen represented by ACVO: Aberdeen's Council of Voluntary Organisations). There are many other local partner services that support us through membership on our outcome groups.

Our Chief Officers Group and ICS Board provide strategic leadership, ensuring that we are working towards our core priorities. Our Improvement and Performance Group is responsible for monitoring and tracking progress towards our overall aims

There are several different Outcome Groups in the partnership that look at different areas of work related to children and young people including:

- **The Healthy and Active Outcome Group** (Lead Partner: NHS Grampian): responsible for coordinating support services around health (as well as health in the early years), wellbeing and physical activity.
- **The Nurtured Outcome Group** (Lead Partner: ACC Early Years Team): responsible for all the services that support under 5 year olds, their parents and families.
- **The Achieving Outcome Group** (Lead Partner: Aberdeen Guarantees Partnership): this group tracks attainment and wider achievement in schools, extracurricular supports out with school; as well as the supports for young people once they leave school.
- **The Responsible Outcome Group** (Lead Partner: Police Scotland): this group covers the work of services that deal with youth crime; partners involved in ensuring that young people don't become offenders; and support for community and the domestic safety of children and young people.
- **The Respected & Included Outcome Group** (Lead Partner: ACVO): the group coordinates all of the youth engagement work across the partnership to make sure that young people's views are taken into consideration when the partnership makes decisions.
- **The GIRFEC Implementation Outcome Group** (Lead Partner: ACC Inclusion Team); This group has the responsibility of developing and coordinating the implementation of GIRFEC across the partnership

We also have representation of the partnership from the **Child Protection Committee** who ensure that children and young people are safe from harm both in and out of the home. Whilst this group is not directly driven by the ICS Partnership, given its status as a statutory body, it fulfils the function a 'Safe' outcome group but reports directly to our Community Planning Partnership

Children and Young People in Aberdeen

In May 2016 Community Planning Aberdeen published the Aberdeen City Strategic Assessment 2015/16². The document offers a comprehensive overview of statics in a range of areas of interest across the city, reviewing the impact of historical trends and local context on the lives of all Aberdeen citizens. Considerable data was gathered on the status of children and young people across the city. Some of the information below has been further supplemented by new data where published.

Youth Population Overview

The population of Aberdeen City Children and Young People aged 0-25 is set to increase from 72,308 to 87,852 (21%), by the year 2037.

Birth Rates in the city have increased considerably since 2005 where there was a recorded 2,061 births, this has since increased to 2,609, an increase of 21%. This is despite a peak of 2,688 in 2012, and a dip to 2,500 in 2013. Nevertheless this is likely to have a significant impact on the capacity of Early Learning and Childcare services as well as the School Estate.

This is further influenced by a projected increase in school age pupils, which based on the 2015 based school roll forecasts are set to increase in primary from 13,292 in 2015 to 16,072 (17.3%) and in Secondary from 8,660 to 11,233 (23%). These projections are heavily influenced by 3 large housing developments around the periphery of the city, namely: Countesswells, Grandhome and Charleston with a combined 9,300 homes scheduled to be built.

There are numerous other sites which are likely to impact on increases in the youth population. The Aberdeen Local Development Plan was adopted on 29th February 2012. It shows what land is being allocated to meet the city's development needs over the next 10-20 years. It identifies housing land to accommodate over 20,000 homes on greenfield sites and between 5,880 to 9,477 homes on brownfield land and, of that, 1,106 homes are located within regeneration areas.

The full implications of the economic downturn in Aberdeen on the impact of house buying in these new developments has not been fully assessed but may well impact on future roll projection, which may have to be revised down accordingly. However development plans are still in place to expand educational provision in these areas in anticipation of the possible increases.

Parents and Early Years

Health

Teenage Pregnancy³

In Aberdeen over the last ten years teenage pregnancy rates among the under-20s and under-18s have halved, while the under-16 rates have fluctuated between 11 (in 2006) and 4.5 (2008) per 1,000 females aged 13-15.

² The full Strategic Assessment can be found here: <http://communityplanningaberdeen.org.uk/strategic-assessment-and-dashboard/>

³ Extracts taken from NHS Grampian Teenage Pregnancy Report October 2016

The under-20 rate increased slightly in 2007 to 64.3 per 1,000 females aged 15-19 then decreased steadily to 32.9 in 2015. The under 18-rate had a similar pattern decreasing from 48.7 (2007) to 23.3 (2015) per 1,000 females aged 15-17.

Teenage pregnancy rates in areas of high deprivation are consistently higher in Aberdeen than in other areas that have higher average rates. This is due to the relative affluence of Aberdeen residents, which weights the average to the experience of the least deprived young people who have the lowest rates of pregnancy. This means that Aberdeen is not performing as well as could be expected given its relative wealth.

Breastfeeding

Breastfeeding rates in Aberdeen have remained fairly static between 2010/11 and 2014/15. In 2014/15, 63.4% of babies in Aberdeen were breastfed at first visit and 45.5% were exclusively breastfed. This was considerably higher than the Scottish average of 48.3% and 35.2% respectively.

Having said this, breastfeeding rates among those living in deprived communities is considerably lower. Women in the affluent areas in Aberdeen such as the West End are more than four times as likely to breastfeed as those living in the more deprived communities.

Smoking during Pregnancy

Aberdeen City has a statistically lower (better) percentage of women smoking during pregnancy compared with the Scottish average (15% of pregnant women in Aberdeen City reported being a smoker at their initial booking appointment, compared to 20% of pregnant women across Scotland)

Substance Misuse

Across Scotland, it is estimated that there are around 65,000 children affected by parental alcohol misuse and between 40- and 60,000 children are affected by parental drug misuse.

On the 31st July 2014, 162 concerns were raised for children at child protection case conferences in relation to children on the Child Protection Register. Of these concerns, 54 were in relation to parental substance misuse, parental alcohol misuse, or parental drug misuse (some of the drug and alcohol misuse)

Early Years Provision

Pre School Provision⁴

In June 2016, 91% of all eligible children in Aberdeen City in their pre-school year and 80% in their ante pre-school year received funded early learning and childcare places in the city.

In session 2015/16 funded places were provided for: 26.5% of eligible 2 year old children; 80.1% of eligible 3 year olds; 90.8% of eligible 4 year olds; and all children in their deferred year who were eligible.

Childminders

⁴ Information sourced from the Nurtured Outcome Group Audit 2016/17

In June 2016, there were 151 registered childminders in Aberdeen, with 878 registered places and 209 vacancies. There are 71 childminders in Aberdeen North, compared with 54 in Aberdeen South and 26 in Aberdeen Central. More affluent communities such as Oldmachar, Dyce, Balgownie & Donmouth and Cove have the highest number of childminders, whereas numbers of childminders in or close to areas of deprivation such as Woodside and Hazlehead have only one childminder each; or Heathryfold, Cummings Park and Old Aberdeen which currently have no child minders.

Recruitment and Retention

The major challenge for the sector is recruiting and retaining skilled and dedicated staff that have the ability to achieve the qualifications required to progress their career in childcare. The 2016 training needs census and analysis found that 39 managers in Aberdeen's early learning and childcare workforce were participating in the BA Childhood Practice and 10 in the Professional Development Award Childhood Practice qualification. A further 70 staff required access to one of these qualifications. There are 39 managers and 23 lead practitioners who need to build credits towards the SQA Professional Development Award. Childcare staff pay scales, together with the challenge of achieving the required qualifications may mean that junior staff leave the sector for jobs with less responsibility and higher pay and that senior staff who have achieved the degree level qualification move on to higher-paying jobs.

School Age Young People

Health

Obesity

In 2014/15 the BMIs of 1,894 P1 children in Aberdeen were measured. Based on epidemiological thresholds, 77.3% had a healthy weight, slightly higher than the Scottish average (77.1%), while 12.0% and 9.8% were classed as at risk of being overweight and obese, respectively. Based on clinical thresholds, in 2014/15 84.6% had a healthy weight (Scottish average 84.8%); 8.5% were classed as overweight, 3.2% as obese and 3.4% as severely obese, each slightly lower than the Scottish average, except for severely obese (Scottish average 2.5%).

Alcohol and Drug Use

90% of thirteen year olds and 70% of fifteen year olds surveyed in the City reported that they had never smoked – 3% and 4% higher than the Scottish figures respectively. The proportion of pupils, in both cohorts, that have never smoked has been increasing both in the city and nationally since 2002.

Mental health and Wellbeing

The last survey on mental health and wellbeing among 13 and 15 year old young people in Aberdeen was carried out by SALSUS in 2013 using the Warwick Edinburgh Wellbeing Scale. A score can range between 14-70, with 40 to 59 considered average. The Young people surveyed in Aberdeen were rated within the average. 13 year old boys (52.8) and 15 year old girls (46.5) had a higher average score than the Scottish average at 51.3 and 45.1 respectively. 15 year old boys (48.9) and 13 year old girls (48.4) had a lower score than the Scottish average (50.2 and 45.1 respectively)

The Scottish government set a target of a maximum wait of 18 weeks from referral to treatment to Child and Adolescent Mental health services. In 2015 63% patients in NHS Grampian were seen within the 18 week period compared to the Scottish rate at over three-quarters (76%)

On the 31st of December 2015 NHS Grampian employed 9.8 full time equivalent clinical staff in CHAMS services per 100,000 populations, the second lowest rate in Scotland

Education

Attainment

Young people assessed as having Literacy and Numeracy at SQF level 4 are considered to have the necessary basic levels literacy and numeracy (L&N). In Aberdeen city as a whole this has increased from 2012 with 73.9% of young people achieving SQF level 4 L&N to 86.6%. This is higher than virtual comparator at 83.9%.

SQF Level 4 L&N among other cohorts in Aberdeen however is lower.

For those from the 30% most deprived communities there has been an increase from 52.7% in 2012 to 75.5% in 2015. Higher than our virtual comparator at 70.7%

For looked after children SQF level 4 L&N was 28%. This has been a significant increase since a low of 2.63% in 2013, but there is still more that can be done to improve this further

Post School Destinations

Aspirations of Young Leavers

In 2015 launched an aspiration survey directed at young people intending to leave school. Eleven out of the 12 secondary schools took part in the survey with over 2000 respondents. Results indicated that:

- The majority of respondents linked educational success to getting a good job and there was no significant difference in this response between affluent and deprived areas.
- The majority of respondents had aspirations but it appears that key factors that impacted on aspirations where gender and deprivation.

For instance, as illustrated in the table below aspirations for male and female leavers varied somewhat:

Predominantly Male	Predominantly Female
Engineering	Health & Medicine
Sport, Leisure & Sport Science	Admin, Management & Business
Computing & ICT	Law
	Art & Design

There were also significant differences between aspirations in areas of affluence and deprivation

- When asked if they needed to go to college or university to achieve what they wanted to in life the percentage unsure in the affluent area was (17%) compared to deprived area (27%)

- When asked if they think they would enjoy going to college or university? The percentage unsure in the affluent area was (16%) compared to deprived area (31%).
- When asked if they think they have the ability to do well in university?
- The percentage unsure in the affluent area (14.6%) compared to deprived area (31.9%).
- Similar levels in affluent and deprived areas aspired to a modern professional occupation (teachers, social workers etc.) whereas there was significant more from the affluent areas identifying in the traditional occupations category (Doctors Lawyers etc.)

Aspirations for Level of Qualifications

	National 4 or 5	Highers and Advanced	University degree	College certificate or	Trade or vocational certificate	I don't know
Affluent area	4.60%	17.90%	61.80%	5.40%	1.30%	9.00%
Deprived area	31.40%	30.20%	14.90%	15.60%	6.10%	1.80%

Which of the following best describes what you would like to be doing when you are 20?

	University	Job	University and job	College/ training	Don't know
Affluent area	41.70%	11.50%	32.60%	3.10%	11.20%
Deprived area	9.30%	48.60%	20.20%	13.70%	8.20%
City	27.10%	24.20%	31.40%	7.70%	9.50%

Positive Destinations Overview

Overall initial positive destinations across Aberdeen city schools have increased from 85.6% in 2010/11 to 90.1% in 2014/15. Figures peaked in 2012/13 at 91.1% but have declined by 1% since then. These figures have remained fairly stable over the past three year these figures are very closely aligned with the Scottish average which in 2014/15 was slightly higher at 93.0%

Positive Destinations by category

City wide, Higher Education has been the highest leaver destination across the past 5 years and has shared a converse relationship to Further Education which has been the second highest leaver destination each year except 2013/14 where it was briefly taken over by Employment (26.2% compared to 25.5%). In 2014/15 both Higher and Further Education increased together at the same time as Employment decreased.

Higher Education was at its lowest in 2012/13 at 34.1% but has since increased each year up to 38.1% in 2014/15. Further Education was at its lowest in 2011/12 at (25.4%) and then peaked in 2012/13 at 27.9%. Employment saw a year on year increase from its lowest in 2010/11 at 21.4% increasing to 26.1% at its peak in 2013/14. This year (2014/15) it decreased to its lowest in 5 years at 21.9%

The Unemployed Not Seeking and Unknown categories have changed very little across the 5 years (0.0% and -0.8% respectively) with some variance between years. Unemployed Seeking has been

slightly higher 11.3% at its highest in 2010/11 down to its lowest in 2012/13 (6.8%). In the previous 2 years this has increased to 7.8% (2014/15).

Positive Destinations in In Deprived Communities

In 2014/15 Positive destinations among those young people in the 30% most deprived communities was considerably lower than among their peers, 82.6% compared to the Aberdeen average of 90.1% in the same year. It was also lower than the Scottish average for young people in the 30% most deprived communities at 89.2%

Positive Destinations Among Looked After Children

Positive destinations among Looked After Children have increased between 2011/12 to 2014/15 from 54.4% to 72%. It should be noted that this figures are greatly affected by the small numbers within the cohort but even at its highest in 2014/15 this is still somewhat lower than the national average of 74.6%

DRAFT

What Do Our Young People Say?

Imagining Aberdeen

Over the course of 2016/17 The Scottish Children's Parliament has been working with young people in four Aberdeen schools, 20 young people (Imagineers) have worked with their peers to Imagine a future Aberdeen where all Children and young people can be healthy, happy, safe and do their best. The young people developed mural of Aberdeen as the best possible city for them as well as produced their own community reports and a film. They have been supported to become representatives for Children and Young People and spoken directly to political representatives, public bodies, event presenting a key note address at our annual Integrated Children's services Conference. These are the 13 priorities that they challenged us to support them with in order to achieve their vision:

1. Tell Children that you love them
2. Be kind to us
3. Give us support when we need it
4. All children need enough to eat
5. School should be a joyful place
6. Families should spend time together
7. There should be trees and flowers everywhere
8. Everyone needs to be respected
9. Remember we love to play
10. We all need to have our say at home and at school
11. No one should feel left out or unwanted
12. All playgrounds and parks should be dog poo free
13. All families need to live in a lovely street with nice neighbours

We all need to have our say, at home and in school

As part of the development of our new children's services plan and to meet our Imagineers to challenge ensure young people have their say we are committed to including the voices of young people as part of our decision making process and to ensure that we take into consideration what they perceive to be the core issues for children and young people.

Throughout the process of the development of this plan we have engaged with young people across the city in the planning and development process, these have included focus groups engagement events and attendance at our Annual Integrated children's services conference. Approximately 255 young people took part in the research from 34 settings representing youth forums, schools and key groups of young people. Ages ranged between 4-18. In each case we asked young people to outline key priority area of work from their perspective using the SHANARRI indicators as themes to discuss different aspects of life in Aberdeen⁵.

We have also engaged with adults both parents through our parent council; and partners and practitioners at our Integrated Children's Services Conference. In many respects their views mirrored those of young people

⁵ A full report on these findings can be found here: [INSERT LINK HERE](#)

The collectively the following themes emerged from our stakeholder engagements:

Health and wellbeing: mental health; bullying; healthy eating; smoking, e-cigarettes, drug and alcohol use were identified as key areas of concern by young people. These included feeling unable to get mental health support when needed, waiting too long to get it, or not knowing where to get information; a need to increase awareness and decrease stigma among those with mental health and additional support needs; better information and education around healthy eating and healthy eating options in schools. These concerns were also shared by adults particularly parent who also unclear where they could go to get help to support their child

Participation in leisure, play and cultural activities: providing more and improving existing outdoor spaces; providing more clubs and groups and increasing participation among young people; and addressing the specific needs of young people. This included a desire for activities for older young people both indoor and outdoor. This was also reflected by adults who felt that the cost of existing activities was high, and that transport cost for getting to and from activities that do exist was prohibitive for children and young people

Community safety: improving safety in play areas and parks; addressing exposure to alcohol and drug use in the community; addressing exposure violent and antisocial behaviour in the community; improving road safety; improving lighting in the community; and promoting online safety. Adults also felt a need for safer community spaces. In addition seeking information on online bullying and general safety as well as wanting to be more comfortable with letting their children out to play.

Ensuring that the voices of children and young people are heard: Promoting channels for engagement with children and young people; maintaining communication around key issues; increasing representation of different groups of children and young people; using different methods to engage with children and young people; encouraging and enabling children and young people to take on active roles in community development. Many of the young people felt that, particularly in school there were mechanisms to support them to get their voices heard. However this was not always the case in the wider community, that though they were listen to they did not often see the impact that their views had on changes to the services that support them.

Ensuring that children and young people with additional needs are treated fairly and equally: increasing opportunities for young people with additional support needs to engage in work place experiences and youth groups; providing more support to care experienced young people in terms of safe housing, working to increase trust in, and improve relationships with, service providers, facilitating participation in different activities, and improving support provided in through care; increasing support for young carers through more regular support groups and promotion of awareness of relevant issues; increasing support for young people who are at high risk of not entering into employment, further/higher education or training by promoting acceptance of different learning styles and speeds, providing advice and guidance in terms of career choices, and focusing on the development of life skills, employment skills and confidence.

Putting it all Together- Our Children's Services Priorities:

Through the analysis of data on children and young people as well as stakeholder engagement it is possible to see how we can begin to achieve our 3 Primary Drivers outlined in our vision. The data shows a picture of Aberdeen that has seen improvements in health early years, education and leaver destinations, however there are still core areas we can improve on in order to meet our aims:

Give us support when we need it, No one should feel left out or unwanted

1. Closing the Gap

The National improvement framework outlines the need for all local authorities to improve the educational and wellbeing outcomes for all young people, by closing the gap between those most and least in need of support. This can only be achieved through multiagency working. The information clearly shows that we can do better to support young people and their parents in these areas. For Aberdeen this will include:

- Increasing and improving health supports to reduce inequalities.
- Expansion of early year's provision to meet demand for early learning and childcare across the city.
- Targeted support for those schools whose children have the most significant of needs
- Additional support to ensure that key groups such as Looked After Children or those with additional support needs can be supported and educated in their local community
- Targeted support for those young people least likely to gain a positive destination on leaving school

We all need to have our say at home and at school, everyone needs to be respected,

2. Youth Engagement and Inclusion

Young people have clearly expressed their desire to be included in the decision making processes that affect them. Whilst they have expressed gratitude at the opportunity to impact on decision making in schools, we need to increase their influence in supporting Aberdeen's Integrated Children's Services partnership so that they can more explicitly see how their views come to shape their community and the services provided for them.

Not only this but young people such as those with care experience and Additional support needs have expressed a desire to create an environment that destigmatises the circumstance they find themselves in.

Actions to improve this will include:

- Expanding the development of the Rights Respecting Schools agenda across the city
- Expansion of the imagineers programme
- Further development of the Aberdeen Care Experienced group to champion the needs and voices of looked after children

- Development and implementation of a youth engagement charter that will ensure that partners effectively engage with young people in the development of projects and pieces of work that will affect them
- Presumption of mainstream , ensuring that young people with ASN are supported as far as possible can be supported in their local community with their peers and not isolated in specialist provision
- Reduced out of authority places, multiple placements for Looked After Children

Give us support when we need it, Be kind to us

3. Health Wellbeing

Health and wellbeing impacts across a young person's life and can affect them well into adulthood. This can impact on many areas of their life including socially, academically and in their confidence in their independence on leaving school. Young people expressed concern over bullying, anxiety and depression as well as feeling isolated and unable to get help. This is reflected in the high waiting times to be seen by consultants as well as the lack of time school nurses can dedicate to consulting with young people who feel they cannot approach their teachers on these matters. They are also reflected

Actions to improve this will include:

- Increasing availability of School Nurses to provide support to young people
- Implementation of the anti-bullying strategy
- Mapping available services and supports
- Better Communicating with young people as to where they can get help

All families need to live in a lovely street with nice neighbours, Families should spend time together

4. Community Safety and Environment

Both parents and young people express a desire to feel more safe in their community. Perception of issues such as anti-social behaviour and dirty environment restrict young people's desire to engage in activities in their local communities. A sentiment shared by adults

In terms of safety at home in gathering the views of young people given the nature of the group in question it is very difficult to establish the views of young people at risk at home as many young people don't feel confident to speak out, whilst its hoped that groups like the above mentioned ACE group will help to change this. It's still important to reflect that many children live in homes.

Actions to improve this will include:

Community Safety

- Support engagement with victims and communities and community led initiatives
- Promote responsible behaviour and support engagement with bespoke programs or conditions for young people with or at risk of anti-social behaviour
- Support the development of children and young people lead activities and opportunities

Child Safety

- The Reclaiming Social Work model being implemented by our Children's Social Work team will provide localised specialised support for children young people and parents who come into the care system
- The priority families Service will work to support families most in need
- Move towards kinship care to support young people in care, as far as practical and safe are supported to remain with their family

Improved Environment and Activities

Further development on higher quality and safer outdoor spaces are key priority for our CPP partner outcome improvement group, Empowered, Resilient and Sustainable Communities. More information on this can be found in our Local Outcome Improvement Plan

How Will We Know If We've Made A Change?

Aberdeen's CPP is dedicated to using the quality improvement methodology set out in The 3-Step Improvement Framework for Scotland's Public Services. This Framework was designed to prompt self-assessment and debate to unlock and channel collective knowledge and energy towards a common goal of real and lasting improvement.

Throughout the three years of this plan's development we will use the improvement framework within our ICS structure to respond to both local and national improvement priorities. This will enable us to create the conditions for improvement to empower and engage local leaders in each outcome group to deliver the outcomes we want with children, young people and families in Aberdeen.

We will embed the use of the Model for Improvement to provide a clear change method which is understood by everyone across children's services. We will build capacity and capability in Quality Improvement through a comprehensive programme of learning opportunities for Integrated Children's Services:

- Delivery of two QI Learning Programmes during 2017 to support development of knowledge and skills to progress improvement efforts across children's services
- Develop a QI Learning Network to offer continued professional development opportunities to practitioners who have already had some QI learning experiences and may be able to support future learning programmes or provide QI support within their own teams.
- Develop local partnerships to make best use of resources, expertise and learning from across the Community Planning Partnership
- Develop the Improvement Coach capacity
- Engage with national partners (e.g. Scottish Government, NHS Education for Scotland) to test other approaches to develop capacity across the whole system

We will develop systems and approaches to support both high level improvement and small scale projects to be progressed through the use of the Model for Improvement, allowing us to test and learn together about what works to meet local needs. We will consider how this approach might articulate with existing practice, so that it is seen as an integral part of improvement planning. This will allow us to use our full knowledge to identify the right changes and prioritise those that are likely to have the biggest impact on our aims. Sharing the learning across our children's services will ensure improvement is spread everywhere it is needed.

By learning together we will reach our shared aims and this will be evidenced at a population level through the following measures:

At least 85% of Children within each SIMD quintile of the CPP will have reached all of their developmental milestones at time of their 13 -15 month child health review

At least 85% of Children within each SIMD quintile of the CPP will have reached all of their developmental milestones at time of their 27 – 30 month review

At least 85% of children within each SIMD quintile of the CPP will have reached all of their

developmental milestones by the time of their 4-5 year child health review

At least 85% of children within each SIMD quintile will have successfully achieved:

CfE Early level literacy, numeracy and are progressing in health and wellbeing as evidenced by SHANARRI indicators by the end of primary 1

CfE First level literacy, numeracy and progressing in health and wellbeing as evidenced by SHANARRI indicators by the end of primary 4

CfE Second level literacy, numeracy and progressing in health and wellbeing as evidenced by SHANARRI indicators by the end of primary 7

CfE Third level literacy, numeracy and progressing in health and wellbeing as evidenced by SHANARRI indicators by the end of secondary 3

At least 95% of young people within each SIMD quintile of the CPP will go on to a positive participative destination on leaving school

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Appendix 1: Draft Action Plan

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
Healthy & Active Outcome Group									
LOIP Measures									
				We will improve health supports and outcomes for families, children and young people	Alignment of policy and planning developments in line with the Healthfit 2020; ChildHealth 2020; and Health and Wellbeing local delivery plans.	Increase in % of babies exclusively breastfed at 6-8 week review	36.10%	46%	
						Decrease in smoking during pregnancy (3 year rolling average)	14.10%	7%	
						Improvement in child dental health [% of P1 children receiving a 'low risk' letter from basic inspection]	67.20%	77%	
Supporting Work/Metrics									
				Improving the wellbeing of children young people and families and reducing inequalities	To facilitate delivery of Family Nurse Partnership Model supporting and enabling first time teenage mothers with positive relationship building with their infant both pre birth and until child's second birthday	Parents taking part in the programme report feeling more confidence in their parenting			

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				Improving the wellbeing of children young people and families and reducing inequalities	To support CEL 13 (School Nursing) SG directive refocuses role of school nursing with an emphasis on promoting general health and wellbeing and preventing ill health. Underpinned by addressing health inequalities.	Increased consultation contact time with young people currently 75% of time taken up by immunisation	25%	75%	
					To increase in breastfeeding rates in areas where the rates are significantly lower than in the more affluent areas of the city.	Increase in % of babies exclusively breastfed at 6-8 week review	36.10%	46%	
				Assessing and responding to risks and need	Ensure that all children have a chronology and that the quality of the chronologies is consistently high with information from all services.	Single agency casefile audit on a rolling basis to assess inclusion of information from all agencies reflects improved quality of integrated chronologies	TBC		
						Audit of HV/N records via Continuous Improvement Methodology assessed as of a high quality	TBC		

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				Supporting Mental health and Wellbeing for children and young people	Increase provision of CHAMS Support for Children and Young People	Reduction in waiting times for consultation	63%	76% (Scottish average)	
						Increase number FTE staff per 100,000 population	9.8		
						Map and promote access to local mental health support services to children, young people, parents and practitioners	Increase in number of young people accessing supports		

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
Nurtured Outcome Group Outcome Group									
LOIP Measures									
				We will expand and improve access to affordable childcare across the city	Expansion of early learning and childcare and out of school care	Increase number of available early learning and childcare places(aim to meet 100% of demand by 2020/21)	4402	5000	
					Ensuring continued quality of childcare	Aim to maintain % of Early Learning and Childcare inspections at 100%	100%	100%	
						Increase proportion of positive inspection outcomes	91.40%	93.40%	
						Increased satisfaction of parents with ELCC services (proportion of parents surveyed indicating that they are happy with the services)	90.10%	93.10%	
					Workforce development and expansion within early learning and childcare services	Increase number of staff entering early learning and childcare sector	1200	2400	

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				We will expand and improve access to affordable childcare across the city	Workforce development and expansion within early learning and childcare services	Increase in number of staff undertaking qualifications to improve quality and meet SSSC requirements:			
						Support Workers	50%	85%	
						Practitioners	86%	95%	
						Lead Practitioners	25%	75%	
						Managers	19%	75%	
				We will expand supports for young Looked After Children and their families	Expansion of Me2 programme to support 2 year old Looked After Children	Increase number of places available with a view to meeting 100% of demand			
				Supporting Work/Metrics					
				Early Learning & Childcare	To ensure all 2, 3 and 4 year olds, who are eligible, have access to more flexible services by 2018 and to double current levels of provision by 2020.	200 2's Places by 2017			
					To expand and improve access to clearly learning and childcare	6,800 x 3 & 4 year old early learning and childcare places			
						overall expansion of early learning and childcare provision (as above)			

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				Early Learning & Childcare	Extensive programme of consultation with all stakeholders including parents of the future.	Increased local access to early learning and childcare			
						Increase in provision in			
				We will tackle inequalities and close outcome and attainment gaps for children	Services are delivered which mitigate against negative effects of poverty on vulnerable families	Increase uptake in services below, among those families from City ELCC settings			
						Increase Free School Meal Uptake among those eligible			
						Clothing Grants			
					Implementation and maintenance of tooth brushing programme in all nurseries and childcare settings	Increase in number of children reported as having good dental hygiene			
					Improved Educational Outcomes	% of Children reaching expected developmental milestones at the 27/30 month review		85%	

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				We will tackle inequalities and close outcome and attainment gaps for children		% of children reach expected developmental milestones at the time the child starts school			
				To expand and improve access to affordable childcare across the city in line with parental demand.	Monitor demand and facilitate development of new provision				
					Consult with parents and communities regarding affordability, flexibility and quality of childcare provision	Increase in number of people able to access childcare			
					Ensure Location of childcare is appropriate, fit for purpose and meets the needs of children and families				

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				To ensure that children and young people are physically healthy and have healthy growth and development	To work with a wide range of agencies and partners to advance 'Aberdeen City of Play' as a commitment to UNCRC Article 31	Demonstrable Evidence that Professionals are promoting attachment led practice to parents/carers using Improvement Collaborative improvement methodology.			
					Promote inclusive play practice, including intergenerational approaches				
					To provide a wide range of self-directed play opportunities allowing children to develop resilience, confidence and awareness of risk				
					Mapping of play spaces, local green spaces and designated play parks	Numbers of children engaging with outdoor play opportunities			

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				To ensure that children and young people are physically healthy and have healthy growth and development	A range of themes including removal of 'No Ball Games' signs indicate development towards City of Play status				
					Delivery of loose parts programme				
					Delivery of holiday programmes				
					Delivery of play sessions at Clinterty Traveller site				
				Workforce Development	Ensure robust career guidance programmes are in place relating to schools / communities				
					Annual review and allocation of Workforce Development and Expansion Funding				
					Undertake annual Training Needs Analysis to inform workforce planning and training needs				

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				To Expand the Workforce	Development of an Early Learning and Childcare Academy; promoting a partnership approach to ELCC as a positive career opportunity, recruitment training and career pathways retention of staff	Increase in ELCC professionals as evidenced in training needs analysis			
					Expansion of Skills for Work Programme in partnership with schools	Increase in school leavers enduring ELCC based courses			

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
Achieving Outcome Group									
LOIP Measures									
				We will maximise the employment, education and training opportunities for all school leavers	Engage partners to expand & improve provision of post school learning & employment opportunities for young people	Increase in the proportion of young people entering positive destinations upon leaving school	91.1%	95.0%	Aberdeen City Council
						Increase the Proportion of 16-19 year olds recorded as participating in education, employment or training	91.0%	94.0%	Aberdeen City Council
						Increase in % of young people progressing into a positive destination on completion of an	77.0%	82.0%	Aberdeen City Council
Supporting Work/Metrics									
				Improve promotion of Aberdeen Guarantees to increase the number of young people engaging with career support	Website Users	33,075	TBC	Aberdeen Guarantees	
					Website Page views	116,184	TBC		
					Facebook reach	87,703	TBC		
					Twitter Reach	171,819	TBC		
				Expand partner provision of Activity Agreements	Proportion of participants progressing onto further learning, training or work	77%	82%	Activity Agreements	

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				We will maximise the employment, education and training opportunities for all school leavers	Expand partner provision of Activity Agreements	Proportion of participants progressing onto further learning, training or work	77%	82%	Activity Agreements
					ASPIRE North, Schools for Higher Education Programme [MORE INFO NEEDED]	Proportion of participants from Aberdeen City schools progressing onto Positive Destination from using the scheme	*2014/15 Latest available 94%	TBC	ASPIRE North, Schools for Higher Education Programme
					Expand provision of achievement awards through City Campus	Overall numbers + Proportion of awards compared to available places and enrolments	TBC		City Campus
					Retain the proportion of young people on the Careers Ready programme achieving a positive destination on completion	Proportion of participants from Aberdeen City schools progressing onto Positive Destination	100%	100%	Careers Ready
					Increase Employability Fund provision (SDS)	Proportion of participants progressing onto Positive Destination	94%		SDS
					Foundation Apprenticeships	Proportion of Enrolments and awards, (Nb 2 year programme in S5/6)	9 Enrolments to date		Foundation Apprenticeships
					Keen4Work	Proportion of participants progressing onto Positive Destination	Baseline TBC		Keen4Work Programme
					Work Placements	Measures TBC	Baseline TBC		Work Placements

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				<p>As a partnership, we aim to create an inclusive environment, to ensure every young person has the opportunity to reach their potential. We seek to raise aspirations and improve access to opportunities for people from disadvantaged backgrounds.</p>	LOIP Measures				
					<p>Support and development of wider access projects and provision which is targeted at areas of deprivation</p>	<p>Increase in the proportion of young people from regeneration areas entering positive destinations upon leaving school</p>	82.60%	85%	Aberdeen City Council
					Supporting Work/Metrics				
					<p>RGU Engagement Programme</p>	<p>Number of young people from deprived communities supported into higher education</p>	TBC	TBC	RGU
					<p>ASPIRE North Schools for Higher Education Programme</p>	<p>Progression rate to higher education on completion of the programme</p>	20.50%		

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				We will ensure that all children are supported to live and be educated in their local community	LOIP Measures				
					All young people with Additional Support Needs are educated in their local community in line with 'Aberdeen City Inclusion Review' recommendations	Percentage of pupils identified as having an additional support need educated in their local community.	80%	95%	ACC
						Reduction in Number of young People with ASN being transported	559	400	ACC
						Decrease no. of LAC educated out with the local authority (snapshot June 16, subject to variances in total LAC population)	232	100	ACC
				We will close the outcome gap for all children and young people	Partnership working to evaluate and deliver targeted support to schools and their local communities	Improve Proportion of Positive School Inspection Outcomes (Quality Indicators/ Primary and Secondary School Combined)	90%	100%	ACC
						Reduce Attainment Gap between highest and lowest achieving 20% (Tariff Scores)	1752	1600	ACC
						Increased LAC Attainment (% of LAC achieving Literacy and Numbers at SQF Level 4 or above)	28%	50%	ACC

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
Responsible Outcome Group									
				We will ensure all children and young people are supported to be responsible and contributing citizens	LOIP Measures				
					Improvements in early intervention supports for offenders/victims and parents	Reduce no. young people suspected/accused of multiple crimes	190	150	
						Reduce youth crime (No. of children accused/ suspected of offence)	652	457	
						Reduce exclusion rates (per 1000 pupils)	40	25	
						Increase no. young people engaged in diversionary activity programmes	TBC	Increase by 5%	
Supporting Work/Metrics									
				Reduce Youth Crime: reduce the involvement of young people in the commission of crime, encourage responsible behaviour	Support engagement with victims and communities and community led initiatives	Reduction of young people of young people charged with a crime or offence	TBC	TBC	TBC
					Monitor early intervention processes	Reduction of total number of offences committed by young people	TBC	TBC	TBC

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				Reduce Youth Crime: reduce the involvement of young people in the commission of crime, encourage responsible behaviour	Promote responsible behaviour and support engagement with bespoke programs or conditions	Reduction in CSP Hubdata on antisocial behaviour reports	TBC	TBC	TBC
					Develop intelligence led processes to maximise the allocation of resources	Number of Young People Engaging and Complying with Partner programs	TBC	TBC	TBC
				Increase active citizenship by developing opportunities for meaningful engagement and participation within their communities and empower children and young people to reach their potential	Encourage active engagement including traditional non engagers.	Introduction of consultation and feedback sessions with children and young people	TBC	TBC	TBC
					Mapping of existing universal and prioritised provisions	Number of input / information sessions delivered to children and young people	TBC	TBC	TBC
					Support the development of children and young people lead activities and opportunities	Record uptake of mental health provision	TBC	TBC	TBC
					Promote the inclusion of young people on representative groups.	SALSUS survey returns	TBC	TBC	TBC
					Enhance the opportunities for the most vulnerable young people through a coordinated allocation of local projects				

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
					Develop the opportunity for peer led mentoring, education and support facilitated and led by young people				
				Improve access to information and services to equip children and young people with the necessary skills and knowledge to make safer choices and engender informed risk management	Identify young people's needs and gaps in service provision through meaningful engagement	Introduction of consultation and feedback sessions with children and young people	TBC	TBC	TBC
					Ensure clear signposting to identified services	Number of input / information sessions delivered to children and young people	TBC	TBC	TBC
					Refine proactive responses to known risks such as drug and alcohol misuse.	Record uptake of mental health provision	TBC	TBC	TBC
					Develop timeous reactive responses to emerging trends such as CSE / Online safety.	SALSUS survey returns	TBC	TBC	TBC

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				Develop and use an effective communications strategy by listening to the voices of young people; identify effective means of communication; celebrate their contribution	Identify existing successful communication methods and utilise for our purposes	Likes/Views/ comments on social media threads			
					Explore opportunities for young people to participate within Children Services planning	Level of feedback captured following any engagement activity / opportunity.			
					Achieve engagement with the young people;	Young people attendance or representation at future 'Responsible Outcome' groups			
					Develop an accessible platform or structure to allow partners to communicate with young people.	Inclusion of Young People's thoughts and suggestions within meetings and Strategies overseen by partners.			

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
Respected and Included Outcome Group Outcome Group									
LOIP Measures									
				We will implement a citywide strategy to promote participation of children and young people and children's rights across the partnership	Implement relevant aspects of the Children & Young Peoples Rights and Participation Strategy	Number of Schools S&Q, VSE HMIE reports identifying pupil participation as a key area of strength	TBC Dec 17	Increase by 20%	
					Promote Youth Democracy and political literacy, in accordance with ICS participation strategy	Increased number of established forums where by young people can participate in youth democracy	TBC Dec 17	Increase by 20%	
Supporting Work/Metrics									
				Develop a coordinated partnership approach to engaging young people in youth democracy	Map activity of youth engagement across the partnership	Audit the extent to which the current engagement work meets the requirements of the charter	TBC April 2018		
					Create a youth engagement charter with the support of young people				
				Increase participation of young people in the development of partnership work/projects	Promote and use the Idea's Hub as a mechanism to increase youth participation	Increase in number of young people using the Ideas Hub			

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
GIRFEC Outcome Group									
Supporting Work/Metrics									
				To improve quality and consistency of chronologies and assessment practices, in order to ensure that quality assessment leads to effective early intervention	Audit effectiveness of current practice (sampling) and level of practitioner confidence to establish a baseline based on 6 point scale.	Positive evaluation of the impact of the module – 90% reporting it has improved practice.	TBC April 2018	90%	
					Develop an on-line training module addressing next steps identified from audit.				
					with 90% attendees attending face to face training report improved practice.	TBC April 2018	90%		
					Develop exemplification and FAQs to support consistency to host on Girfec website.	Increased traffic on the Girfec website.	-	-	

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				To improve quality and consistency of chronologies and assessment practices, in order to ensure that quality assessment leads to effective early intervention	Face to face training to be offered to partners across a locality upon request. The multidisciplinary training programme to continue to include the course, Using and Sharing Chronologies to Get It Right.	Repeat sampling and practitioner confidence Improvement in quality and consistency of chronologies evidenced by improvement in scaling from baseline sample.			
					Identify barriers to accessing face to face training and remedy.				
					Formalise communication strategy to inform those across the partnership of updates .				
				Maximise the Impact of Multi Agency meetings on outcomes for children and young people	Sampling-questionnaire devised for all partners to plan. Results informing next steps including	90% of parents, carers and children and young people report that they are active participants in the process after one year			

Children's Services				Aim	Action	Measure/Evaluation	Measures of Improvement		Lead Officer/ Organisation
1	2	3	4				Baseline	2021	
				Children, young people and families are confident that our Girfec processes will support their children and young people	Establish focus group to provide feedback on our approaches and inform next steps	Focus Group report confidence and knowledge of our Approach			
					Engage with parental groups widely across the city to both share approaches and inform next steps	Negligible number of complaints regarding the process			
					Engage with parental groups widely across the city to both share approaches and inform next steps	Negligible number of complaints regarding the process			
				Work in collaboration with the CPP to evaluate how effectively Girfec processes have reduced the number of children at risk	Trend of reduced referrals to the Children's Reporter.				
					Trend of Reduced referrals to the Reception Team				
					Trend of reduced number of Out of Authority placements				