

Moray Children's Services

Annual Report 2018/2019



**Moray
Community Planning
Partnership**

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Foreword Chief Officers Group

We are delighted to present our second annual report following the publication of our Integrated Children's Services Plan 2017-2020. Our vision remains to create the right environment to enable children to be ambitious, confident, healthier and safe. Our ambition will only be delivered if we work together with children, young people and their families through a strong partnership.

This year has definitely been a year of change. We have listened to our communities, our staff and those who inspect us. We have spoken up about the things we need to change as individuals and as a partnership. We are beginning to deliver the improvements we sought.

We have spent time pulling all of our information together so we have a better picture of the needs of children, young people and their families. We have changed the way our services work so that if you need help it is getting easier to get the right help when you need it. We have introduced some new services; we have improved our existing services delivering access in a timelier manner. We have responded to feedback from our young people creating safe spaces to stay closer to their home town or village. We have supported our staff to make these changes by enhancing support and increasing opportunities to develop new skills.

When they came back to see us in 2018 the Care Inspectorate reported that the partnership had made significant improvements across several areas. They felt confident that we would succeed in our improvement journey and saw no need for any further review inspections to take place.

We have set out what we have achieved so far in this report but we know there is still more to do. As a group of Chief Officers we remain committed to ensuring that the good practice identified in the inspection report happens 100% of the time.

We would like to thank to everyone working in Children's Services for their hard work, dedication and support, without whom these improvements would not have been possible.

We would also like to give a special thanks to the young people who have given us their views, and we will continue to do our utmost to listen to the voices of all our children and families. This is essential if we are to focus on what really matters.

Susan Webb
Director of Public Health NHS Grampian

Campbell Thomson
Chief Superintendent Police Scotland

Roddy Burns
Chief Executive Moray Council

Children in Moray

18,312 ▼

Children in Moray

11,778 ▼

Pupils in **53** schools

1,958 ▲

Registrations in
early learning childcare
centres

213 ▼

Looked after children

57 ▼

Children on the
Child Protection
Register



increase from last reporting period



decrease from last reporting period

Moray Children's Services Plan – Two Years On

In Moray we have four strategic groups which report regularly to the Executive Leadership Group with progress on the areas of work they are responsible for. The groups are the Child Protection Committee, the Early Years Strategic Group, the Corporate Parenting Strategic Group and the GIRFEC (Getting It Right For Every Child) Strategic Group. Outlined below are some of the areas of important progress made by the groups over the past year to improve children's services in Moray.

Child Protection Committee (CPC)

- The Neglect Group was established and a Neglect Medical Pathway developed.
- Moray Care Profile being tested to identify neglect earlier.
- Moray Significant Case Review (SCR) Group have completed four Initial Case Reviews that have been reported to the CPC. Learning from these has been cascaded through Practice Reflection Intensive Short Module (PRISM) events.
- An improved data led Performance Management Report for the CPC has enhanced scrutiny and accountability.
- A Vulnerable Pregnancy Pathway has been developed to help support those expectant mothers who most need it.
- The Initial Referral Discussion (IRD) procedure was reviewed and updated. The quality of IRDs has improved. Highlighted previously as evidence of good practice.
- Child Protection Training is now quality assured.
- Induction packs developed for all new members of CPC and sub-groups.

Early Years Strategic Group

- Early Talk Boost training package has been piloted by Speech and Language Therapy in 3 early years' settings and is being cascaded to upskill the ELC workforce in child communication and development.
- Moray Family Information Service (FIS) was updated following a mapping of service provision and the webpage is maintained to ensure parents have access to up to date information.
- The Family Nurse Partnership operating in Moray has broadened criteria to include mums aged 20-24 identified as having additional vulnerabilities such as mental health, drug and alcohol issues or a victim of domestic abuse.
- Funding was secured to expand breastfeeding support across Moray and facilitate staff capacity in relation to co-ordination and support/supervision of peer supporters.
- A Healthy Start pilot to promote uptake is being tested in Buckie.
- The group membership participates in the Northern Alliance emerging literacy work stream to support the development of literacy and handwriting skills within early learning and primary school settings in Moray.
- A 10 unit module of training has been developed for Early Years practitioners to improve standards in pre-school settings.
- Standards and guidance for clear transition processes are being utilised by health & education staff to support transitions into school.
- Successful implementation of early years expansion phase 1.

Corporate Parenting Strategic Group

- A designated worker in the Local Authority Housing Service was allocated to work with Care Experienced Young People (CEYP).
- Mental Health assessment is now part of the Looked After Child's health assessment and ongoing mental health monitoring is improving outcomes for CEYP.
- Developments have been made in NHS systems to better identify and support Care Experienced Young People.
- Improved communication and disclosure mechanisms between schools and Moray College UHI have improved transitions.
- Two scatter flats have been established to support young people's transition into adulthood and independence.
- Improvement project on minimising the time children and young people experience drift in achieving permanence, to improve their outcomes.
- 34 young people have accessed Fit Life? cards to help support a healthy lifestyle and improve equality of access.
- Changes to the Fostering Scheme to better support foster carers and the children and young people placed with them.

GIRFEC Strategic Group

- Development of an improved child planning process and plan through consultations and practice audits, using Quality Improvement Methodology.
- Young Carer Strategy co-produced with young carers and aligned with adult carers to strengthen the profile of the needs of young carers.
- Testing of a Young Carer Statement so that the needs of young carers can be identified.
- Producing a toolkit and information on mental wellbeing for practitioners which is available on a mental health website hosted by the Moray Council.
- Co-production of a Participation and Engagement Strategy with young people to consult on the best ways to meaningfully engage with young people.

Locality Management Groups (LMGs)

- There are now two fully operational East and West LMGs. These groups are currently focusing on 3 priority themes:

Mental Health & Wellbeing

Poverty

Parenting/Developing Community

- The themes will be taken forward by Locality Action Groups who are made up of 50% practitioners and 50% community members (including children and young people).
- Locality Networks are the information sharing arm of the LMG's. They have been set up in each locality to communicate and consult with practitioners and community members.
- The LMG's, Networks and Action Groups link directly with the strategic groups to develop a co-ordinated way to improving outcomes for children, young people and their families in Moray.

Moray Learning and Development Group (MLDG)

MLDG consists of experienced professionals from Health, Education, Social Work, Police, and Third Sector. MLDG is responsible for developing, delivering, and quality assuring a multi-agency Child Protection, GIRFEC, Corporate Parenting and Early Years training calendar for all staff working with children and young people across Moray. The overarching aim is to improve operational practice and provide robust quality assurance of the training.

In the reporting period April to December 2018, 40 courses were delivered to 502 practitioners for a range of services and organisations within the community planning partnership covering 15 different topics.

These topics were delivered in a multi-agency way to maximise knowledge, skills and resources.

7 new topics were added to the menu in 2018.

Over 84% of participants indicated that their knowledge and understanding had increased by attending training provided by MLDG, with the quality of the delivery and quality of course rated eight out of 10 or above.

Moray Strategic Context

<u>Document</u>	<u>Date</u>	<u>Link</u>
Moray Children's Services Plan	2017-2020	www.moray.gov.uk/downloads/file112627.pdf
Moray – a plan for the future	2016-2026	www.moray.gov.uk/downloads/file92241.pdf
Moray Local Outcome Improvement Plan	2017-2027	www.yourmoray.org.uk/downloads/file118306.pdf
NHSG Child Health 2020	2010-2020	foi.nhsgrampian.org/globalassets/foidocument/dispublicdocuments---all-documents/Child_Health_2020.pdf
Moray Early Years Strategy	2016-2026	www.moray.gov.uk/downloads/file109795.pdf
Early Learning & Childcare Delivery Plan	2017-2022	www.moray.gov.uk/downloads/file120202.pdf
Child Protection Committee Annual Report	2018	www.moray.gov.uk/downloads/file123472.pdf
Corporate Parenting Strategy	2017-2020	www.yourmoray.org.uk/downloads/file116360.pdf
Moray Additional Support Needs Strategy for Schools	2017-2027	www.moray.gov.uk/downloads/file116628.pdf
Moray Young Carers Strategy	2018-2019	www.moray.gov.uk/downloads/file120246.pdf
Community Learning & Development in action	2018-2021	www.moray.gov.uk/downloads/file123130.pdf
A strategy for preventing, mitigating and undoing poverty in Moray	2018-2021	moray.cmis.uk.com/moray/
Moray Alcohol and Drug Partnership Strategy	2015-2025	www.madp.info/wp-content/uploads/2012/04/20102015-MADP-Strategy-2015-V9.pdf
Moray Economic Strategy	2019-2029	www.moray.gov.uk/downloads/file123287.pdf
Good Mental Health for ALL in Moray	2016-2026	www.moray.gov.uk/downloads/file102332.pdf
Community Justice Outcome Improvement Plan	2019-22	www.yourmoray.org.uk/downloads/file125720.pdf
Employability Strategy	2016	www.yourmoray.org.uk/downloads/file113295.pdf
STEM Moray Position Statement	2018 - 2021	moray.cmis.uk.com/Moray/Document
Local Fire and Rescue Plan for Moray	2017	www.firescotland.gov.uk/media/1224911/moray_local_fire_and_rescue_plan_2017.pdf
Moray Local Police Plan	2017-2020	www.moray.gov.uk/minutes/data/FP20170824/7.%20Moray%20Local%20Policing%20Plan%202017-20%20-%20Appendix.pdf
Raising Attainment: Our Strategy	2014	www.moray.gov.uk/minutes/data/CP20140924/Item%209%20Appendix%201.pdf

<u>Document</u>	<u>Date</u>	<u>Link</u>
Moray Children and Young People's Quality Assurance and Performance Framework	2017 – 2020	www.moray.gov.uk/downloads/file116508.doc
NHS Grampian Clinical Service Strategy	2016 – 2021	foi.nhsgrampian.org/globalassets/foidocument/dispublicdocuments---all-documents/Grampian_Clinical_Strategy_2016-2021_Full_Version.pdf

In development

- Bullying and Equalities Strategy
- Learning and Teaching Strategy
- Participation and Engagement Strategy
- Integrated Children's Services Strategy
- The Moray Integration Joint Board Strategic Plan (under review)

Continuous Improvement

Quality Assurance Team – The Quality Assurance Team comprises of colleagues from across the Moray Community Planning Partnership (MCP). The Quality Assurance Team has developed the Moray Children and Young People's Quality Assurance and Performance Framework. This provides all partners with a clear framework that can be used to evidence the quality of service delivery, ensure high standards of delivery are sustained and outcomes for children and young people continuously improve.

Progress review following the joint inspection of services for children and young people in Moray – In November and December 2018 a second progress review was carried out by the Care Inspectorate. The progress review looked at the 6 improvement priorities that were identified by the Care Inspectorate in their report in February 2017.

The Care Inspectorate recognised that the partnership had made progress to develop and implement a comprehensive improvement plan to address the six improvement areas identified in the joint inspection report.

“Governance and reporting arrangements had been significantly strengthened. Partners had made it a priority to develop and implement quality assurance approaches designed to improve standards of operational practice. They had visited another local authority area that had faced similar significant challenges and were using the learning from this to develop new approaches. They had sought out examples of best practice across the country and formed links with partnerships in other areas to provide them with greater external support and challenge.

Partners recognised the scale of improvement and culture change they needed to make to achieve their aspirations for all children and young people in Moray and were committed to a five-year change programme. They accepted that the cultural shift needed to embed and sustain improvements over time would take longer and they were fully committed to achieving this. “

Care Inspectorate Report March 2019

Building capacity and capability for Quality Improvement (QI) in Moray – QI in Moray has been used across the partnership for a number of years. However, it is only recently that steps have been taken to embed it in practice. Major drivers for this have been National QI programmes such as Permanence and Care Excellence (PACE), 2UP specifically around the uptake of 2 years old in Early Years provision and UPQIC (Universal Pathway Quality Improvement Collaborative) looking at the health visiting pathway. An event was held in January 2019 to start a dialogue with practitioners around building capacity and capability concerning QI methodology in Moray.

At the event, 23 practitioners from across different services and organisations came together to learn from a number of QI projects that were ongoing, as well as considering how QI methodology could be embedded in Moray.

This resulted in the development of a 2 hour session on the QI Model for Improvement which 35 practitioners from a variety of Community Planning Partners attended. A one day learning session on QI will also be delivered in June 2019. Alongside these is a Practitioner Programme facilitated by colleagues in the NHS which is run over 5 sessions. All this will help build capacity and capability in QI methodology in Moray.



Participation and Consultation involving Children and Young People

Participation and Engagement Strategy – The strategy was co-produced by a working group of community planning partners and a working group of young people (Year of Young People Ambassadors and Police Scotland Youth Volunteers), collaborating together. The partners involved were: NHS Grampian, Moray Council, Children 1st, Police Scotland & Who Cares Scotland.

A high priority focus for the implementation of this strategy is for children and young people to work with children and young people to establish:

- Which methods of engagement and participation are making a difference?
- How can we ensure ALL children and young people in Moray are given a range of opportunities to have their say?

The answers will help us to expand the menu of participation opportunities to include engagement that goes beyond traditional methods, such as pupil councils, themed committees or forums.

Realigning Children's Services (RCS): overview and status – The RCS programme will help us understand how local services such as schools, doctors and youth work are currently supporting children and young people. This will allow us to strengthen services so that the right help is available at the right time for the right people.

Services for children are delivered by the local authority, health board, third sector or independent providers. RCS helps these local service providers to make better decisions about how to improve what they do and to make a real difference to people's lives as early as possible.

The RCS Wellbeing Survey asks about aspects of emotional and physical wellbeing such as family life, friendships, school, play and health. The responses that children and young people provide will be used to help plan and improve local services.

This survey was run in Moray across P5 and S4 with over 6,000 children and young people having the opportunity to complete the survey. The results are currently being analysed by Scottish Government and will be known to Moray soon.



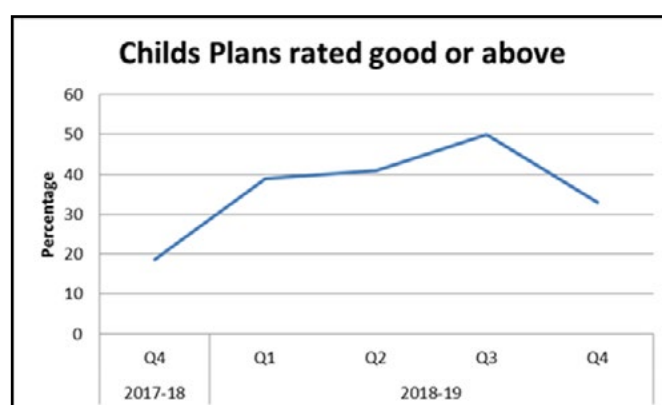
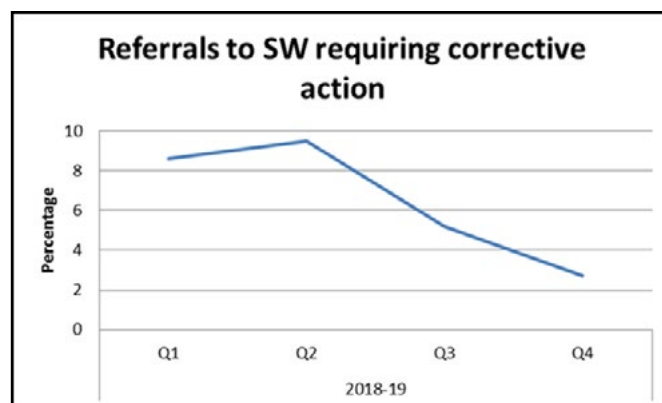
Children Services Plan Priority 1 – Ambitious and confident children

Aim: We will quality assure and self-evaluate our work with children, young people and their families

Supervision – Following the Care Inspectorate inspection visit to Moray's Community Planning Partnership (Children's Services) in 2016, and the subsequent published report in 2017, supervision was highlighted as an improvement priority. Social Work staff were interviewed and surveys carried out, to ascertain staff views on supervision, what worked well and what needed to improve. Supervision training for Service Managers and Team Managers was designed and delivered by a consultant expert in supervision and later rolled out to a cohort of Senior Social Workers.

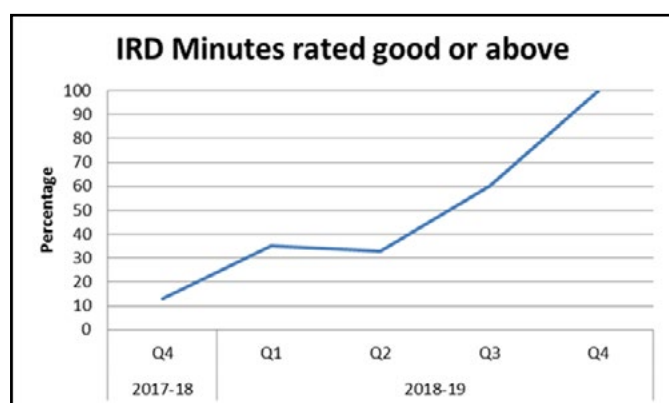
Following this training the 4x4x4 Model of supervision was adopted within Moray Council Children's Services and a review of the Supervision Policy now supports the changing culture necessary, to make the improvements. The Supervision Policy and Guidance provides supervisors and supervisees with a range of recording tools, to support the development of supervision locally.

Multi-Agency Practice Hub (MAPH) – The MAPH was set up in June 2017 as a forum to review the quality of all referrals into social work and the subsequent initial social work response. MAPH continues to meet on a weekly basis, with all agencies represented. This has enabled the Partnership to utilise resources in a more targeted way to improve the consistency and quality of referrals and therefore meeting the needs of children and young people at the earliest opportunity. The workings and analysis of MAPH serves to ensure staff remain alert to the early identification of neglect and cumulative harm, so children and young people receive the help they need at the time they need it.



Initial Referral Discussion Protocol (IRD) – In order to improve the IRD record and subsequent decision making, the IRD Protocol was revised in August 2018, informed by learning from MAPH and consultation feedback. The IRD minute template was also updated to better promote inclusion of all relevant data and assessments. MAPH continues to sample IRD minutes on a monthly basis to continue to feedback practice improvements for this process.

As part of the review of IRD procedures in 2018, the pathways into child protection processes were analysed. Concerns were highlighted around the early identification of cumulative harm. In order to improve this, the current IRD process has been amended so that all concerns, including cumulative harm and neglect, are escalated through an IRD to determine whether a child protection investigation or other measures are required. Timescales for IRD have now been tightened to two hours from point of an IRD being requested (five days for an unborn). This ensures that decisive action is taken to reduce the risk of children and young people experiencing emotional harm or neglectful parenting.



Community, Learning and Development (CLD) – Engagement with Education Scotland CLD inspectors has continued following a visit in Spring 2018 to the Buckie and coast area. A CLD Strategic Partnership has been created with terms of reference to improve CLD governance, reporting and planning for change. Education Scotland inspectors acknowledged that staff and volunteers from across the partnership benefit from rich and diverse continuous professional development to improve the quality and impact of learning offers. For example 17 participants gained a Personal Development Award in Youth Work in spring 2018. For some, this award has enabled them to gain employment as a result of the skills acquired through volunteering. It has also led to an increase in partnership work leading to more opportunities for young people to access. A 'How good is our Family Learning?' partnership event was delivered to develop a baseline of Moray provision and raise awareness of where work was being undertaken in the area. The event also captured the impact of Family Learning through the voice of learners, which is now recognised as a priority in all education plans.

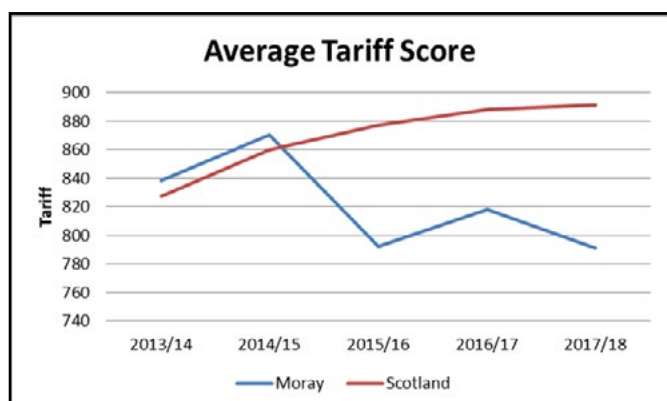
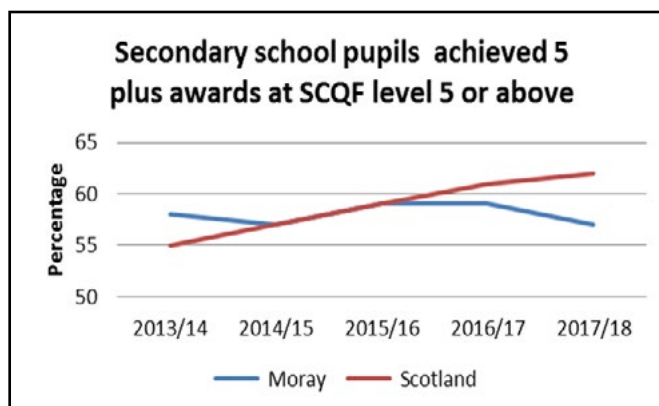
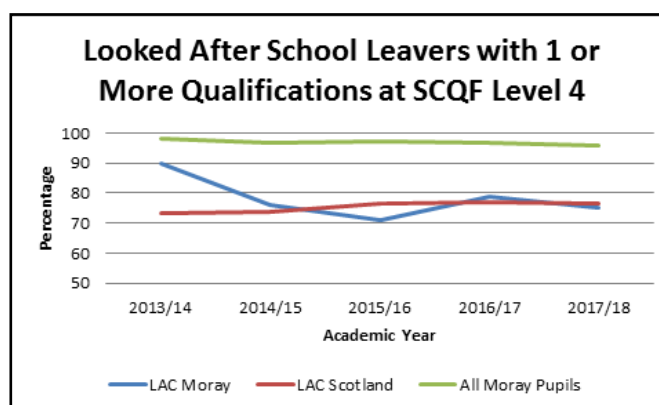
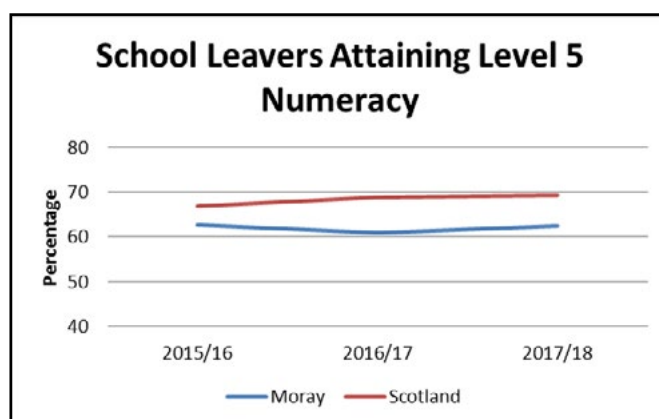
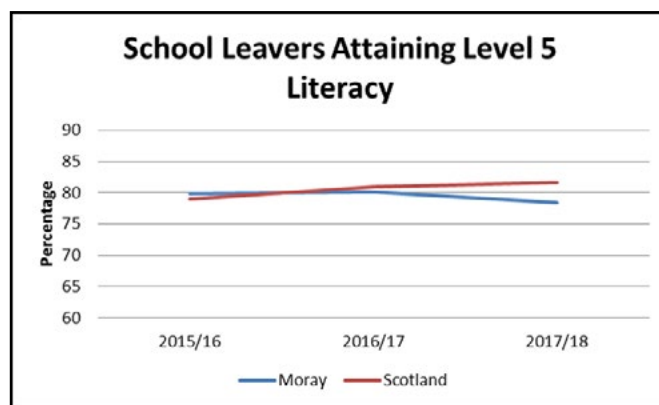


Aim: We will close the attainment gap for our children and young people

Raising Attainment – Attainment over time in Moray presents a mixed picture with some measures illustrating a positive and improving trend. There are some examples of good practice in secondary and primary schools where a focus on raising attainment is linked to strong leadership of learning and teaching and school improvement priorities. Most schools are developing their understanding of a range of data for improvement and almost all schools have developed curricular progressions which are supported by engagement with the benchmarks; ensuring learner pathways are evident and staff work well to ensure clear progression for learners.

Some of our secondary schools have worked with primary colleagues to develop shared understanding. Increased use and analysis of data across our schools has led to greater identification of attainment gaps and provided opportunity to measure the impact of interventions. There is emerging evidence of data to support creative use of Pupil Equity Fund (PEF) monies in order to raise attainment and achievement, with key Literacy, Numeracy and Health and Wellbeing interventions in support of targeted groups of children and young people.

Implementation of the restructured secondary school week i.e. moving to a 33-period week model, has provided opportunity for schools to embed additional qualifications and accreditation opportunities across the senior phase, including additional support for raising literacy and numeracy attainment. In line with review of National Qualifications and expectations with learner pathways, there remains an ongoing need to focus on the development of the Broad General Education (BGE) and in particular the challenge within the S3 curriculum.



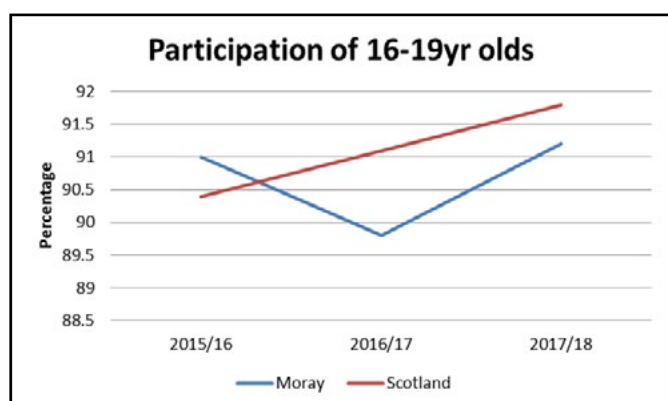
Aim: We will maximise the training, employment and education opportunities for all school leavers.

Wider accreditation with flexible, appropriate and responsive learner pathways have been a key measure for our schools and are evident in work being undertaken for Developing the Young Workforce, the Moray Skills Pathways, Skillsforce, and Moray Social Emotional and Behavioural Needs (SEBN) Service. Ongoing emerging work on career education standards, work placement standards to support children and young people to ensure they are engaged in education.

A wider range of provision is offered in all our schools and others through a bespoke arrangement/package. In partnership with Moray Education, Social Work, Skills Development Scotland, Community Learning and Development and Moray College, pathway planning meetings take place on a regular basis in our schools, to ensure early intervention and action based approaches are in place to support positive destinations for our young people.

Developing the Young Workforce (DYW)

We saw significant developments in 2017/18 in meeting the Scottish Government's Youth Employment Strategy (DYW). The action plan continues to be implemented for 3-24 years age groups.



Career Education Standard was the focus of in-service. All partners worked together to discuss the Moray Skills Pathway and how partners are becoming more involved in the co-design and co-delivery of the curriculum offer. All early years settings, including partnership nurseries, received a talking tub to allow them to discuss with children the range of jobs in the local community. Secondary schools have seen the introduction of 7 sector days, all employer led, to inform S3 pupils

about the opportunities in growth and volume sectors, across the area. These have been well received across the partnership. Employers are becoming more involved in the co-design and co-delivery of curriculum offer as schools embed the Moray Skills Pathway.

Transition Planning – Almost all schools now have established pathway planning meetings to support transition and ensure the appropriate support is in place for young people throughout the senior phase.

Quality Assurance – Moray Council and Skills Development Scotland hosted a Pathways in Partnership event to focus on the need for accurate and robust data to enable accurate planning to support the participation measure. We now have very good levels of completeness on anticipated leave date and work with partners to improve the preferred route and occupation data.

Promoting Equity – Planning has gone into the development of 'Mentoring Young Talent' (MYT), a bespoke mentoring programme aimed at supporting equalities groups to develop the skills required to achieve and sustain a positive destination. This programme will be piloted in the session 2019/20 and evaluated to allow roll out across the authority.

Culture & Practice – Post school (16 – 24yrs) Moray Pathways consortium is made up from a large number of private, public and third sector organisations who have signed a partnership agreement in April 2019. This will allow for much more joined up planning and delivery of employability services for all ages, as well as a single point of contact for information to be shared and accessed via www.moraypathways.co.uk.

In 2018:

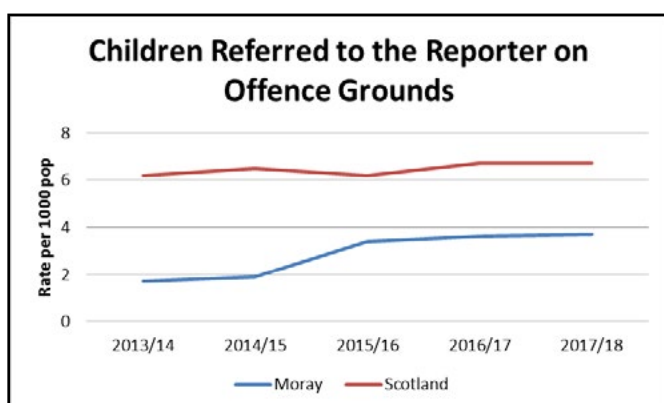
- Skills Development Scotland delivered 6,602 Career Information, Advice and Guidance engagements for 3,351 people through a mix of group and one-to-one sessions.
- 77 Employability Fund starts were granted
- 350 Modern Apprenticeships were started and 78% completed their full apprenticeships.
- 4 employers and 46 individuals facing redundancy were supported.

Aim: We will ensure all children and young people are supported to be responsible citizens

Early and Effective Interventions (EEI) and Whole Systems Approach (WSA) – The focus of Youth Justice has in the past been to engage with young people who are offending; however this remit has more recently broadened out to include work with those young people in Moray who are displaying significant levels of challenging behaviours within their home, community and school environments and who require an intensive or specialised support to reduce the level of risk and concerns. The current age range extends from 8 to 18 years.

Social Workers are being supported by Project Workers to deliver a team approach towards providing a range of intensive supports over the whole week, including weekends, for the child or young person as and when required, with the aim of preventing and reducing the identified behaviours and keeping the young person safe.

Four of the team members are also qualified to take young people on outdoor pursuits, such as mountain and trail biking, and coasteering. This appears to be particularly effective in working with small groups of young people whose behaviours put them at risk of being socially and educationally excluded. Since February 2018, 28 young people have been supported to partake in such activities.



Through the EEI and WSA, the team work closely alongside Criminal Justice Social Work and the Youth Justice Management Unit (YJMU).

The WSA supports a joint approach with Criminal Justice and the Procurator Fiscal Service enabling us to work with young people who are suitable for 'Diversion' away from Prosecution where appropriate. This may for example be for a period of 5-10 weeks working on a one

to one basis, supporting a young person to access services such as housing, employment, substance misuse, educational supports. Other supports include Court related visits and support for a young person while in custody.

The focus on EEI enables us to work with young people at an earlier stage of concern. Referrals are made through police concern reports, where evidence of early stage of concerns are present and can be addressed and supported outwith a Children's Hearing and court process.

Since November 2016 the team have taken referrals straight from the Moray Social Work Access team in relation to youngsters who meet the above criteria. The overall aim is to prevent an escalation of offending and significant challenging behaviours at an earlier stage of the process, thereby reducing the negative effects on both the young person and the world around them, in the longer term.



Aim: We will improve the availability of affordable child care across Moray.

Expansion of Early Learning and Childcare (ELC)

– The phased roll out of the expansion of early years provision is based on Scottish Indices of Multiple Deprivation (SIMD) scores. Phase 1, from 2018-2019, involved 4 local authority nurseries and 12 private funded settings who offered up to 1140 hours to approximately 120 children. Lady Cathcart nursery, in Buckie, was opened as a phase 1 nursery and is now starting to work with Action for Children around the development of the Family Centre. Phase 2, from 2019-2020, will involve 9 local authority nurseries and 12 private funded settings offering up to 1140 hours to more families in Moray.

The expansion team have identified numerous achievements in the past year:

- Successful project management approach to the expansion
- Establishment of central Early Years Team
- Development and implementation of Nursery Manager role
- Development of ELC Career Pathway
- Development of Early Years Training Strategy
- Infrastructure and training grant offer to partner providers

The managers at our 4 phase 1 nurseries have worked with the Continuous Improvement Officer to develop consistency and continuity in ELC in Moray. They have done this by:

- Building on relationships with families and children.
- Moderating and standardising documentation for ELC.
- Organising and participating in termly forums with managers from all ELC settings in Moray.

Early Years Quality Improvement – A coordinated approach, utilising QI methodology, is being adopted by the Early Years Expansion Team and Locality Management Group in the East to design family support/parenting provision which delivers measureable and sustainable improvements for children and families. A multi-disciplinary team has been participating in the Children and Young People's Improvement Collaborative (CYPIC) to improve the uptake of eligible 2 year olds. There is currently a small test of change happening



in the Buckie locality as part of the practicum. Currently working closely with health visitors, we are engaging with parents and carers at the child's routine 13-15 month check, to raise awareness about eligibility criteria and benefits of sending 2 year olds to an ELC setting. A flyer has been developed and issued throughout the Buckie locality and work has also been done with DWP/Jobcentre to promote free places, funded by Scottish Government. The effectiveness of these are being evaluated.

Aim: We will maximise opportunities for all children to participate in volunteer work and nationally recognised awards

Youth achievement and volunteering – There is a strong picture of participation in children and young people's activities across Moray with a good variety of accreditation. Provision ranges from uniformed and service groups, targeted group work, and dedicated youth organisations e.g. Elgin Youth Café and The Keith Loft with outdoor learning activities provided by Outfit Moray, Wild Things and the Duke of Edinburgh's Award.(DofE) Education Scotland Inspectors noted a strong focus on targeted and inclusive provision for those with additional support needs and new opportunities developed by Friendly Access for autistic friendly surfing and swimming classes. This programme was a winner of the 2017 Moray Social Impact Awards.

The majority of young people undertaking the DofE award are aged between 14 and 17 years , 77.9% compared to a national figure of 57.9% for the same age range. As this is the busiest time for them in terms of exams and they have until their 25th birthday to complete, the figure does ebb and flow. It was also the rationale for establishing the Moray DofE Open Award Centre. These figures convey full awards only. For various reasons, some young people only complete sectional certificates which are not recorded here. In 2018 we had the highest gold award completion in the local authority's history.

Active School Co-ordinators' provision reached 4207 participants and also specifically targeted children who face barriers through the Sport for Change agenda. The primary school pupil Playmaker Scheme has encouraged pupils to lead lunchtime activities, increase physical activity and build confidence. Achievement in Saltire Awards, designed to formally recognise the commitment and contribution of youth volunteering, has grown from 328 awards in 2016/17 to 682 in 2017/18. The value of DofE participants' contributions to the Moray community through volunteering was estimated at £20,858.

Police Scotland Youth Volunteers (PSYV) – PSYV is a uniformed youth organisation that looks to develop positive interaction between the police, young people and the rest of the community. PSYV Moray launched in March 2018. Youth

Volunteers are aged 13-18 years old and take part in an extensive training and education programme. Following the launch, both youth and adult volunteers underwent a training programme that included topics such as radio procedures, missing person reports, lost and found property, basic first aid and defibrillator use.

The group currently has 21 youth volunteers. It is a requirement of each group that at least 25% of its youth volunteers have experience of one or more of a broad range of vulnerabilities. The aim of the programme is to develop the key skills of self-confidence, communication, team working and leadership. The initiative also works to promote an understanding of the importance of communities working together to deliver local projects and initiatives.

PSYV Moray had their first volunteering outing at Motorfun organised by Elgin Rotary at Cooper Park on 3 June 2018. Since then, they have accumulated over 1300 hours volunteering at events such as Piping at Forres and Elgin BID Food and Drink Festival. They teamed up with PSYV North Aberdeenshire and Aberdeen groups for a Santa Run to raise group funds, and assisted the Children 1st charity by carrying out a bag pack raising £400. Leaflet drops have also been carried out supporting local policing priorities including the national housebreaking and 'Shut Out Scammers' campaigns.

Earlier this month, PSYV Moray travelled to the Scottish Police College to attend their first National PSYV Awards where one of their Youth Volunteers was shortlisted for the final of the 'PSYV's Got Talent' contest.

This July, the group have been invited by PSYV Western Isles to volunteer at the Heb Celt Music Festival where they will also team up with members of PSYV Shetland.

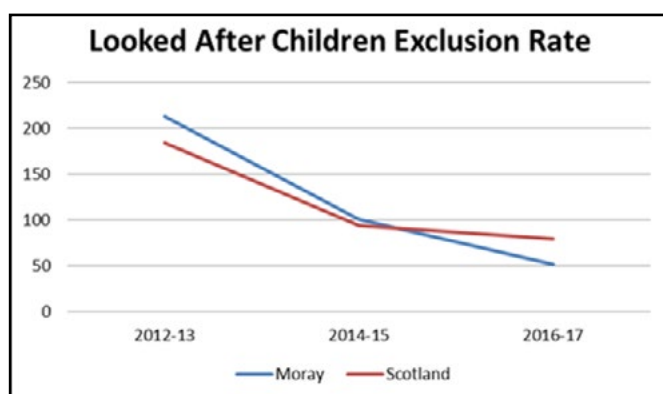
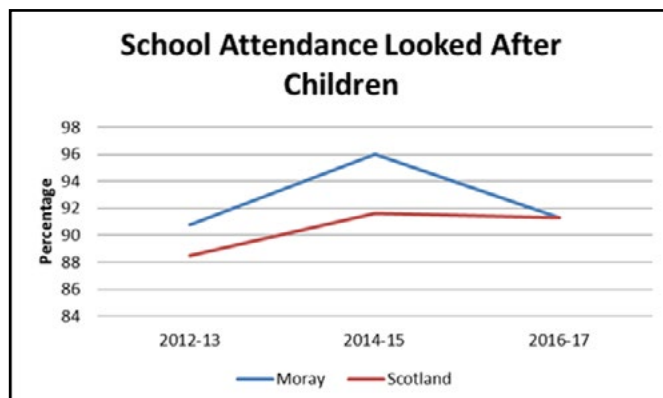
Aim: We will ensure children achieve their educational aspirations.

Exclusions from Schools – Exclusion in Moray's schools have shown a reduction over the past three academic years, both in terms of individual pupils being excluded and also in relation to the overall number of incidents of exclusion. There has been a 14% reduction in the number of pupils excluded within primary schools and a 65% reduction in the number of incidents of exclusion. Within secondary schools there has been a 27% reduction in the number of pupils excluded and a 27% reduction in the number of incidents of exclusion.

The overall reduction in exclusions is a result of improved behavioural support strategies within schools, the use of alternatives to exclusion and improved partnership working. Head Teachers, Additional Support Needs staff and Social Emotional and Behavioural Needs Team staff have all contributed towards this improvement.

Additional Support Needs (ASN) – The action of early intervention lies within the child planning process of GIRFEC and this year has seen the training and new child's plan rolled out across the Authority. In addition the Exclusion Policy update and the current working group on Managing Absence Policy and Practice, is part of a strategic approach to highlighting to schools the importance of early intervention.

- Practice in schools to support disengaged young people includes the deployment of home-school link to support families, flexible and designed curriculum to support learning and engagement
- Staged intervention approach to meet pupil needs and supporting accessibility has also been rolled out to schools and is led by the ASN Team.
- Training in relational approaches, zones of regulation and emotional coaching led by our Education Psychology Team has contributed to the strategies relating to health and wellbeing and capacity to engage
- Mentoring Young Talent programme will be rolled out in August 2019 for S3 pupils identified via pathway planning which looks at young people at high risk of negative destinations.



Aim: We will consult widely with children and seek their views on our services and how to improve

Rights Respecting Schools – Since December 2015 there has been strong engagement of schools with this award. We currently have 41 schools registered with the UNICEF Rights Respecting Schools Award (RRSA), which constitutes 77% of our schools. This is the highest number in the Northern Alliance. Although there remain a number of schools who have chosen not to pursue the award, they are all still very committed to promoting and embedding children's rights into the ethos and culture of their schools.

In 2018/2019 in the primary sector we have 7 schools that have registered but have not achieved bronze level yet; 16 schools have achieved bronze; 8 have achieved silver, and 3 schools have achieved gold. Aberlour Primary, Anderson's Primary and Logie Primary have been recognised by UNICEF as being schools that have truly embraced children's human rights in their ethos and culture. These schools are now acting as RRSA Ambassadors within the authority.

In the secondary sector, Moray is the first authority in the Northern Alliance to have all their secondary schools engaged with RRSA. We currently have one school that has registered but not yet achieved bronze level; 6 schools have achieved bronze, and one school has achieved silver. This is a great achievement as it is acknowledged nationally the challenge secondary schools face in achieving this award.

Participation of Care Experienced Young People (CEYP) – Since its launch in July 2017 the Champions Board is now established and well attended by Corporate Parents from across relevant agencies and carer groups. There is a core group of care experienced young people who engage in the Champions Board and have been central to its development and success.

Working together with Findhorn Bay Arts Project, and Who Cares? Scotland we have supported the development of a group for younger CEYP, known as 'Little Fix'. The group have been meeting since October 2018.

To measure the progress of Champions Boards, the Life Changes Trust commissioned Social Value Lab, in 2016, to undertake an evaluation of the effectiveness of the Boards using a Partnership Scorecard. The Scorecard gathered views about how CEYP, members and stakeholders felt their Boards were progressing. In total 34 respondents involved in the Moray Champions Board completed the survey, representing a 28% response rate, of which four were young people.

The survey responses demonstrate that:

- The Champions Board has led to the empowerment of care experienced young people: they have developed positive relationships; they have become more active in their communities; they have increased their confidence and skills to influence policy; and they are better understood by the Council and Corporate Parents.
- There has been some progress in achieving outcomes for individual care experienced young people, such as employability, housing, education, safety and health and wellbeing. However, in most areas (particularly education) a significant number of respondents are unclear about progress.
- There is also still work to do to address the perception that communities and the general public have of care experienced young people.

Place Standards Tool – This provides a simple framework to structure conversations with children and young people. It allows the opportunity to think about the physical elements of a place (for example its buildings, spaces, and transport links) as well as the social aspects (for example whether people feel they have a say in decision making). The tool provides prompts for discussions, allowing participants to consider all the elements of a place in a methodical way. It also identifies the assets of a place as well as areas where a place could improve.

From January 2018 – March 2019, Moray Council's Youth Work Engagement Team supported by partners engaged over 1,400 young people aged 11-16 in Place Standard events in each secondary school in Moray. The results from each area have identified aspects of their communities where young people feel there are many positives and also areas for improvement. In particular young people across Moray felt they had little influence and control in their communities and also transport, streets and traffic were also seen as areas for improvement.

Participatory Budgeting (PB) – Moray School Bank and tsiMORAY worked closely with Local Authority Youth Workers and partner practitioners to assist young people in delivering PB to their peers across Moray. Moray School Bank secured £62,000 of funding from the Scottish Governments Community Choices Fund to support the delivery of the PB project across Moray. There were seven PB projects delivered in Moray by end of March 2019, sharing a total of £50,000 towards good causes led by the young people in Moray.

The voting at all events was digital with the support of Young Scot's digital platform and so far engaged with over 1,296 voters to the showcase events with a total of 5,800 votes in total making a total of 11,777 individual preferences. This is a significant response for young people and it shows that young people do want to take part in decision making in their community.

100 different projects across 5 categories, advancing education, relieving poverty, community, arts/amateur sport and promoting health have been developed and led by young people.



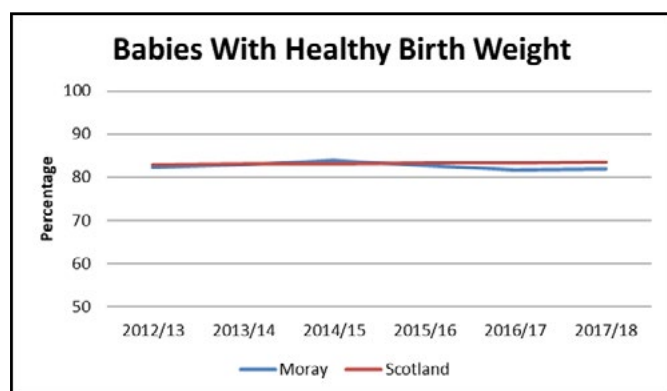
Children Services Plan Priority 2 – Healthier children

Aim: We will improve health supports and outcomes for children before they are born

Best Start – The Scottish Government (SG) Best Start vision for Maternity and Neonatal Care in Scotland sets out to ensure that within 5 years services are redesigned using the best available evidence, to provide sustainable, safe and high quality maternity and neonatal services across Scotland. It puts the family at the centre of decisions so that all women, babies and their families get the highest quality of care according to their needs.

Current NHS Grampian (NHSG) position:

- A Best Start Programme Board has been established with multidisciplinary, management and service user membership and meets bi-monthly;
- Progress towards achieving 23 local recommendations within set timescales. Good progress has been made towards achieving the short term objectives by January 2019
- Grampian Health Board representation on the national implementation group; national sub group for continuity of carer; and local leads national group;
- Funding has been received from SG for 2018/19 and 2019/20 to support implementation of Best Start;
- Appointment of a Best Start Programme Manager to drive forward the Best Start Project Plan; and
- An area of NHSG will be selected to commence planning for a continuity of carer model.



Nationally, the Scottish Government has detailed the core mandatory training for Midwives and Obstetricians across Scotland. Work is underway to implement the requirements across relevant service with the first report of progress to the SG by December 2019.

Specific to Women and Children's Services at Dr Gray's Hospital, the Phase 1 Plan was submitted to the SG in November 2018 and the Phase 2 Plan will be submitted imminently.

Family Nurse Partnership (FNP) – The Family Nurse Partnership is a licensed programme which fits with the overall NHSG vision, 'by 2020, all children and young people of Grampian will have the healthiest possible start in life.' (Child Health 2020, NHS Grampian)

NHSG delivers a pan-Grampian FNP service, due to a geographical area of 3,200 miles this continues to provide challenges around service delivery because of the mixture of rural and urban populations and the distance involved. While the focus continues to deliver the programme to all eligible mothers less than 19 years of age in Grampian, the North FNP team are now able to deliver the service to a number of vulnerable mothers less than 25 years of age by adopting the agreed extended FNP eligibility criteria.

NHSG will continue to deliver the FNP programme across its large geographical area ensuring no disadvantage to clients living in remote and rural areas. The recruitment of further clients is ongoing with the FNP becoming an established service. However, there is an awareness of the overall reduction in teenage pregnancies in Grampian/Scotland whilst the birth rate is relatively stable, both of which may impact on the service.

Two FNP supervision teams, north and south, were established in March 2018, this has further enabled the FNP service to better focus and support a geographical spread of clients across Grampian.

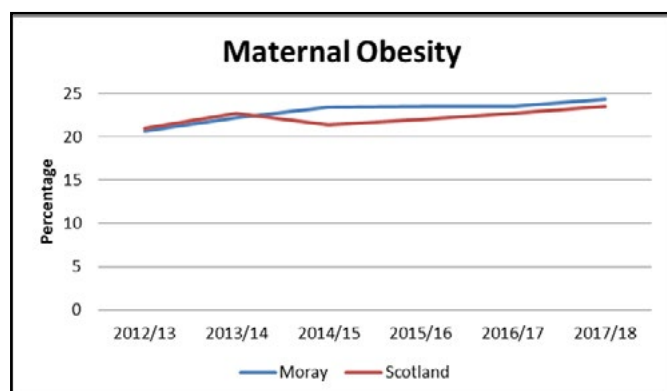
Areas of best practice:

- Therapeutic relationship of Family Nurse with eligible first time pregnant teenage clients from 16 weeks of pregnancy to child's second birthday;
- Case supervision on a weekly basis and tripartite case supervision quarterly;
- Child Protection;
- FNP national training for Family Nurses and Supervisors; and
- Fidelity to the licensed evidenced based FNP programme to deliver the FNP service.

Baby Steps – The multiagency, midwife led, fun interactive 8 week programme, actively supporting women with a BMI ≥ 30 to take small steps to improve their health and wellbeing. The interactive sessions include walking and practical food skills, provide women with the tools to support a healthier pregnancy.

Quality Improvement methodology utilised to develop all aspects of the Baby Steps Programme:

- 100% of eligible women are invited to attend the programme
- 11 cycles of the 8 week programme have been delivered since 2017



The impact of the programme is measured via the wellbeing wheel in week 1, 4, 8 and in the postnatal period. Data demonstrates that 100% of women attending the programme reported:

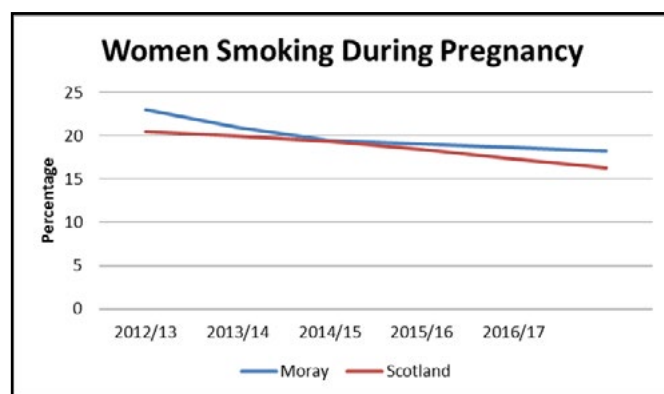
- An increased awareness of the risks of having a BMI ≥ 30 and how to reduce these risks.

- An increase in the knowledge and confidence in how to take steps to improve health and wellbeing.
- Feeling healthier and more active.
- A clearer understanding of how to interpret food labels.
- An increase in awareness of support available in the community.

The benefits continue in the postnatal period; with all women reporting a sustained improvement to their health and wellbeing.

Baby Steps won the Children and Young People's Improvement Collaborative 2018 award for excellence in the Early Years category.

Mothers smoking during pregnancy – The NHS Grampian Tobacco Strategic Plan has a focus on 6 priorities: accessible and effective smoking cessation support, creating and supporting smoke free environments. Prisoners and people within the community justice system, pregnant women who smoke, young people in particular Looked after Children (LAC) and vulnerable young people and people with poor mental health.



Current position:

- A pathway is in place for pregnant smokers, including Carbon monoxide monitoring, midwives are able to identify and support pregnant smokers' access smoking cessation support.
- To increase reach/access the healthpoint and Smoking Advice Service (SAS) have merged to provide a holistic support/signposting service within Dr Grays Hospital (DHG) and community

venues.

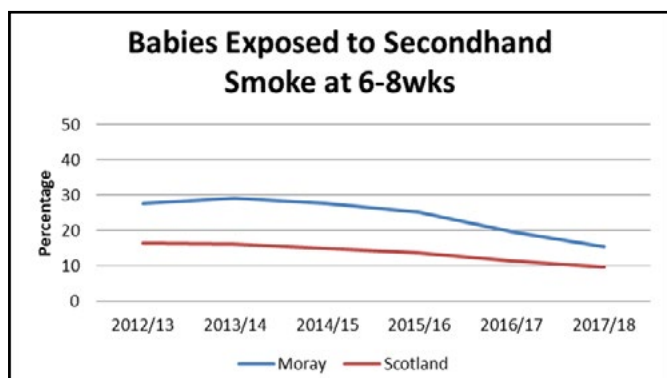
- A dedicated healthpoint/SAS advisor is available within ward 3 at DGH.

Improvements required include:

- Ensure all women who smoke at time of booking are referred to smoking cessation support.
- Increase uptake of smoking cessation support by pregnant smokers.

Key actions include:

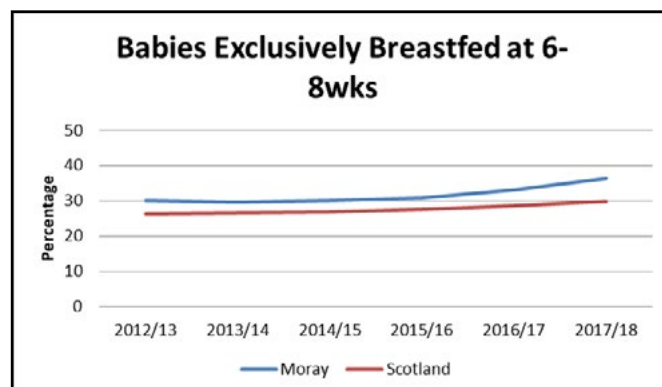
- Review of the smoking in pregnancy pathway in partnership with midwifery services, cessation services and service users
- Explore and improve the range of cessation support available
- Provide training and development support provide clear guidance on the role of e-cigarettes for harm reduction in pregnant smokers
- Develop stop smoking messages which are sensitive, non-judgemental specific to pregnant women
- Provide clear and consistent messages to stop smoking rather than cut down
- Interventions and support should be extended to include partners and other smokers living with the pregnant woman.



Aim: We will improve health supports and outcomes for children and young people

Breastfeeding – Strategic Direction provided via:

- A Healthier Future – Scotland's Diet and Health Weight Delivery Plan
- North East of Scotland: Implementing the Scottish Diet, Activity and Healthy Weight Strategies for the North East of Scotland 2019-2022
- Maternal and Infant Nutrition Framework Outcomes (MINF)
- Grampian Maternal and Infant Nutrition Action Plan 2019/2020

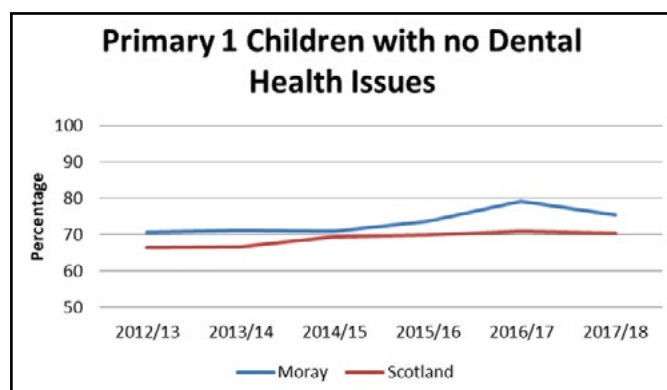


Current position:

- UNICEF Baby friendly best practice standards are in place; reaccreditation due in 2019
- Implementation of a Moray wide peer support pilot project supported by public health and the infant feeding midwife; the main aim is to reinvigorate peer support, build and develop collaborations and pathways, between peers supporters, professionals and breastfeeding women and increasing peer support activity in DGH, pre-natal and community. Incorporating reflective sessions, training and use of social media.
- Breastfeeding support groups established in Moray (Forres, which is peer led), BRAG (Elgin), Buckie and Keith.
- National breastfeeding friendly welcome scheme to be launched 2019
- Promotion of national parent club website www.parentclub.scot/ which provides information and links to national and local support.

Universal Health Visiting Pathway – The pathway is implemented on an incremental basis, at present NHSG is up to the 27-30 month child

health review. The 4 year old assessment will be implemented in 2020.



The aspect of the pathway that we are currently not in a position to deliver in Moray is the antenatal contact, however, it should be noted that for women identified by midwives as vulnerable are being offered the contact and the uptake of this is positive. Other key markers specific to this are the number of pre-birth case conferences and child's planning.

We are currently unable to fulfil, in its entirety, all contact home visits, this is due to a lack of capacity at a Health Visitor and Health Visitor Trainee level and that Health Visiting and School Nursing Teams continue to deliver the national childhood immunisation programme. To improve on this position a formal review of the local health visiting and school nursing model is underway and the Vaccination Transformation Programme is being progressed at pace.

An audit of parent/carer experience of the NHSG health visiting service was completed in February 2019, this follows on from the 2015 survey to elicit the views of parents involved with the health visiting service and reflects NHSG's commitment to caring, listening and improving services. Results include:

- 85.6% of parents/carers were aware the Health Visitor was the named person for their child;
- 96.9% would contact their Health Visitor for advice and 83.1% of parents/carers indicated a preference for the same number of contacts with their Health Visitor;
- 96.6% felt Health Visitors provided a supportive service and the majority were in favour of a universal service, as only 19.3% felt Health Visitors should only visit parents who are having problems with their children and 22.1% that Health Visitors should only visit parents

who have asked for help;

- Parents/carers provided positive comments about their Health Visitor.

To conclude, the report should reassure the NHSG health visiting service that notwithstanding significant staff challenges and constraints, parents/carers continue to receive an effective person centred service across Grampian.

UpQIC (Universal Pathway Quality Improvement Collaborative) –

A number of health visitors in Moray are participating in the national UpQIC programme which has a focus on the 27-30 Ages and Stages Questionnaire; using activity tools as an intervention when there is a communication score <35. To date, they have completed the quality improvement component; produced a storyboard which was displayed at the National Children's and Young People's Improvement Collaborative (CYPIC) learning session in November 2018; and are in the process of 'spreading' the improvement programme across all Health Visiting and School Nursing Teams in Moray.

Disability Team – The Children and Families Disability Team was created as a pilot in October 2018 for six months. The purpose of the team was to bring together a small dedicated team of three social workers and one senior social worker to develop the provision of supports and services to children with a disability across Moray. The starting point for the team was to analyse the views of families and partners through surveys, previous work undertaken in social work teams and the direct experience of families as cases were allocated in the team. It was acknowledged, from this initial activity, that children received a varied service across Moray and inconsistency resulted in confusion for families and partners around the role of social work in assessing need and providing or supporting parents/carers in commissioning services to meet agreed outcomes for their children that would ultimately improve their personal or lived experience.

The team has worked on improving assessments of need for children with a disability through direct work with families focussing on identifying areas of unmet need alongside the strengths held in families, communities and the support provided by the team around them. They have improved working relationships with partner agencies

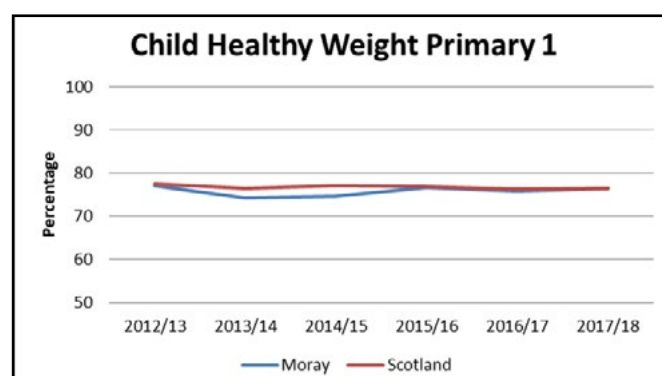
Aim: We will ensure that children, young people and families have access to regular healthy exercise

providing clear processes for referral and a Directory of Services available to families without the need for targeted interventions.

The team is currently exploring how the provision of Self Directed Support for families can be improved to meet identified outcomes for children within their own homes and communities, whilst ensuring that parents and carers maintain control over that support. The team has been provided with an extension to the pilot until September 2019 and recruited a family support worker to develop parenting support both individually and potentially in groups, working alongside partner agencies. To date evaluation of the team's activity has provided positive feedback from families and partners and further evaluation of the work will contribute to improving this service into the future.

Active Schools – Active Schools have continued to flourish during the 2018/19 academic year despite challenging times.

- 4,111 activity sessions have taken place across Moray, which equates to 72,026 participant visits.
- 43% of these visits were undertaken by females showing that we have a good balance from both genders across our activities.
- 70% of the activity sessions were delivered by volunteers which highlights the importance of individuals giving up their time free gratis for this programme to make an impact locally.
- 63 sports clubs have developed a link with at least 1 school in the Moray area during this period.
- Football, netball, badminton and cross country are the most popular activities delivered this academic year.



Some of the key highlights of this academic year have been the success of our leadership programmes in both upper Primary and Secondary School, the overall co-ordination of the Moray Primary Schools Football Programme which involves over 650 school children, creation of an independent trampolining club in Forres.

Public Health Team Input – The team have delivered a number of health and wellbeing sessions within Primary Schools in areas of Moray where it is assessed this would be of most value. Sessions included key messages in relation to oral health, healthy eating, physical activity; practical food skills, social skills, working in groups – based on Grow Well Choices.



Aim: We will ensure that all Looked After Children (LAC) experience improved health outcomes after becoming looked after

Access to Leisure Facilities – It was identified by the Care Experienced Young People (CEYP) in Moray that they found it difficult to access services and places through public transport, and one such key service they felt they would benefit from was leisure facilities.

As a result the Corporate Parenting Strategic Group worked in partnership with Moray Council and Stagecoach to develop and launch the Fair Travel Card scheme which enables all CEYP, aged 16 to 25, to travel on Stagecoach and Moray Council buses, subject to service availability, within the Moray area at a reduced cost.

To date 15 CEYP have applied for and been issued with a Fair Travel Card: details of how to apply are on the website and are advised within the Newsletter for CEYP, which is produced by Who Cares? Scotland and supported by Moray Council.

The Community Planning Partnership has also committed support by agreeing that Care Leavers aged 16 to 25, inclusive, have the right to have free 'Fit Life?' membership. This means that care leavers who apply to the scheme will have access to the sporting and leisure facilities across Moray, which operate the 'Fit Life?' scheme.

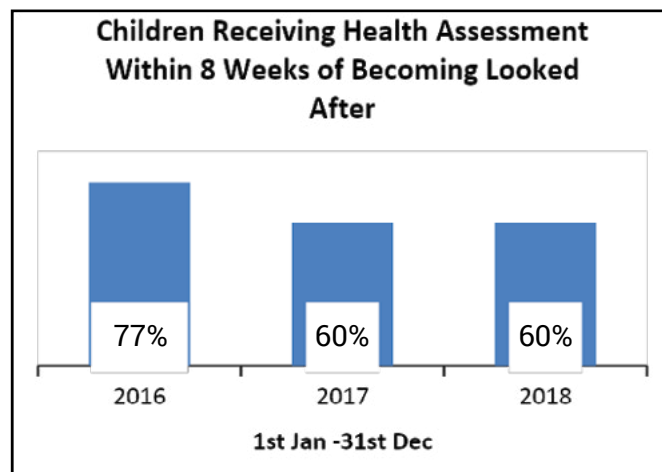
To date 34 CEYP have applied for and been issued with a 'Fit Life?' Card.

Health Assessments – All children and young people have the right to have their physical and mental health needs met. To ensure we are achieving this for our Looked after Children we are working in partnership to strengthen the process for alerting medical staff when a child becomes looked after.

We have monitored the percentage of LAC health assessments carried out within 8 weeks of notification to the Health Board, and continually monitor and address barriers within this process that result in delays.

GP Flagging System – Consistent with the 'ask' of our CEYP, flagging system has been created within NHS Grampian on acute care systems for children and young people who become looked

after, where consent has been given. This flagging ensures that health professionals are aware when treating the young person of their care status and history. Work is underway with GPs to trial flagging on GPs systems.



Aim: We will ensure children and young people achieve the best possible mental health

Mental Health and Development Workers (MHDW)

– The NHS Grampian MHDW are part of the children and young people service and were funded for a period of two years by the Primary Care Transformation Fund and Primary Care Funding for Mental Health Services.

The objectives identified at the funding stage were:

- Building confidence within the universal workforce in providing support to children and young people with Tier 1 concerns
- Ensuring children and young people were able to access the right support in a timely fashion whilst having access to resources to support self-management
- Freeing up CAMHS and GP services to support children and young people who require more input than those of Tier 1.

Significant work was undertaken by the MHDW's to ensure the localities know about the new roles. Examples of some of the actions to promote and publicise the roles included:

- Visits to all Moray secondary schools to meet with pastoral/guidance staff, school nurses, deputies and head teachers.
- Meeting with Locality Wellbeing Officers
- Meeting with Mental Health services and practitioners throughout Moray
- Attending multi-agency training sessions from Listen Well Scotland
- Visits to locality primary schools
- Creating a leaflet on the role to ensure aims of post and what MHDW's can assist with are clear
- Meeting local third sector groups to discuss role and provide contact details
- Attending educational events with locality, i.e. 'speed dating'
- Presenting at practitioner network events to ensure key staff were aware of their role
- Attending Third Sector Interface (TSI) forums, i.e. Health and Wellbeing TSI, children and young people TSI

There has also been the delivery of training in Scottish Mental Health First Aid: Young People, Helping Young People Cope with Anxiety, and Using Art Therapeutically to Support Children and Young People with Emotional Difficulties.

School Librarian Improvement Fund Project –

By June 2019 the project will have increased awareness of supports for young people in relation to Stress and Anxiety, with 240; S3 pupils across all 8 Moray secondary schools.

This has been achieved through the creation and development of a Multi-Agency Project Team; 8 Multi Agency Delivery Groups (1 per ASG); and S3 Champions (30 per school). The S3 Champions have created their own branding 'Moray Minds'; participated in training workshops; looked at how to raise awareness of mental health issues within their communities; and developed Flourish areas within their schools. All Champions attended a mental health event with author and keynote speaker Nicola Morgan. These two events – one East and one West, increased pupils' knowledge which can now be shared in the wider school communities, and can be used by the pupils to have a positive effect within their own lives.



Aim: We will ensure children and young people are informed to make healthy life choices

School Liaison Officers – Police Scotland North East Division has 1 School Liaison Officer covering Moray, who is responsible for secondary schools and their primary feeders, in addition to a small number of private and specialist schools. Within primary schools, the focus is on the Primary 6 and 7 year groups as pupils become more socially aware and prepare for transition to secondary school. Occasional inputs are provided to younger primary classes and nurseries.

The secondary school inputs cover all year groups. School Liaison Officer inputs are delivered after consultation with the respective Head Teachers and complement delivery of the curriculum within the respective schools in a manner and timeframe to suit their own pupils and needs.

Schools are generally receptive to occasional intelligence-led requests from police to deliver an input on a specific topic in a particular school at a particular time.

All lessons comply with the Curriculum for Excellence and are delivered in a manner consistent with modern teaching practices.

In 2018/19, the School Liaison Officers delivered 352 inputs across Moray.



Children Services Plan Priority 3 –Safer children

Aim: Children are safe from harm, abuse and neglect

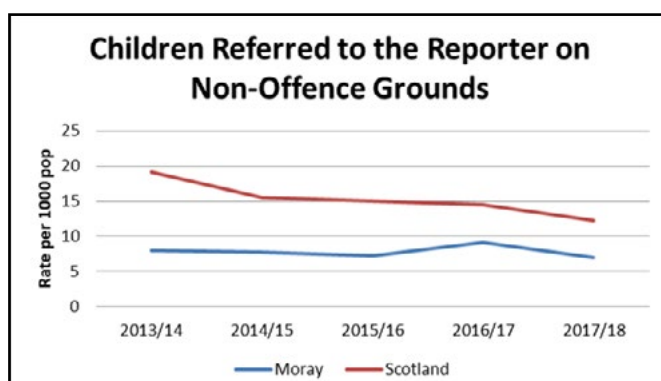
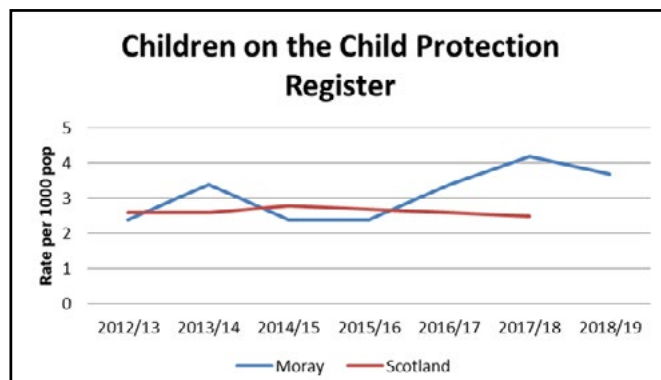
Child Protection Register – The benchmarking statistics for 31st July 2017 reported that Moray had the highest registration rates per 1000, for children in Scotland (4.8 per 1000 0-15yrs population). The statistics at 31st July 2018 reported Moray having the fifth highest rate of children on the register. Registration rates show evidence of decline. This is subject of analysis by the Child Protection Committee.

Length of Time on the Register – The National average for children on the register for over 12 months in 2018 was 16%. Focused improvement work has been undertaken to review cases for children on the register for over 9 months following a peak in the number of Moray children on the register for over 12 months during 2017/18.

Moray has seen a reduction from 30.5% of children on the register for over 12 months on the 31 March 2018 down to 11% of children on the 31 March 2019 placing Moray below the previously published national average.

The Moray Neglect Working Group (MNWG) – The MNWG was set up in 2017 by the Moray Child Protection Committee (CPC) as an initial response to the inspection findings, with a focus to develop a collective understanding and awareness around this complex area of work. The MNWG is chaired by the Specialist Nurse for Child Protection in Moray and the membership has multi-agency representation from across the Partnership.

The key function of the group is to develop an action plan to improve the initial risk assessment of, and response to, vulnerable children and young people at risk of or experiencing neglectful parenting and cumulative harm.



Moray Care Profile – Based on national best practice, the decision has been taken to introduce the Moray Care Profile in Moray as an evidence based tool to assess neglect. The Moray Care Profile offers professionals a shared language in relation to neglect, taking away some of the challenges inherent in understanding and applying thresholds, ensuring neglectful parenting is more visible.

Development work is underway within the Neglect Working Group to establish multiagency practitioner guidance in preparation of a large scale roll out of the assessment tool. Feedback from parents and practitioners has shaped the content of this guidance to date, using improvement methodology to test the tool at different stages of support within Children and Families Social Work teams.

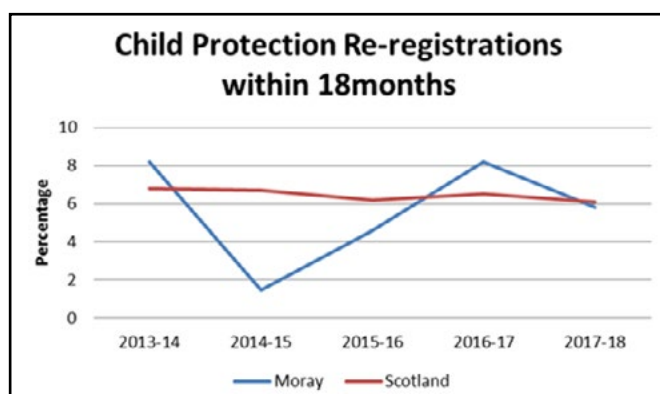
The broader application of the assessment tool within universal health visiting and education services is in the planning stages, with the aim to support families within the child's planning process to identify and make sustained positive changes at an earlier stage within the GIRFEC pathway.

Children Re-registered on the Child Protection Register

As at 31st July 2018, Moray was the 18th highest local authority out of 32 across Scotland for the proportion of re-registrations that were within 18 months of de-registration. It is important for Moray to continue to monitor this figure to ensure that the changes that are established in order to de-register a child are sustainable in the longer term.

Arrangements are in place to monitor children's progress following deregistration from the Child Protection Register to ensure relevant and appropriate supports continue where required. Practice standards have been set with reporting arrangements for 2018-19 in place to allow the Community Planning Partnership to monitor improvements in this area going forwards.

Of the children re-registered during the 2018-19 reporting year, none were returned to the register within 18 months of being initially removed from the register.



Aim: We will ensure children and young people are safe at home, schools and communities

Improvement project: Access Team Social Work (Children and Families) – It was recognised through practice audits, supervision, feedback from staff and CareFirst audits that the duty system within the Access Team could be run more effectively and efficiently. It was identified that the streamlining of recording practices within the Care First system could positively impact on workload capacity.

This in turn would allow practitioners to undertake better quality assessment, chronologies and risk assessments to ensure children and young people have best support possible.

The aim of the project was to improve the time taken to respond and undertake assessment and planning for 100% of children and young people who are referred to the access team, within 21 days by end of March 2019. This 3 month test of change required staff to test out a new way of recording on Care-First. There was a 2nd test of change to measure the impact of having a weekly morning meeting to discuss all new duty referrals.

Early evidence shows an improvement in the:

- Team caseload reduced considerably – reduction in overall team caseload by 36%
- 5 out of 7 Social Workers caseloads reduced considerably – reduced average by 69%
- Social workers were freed up to follow up referrals more quickly. Increases in output i.e. risk assessments, chronologies and case files completed for transfer.
- Morale amongst social workers increased as they felt less overwhelmed with amount of referrals and recording.
- More time to allow social workers to focus on completing paperwork for those cases requiring fuller assessment.

Impact on the children, young people and families were that they had a more comprehensive assessment that identified need and therefore more targeted supports.

Aim: We will improve multi-agency support for vulnerable children and young people

Revised Child Plan Improvement Project – A review of Child Planning in Moray was undertaken in October 2018 in response to feedback from practitioner's, children, young people and their families. QI methodology was used as the framework to make improvements to the Child Plan and Process. The improvement team considered the following question so that there was clarity in why changes were to be made and how we would measure them.

What changes do we want to see as a result of the revised Child Plan and process?

1. The quality of child's plans being produced by professionals across services will improve.
2. Professionals will report the new form easier to use.
3. Where universal services are seeking assistance from other services/agencies it will be clearer what is being asked for or where the support is required.
4. There will be better assessment and analysis of risks to young people, children and their needs.
5. The views of children and families will be better evidenced throughout the process and plan.
6. Children and families will report better outcomes and increased confidence in services.

The Model for Improvement was then used to undertake test of change in the Buckie locality over a 6 month period. Over 25 practitioners from different services and organisations tested out the revised child's plan and process, coming together at 6 weekly intervals to study and give feedback. .

Practitioners were also asked if they felt the use of the Model of Improvement was a good way of implementing improvement/change ideas. Feedback was positive, with people feeling greater ownership over the process and having influence in the changes/improvement that were made.

The aim of the 2nd testing site in Forres was to test out the revised child's plan and process to ensure that evidence of improvement was sustained. Again practitioners were positive about the process and felt part of making the improvements.

Practice Reflection & Improvement Short Module (PRISM) – PRISM was launched as a vehicle for sharing evaluation of local practice with staff and facilitating multi-agency reflection. PRISM is essentially an open learning event where the evaluation of local practice that is undertaken by the local Child Protection Committee Significant Case Review Group, is shared and discussed with a multi-agency group of practitioners, small group reflection is then supported and consideration is given to how local practice can be improved.

The first PRISM event was held on 6 September 2018 which was attended by 95 practitioners. 58 participants filled in an evaluation form following the event with 90% showing an increase in knowledge and understanding of practice issues, chronologies and neglect.

The second PRISM event was held in Forres on 22 of February and 40 Staff attended. 19 participants filled in an evaluation form, with 95% showing an increase in knowledge and understanding of practice issues, chronologies and neglect

Permanence And Care Excellence (PACE) – PACE is a national programme by the Scottish Government to have a whole systems approach to reducing drift and delay in permanence planning. It uses the Model for Improvement and shares national good practice of what is working well in other areas of Scotland. In June 18 Moray started the PACE programme with 75 children and young people. 15 of these PACE children are no longer LAC as of May 2019. The PACE programme is in its early stages but there is evidence and data to suggest that changes being made to achieve Aim 1 by 30 September 2018, 100% of children looked after at home for more than two years from 1 June 2018, will undergo a peer review that will be reported to Service and Team Managers', is showing early signs of improvement.

Moray Significant Case Review Group

The Moray Child Protection Committee (CPC) established the Moray Significant Case Review (SCR) group in 2017 to consider all Initial Case Review referrals from staff where the National Significant Case Review criteria have been met. This group reports back to Moray CPC and the Care Inspectorate when there is a requirement for an Initial Case Review (ICR).

The group promotes dialogue with practitioners across the partnership, supporting an active learning culture. The group meets monthly, and has considered four ICRs in 2018, all of which had neglect as a core issue. Learning from each review is disseminated to practitioners and informs the focus of PRISM events. An SCR is currently underway in Moray.



Aim: We will protect children from child sexual exploitation and harm online

Child Sexual Exploitation (CSE) Action Plan – A number of the activities listed within the CSE action plan for Moray have progressed within residential care provision for Looked after Children in Moray. Staff members have had training and annual refresher sessions are part of the process of ensuring that they feel confident and competent in identifying when CEYP may be at risk of CSE.

In addition to the staff group and their training – there are dedicated Police Liaison Officers for each of the residential houses in Moray. This has resulted in more accurate information being shared across the wider team around the child, and crucially the involvement of children and young people in these areas. Tools that are being used to help identify when CSE may be an issue include Moray Practitioner Information Sheet and Risk Assessment.

The National Child Sexual Exploitation Group has been established to take forward the actions contained within the National Action Plan to Prevent and Tackle Sexual Exploitation, which was re-launched in March 2016. The national group has representation from all partner agencies including the third sector and academia. One of the key objectives of the national group is to share learning as and when opportunities arise.

A workshop in February 2019 was facilitated in Moray as part of the second series of national workshops to provide a forum to give local CPC areas the opportunity to learn from one another and share how they are taking forward this complex area of work.

A spread of participants from different agencies and local authorities was represented at the workshop. These included colleagues from Social Services, Police, Health, Education and Third Sector. There were representatives from Moray, Aberdeenshire and those with a Grampian-wide remit.

Participants were asked to complete a feedback form at the end of the workshop. Thirty-eight completed forms were received. Most participants stated that they now had a better awareness of CSE and trafficking and how the two issues link together.

They felt more informed about processes and procedures on a national basis and stated that this would help them to tackle the issue locally along national lines. They were interested to learn about the National Referral Mechanism and the portal for collecting intelligence.

Participants now felt more informed about the National Referral Mechanism and some stated that they would introduce this in local training.

Being able to promote awareness to workers on how to recognise the signs of CSE and trafficking was considered important and participants stated that they would cascade the learning from today's workshop with colleagues and partner agencies.



Key Priorities for 2019/20

The partnership is keen to build on the progress made over past year and focus their collective resources on driving forward the following key priorities:

Improving outcomes for our most vulnerable children

Child Protection:

- Carry out self-evaluation of core functions of CPC
- Develop 3-tier provision of partnership child protection training
- Improve child participation in child protection processes
- Improve response to children experiencing neglect in Moray

Corporate Parenting:

- Continue to deliver on our Corporate Parenting Strategy
- Deliver training to increase awareness and understanding of the duties and opportunities within Corporate Parenting
- Review the frequency of Champions Board meetings and actively seek to include younger children
- Deliver against a SMART improvement plan and report against agreed performance framework for Partnership Corporate Parenting duties.

Improving outcomes for all Children in Moray

Children's rights are met, their voice is heard and they are enabled to shape strategy, policy and service delivery:

- Establish a group at Leadership level to plan, develop and implement UNCRC part 1 of Children and Young people (Scotland) Act (2014)
- Define and source the strategic and operational resource requirements to drive forward the Children's Rights and Participation statutory requirements
- Develop the strategic framework, ensuring meaningful involvement of children and families at all stages of the process

Systematic approach to the identification of Young Carers:

- Improve identification of Young Carers through the development of a Young Carers toolkit to be implemented across all schools in Moray
- Identify an operational Lead for Young Carers in each school who is aware of statutory responsibilities in relation to Young Carers and responsible for the effective implementation of the toolkit in schools

Child Planning process is effective in providing early support through integrated working practices:

- Roll out the revised Child's Plan paperwork and guidance across Moray
- Develop and invest in staff through training and professional development specific to Child's Plans with a focus on differentiating between outputs and outcomes and the analysis of single and multi-agency chronologies and risk assessments
- Develop a systematic approach to reviewing Child's Plans, ensuring staff receive appropriate feedback to continuously improve practice

Co-ordinated approach to reducing child poverty in Moray:

- Co-ordinate the range of activity currently underway in relation to child poverty with particular focus on linking the Child Poverty Action Plan for Moray with the Moray Children's Services Plan

Co-ordinated wellbeing and mental health services are developed to ensure the needs of children and young people in Moray are addressed early:

- Complete a needs assessment for universal and universal with support services in Moray
- Develop and implement a Children and Young People's Wellbeing and Mental Health Strategic Plan

Early intervention supports needed by parents of children aged up to 18 years in Moray are developed:

- Map existing universal and universal with support parenting supports in Moray and collate evidence of impact
- Collate evidence of need and identify gaps in provision
- Agree as a partnership where to focus collective resource to address parenting needs




The practice of staff across the partnership is of a consistent, high quality:

- Develop and implement a partnership quality assurance and improvement calendar
- Produce a workforce development plan to address needs, as highlighted through supervision and quality assurance processes
- Agree partnership and single agency responsibilities to deliver the workforce development plan




Outcomes for children, young people and families are consistently measured so improvement actions can be taken as early as possible:

- Produce a revised performance framework
- Establish and clearly communicate practice standards across the partnership
- Develop and implement a systematic approach to hearing the voice of children, young people, families and front line practitioners.






Children Services Plan Priority 1 – Ambitious and confident children

	improving performance
	declining performance
	stable performance




Aim: We will quality assure and self-evaluate our work with children, young people and their families

Performance Indicator	Target	Baseline 17/18	Status	Improvement Group	Current 18/19
% child's plans audited scored as good or above	Increase	18.5%		Multiagency Practice Hub	41%
% referrals to SW requiring corrective action	Decrease	9.7%		Multiagency Practice Hub	6.5%
% IRDs audited scored good or above	Increase	13%		Multiagency Practice Hub	57%

Aim: We will close the attainment gap for our children and young people

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
Average Tariff Score	Increase	792		SCD Raising Attainment Group Curriculum Group	791
Pupils achieving 5 or more awards at SCQF Level 5 or higher	Increase	57%		Raising Attainment Group Curriculum Group	57%
School leavers with 1 or more qualification at SCQF Level 4 or better	Increase	97%		Raising Attainment Group Curriculum Group	95.8%
Looked after school leavers with 1 or more qualification at SCQF Level 4 or better	Increase	70%		Corporate Parenting	75%
School inspection areas assessed as satisfactory or better	Increase	80%		Raising Attainment Group Curriculum Group	67%

Aim: We will maximise the training, employment and education opportunities for all school leavers.

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
School leavers attaining level 5 literacy	Increase	79.9%		Raising Attainment Group Curriculum Group	78.4%
School leavers attaining level 5 numeracy	Increase	62.7%		Raising Attainment Group Curriculum Group	62.4%
16 - 19 year olds in education, employment or training	Increase	91%		Developing the Young Workforce	91.2%

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
Children with additional support needs who enter education, employment or training following school	Increase	87.1%	✖	Developing the Young Workforce	90.2%
Looked after children who enter education, employment or training following school.	Increase	58.3%	✖	Corporate Parenting	75%
Looked after school leavers, aged 16-19 years, in education, employment or training at 9 month follow up ¹	Increase	72%	▼	Corporate Parenting	64% (16-17)

Aim: We will ensure all children and young people are supported to be responsible citizens

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
Young people repeat offending within the fiscal year (aged 8-17 years old)	Decrease	28%	✖	Youth Justice and Policing Management Group	26%
Children referred to the reporter on offence grounds (per 1000 8-16 pop)	Decrease	3.4	✖	Youth Justice and Policing Management Group	3.7

Aim: We will improve the availability of affordable child care across Moray.

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
Proportion of Nurseries offering flexible service delivery models	Increase	36% (17/18)	✖	ELC Expansion Stakeholders Group	-
Early Years provision in Moray rated good or better	Maintain	96.4%	▼	ELC Expansion Stakeholders Group	75.4%

Aim: We will maximise opportunities for all children to participate in volunteer work and nationally recognised awards

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
Duke of Edinburgh Awards achievement rate	Increase	56%	▼	CLD Strategic Group	46%

¹ Data for 2017-18 due in June 2019

Aim: We will ensure children achieve their educational aspirations.




Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
School attendance primary	Increase	95.6%	✗	Education & Social Care SMT	94.9%
School attendance secondary	Increase	92.5%	✗	Education & Social Care SMT	91.9%
School attendance Looked After Children ²	Increase	96% (14-15)	▼	Corporate Parenting	87.5%
School exclusion rates (per 1000 pop)	Decrease	35.8 (14-15)	▲	Education & Social Care SMT	24.2
School exclusion rates looked after children (per 1000pop)	Decrease	100.5 (14-15)	✗	Corporate Parenting	109.3

Aim: We will ensure all children and young people are supported to be responsible citizens




Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
Proportion of schools in Moray registering with the Rights Respecting Schools Award	Increase	64%	▲	GIRFEC Strategic Group	77%
Proportion of schools in Moray obtaining Rights Respecting Schools Award	Increase	28%	▲	GIRFEC Strategic Group	64%

² Biannual data





Children Services Plan Priority 2 – Healthier children

	improving performance
	declining performance
	stable performance


Aim: We will improve health supports and outcomes for children before they are born

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
% of mothers smoking during pregnancy	Decrease	18.6%		Early Years Strategic Group	18.2% (16-17)
% of babies born with a health birth weight	Increase	82.7%		Early Years Strategic Group	81.8%
% pregnant women recorded BMI over 30	Decrease	23.5%		Early Years Strategic Group	24.4%

Aim: We will improve health supports and outcomes for children and young people.

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
% babies exclusively breastfed at 6-8 weeks	Increase	30.7%		Early Years Strategic Group	36.2%
% of eligible households participating in the Healthy Start Scheme.	Increase	59%		Early Years Strategic Group	65%
% children recorded with no developmental Concerns at 27-30months	Increase	75.8%		Early Years Strategic Group	80.7%
% of children with no evidence of dental decay at P1.	Increase	73.8%		Early Years Strategic Group	75.5%

Aim: We will ensure that children, young people and families have access to regular healthy exercise.

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
% Primary 1 children with healthy weight	Increase	76.7%		Early Years Strategic Group	76.5%

Aim: We will ensure that all Looked After Children experience improved health outcomes after becoming Looked After.

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
% LAC Health Assessments carried out within 8 weeks of notification to Health Board	Increase	68%	▼	Corporate Parenting	60%




Aim: We will ensure children and young people achieve the best possible mental health.

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
% CAMHS patients commencing treatment within 18weeks of referral	Increase	34.5%	▲	Moray Child and Adolescent Mental Wellbeing Working Group	39%




Aim: We will ensure children and young people are informed to make healthy life choices

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
Rate of alcohol related hospital stays in 11-25yr olds	Decrease	257.9	▼	Moray Drug and Alcohol Partnership	326.3




Children Services Plan Priority 3 – Safer children

	improving performance
	declining performance
	stable performance

Aim: Children are safe from harm, abuse and neglect.

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
Emergency admission rates for unintentional injuries in children under 5 years (per 100,000)	Decrease	1048.6		Early Years Strategy Group	1135.6 (16/17)
Maternities recording drug misuse (per 1,000 Maternities)	Decrease	10.4		Moray Drug and Alcohol Partnership	12.7 (16/17)
Number of children on Child Protection Registers per 1,000/pop ³	-	3.9	-	Child Protection Committee	3.7
Number of Children and young people with Child Protection Orders per 1000/pop	-	0.7		Child Protection Committee	0.7
Number/1000pop Looked After Children	-	11.1	-	Corporate Parenting	11.6
Number of Children referred to children's reporter - non-offence per 1000/pop	-	7.3	-	Child Protection Committee	7

Aim: We will ensure children and young people are safe at home, schools and communities.

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
% Looked After Children with more than 1 placement in year	Decrease	23.9%		Corporate Parenting	30.6%
% Looked After Children being cared for in foster/family placements rather than residential accommodation	Increase	83.6%		Corporate Parenting	78.4%
% Looked After Children in out of area placements	Decrease	9.4%		Corporate Parenting	10.8%

³ As at 31st July 2018

Aim: We will improve multi-agency support for vulnerable children and young people.

Performance Indicator	Target	Baseline 15/16	Status	Improvement Group	Current 17/18
% Children on the Register for over 12months	Maintain	4%	▼	Child Protection Committee	11%
% Child Protection re-registrations within 18months of De-registrations	Decrease	4.6%	▼	Child Protection Committee	5.8%

