

Children Services Plan

Annual Report 2019/2020



**Moray
Community Planning
Partnership**

D-03618

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Foreword Chief Officers Group

We are delighted to present our third and final annual report for our Integrated Children's Services Plan 2017-2020. Throughout the three years, there has been a clear focus on achieving our priorities of having ambitious, confident, healthy and safe children in Moray.

The priorities were drawn from a number of sources including Moray 2026: A Plan for the Future, the Profile of Children in Moray, the Care Inspectorate Report and consultation with children, partners and stakeholders.

This last year has seen us make progress with our plan and the performance data shows that we have made many improvements to ensure better outcomes for children, young people and their families. The partnership have delivered a variety of quality services over the year with a focus on early intervention.

In order to design and reshape services in Moray to safeguard the wellbeing of children, young people and their families, we engaged with many different groups to capture their views. This work has also helped to inform our new Children's Services Plan, which has the voice of the child at the centre.

While this year has seen us achieve many things we can be proud of, we will endeavour to make further progress next year with the new plan. We will learn from the scrutiny and the range of self-evaluation, quality assurance and improvement activities undertaken so that we can positively impact the lives of Moray's children, young people and families.

We remain committed as a partnership to working together to improve the lives of families across Moray. The dedication of staff working across children services is unwavering and the progress to date would not be possible without their enthusiasm and commitment.



Roddy Burns
Chief Executive Moray Council

George MacDonald
Chief Superintendent Police Scotland



Caroline Hiscox
Chief Officer Health and Social Care
Moray



increase from last reporting period
decrease from last reporting period

Moray Children's Services Plan – Three years on

Moray has three strategic groups who regularly report to the GIRFEC 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 and the Corporate Parenting Strategic Group. The Locality Managements Group's also report directly to the GIRFEC Leadership 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.

Moray Child Protection Committee (CPC)

Key Achievements:

- Improvement work around our IRD processes, recording of initial CP concerns and tighter processes.
- Improved joint working through Practice Reflection Improvement Short Module (PRISM) sessions and cascaded learning from case reviews.
- Improvements in the recognition and response to neglect, including the quality of child's plan referrals.
- Improved performance management information and analysis for child protection processes.

Areas for Improvement:

- Greater focus on evidencing impact and diverting resources to early intervention.
- Ensure voice of children and parents are heard and informs improvements.
- Conversations moving toward a strengths based approach to assessment and management of risks –seeing families as the experts.
- A whole family approach and improved working between adult and children services.

Early Years

- Purpose built nurseries in Cullen and Pilmuir (Forres) have been completed as well as extensive renovations at Lady Cathcart nursery in Buckie. All are providing the enhanced 1140 hour provision. This expansion has resulted in 80 new places for pre-school children.
- Continued work to diversify the Early Years workforce with the creation of CHAMP (Childhood and Men in Practice) college course in collaboration with Moray UHI. Recruitment of 5 more modern apprentices in February 2020, continuing on from the 2019 successful intake. This demonstrates our commitment to have a sustainable programme able to expand childcare provision in Moray.
- The Baby Steps initiative, aimed at pregnant women with a BMI greater than 30, continues to go from strength to strength and recently collected the Inkwell Choice Award for Community Engagement and Partnership working.



Corporate Parenting

- A range of awareness raising sessions delivered at meetings and events hosted by Moray Drug and Alcohol Partnership, Who Cares Scotland and Locality Groups. They focused on promoting Corporate Parenting responsibilities and issues affecting Care Experienced Young People.
- 20 CEYP involved in the Better Meetings project.
- 12 Young People attending the Champions Boards Event, ensuring their voice is heard on matters affecting them.
- Development of Mentoring Young Talent Programme across Moray secondary schools designed to help develop talents of care experienced young people in order to increase their employment options on leaving school.
- Themed Health and Wellbeing Champions Board Event held to promote healthy lifestyle and clarity on accessing services.
- Rapid adaptation of support structure across all Corporate Parents to ensure CEYP needs are still met during the COVID-19 pandemic.

Locality Management Groups (LMG's)

- The LMG's led on consultation for the new Children's Services Plan – 376 children, young people and frontline practitioners actively engaged through 9 workshop events to identify priorities and actions which will deliver improvements for children and young people.
- Locality networking events delivered throughout Moray to develop understanding of services and supports available to families and promote more effective partnership working.
- Led the development of a multi-agency communication and engagement strategy to ensure effective 2 way communication throughout the Children's Services Partnership and coordinated engagement with children and families.
- LMGs conducted 22 interviews with children young people and parents to capture their experiences of accessing existing mental wellbeing supports. They are now working with strategic Leads to shape the design of an early intervention wellbeing service to meet the gap in local service provision.
- Moray West LMG and wider 3rd sector providers engaged with 50 community activists to collaborate and address the impact of poverty at a locality level.

Children's Services Plan Priority 1 – Ambitious and Confident Children

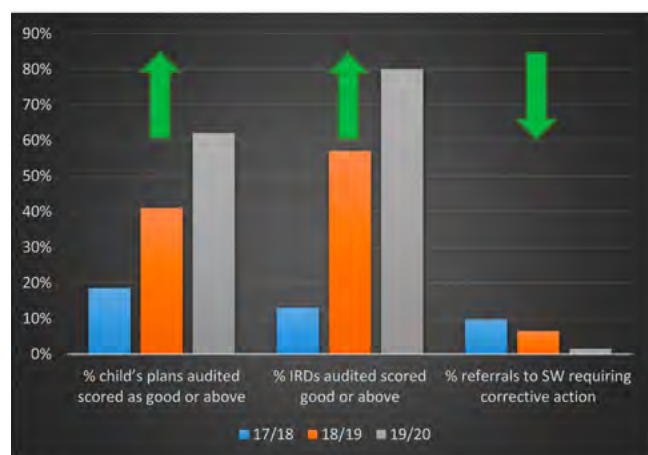
AIM: We will quality assure and self-evaluate our work with children, young people and their families

Multi-Agency Practice Hub (MAPH)

The MAPH was set up in 2017 following recommendations from the Joint Inspection of Children and Young People in Moray, which took place in 2016.

It was designed to act as a scrutiny group to review the quality of referrals to Social Work and their subsequent response.

MAPH has worked well in terms of identifying areas of good practice and feeding back to practitioners and line managers. This helped with understanding Social Work thresholds and the suitability of referrals.



Moving forward, MAPH will be developed further to allow for more effective early intervention, delivery of supports and robust quality assurance around our practice.

Community Learning and Development

Education Scotland HM Inspectors visited the Buckie area and communities of Portknockie, Cullen, Findochty and Portgordon in March 2020. As a result of partners working more effectively together and the role and function of CLD being clearer, HM Inspectors will make no further visits to the Buckie area.

- Work with young people in Buckie continues to be of good quality. They are gaining life skills and accreditation through a range of programmes including The Duke of Edinburgh's Award and the Mentoring Young People group.
- The P7 Transition programme at Buckie High School continues to support a positive transition from primary to secondary school. Senior pupils running the programme gain awards and develop leadership skills.
- Young people across Moray are starting to influence decision making through the Moray Youth Matters group.
- Parents at the Action for Children AB56 Group are achieving qualifications to help them secure employment. Parents appreciate being able to access these opportunities in Buckie. This is reducing transport costs and improving access.

Self-Evaluation

A comprehensive multi agency self- evaluation calendar for vulnerable children was developed and approved through GLG. It encompasses a range of activity throughout the year cumulating in the production of an annual quality and standards which will shape next year's improvement plan.

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

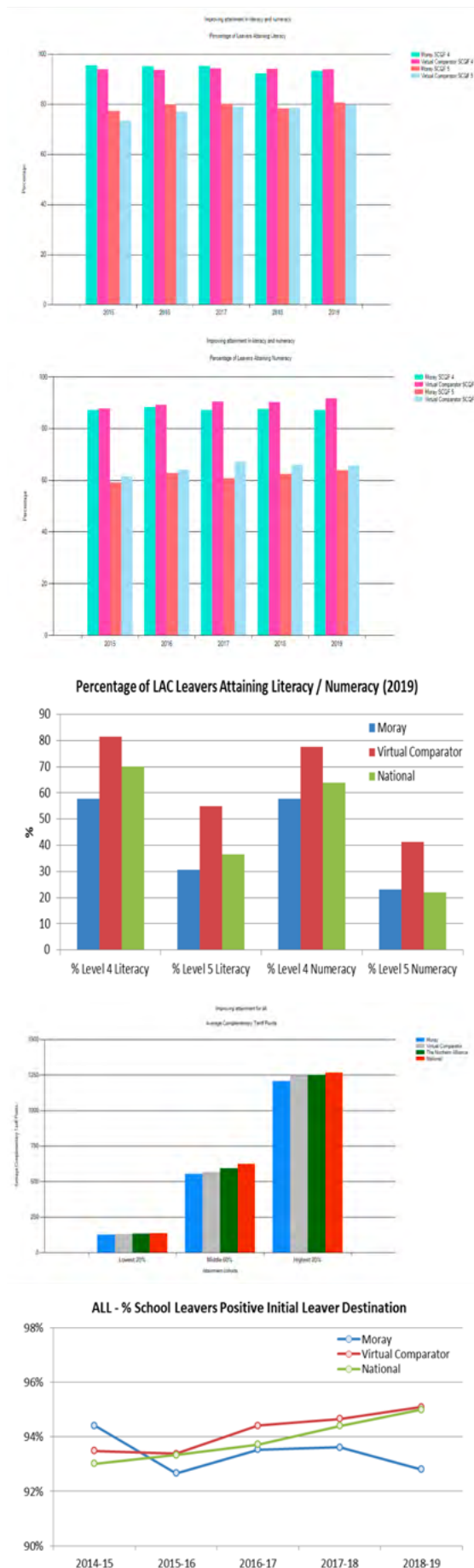
Raising Attainment

Our 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 both primary and secondary schools where an ongoing focus on raising attainment is linked to a clear curriculum rationale, strong leadership of learning and teaching and strategic improvement priorities. It is recognised that further focused work is required to raise attainment.

Schools have continued to use the Pupil Equity Fund (PEF) monies creatively in order to close the poverty related attainment gap. Primary School interventions include Number Talks and Talk Boost, which have both demonstrated development of solid foundation skills. Writing workshops have positively impacted 5/10 pupils, who have moved up two thirds of a level.

The rate of Moray school leavers entering a positive destination decreased in 2018/19 to 92.8%, placing Moray well below the national average. This decrease can be attributed to administrative processes. A new and robust process has been established and will show in the 2021 data.

Working in partnership with Skills Development Scotland, we have embarked on an innovative and data led approach to improve post school destinations.



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

Developing the Young Workforce (DYW)

The Moray Skills Pathway is a single framework to progress gainful employment for all young people through offering opportunities to develop the skills, knowledge and attitudes required for the workplace thus supporting employers and Moray's economy.

The Moray Skills Pathway is primarily supported by 4 key partners:

- Moray Council
- Moray College UHI
- Skills Development Scotland, Moray
- DYW Moray Employer Group

The action plan continues to be implemented for the 3-24 years age groups. The Key achievements are:

Through external funding 80 early years settings have received a range of tools to engage young children in conversation about work.



Career Ready, a programme designed to connect young people with employers, is now embedded in **all 8 secondary schools** with annual growth in both students and companies supporting.

Programme Year	Young People Graduated/ Participating.
2017 - 2019	39
2018 - 2020	44
2019 - 2021	55

- Pathway planning for all S3-S6 pupils in place in all secondary schools involving school/college links to support our most vulnerable and disengaged young people. The impact of this can be seen in the 91.3% of 16-19 participating in education, training or employment.
- All S3 pupils from all 8 secondary schools attended taster days at Moray College UHI, to ensure they

understand the options available throughout the Senior Phase at school.

- All secondary schools are involved in partnerships with Moray College UHI, the courses range from N5, H and Advanced Higher to vocational courses, as indicated in the table below:

Year	2017 – 2018	2018 – 2019	2019 – 2020
Pupils attending Moray College UHI	349	386	452
Foundation Apprenticeships completed	23	44	90
Awards Achieved	190	187	225

- Moray schools and partners are promoting a range of pathways post-school including the apprenticeship family through pupil and parent engagement
- The #nowrongpaths campaign which has been led by DYW Moray takes place annually in August and was supported by a wide variety of employers.

Next Steps:

- Continue to develop the range of work related qualifications on offer to learners
- Clear data on the impact of DYW activities in equality groups is lacking. Additional tracking and analysis is therefore being undertaken in this area
- Ensure all courses and curricular pathways lead to a positive sustained destination

Promoting Equity – Mentoring Young Talent Employability Programme

In August 2019, Mentoring Young Talent, was launched in two Moray secondary schools, Buckie and Elgin High. The programme was designed to help Care Experienced Young People discover and develop their talents in order to increase their employment options on leaving school.

During the first phase of the programme, 20 mentors were successfully trained. The young people also participated in and enjoyed a range of activities which involved the completion of wider achievement awards.

Throughout this programme, all pupils have shown much improved attendance at school and behaviour has improved.

During the second phase, all Care Experienced Young People in S1-S6 across Moray were offered the opportunity to be matched with a mentor for up to 12 months. To date, there have been 16 young people matched: 3 Buckie High; 2 Elgin Academy; 5 Elgin High; 2 Forres Academy; 3 Lossiemouth High and 1 Speyside High.

The benefits of the programme are:

- improved attainment
- improved health and wellbeing of both the pupil and mentor
- improvement in positive destinations, therefore closing the poverty gap

The next steps for the programme are to carry out an evaluation to establish the impact it's had and continue phase 2.

Culture & Practice

Moray's public, private and third sectors have joined forces to provide a single point of contact for businesses and people to access information on skills, employment, training and support with the aim of boosting employment in Moray.

The group has developed a website and social media platforms for people to access and connect with what's on offer. They called it Moray Pathways (Learn: Train: Work).

The new joint approach is bringing together all existing training providers and the key employment support services. It provides an opportunity to work collaboratively to monitor trends and both establish and address any gaps in provision.

This innovative development supports the Scottish Government's aim to provide a local employability system that provides flexible, person-centred support and is easy to navigate.

Skills Development Scotland (Participation Measure) 2019:

The annual participation measure takes account of the status of all 16-19 year olds.

- 3,744 16-19 year olds in Moray
- 91.3% participating in education, training or employment

- 67.5% in Education
- 22% in Employment
- 1.7% in Training & Personal Development
- 2.9% not participating
- 5.8% unconfirmed status

Activity Agreements (Moray Council)

An Activity Agreement is an offer of continuing learning and training beyond school and is part of the Scottish Government guarantee under 'Opportunities for All'

The Skills Pipeline is a key element in Moray's employability and employment strategy. The Pipeline provides a route map identifying national and local service provision that is available to support people into employment through a staged process, at the core of which, is the identification of individual need.

Stage 1 is the engagement, assessment and referral phase. This helps to provide a baseline for the appropriate level of intervention and support for the young person.

2019/20 – Number of learners (15-24 years) who participated: 76

Learner Barriers Faced:

- at risk of not being in education, employment and training: 76
- jobless household: 34
- registered disability: 10
- mental health: 50
- homeless / housing issues: 6
- care experienced: 11
- low income household: 35

Outcomes / Milestones:

- positive progression rate: 82 %
- further education / college: 28
- training provision: 26
- employment: 8
- Modern Apprenticeship: 1

Priority is given to the most vulnerable young people who are provided with additional support and encouragement in addressing the barriers to progressing into a positive destination.

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

Whole Systems Approach (WSA) and Early and Effective Interventions (EEI) including Diversion from Prosecutions

The focus of the Youth Justice Team in Moray is to engage with children and young people who are at the early stages of low to moderate levels of offending behaviours (EEI). This remit has become broader to include more targeted 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.

For those young people aged 16 and 17 years of age, the Whole Systems Approach 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, and is aimed at stopping the development of the offending behaviours through further targeted interventions. 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 and /or educational supports. Other input may also include Court related visits and support for a young person while in custody.

The Youth justice team delivers a wide range of needs led supports and interventions for children, young people and their families 7 days per week, if required with the aim of preventing and reducing the identified behaviours and keeping the young person safe.

The impact of this work can be seen in the decrease in young people repeat offending, which has declined from 36.8% to 28.4%.

AIM: We will improve the availability of affordable childcare across Moray

The phased roll out of the expansion of Early Years provision progressed to the third and final phase.

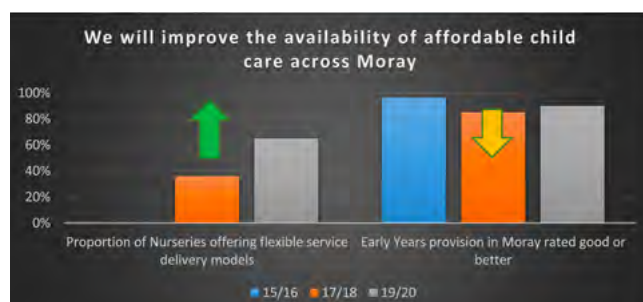
Capital Build Programme

Moray Early Learning and Childcare includes a capital build programme, where we are replacing porta cabins with new spacious purpose built nurseries.

The new settings opened during this reporting period at Lady Cathcart (Buckie), Cullen and Pilmuir (Forres) have overall increased capacity for pre-school aged children from 70 to 150 places. These settings will all be providing the enhanced 1140 hour provision.

These nurseries will be operational from August 2020 with Linkwood and Keith nurseries following in 2021.

There is also a substantial refurbishment programme planned. This includes renovations at Mosstodloch, Aberlour and Mortlach Nurseries. Plans are well underway to ensure that these enhanced facilities are open by August 2021.



Early Years: Workforce Diversity and Modern Apprentices

Between February 2019 and 2020, 10 modern apprentices were recruited and provided with work-based learning opportunities while they completed their SVQ 3 Social Service (Children & Young People).

The composition of the Early Years workforce is predominantly female. There is a requirement to diversify the workforce and as well as reaping the benefits this brings, it also enriches the quality of learning and experience for the children, a key strategic priority within Early Years.

In January 2020, Moray Council worked in collaboration with Moray UHI to create a bespoke evening course called CHAMP (Childhood and Men in Practice). The course provided men with an insight into child development and the benefits of learning through play. The course ran for 11 weeks, 5 men successfully completed it and have been guaranteed a future interview with Moray Council.

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

Youth Achievement

There is a strong picture of participation in children and young people's activities across Moray with a good variety of accreditation delivered by a range of local organisations.

The Duke of Edinburgh's Award is a voluntary, non-competitive programme that aims to provide young people, aged between 14 and 25, with an enjoyable, challenging and rewarding programme of personal and social development, regardless of gender, ability or background.

The majority of young people undertaking the Duke of Edinburgh awards are aged between 14 and 17 years. The latest figures show a 67% achievement rate, which is an increase from previous years.

198 Young People registered to take part in Duke of Edinburgh award and 133 achieved an award (85 Bronze / 31 Silver / 17 Gold).

The Moray Duke of Edinburgh's Award Committee continues to support the volunteers and participants taking part.



The Saltire Awards are a way for young people, aged 12-25, to gain nationally recognised certificates for the volunteering they do. The awards reward their commitment and achievements as they progress.

The award gained is dependent on the amount of hours spent volunteering and they are defined as, the Challenge, the Approach, the Ascent, the Summit awards.

In 2018/19, in Moray, a total of 505 young people completed awards:

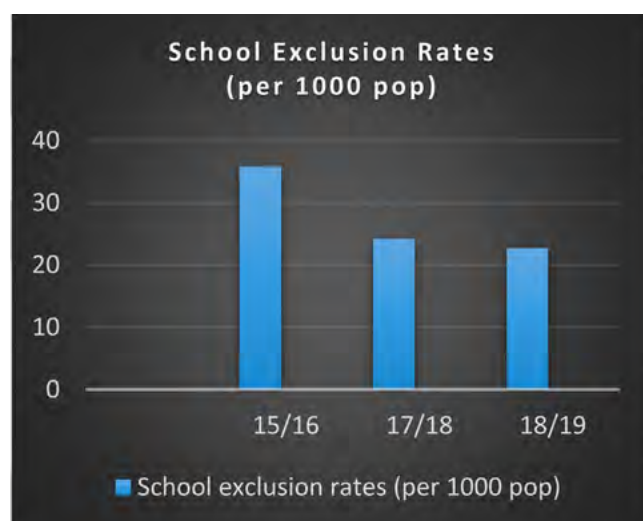
- 239 completed Challenge awards
- 165 completed Approach awards
- 101 completed Ascent awards

AIM: We will ensure children achieve their educational aspirations

Exclusions from Schools

Exclusions 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. The attendance rates for both Primary and Secondary pupils has remained steady over the past three years

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.



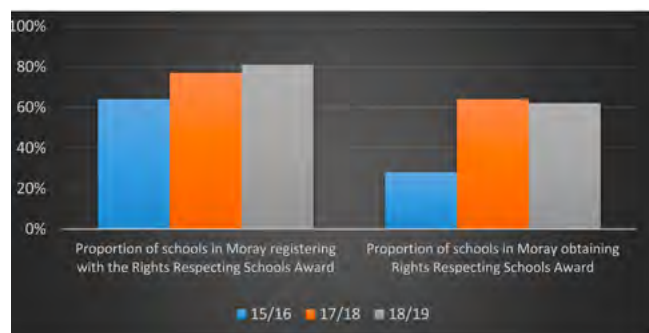
AIM: We will consult widely with children and seek their views on our service and how to improve

Rights Respecting Schools

A Rights Respecting School allows pupils to become more involved in making decisions which affect them. Moray has made great progress with the numbers of schools both registering for the Rights Respecting School Awards and those obtaining awards.

In 2019/20, 9 Primary Schools and 1 Secondary School registered for the awards. In Primary Schools, there were 3 Gold, 8 Silver and 15 Bronze awards obtained. In Secondary Schools, there were 2 Silver and 5 Bronze awards obtained.

The next steps will be for those schools who had been working on achieving awards to continue this work and the assessments which were due to take place to be completed.



Moray Youth Matters

Moray Youth Matters is our Youth Voice for Moray and formed in September 2019, with representatives from across Moray. 33 young people took part in forming Moray Youth Matters, representing seldom heard groups of young people, including care experienced, young carers, armed forces and disabled young people. They have been involved in a range of different activities including, a residential planning weekend, sharing their thoughts on children's rights with Scottish Government representatives and having their inaugural meeting at the Scottish Parliament. They also played a vital role in shaping the 2020-2023 Morays Children's Services Plan in terms of developing the vision and ensuring the views of young people in Moray were directly reflected within the plan.

Participatory Budgeting

Participatory Budgeting has been a huge success for Young People in Moray. They delivered and participated in Young People Decide in 2018/2019, which was delivered in partnership with Moray School Bank. Through this process £60,000 was distributed to causes and projects being delivered or championed by young people. A large number of project ideas were put forward, of which 139 were funded.

4,895 individuals from across Moray voted for the projects – clear evidence of the extent to which young people want to actively participate in the decision making affecting their community. In response to this, the Scottish Government has awarded funds for a further project to be delivered through Money For Moray. Through this process young people will take part in participatory budgeting alongside the community.

TSI Moray have also run #YouChoose4 events in the past year with a focus on 'Be Healthy', and Connecting Communities through CHIME (Connections, Hope, Identity, Meaning and Empowerment).

There are a number of successful projects underway and impact will be evaluated on completion. The evidence tells us that young people in Moray have embraced Participatory Budgeting as a decision making tool and this was shown in the results of a recent event run by TSI Moray. The winners of both categories were young people.

Care Experienced Young People

The Better Meetings project allowed the formation of a collaborative group including young people and professionals to explore meetings from a care experienced person's perspective. It focussed on how it feels to attend formal meetings, what works well, what doesn't and what would make them better.

This was an opportunity for the young people to share their views with those who could make a difference. A total of 20 care experienced people between the ages of 9 and 24 years participated in the project.

A number of sessions were held and the key themes identified were:

- Communication
- Environment and Atmosphere
- Personal Feelings and Worries

This is what care experienced young people thought was **negative** about their meetings...

- "The people there are old."
- "Too many people there!"
- "Sometimes there are other people there, completely new people."

What is **good** about going to your meeting?

- "Everyone listens to me and lets me speak when I want."
- "I get to know what is going on and how they are planning my life."
- "I get to say stuff that's happening, get to hear what others are saying."

The next steps for the project will be to take the feedback on board and collaborate to ensure that young people have a positive experience whilst attending meetings.

Champions Board

The Champions Board is where young people can meet with managers from services such as the Local Authority, Health, Police and Social Work who have corporate parenting responsibilities to have their say about what is and isn't working in their lives. The meetings are every four months and have 12 young people consistently attending.

The group Little Fix, for our younger members, are also now consistently attending our Champions Board Event and are very aware of how important their voices are. This has been a huge progression for us in 2019.

Champions Board is looking to continue to develop and be instrumental in providing a platform for all Care Experienced Young People to have a voice.

Better meetings was one such project which stemmed from the Champions Board and the next stage will be to implement the young people's recommendations. The Champions Board will also be influential in ensuring accountability for all Corporate Parents in delivering The Promise, which aims to ensure the voices of care experienced young people are heard, listened to, valued and acted upon.

Children's Services Plan Priority 2 – Healthier Children

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

Baby Steps, an award winning Health and Wellbeing programme for pregnant women with a BMI ≥ 30 , is now in its third year.

Over a quarter of the women attending for a dating scan were eligible and invited to attend the Baby Steps programme. 15.4% of them attended the programme.

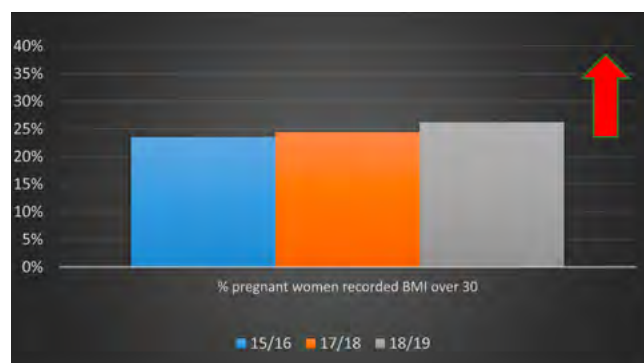
The data collated demonstrates an improvement in the knowledge and skills of those who attended:

- 85% of the women are more aware of how to reduce the risks associated with BMI ≥ 30
- 82% felt healthier and more active
- 75% were more aware of support available to them in the community
- 61% are more confident that they can take steps to improve their health and wellbeing and have a greater understanding of food labels
- Over half of the women attending felt more confident cooking from scratch
- Over a quarter of the women felt more supported by family and friends

The number of women returning to meet once their babies are around 6 months old has increased by over 400% since the programme began in 2017.

Feedback includes:

- “Baby Steps gave me the confidence to cook from scratch.”
- “I’m taking longer walks.”
- “I’m adding extra vegetables to meals.”
- “I’m now checking food labels.”



Baby Steps highlights include:

National recognition: The **Baby Steps** team were invited to share their learning and lead a session at the Scottish Government's, Strategic Leads Improving Outcomes for Children and Young People Networking Event. Feedback from attendees was extremely positive.

Baby Steps won the Inkwell Choice Award for community engagement and partnership working. Further expansion of the programme is planned.

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

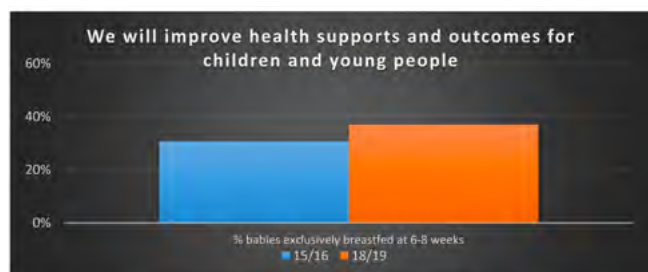
Breastfeeding

Moray has trained peer supporters to provide breastfeeding support in a variety of ways including, groups, one to one support, online and telephone support. They meet weekly in Elgin, Forres, Buckie and Keith. ABM (Association of Breastfeeding Mothers) Mother Supporter training is available through NHS Grampian to enable more women to become peer supporters.

In August 2019, over 70 Moray mums, dads and babies gathered together to be part of the Global Big 'Latch On' event as part of World Breastfeeding Week.

The event showcased support available to breastfeeding all mums and their families across Moray. Following on from this event- breastfeeding women were consulted about the feasibility of similar events and support that they would like to see in their localities. There is on-going work in relation to developing these supports.

The impact of this has been an increase in the percentage of babies being exclusively breastfed at 6-8 weeks to 37% in 2018/19 and UNICEF Baby Friendly Feeding reaccreditation being achieved.



The next steps are to continue with the good work which was ongoing prior to the COVID-19 pandemic to work with peer supporters and local businesses to embed Breastfeeding Friendly Scotland- a national, government scheme.

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

Themed Health & Wellbeing Champions Board Event

In 2019, this fun interactive event encouraged the Care Experienced Young People and Corporate Parents to participate and visit the health and wellbeing stalls which included:

- Access to Leisure facilities
- Moray wellbeing hub with a focus on the adult and young person's pathways
- Healthy Lifestyle Info including; health point, tobacco and the smoothie bike
- Oral Health: child smile and dental services
- Know who to turn to; access to pharmacy, optician and GP
- Health Assessments and Flagging

Feedback from the 'stall' holders included:

- "There was a fantastic buzz at the event. I chatted to lots of people mostly about the pathway tools. I made some new and old connections which was fantastic, this has led to me getting more dates in the diary to promote Moray Wellbeing Hub. I was able to signpost some people to other services in Moray to support their presenting issues."
– Moray Wellbeing Hub
- "I enjoyed this session very much. A few of the young people were not brushing teeth because of the strong minty taste of the toothpaste. We have two different toothpastes available, we gave these to the appropriate young people and signposted parents/corporate parents to where they can access these products. The young people who received these were very keen to start using the paste."
– Oral Health Educator

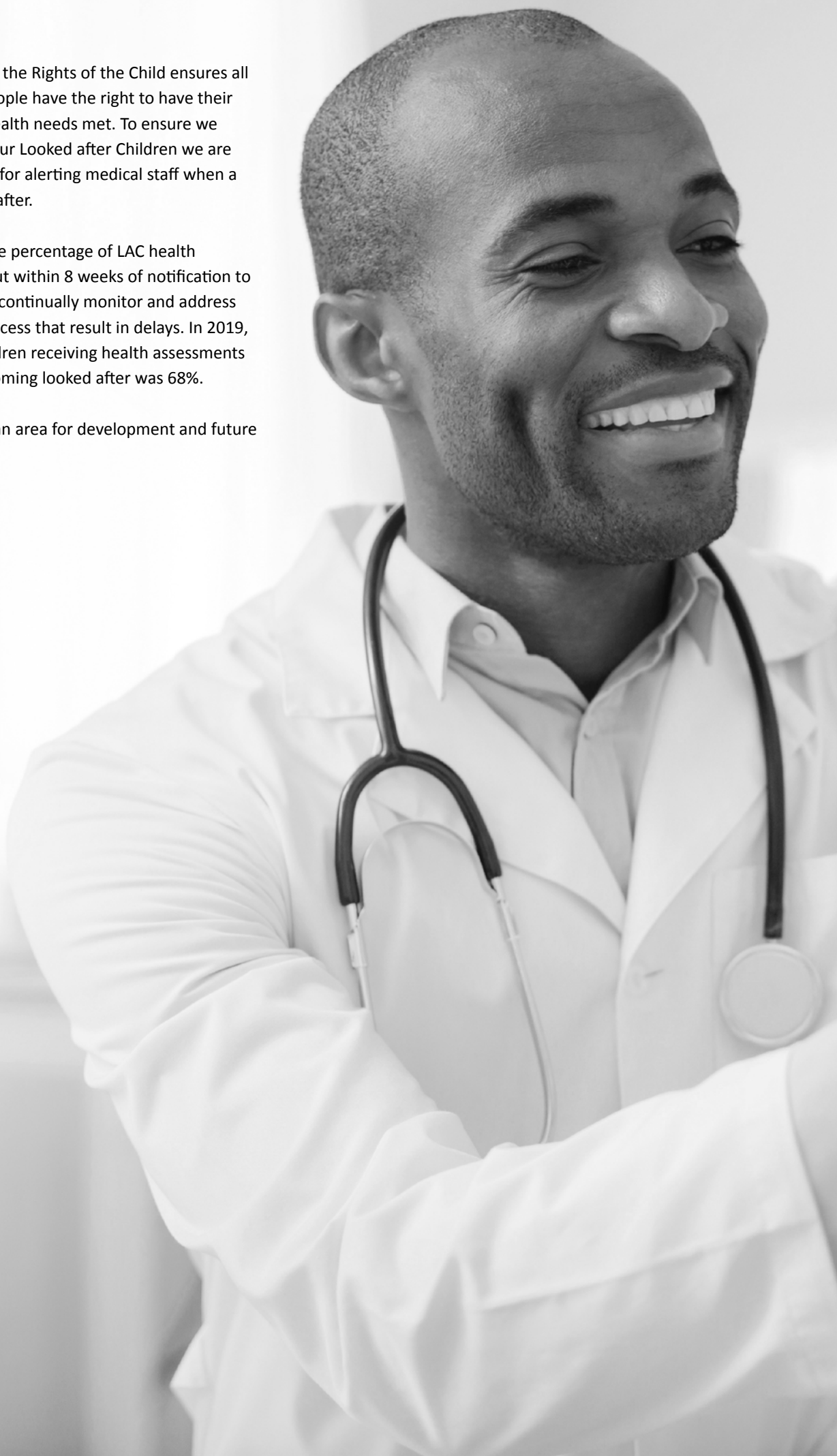
The young people provided feedback around a range of health and wellbeing issues which was shared with services.

Health Assessments

The UN Convention on the Rights of the Child ensures 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 improving 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. In 2019, the percentage of children receiving health assessments within 8 weeks of becoming looked after was 68%.

It is recognised this is an area for development and future improvement.



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

Mental Health Development Workers have been in post in Moray since 2017. This was a funded initiative for two years.

They helped to increase the ability of young people to better manage their mental wellbeing and also helped professionals build skills, knowledge and confidence to support these young people. This was achieved by delivering key training courses”

- Scottish Mental Health First Aid: Young People, delivered 15 times to 207 participants
- Healthy Minds: Mental Health Awareness, delivered 9 times to 292 participants
- Healthy Minds: Early Years Mental Health Awareness, delivered 3 times to 38 participants
- Helping Young People Cope with Anxiety, delivered 11 times to 178 participants
- Using Art Therapeutically, delivered 8 times to 114 participants

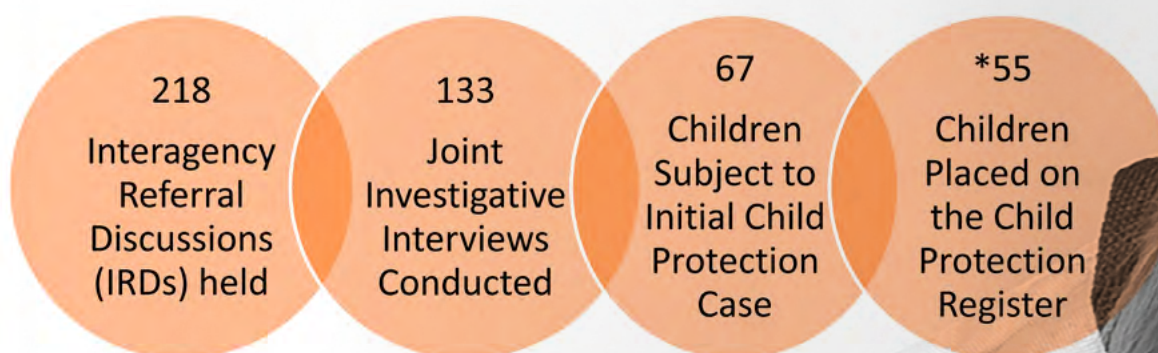
The next steps are to build on the good work started by the MHDW's and focus on the development of Tier 2 mental health and wellbeing supports for children and young people. This is a key priority within the 2020-2023 Children's Services Plan.

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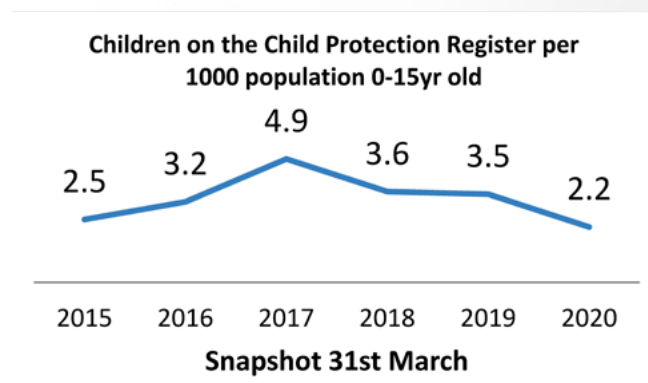
Children's Services Plan Priority 3 – Safer Children

AIM: Children are safe from harm, abuse and neglect

In August 2019 Moray Child Protection Committee welcomed a new independent Chair. This appointment has energised the work of the CPC, supporting the development of an ambitious and focused work plan over the next three years.

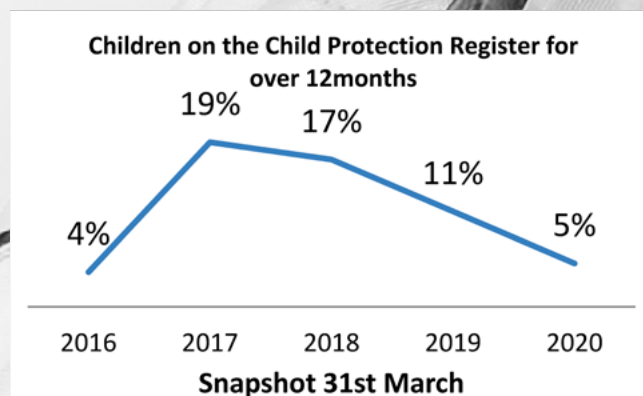


*cumulative total 1 April 2019 – 31 March 2020



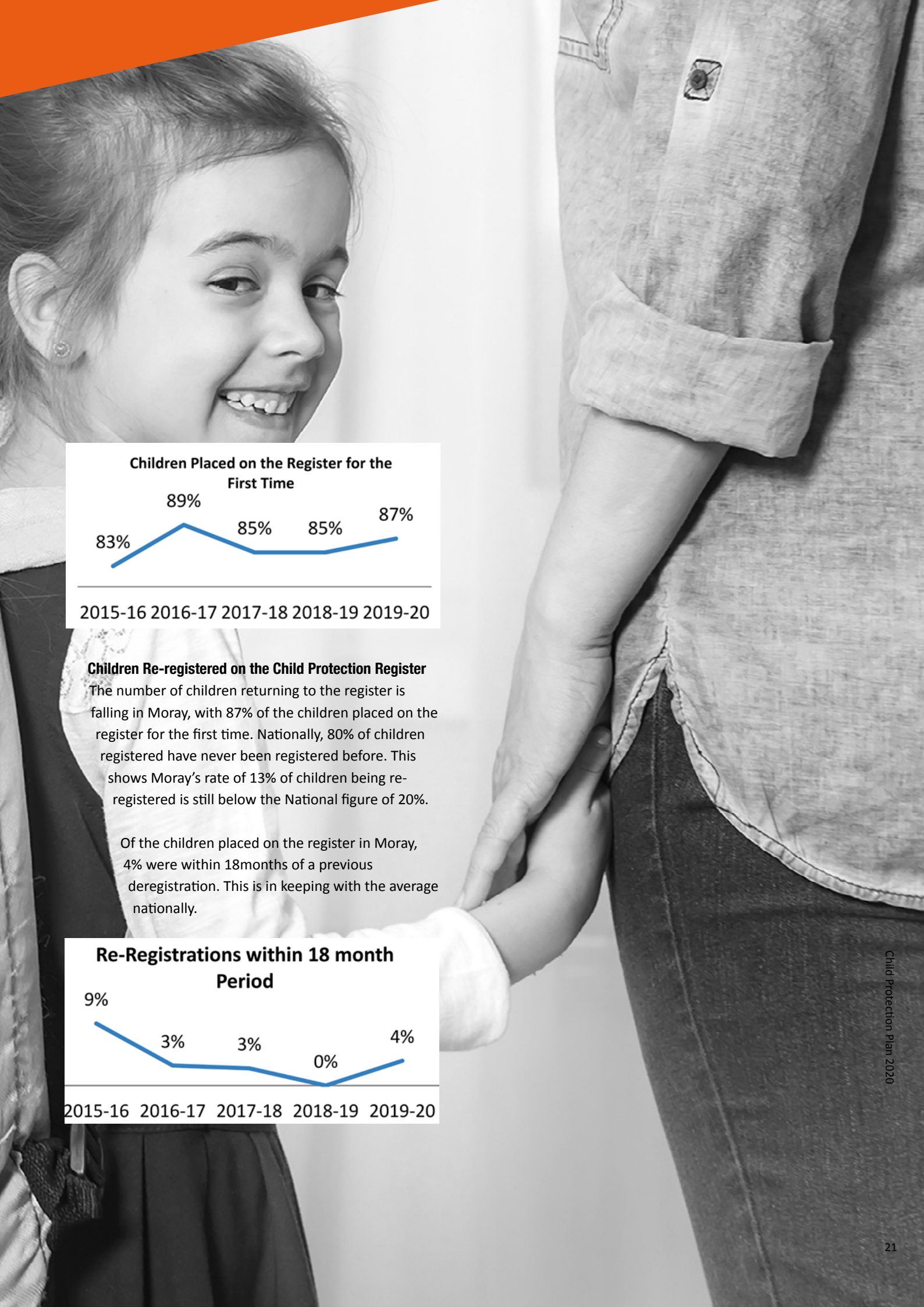
Number of Children on the Child Protection Register

In 2017 Moray had more children on the register per 0-15yr population than anywhere else in Scotland. Registration rates have fallen over the last three years and are now below the national average of 2.8 (as at 31 July 2019). This is due to improvements in managing complex cases and fewer children placed on the register in recent years due to more robust child planning processes.

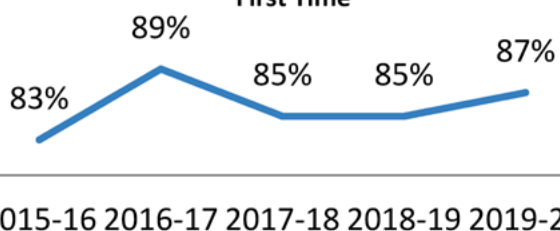


Length of Time on the Register

Focused improvement work was undertaken to review cases for children on the register for over 9 months, and as a result there has been a reduction of the number of children that remain on the register for over a year. Nationally in 2019 17% of children were registered for more than a year. Moray is now well below the National average.



Children Placed on the Register for the First Time

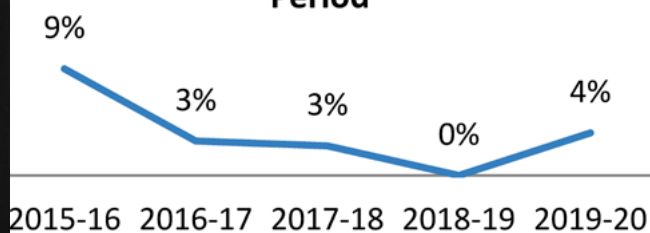


Children Re-registered on the Child Protection Register

The number of children returning to the register is falling in Moray, with 87% of the children placed on the register for the first time. Nationally, 80% of children registered have never been registered before. This shows Moray's rate of 13% of children being re-registered is still below the National figure of 20%.

Of the children placed on the register in Moray, 4% were within 18 months of a previous deregistration. This is in keeping with the average nationally.

Re-Registrations within 18 month Period



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

Practice Reflection & Improvement Short Module (PRISM)

PRISM is 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.

In 2019, 3 PRISM events were held and attended by a total of 173 practitioners from across the partnership. The participants increase in their knowledge and understanding as a result of engaging in this developmental multi-agency opportunity.

Moving forwards, the intention is to have regular PRISM events embedded in the workforce development calendar of opportunities.

Effective Child Planning Process

A review of the Child Planning Process was commenced in Moray in 2018 and using Quality Improvement

Methodology as the framework to make the change manageable and effective, the process was revised.

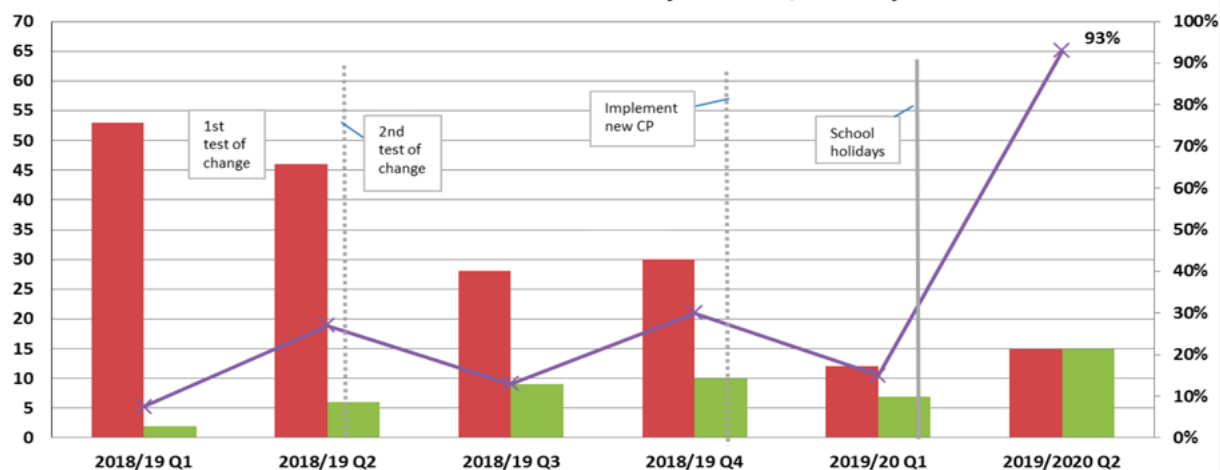
This worked continued in 2019/20 and following small tests of change being undertaken in Buckie and Forres, the project moved on to the implementation stage Moray wide.

Through an increase in staff training and development, the following improvements have been made:

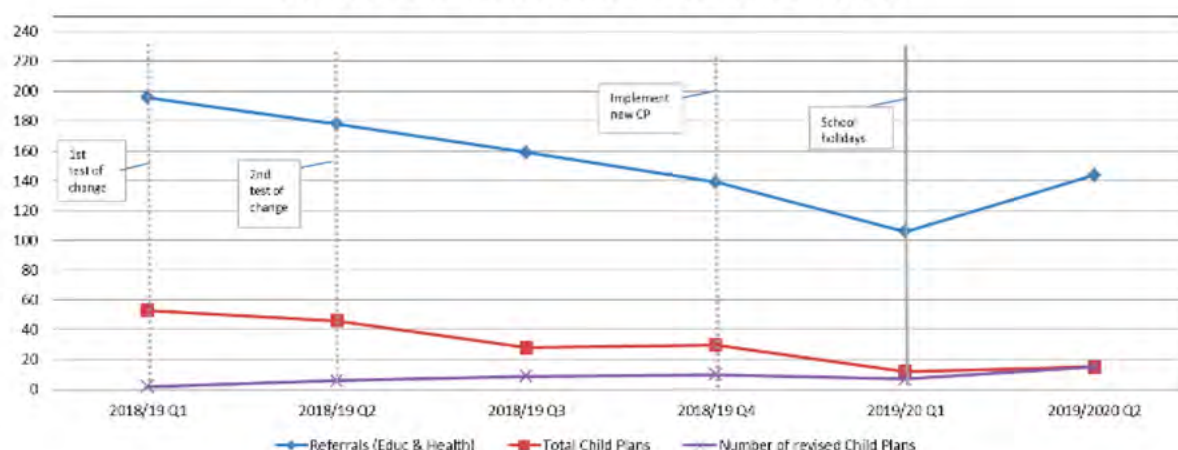
- Improved understanding of staged intervention, which has led to less referrals to targeted services
- An emphasis on having the voice of the child and family at the heart of the process, allowing them to actively engage in the change
- Improved understanding of the value of chronologies, evidenced by the increase in numbers being submitted with the Child's Plan

This approach to revise the Child's Planning Process earned the project a place at the finals of the Scottish Government Quality Improvement Awards.

Child Plans submitted 2018/19 to Q2 2019/20



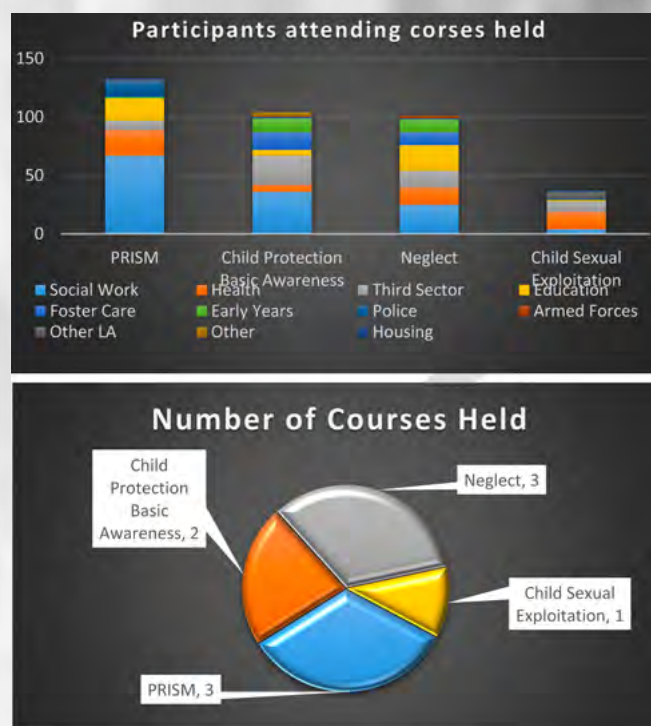
MAPH Referrals & CP Audits 2018/19 to Q2 2019/20



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

Child Protection Inter-agency Training

In 2019, a core course calendar was offered to practitioners covering the areas of child protection basic awareness, neglect and child sexual exploitation. The Moray CPC will develop its strategy to deliver interagency child protection training in 2020/21 based on a training needs analysis.



Key Priorities for 2019/20

Detailed below is our progress against the key improvement priorities outlined in our previous annual report.

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

A local draft Children and Young People's Rights and Participation Strategy was developed, at pace, in 2018, it outlined that good practice existed across Children's Services. However, it also highlighted areas for development and improvement:

- need for an agreed strategic and systematic approach in place;
- a method to monitor and demonstrate the level of impact of engagement and participation activity taking place; and
- adequate resource, so to ensure that children's rights and participation is universal, effective and consistent across the Community Planning Partnership.

The Children's Rights and Participation multi-agency working group was established in order to both assist in meeting our statutory obligations under the Children and Young People (Scotland) Act 2014 to ensure that the United Nations Convention on the Rights of the Child (UNCRC) requirements and to address identified areas for improvement.

The group has mapped current engagement and participation activity specific to children and young people as per The Rights Wheel/SHANARRI Indicators

This exercise has identified areas for improvement in terms of seeking out and listening to the voices of children and young people, and more specifically the voices of care experienced young people.

The 'Voice of the Child' is a specific piece of work undertaken in the summer of 2019 by a Senior Social Worker and the Looked After Child teacher who actively engaged with our young people who were placed in care placements out of Moray.

They were privileged to meet and listen to the views of 26 care experienced young people in relation to what is important to them, which has resulted in the development of good relationships. What we learned was that they are craving a commitment from all our Care and Education staff to get to know them beyond the reports and paperwork.

Connection and care are very important to our young people and it makes a significant difference when people look out for them, check in with them and remember them.

Feedback from these young people has resulted in the development of relationships and in order to help young people engage with school in a more positive way, we are moving to develop a 'community of schools' approach. By using pre-existing relationships with a number of Care Experienced Young People in two area schools groups we want to build relationships with other CEYP in those areas to really further develop the "voice of the Child". The concept is for CEYP to feel more positive about being in school and be better placed to engage with whatever their programme of education looks like. This is an ongoing piece of work.

Moray Youth Matters, a representative group of young people from across Moray, led on the development of the 2020-23 Children's Services Plan. Through the locality planning arrangements in place, children, young people and families will co-design and deliver the improvement priorities identified.

This video explains what the plan is about, how we produced it and why we are committed to continuing to work together to put our plan into action.

<https://youtu.be/FP47nj3QnRo>

Moving forward, we will continue to build on this good practice, ensuring that children and young people are meaningfully engaged in policy development and service planning and children's rights are embedded across children's services.

Systematic approach to the identification of Young Carers

In January 2019, Quarriers, the locally commissioned unpaid Carers service, began preparing, testing and reviewing a Young Carer Statement (YCS) template and process for Moray, to inform longer term practice in the identification and support of young Carers, in line with the requirements of The Carers (Scotland) Act 2016.

Through work with the Education Support Officer, approaches were made to the Primary Schools to introduce the project and seek agreement for ways to enable early identification and support for Young Carers in school.

A Young Carer Strategy Officer has been appointed and a Steering Group was formed to oversee and approve developments and enable reporting through integrated children's services structures. A draft Young Carer

Statement was approved and introduced to two school ASGs (Forres and Lossiemouth). This allowed for testing and feedback before refining the document for wider rollout across Moray.

There were awareness raising sessions through class presentations and assemblies to highlight the impacts of caring and identify the 'hidden' young carers.

With the template in place, work is now ongoing to gain buy in from all schools to support the identification of young Carers. The steering group continues to work to mitigate identified risks associated with young carers.

Throughout 2019/20, there have been;

- 39 Young Carer Statements completed
- 8 Young Carer Statements reviews completed
- 45 New Young Carer referrals

Co-ordinated approach to reducing child poverty in Moray

Poverty has been identified as a priority in our Children's Services Plan 2020-2023 and through work carried out in the Realigning Children's Services programme, we now have more and richer data to help inform our planning around child poverty.

Fairer Moray Forum (FMF) has responsibility for the Moray Poverty Plan which is a live document and incorporates our Child Poverty Actions and statutory responsibilities with regard to the Child Poverty (Scotland) Act 2017 and the local implementation of 'Every Child, Every Chance'. The Local Authority and NHS Grampian leads for poverty, co-chair the Fairer Moray Forum.

Key achievements in the last year have included:

Raising Income from Employment: Pupil Equity Fund guidance was reviewed and shared with all Moray schools which have identified local poverty issues and developed specific action plans in their area to ensure young people from low income families and those that experience care experience have access to additional support and educational and vocational training. Moray skills investment plan has increased access to support training and development.

Reducing the cost of Living: Activities undertaken include "Cost of the school day" work, which works with children and families to mitigate the impact of poverty and provide local solutions. Moray Economic Partnership and Fairer

Moray Forum arranged a meeting with Living Wage Scotland. Moray was awarded 2 years funding to deliver a parent employability project. The funding will be used to recruit key workers to provide one to one support. One will support parents out of work and one with parents in work.

Increasing Social Security income: The following wider partnership strategies have been implemented in Moray which will contribute to reducing the cost of living in Moray and therefore mitigate child poverty; Early Learning and Child Care plan, Moray Housing Strategy and the Moray Food Poverty Action Plan. All Health Visitors and Family Nurses continue to talk to families about financial inclusion and income maximisation through routine enquiry within the Universal Health Visiting Pathway.

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

The Child Planning Process was reviewed in 2018 and has now been rolled out to all partners across all localities. Through an increase in staff training and development, the following improvements have been made:

- improved understanding of staged intervention, which has led to less referrals to targeted services
- emphasis on having the voice of the child and family at the heart of the process, allowing them to actively engage in the change
- improved understanding of the value of chronologies, evidenced by the increase in numbers being submitted with the Child's Plan

The success of the project earned it a place on the short-list for the Top Team Award for Embedding Quality Improvement as a Way for Working to Get it Right for Every Child at the Scottish Government QI Awards.

The Revised Child Planning Group has continued to meet regularly, but due to restrictions put in place as a result of the COVID-19 pandemic, much of the work of the group had to be paused.

There has been a significant increase in the number of plans submitted with a chronology and this is testament to the training and feedback delivered to staff on the importance of this to the overall plan. /

As the legislation for the Named Person Service has been withdrawn, the group have identified that there is a further need to review the Named Person Service within Moray.

Education are currently reviewing their Named Person Service and will carry out a small test of change to ensure the use of paper work is appropriate and proportionate, whilst still adhering to the multi-agency child planning process.

During COVID-19, Child Planning Guidance was developed to support professionals with conducting child planning meetings online. This will continue to be developed and refined as it has been identified by children and families that this is an option they would like to remain in place post-COVID-19.

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

The focus over the past year has been on the development of early intervention mental wellbeing provision to meet the needs of young people who are in distress, but don't yet meet the threshold of the Child and Adolescent Mental Health Services (CAMHS).

This gap in provision was identified through:

- Evidence collated and analysed through the Realigning Children's Services programme undertaken in Moray – compared to other local authority areas who have participated in this programme the mental wellbeing scores, particularly for teenage girls were the lowest.
- The number of referrals to Child and Adolescent Mental Health (CAMHS) Services who did not meet criteria. In 2019, 20% of referrals to CAMHS were not accepted, as they did not meet thresholds for this specialist Tier 3 service and a further 30% were assessed and deemed unsuitable for treatment. This has created significant gaps and access and long waits for mental health support.
- Engagement with parents and frontline practitioners who identified the lack of responsive, early intervention support for young people in distress as a significant gap.
- In Adult Mental Health services there is evidence of young people coming into the service at age 18 with significant childhood adverse event and trauma that should have been addressed much further upstream in children's and young people's services – historical gaps in service and long waits for mental health support has exacerbated young people's mental distress and it has become apparent into adulthood.

National and local evidence demonstrates that a family support model of delivery is most likely to deliver

sustainable improvements. Engagement with parents through the development and delivery of the Life Coaching in Schools model and development of the Children's Services Plan (2020-23) highlight their desire to be upskilled to support their child's mental wellbeing and address areas of concern as early as possible.

The co-design and delivery of a holistic family support service in Moray is therefore a key priority. The experiences and views of children and families involved with mental health services in Moray have been captured and national and local funding streams have been identified.

The piloting of a co-designed family support service is a priority for the first year of our 2020-23 Children's Services Plan.

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

A quality framework for children in need of care and protection and associated comprehensive self-evaluation calendar has been approved and is currently being implemented

The learning from self-evaluation activity is informing our multi-agency workforce development plan, which has a child protection focus. This plan reflects the National Framework for Child Protection learning and development in Scotland 2012, which outlines that multi-agency learning and development should be delivered to three groups of staff: general contact workforce, specific contact workforce and intensive contact workforce.

In 2019, there were 6 courses held covering Child Protection Basic Awareness, Neglect and Child Sexual Exploitation. Key professionals previously involved in these topics were identified to lead on the training. These courses enabled a total of 236 participants from across a variety of agencies to attend.

In 2019, there were 3 Practice Reflection & Improvement Short Module (PRISM) events held and attended by a total of 173 practitioners from across the partnership. These events encourage open learning in a safe environment and allow discussion as to how to improve local practice.

The Moray Learning and Development Group, made up of training professionals from across the partnership, has been re-established. Their role is to coordinate the implementation of a robust multi agency training needs analysis and design and deliver training and development opportunities to improve practice. In the current uncertain times, the training and development programme for 20/21 will be delivered virtually.

What have we learned...

The final year of the Children's Services Plan has seen us make some good improvements across our three priorities – Ambitious and Confident Children, Healthier Children and Safer Children.

It has also been an opportunity for us to learn and plan for the future, as we continue to endeavour to get it right for every child. We have recognised we were over ambitious.

An evaluation of the Children's Services planning process was undertaken with key stakeholders in August 2019.

The following key areas for improvement were identified:

- consultation and engagement with children and families should be more robust
- the action plan and measures require further development to ensure that improved outcomes for children and families can be evidenced
- linkage to LOIP and existing partners improvement plans should be more explicit
- communication and ownership of the plan across the partnership needs further investment.
- the plan needs to be reviewed and revised in a more systematic way throughout its life span
- it needs to be written in a more user friendly way – language is important

Consequently, the following actions were taken:

- A more robust Joint Strategic Needs Assessment was undertaken, which included statistical trend data relating to the vulnerabilities of children, young people and families, as well as comprehensive feedback from children, young people and families collated through a range of engagement activities. This included data collected through the Realigning Children's Services Programme. The 2020-23 plan priorities were agreed through a series of workshops involving all key stakeholders.
- The high level action plans have robust outcome measures which were developed collaboratively by stakeholders. They will be reviewed regularly by the relevant strategic groups, locality planning groups and children and families affected by the particular issue

- The Children's Services Plan is being incorporated into the revised LOIP
- A clear communication and engagement strategy has been developed and is currently being implemented. Its aim is to ensure that everyone feels connected to the plan and work collaboratively to achieve our vision for children and families in Moray.
- As highlighted in the recent Independent Care Review, language is very important. A child friendly version of the 2020-23 plan is in development, led by Moray Youth Matter

As we move into the next phase, it is recognised the key drivers will be learning from the Independent Care Review and the effects of the national pandemic, COVID-19.



Appendix: Children Services Plan Priority 1 – Ambitious and confident children

● Performance improving
 ● Performance stable
 ● Performance declining

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

Performance Indicator	Target	Baseline 17/18	Year 18/19	Current 19/20	Status
% child's plans audited scored as good or above	Increase	18.5%	41%	62%	●
% referrals to SW requiring corrective action	Decrease	9.7%	6.5%	1.5%	●
% IRDs audited scored good or above	Increase	13%	57%	80%	●

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



Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 18/19	Status
Average Tariff Score	Increase	792	791	811	●
Pupils achieving 5 or more awards at SCQF Level 5 or higher	Increase	57%	57%	61%	●
School leavers with 1 or more qualification at SCQF Level 4 or better	Increase	97%	95.8%	96.4%	●
Looked after school leavers with 1 or more qualification at SCQF Level 4 or better	Increase	70%	75%	76.9%	●
School inspection areas assessed as satisfactory or better	Increase	80%	67%	80%*	●

*Primary schools Only



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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 18/19	Status
School leavers attaining level 5 literacy	Increase	79.9%	78.4%	80.5%	●
School leavers attaining level 5 numeracy	Increase	62.7%	62.4%	63.9%	●
16-19 year old's in education, employment or training	Increase	91%	91.2%	91.3%	●
Children with additional support needs who enter education, employment or training following school	Increase	87.1%	90.2%	90.3%	●
Looked after children who enter education, employment or training following school	Increase	58.3%	75%	73.1%	●
Looked after school leavers, aged 16-19 years, in education, employment or training at 9 month follow up	Increase	72%	64% (16-17)	62% (17/18)	●


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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 19/20	Status
Young people repeat offending within the fiscal year (aged 8-17 years old)	Decrease	36.8%	30.6%	28.4%	
Children referred to the reporter on offence grounds (per 1000 8-16 pop)	Decrease	6.1%	11.2%	10.0%	






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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 19/20	Status
Proportion of Nurseries offering flexible service delivery models	Increase	-	36%	65%	
Early Years provision in Moray rated good or better	Maintain	96.4%	85%	90%	



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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 18/19	Status
Duke of Edinburgh Awards achievement rate	Increase	56%	46%	67%	




Aim: We will ensure children achieve their educational aspirations

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 18/19	Status
School attendance primary	Increase	95.6%	94.9%	95%	
School attendance secondary	Increase	92.5%	91.9%	91.9%	
School attendance Looked After Children 1	Increase	96% (14/15)	87.5%	87.4%	
School exclusion rates (per 1000 pop)	Decrease	35.8 (14/15)	24.2%	22.7%	
School exclusion rates looked after children (per 1000pop)	Decrease	100.5 (14/15)	51.2 (16/17)	-	




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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 19/20	Status
Proportion of schools in Moray registering with the Rights Respecting Schools Award	Increase	64%	77%	81%	
Proportion of schools in Moray obtaining Rights Respecting Schools Award	Increase	28%	64%	62%	




Appendix: Children Services Plan Priority 2 – Healthier children

 Performance improving
  Performance stable
  Performance declining


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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 18/19	Status
% of mothers smoking during pregnancy	Decrease	18.6%	18.2% (16/17)	15.4%	
% of babies born with a health birth weight	Increase	82.7%	81.8%	81.6%	
% pregnant women recorded BMI over 30	Decrease	23.5%	24.4%	26.2%	


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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 18/19	Status
% babies exclusively breastfed at 6-8 weeks	Increase	30.7%	36.2%	37%	
% children recorded with no developmental Concerns at 27-30months	Increase	75.8%	80.7%	-	
% of children with no evidence of dental decay at P1.	Increase	73.8%	75.5%	78.4%	


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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 18/19	Status
% Primary 1 children with healthy weight	Increase	76.7%	76.5%	78%	


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

Performance Indicator	Target	Baseline 2015	Year 2017	Current 2019	Status
% LAC Health Assessments carried out within 8 weeks of notification to Health Board	Increase	68%	60%	68%	




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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 18/19	Status
% CAMHS patients commencing treatment within 18weeks of referral	Increase	34.5%	39%	67%	







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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 18/19	Status
Rate of alcohol related hospital stays in 11-25yr old's	Decrease	314.3	335.1	264	




Appendix: Children Services Plan Priority 3 – Safer children

 Performance improving
  Performance stable
  Performance declining


Aim: Children are safe from harm, abuse and neglect

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 19/20	Status
Emergency admission rates for unintentional injuries in children under 5 years (per 100,000)	Decrease	1048.6	1135.6 (16/17)	1256.2 (17/18)	
Maternities recording drug misuse (per 1,000 Maternities)	Decrease	10.4	12.7 (16/17)	15.2 (18/19)	
Number of children on Child Protection Registers per 1,000/pop 2	-	3.9	3.7	2.2	
Number of Children and young people with Child Protection Orders per 1000/pop	-	0.7	0.7	0.6 (18/19)	
Number/1000pop Looked After Children	-	11.1	11.6	10.3	
Number of Children referred to children's reporter – non-offence per 1000/pop	-	7.3	7	5.7	

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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 19/20	Status
% Looked After Children with more than 1 placement in year	Decrease	23.9%	30.6%	30.95%	
% Looked After Children being cared for in foster/family placements rather than residential accommodation	Increase	83.6%	78.4%	79.1%	
% Looked After Children in out of area placements	Decrease	9.4%	10.8%	8.5%	

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

Performance Indicator	Target	Baseline 15/16	Year 17/18	Current 19/20	Status
% Children on the Register for over 12months	Maintain	4%	11%	5%	
% Child Protection re-registrations within 18months of De-registrations	Decrease	4.6%	5.8%	4%	