

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Monday 30 March 2020
Title:	South Ayrshire Children's Services Plan 2020/2023
Responsible Director:	Tim Eltringham, Director of Health and Social Care South Ayrshire
Report Author:	Danielle Rae, Strategy, Policy and Planning Officer – South Ayrshire

1. Purpose

This is presented to the Board for:

- Decision

This paper relates to:

- Legal requirement

This aligns to the following NHS Scotland quality ambition(s):

- Person Centred

2. Report summary

2.1 Situation

The Children and Young People (Scotland) Act 2014 introduced new duties on a range of public bodies on planning and reporting. Part 3 of the Act requires that a Children's Services Plan be prepared jointly by local authorities and health boards. In line with this Act the South Ayrshire Children's Services Plan was prepared for a three year period from 1 April 2017. A new Children's Services Plan has been prepared for the three year period from 1 April 2020 and requires the Board's approval.

2.2 Background

Taking account of the South Ayrshire Youth Forum views and following consideration by the Children's Services Planning Group, the undernoted priorities were drafted. Wider consultation was launched on 18 February 2020 and by 5 March 2020, there were 184 responses. The consultation was circulated to all partnership agencies involved in delivering services for children and young people with each agency asked to circulate the consultation. The consultation was available on the Council website and closed on 6 March.

2.3 Assessment

The Plan sets out the priorities for the next three years to ensure children and young people in South Ayrshire are safe, healthy, achieving, nurtured, active, respected, responsible and included. The five priorities within the South Ayrshire Children's Services Plan are:

- **Outstanding Universal Provision:** Ensure South Ayrshire's children get the best start in life, it is the best place to grow up, and all children and young people are successful learners, confident individuals, responsible citizens and effective contributors;
- **Tackling Inequalities:** Reduce the gap in outcomes between the most deprived and least deprived children and young people in South Ayrshire;
- **Love and Support for our Care Experienced Young People and Young Carers:** Ensure young people and children who are care experienced or young carers are loved and supported to improve their life experiences and life chances;
- **Good Physical and Mental Health and Wellbeing:** Ensure young people and children are supported to achieve and maintain good emotional and physical wellbeing; and
- **Promoting Children's Rights:** Work to ensure we are delivering on the provisions of the United Nations Conventions on the Rights of the Child (UNCRC) as incorporated into Scots Law.

Actions have been identified to support the delivery of each strategic priority. The Plan acknowledges the progress that has already been made and identifies further improvements that are required. The resources of Community Planning Partners which are required to achieve the strategic priorities of the Plan have been identified. A performance framework has also been developed to allow progress to be monitored. Co-ordination, management and monitoring of the Children's Services Plan is undertaken by a range of partners through the Children's Services Planning Group.

The Act also places a duty on the local authority and relevant health board to publish an annual report on the extent to which children's services and related services have, in that period, been working towards improving local priorities for children and young people.

2.3.1 Quality/patient care

The Children's Services Plan 2020/2023 identifies improvements in the quality care for children and young people across South Ayrshire from all services.

2.3.2 Workforce

There are no workforce implications.

2.3.3 Financial

There are no financial implications.

2.3.4 Risk assessment/management

A risk assessment has not been carried out at this stage.

2.3.5 Equality and diversity, including health inequalities

An Equalities Impact Assessment has been completed and is attached.

2.3.6 Other impacts

- **Best value**
 - Vision and Leadership
The vision of the Children's Services Plan is 'closing the gap and achieving potential.'
 - Effective Partnerships
Partnership working across Community Planning Partners is critical to make progress on the priorities identified in the Plan.
 - Governance and accountability
The Plan is monitored and governed by the Children's Services Planning Group which, in turn, is accountable to the Community Planning Board. Partners also adhere to their own organisations governance arrangements.
 - Use of resources
The Children's Services Planning Group is comprised of members from a number of Community Planning Partners who utilise their own resources to deliver services in their own services and will, at times, deliver services in partnership.
 - Performance management
Performance of the Plan is monitored through Pentana on a regular basis.
- **Compliance with Corporate Objectives**
The Plan supports the following Corporate Objectives:
 - deliver transformational change in the provision of health and social care through dramatic improvement and use of innovative approaches
 - protect and improve the health and wellbeing of the population and reduce inequalities;
 - create compassionate partnerships between patients, their families and those delivering health and care services which respect individual needs and values; and result in the people using our services having a positive experience of care to get the outcome they expect;
 - attract, develop, support and retain skilled, committed, adaptable and healthy staff and ensure our workforce is affordable and sustainable; and
 - deliver better value through efficient and effective use of all resources.
- **Local outcomes improvement plans, community planning etc**
Partnership working within the content of the CPP is at the heart of the Plan. Supporting care experienced children and young carers are identified as a LOIP priority and are a priority of the Children's Services Plan.

2.3.7 Communication, involvement, engagement and consultation

The Board has carried out its duties to involve and engage external stakeholders where appropriate:

The Children's Services Plan 2020/2023 was presented to the Children's Services Planning Group on 28 February 2020. The Plan is being presented to Leadership Panel on 17 March and Community Planning Board on 23 March prior to submission to Scottish Government in April 2020.

2.3.8 Route to the meeting

This has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report.

The Children's Services Plan 2020/2023 was presented to the Children's Services Planning Group on 28 February 2020.

2.4 Recommendation

Members are asked to approve South Ayrshire's Children's Services Plan 2020/2023.

3. List of appendices (where required)

The following appendices are included with this report:

- South Ayrshire's Children's Services Plan 2020/2023
- Equality Impact Assessment – South Ayrshire's Children's Services Plan 2020/2023

CHILDREN'S SERVICES PLAN 2020/23





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Introduction

Across the South Ayrshire area we spend a lot of money on trying to make sure our children and young people get the best possible start in life. We want this to be one of the best places in Scotland to grow up. This plan is our way of trying to make sure all of the different people who work with our children and young people do that in a way that is joined up. Our plan isn't only about the big organisations like the Council, the NHS and the police, it is also about the work of our partners in voluntary organisations. We can all make a difference for children and young people and we can make a bigger difference by working together.

Not all children and young people need the same kind of support. There will be times in a young person's life where they might need a lot of help but some children may have all the help they need in their family. Support for families and parents can be an important element of giving children the best start in life. We want to be here for those who need us most. We also want to make sure we get involved at the earliest possible point to make sure we stop things happening or stop them getting worse for some children and young people. One of the ways we plan to do that is through better working between social workers and schools.

This will happen first in Belmont Academy, and if it works well we will do more of that in other schools. We also want to make sure children's rights are respected and promoted and are at the centre of what we do. That's why a big part of this plan will be about the United Nations Convention on the Rights of the Child becoming fully a part of Scots law. We want to make things better for children who are care experienced and for young people who are helping to care for family members. We also want to make sure that children and

young people whose family might not have a lot of money do as well in education as any other child or young person. We need schools to be places where the only thing that matters is how hard you are prepared to work. This plan recognises the importance of children and young people achieving and maintaining good physical and mental health and wellbeing.

This plan builds on the work we have done between 2017 and 2020. These are complicated things to change and this will take time but we are all committed to doing everything we can to try to improve the life chances of all our children and young people. We want all our children and young people to achieve their potential and this plan sets out how we intend to make sure that happens between 2020 and 2023.



Douglas Hutchison
Chair, Children's Service
Planning Group

South Ayrshire Children's Services Plan

2020-2023

The Children's Services Plan 2020-23 sets out our joint vision, our priorities and the outcomes we will strive to achieve for South Ayrshire's children and young people over the next three years. It has been developed collaboratively

with partners involved in the delivery of services for children and young people across South Ayrshire and has been informed by input from the most important partners to the plan, our young people.

Our Plan at a Glance

Closing the Gap and Achieving Potential

Our Shared Vision:

All children and young people in South Ayrshire deserve the chance to reach their full potential. We will support those who start at a disadvantage and remove barriers for those who are struggling, we will stretch the most able and protect and nurture all children, especially the most vulnerable. Our aim is to reduce inequalities in outcomes for children and young people, in particular, to close the gaps in outcomes related to deprivation so that all can achieve their potential.

Our High Level Priorities:

Outstanding Universal Provision

1. Ensure our children get the best start in life; South Ayrshire is the best place to grow up; and all children and young people are successful learners, confident individuals, responsible citizens and effective contributors.

Tackling Inequalities

2. Reduce the gap in outcomes between the most and least deprived children and young people in South Ayrshire.

Love and Support for our Care Experienced Young People and Young Carers

3. Ensure children and young people who are care experienced or young carers are loved and supported to improve their life experiences and life chances.

Good Physical and Mental Health and Wellbeing

4. Ensure all children and young people are supported to achieve and maintain good physical and mental health and wellbeing.

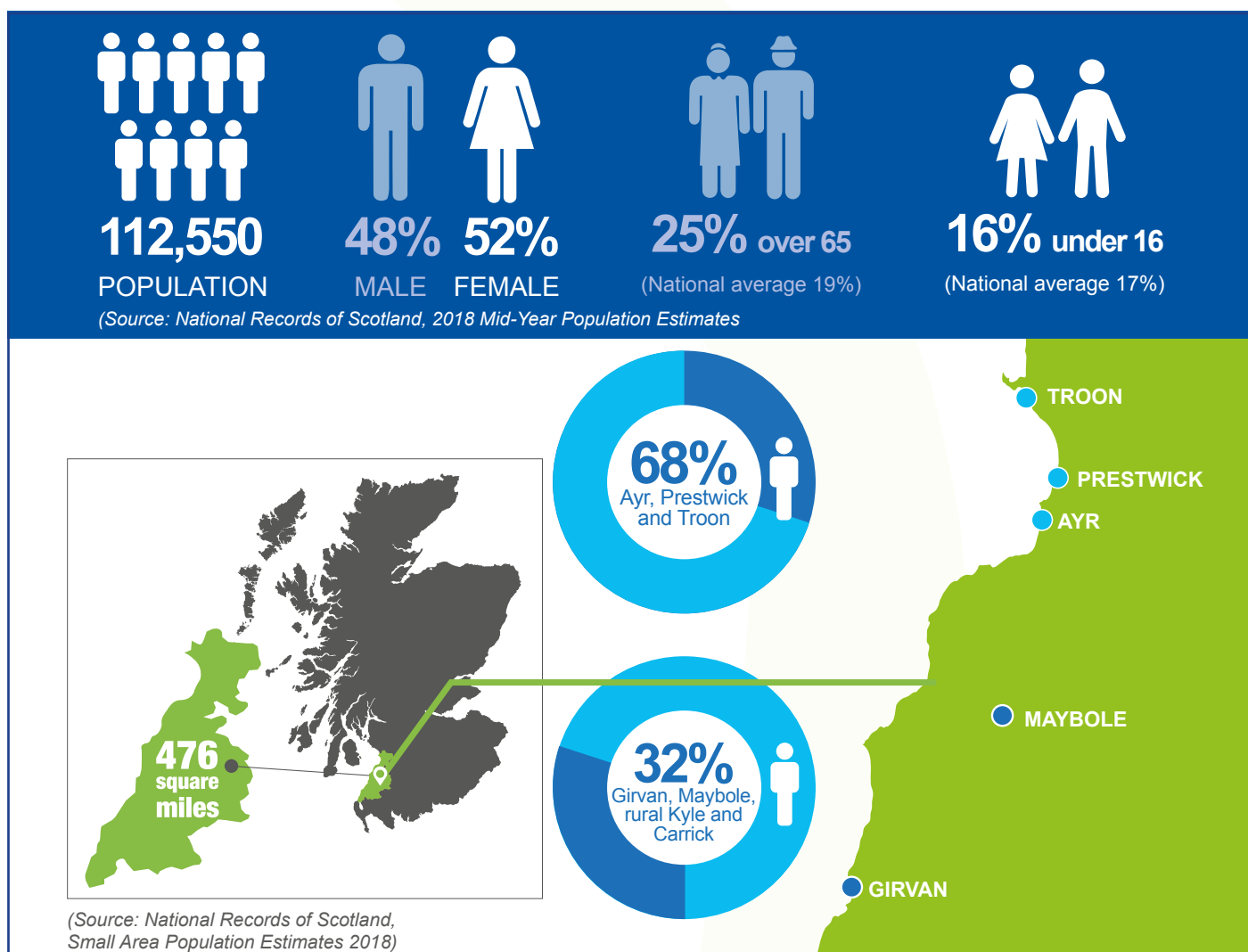
Promoting Children's Rights

5. Work to ensure we are delivering on the provisions of the United Nations Conventions on the Rights of the Child (UNCRC) as incorporated into Scots Law.

Local Context

South Ayrshire is set in the south west of Scotland and covers 476 square miles. There are 5 main towns: Ayr, Girvan, Maybole,

Prestwick and Troon and a large rural hinterland in Kyle and in Carrick.



In 2018, the population of South Ayrshire was 112,550, a slight decrease from 112,680 in 2017. The South Ayrshire population accounts for 2% of the Scottish population. Since 2000, the South Ayrshire population has remained relatively stable in contrast with the Scottish population which has grown by 7%. Projections forecast a decline in local

population of around 4.9% between 2016 and 2041 compared to an anticipated growth of 5.3% across Scotland for the same period.

In 2018, there were 17,638 people aged under 16 living in South Ayrshire accounting for 16% of the population.

Key Facts



As at July 2018, there were 2.1 children per 1,000 (aged 0-18 years) on the child protection register in South Ayrshire compared with 2.5 across Scotland



As at July 2018, there were 355 looked after children in South Ayrshire (1.7% of 0-18 year-old population)

SIMD:



8 or 2.3% of the 349 datazones

in the most overall deprived 5% of datazones in Scotland are in South Ayrshire and all are in Ayr



15 or 2.1% of the 698 datazones

in the most overall deprived 10% of datazones in Scotland are in South Ayrshire. 12 are in Ayr, 2 in Girvan and 1 in Barassie



27 or 1.9% of the 1,395 datazones

in the most overall deprived 20% of datazones in Scotland are in South Ayrshire

Children living in poverty



The End Child Poverty Organisation estimates that in 2017/18, South Ayrshire's percentage of children living in poverty before housing costs was **19% and after housing costs was 23%**

Free school meal entitlement



In 2019-20 in South Ayrshire, 763 children in primary 4 and above (16.8%) were registered for free school meals.

Strategic Needs Analysis

South Ayrshire is currently participating in the Realigning Children's Services programme working with the Scottish Government on evidence-based outcome improvement. In early 2019, a total of 6,250 school pupils from

primary 5 up to secondary 4 took part in a health and wellbeing survey that could link with local authority data to provide a rich insight into a range of issues. Data analysis is on-going, some key facts are set out below:

Realigning Children's Services Key Facts:



79% of secondary pupils and 81% of primary pupils rated their health as good or very good



64% of primary pupils and 57% of secondary pupils ate vegetables every or most days



22% of primary pupils drank fizzy drinks most or every day



11% of secondary pupils drank sugary drinks more than once a day



48% of secondary pupils ate breakfast every day



Pupils eligible for free school meals were less likely to eat breakfast every day (36% compared with 50%)



Girls were almost twice as likely as boys to never eat breakfast (25% compared to 14%)



42% of primary pupils were physically active every day



19% of secondary pupils were active for at least 60 minutes every day



19% of secondary pupils have smoked a cigarette and 7% recorded themselves as smokers



25% of secondary pupils had been offered drugs and 11% had tried at least one drug



27% of pupils had drunk alcohol in the last week (smokers were more likely to drink)



80% of primary pupils reported that they always or often felt happy



17% of secondary pupils reported a very high level of emotional and behavioural difficulties



Girls were more likely than boys to report low/medium life satisfaction (46%, 32%)



67% of primary pupils and 61% of secondary pupils were very or fairly happy with their appearance



Secondary boys scored higher levels of being very happy or fairly happy with appearance than secondary girls (73%, 52%)



Secondary pupils who checked social media at least every half hour after school reported lower life satisfaction than those who checked social media less frequently (40%, 29%)



66% of primary pupils sat down to eat a main meal with their parents or carers every day or most days



73% of secondary pupils sat down to eat a main meal with their parents or carers at least 4 days a week



60% of secondary pupils were very or fairly likely to talk to a family member when worried about something



71% of primary pupils and 84% of secondary pupils had at least 3 close friends. Having at least 3 close friends was associated with higher mental wellbeing scores and very high life satisfaction



Experience of bullying was associated with lower levels of life satisfaction



37% of secondary pupils felt pressurised by their schoolwork a lot of the time and this increased with age

Our strategic needs analysis has also supported us to look at the balance of service provision across partners in terms of universal/targeted, target age groups (from pre-birth to post-school) and the depth of prevention (from preventative through to targeted tertiary).

Some key examples:

- Public health and health partners run key initiative like Quit your Way to support healthy babies being born;
- Early development is supported by a wide range of universal initiatives including Breastfeeding Support and Child Smile whilst targeted support is provided to families where this will be helpful including Intensive Family Support, Family Wellbeing Services and Money Advice services.

- Along with high quality universal services, as children grow then more targeted support can be provided to those where support can improve outcomes including our Champions for Change work for care experienced young people, our Young People's Support and Transition Service and our Whole Systems Approach.

Information on partner's budgets is set out at the end of this plan. Assessing resource realignment is an area where we will be doing more work during the life of this plan informed by the detailed analysis emerging from the Realigning Children's Services programme.

Smoking in Pregnancy

We have implemented Tobacco Control Action Plan 2018-21 to improve pathways for pregnant women to reduce smoking in pregnancy and maintain cessation following birth. Referrals have improved to the Quit Your Way service within the inpatient ward and early pregnancy assessment ward in Ayrshire Maternity Unit. Training has taken place in both inpatient and early pregnancy assessment and early signs show an increase in referrals as a result of this. It is anticipated that this will lead to the improvement of the health of women during pregnancy.



Parenting Programmes



In session 2018 -2019 we delivered Parents Early Education Programmes (PEEP), Make and Taste, Bookbug and Family Walking sessions to early years centres across South Ayrshire. The team have delivered a 6 week block of PEEP to all 37 early years centres. Themed PEEP programmes have been developed to meet the needs of families and these are now on offer to all centres. These include Wonder of Words, Fun with Numbers, Learning Outdoors, Healthy Eating and Tears and Tantrums.

Barnardo's South Ayrshire Families – Family Resource Service also provide a number of groupwork programmes including Mum's Self Care; Dad's Self Care; Children's Therapeutic Group; Science groups; Baby Massage, Healthy Eating; Seasons for Growth; Promoting Positive Behaviour; Family time groups; Summer Activities and Mellow Parenting.

Family Nurse Partnership (FNP)



The Family Nurse Partnership (FNP) team continue to deliver the programme to first time parents aged 19 years and under. The FNP team are now in a position to be able to offer the programme on a concurrent basis with no gaps in service provision.

Between October 2015 and December 2018, 67 young women from South Ayrshire were eligible for FNP programme and of that 48 have enrolled.

The profile of parents being supported by the team show that two thirds live in an area of multiple deprivation, 83% have low income, 21% have previous care experience and 59% have anxiety or other mental health concerns. In South Ayrshire family nurses are based in Symington and North Ayr Health Centre. The two family nurse supervisors are

based in Mossblown Health Centre. Family nurses work alongside partners in their localities to support services and planning, for example:

- Working with Community Learning and Development (CLD) and Newton Primary School to deliver Parent Early Education Programmes (PEEP) parenting sessions
- Working with the Carrick Parenting and Family Learning Partnership.

Positive outcomes for the parent and child have been achieved:

- A higher percentage (28.1%) of mothers involved in the programme breast fed their babies compared with the general South Ayrshire population (20.5%)
- 50% of mothers smoked when they joined the programme. This reduced to 41% at 36 weeks gestation
- At 6 months, 100% of children had received their primary immunisations. By 24 months, 96% of children had received recommended immunisations.

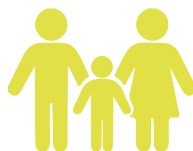
What Young People Told Us

As part of developing our Children's Services Plan, we asked young people what mattered to them (The Big Ask). Young people identified

the following as the most relevant to them in priority order:



You will be treated equally no matter your background



Give you the best start in life - making South Ayrshire the best place to grow up



Opportunities to be healthy, both mentally and physically

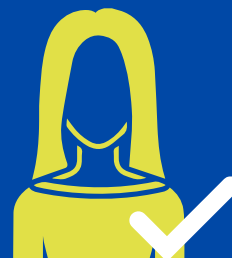


Your voice will be heard



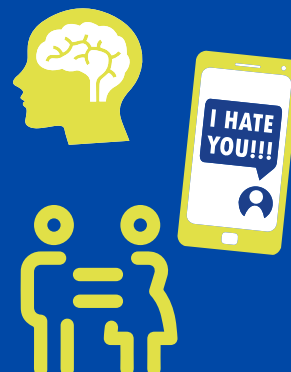
Children and young people who are care experienced will be supported to be the best they can be.

- Our young people were asked what they thought we were doing well. They felt we were good at:
- Providing **after school clubs** and opportunities to take part in a **range of activities**;
- Ensuring young people have a **voice** and are listened to;
- **Support** for young people; and
- Providing young people with education.



They were asked what the focus should be going forward and identified the following:

- **Mental health and emotional health.**
- **Bullying;**
- **Education with particular reference to Personal and Social Education (PSE);**
- **Increased youth opportunities; and**
- **Equality for all and ensuring children's and young people's rights are upheld.**



Our priorities for South Ayrshire's children and young people

Based on our strategic needs analysis and the feedback from our young people and our partners we have set our vision for Children's Services in South Ayrshire for 2020-23 to

be Closing the Gap and Achieving Potential. Community planning partners have agreed a shared vision:

“ All children and young people in South Ayrshire deserve the chance to reach their full potential. We will support those who start at a disadvantage and remove barriers for those who are struggling, we will stretch the most able and protect and nurture all children, especially the most vulnerable. Our aim is to reduce inequalities in outcomes for children and young people, in particular, to close the gaps in outcomes related to deprivation so that all can achieve their potential. ”

Our high level priorities are actions which will support delivery are set out below.

Outcome 1: Outstanding Universal Provision		
1.1	Improve outcomes for children and young people with additional support needs.	Achieving
1.2	Identify vulnerable pregnancies early and provide support through community/hub/team around the family model.	Nurtured
1.3	Youth Justice - Review and refresh the Youth Justice Whole System Approach	Nurtured
1.4	Provide intensive family focused support to families who are experiencing crisis and prevent family breakdown.	Nurtured
1.5	Police Scotland will deliver a range of activities to support children and young people.	Responsible
1.6	Deliver community and evidence based parent and family learning programmes.	Active
1.7	Improve early education intervention approaches to support the development of children under 5 years old.	Achieving
1.8	Improve educational attainment for all children and young people.	Achieving
1.9	Deliver positive community safety initiative for young people and their parent/carers.	Safe
1.10	Continue to develop team around the family/community hub model.	Nurtured

Outcome 2: Tackling Inequality

2.1	Ensure every family referred to the Health and Social Care Partnership is provided with benefits maximisation and financial advice by referral to hub.	Included
2.2	Target our youth work to the most deprived schools and communities in South Ayrshire.	Active
2.3	Work in partnership to improve positive destinations for young people in our most deprived schools and communities.	Achieving
2.4	Implement the Child Poverty Action Plan.	Included
2.5	Reduce the poverty related attainment gap through use of targeted interventions and supports – including the use of Pupil Equity Fund and Attainment Challenge programmes.	Achieving
2.6	Deliver holiday meals programmes in targeted areas.	Healthy
2.7	Refresh the GIRFEC model and work in partnership to train staff and implement the new processes.	Included
2.8	Establish the pilot of the Team Around the Family - Whole Systems Approach in the Belmont Academy cluster.	Included

Outcome 3: Love and support for our care experienced young people and young carers

3.1	Develop supports for young people eligible for Throughcare and Continuing Care to ensure that young people can access nurture and care when required to ensure that they feel nurtured and cared for when they most need it.	Safe
3.2	Implement the recommendations from the Independent Care Review (Scotland).	Safe/Respected
3.3	Support young people in children's houses in their development, wellbeing and to achieve positive outcomes.	Safe
3.4	Implement the Champions Board Implementation Plan.	Included
3.5	Work with partners to improve positive destinations for your people who have care experience.	Achieving
3.6	Implementation of the Young Carers statement within the Team Around the Child approach and Carers Act.	Included
3.7	Develop a Schools' Champions Board to give care experienced children and young people a voice in their decisions that affect them.	Achieving
3.8	Develop continuum of enhanced support for care experienced children and young people at point of transition.	Responsible
3.9	Implement the Stop Go Charter	Nurture/ Respected
3.10	Implement the Secure Care Standards	Respected

Outcome 4: Good physical and mental health and wellbeing

4.1	Develop early intervention supports and clear pathways for vulnerable young people experiencing poor mental health.	Safe
4.2	Increase confidence and capacity in the workforce by providing staff development opportunities in nurture, relationship based approaches and low level anxiety management approaches.	Healthy
4.3	Review and Implement the Children's Mental Health and Wellbeing Action Plan.	Healthy
4.4	Introduction and implementation of school based counselling services to support mental health and wellbeing.	Healthy
4.5	Identify supports for young people's emotional wellbeing through the (Say it Out Loud) survey.	Safe
4.6	Ensure appropriate access to Health Visitors and School Nurses and that relevant priorities are implemented.	Healthy
4.7	Implement the Physical Activity Strategy in so far as it relates to children and young people.	Active
4.8	Work in partnership to address health and wellbeing inequalities for LGBTI young people.	Healthy

Outcome 5: Promoting Children's Rights

5.1	Provide advocacy for children and young people who are care experienced and extend the opportunities for the voice of young people to be heard and inform service delivery.	Respected
5.2	Continue to increase the number of schools with Rights Respecting School status.	Respected
5.3	Develop processes that allow children and young people to play an active role in developing individual, school, service and community plans and contribute to service improvement.	Respected
5.4	Support all young people to achieve and sustain positive destinations.	Achieving
5.5	Increase number of young people successfully engaged in the democratic process.	Respected
5.6	Listening to children and young people's views and taking account of their views on issues that affect them - through the use of youth voice structures such as South Ayrshire Youth Forum /Member of Scottish Youth Parliament.	Respected
5.7	Develop and deliver training that supports Article 12 of UNCRC.	Respected
5.8	Increase the number of children and young people participating in and influencing arts and cultural activities.	Respected

Getting it Right for Every Child and Family in South Ayrshire

South Ayrshire remains strongly committed to Getting it Right for Every Child in South Ayrshire and the right of children to be safe, healthy, achieving, nurtured, active, respected,

responsible and included. We have reviewed our Children's Services priorities in terms of the SHANARRI principles and on-going work across our partnership.



Safe: protected from abuse, neglect or harm at home, at school and in the community

Deliver positive community safety initiative for young people and their parent/carers

Develop supports for young people eligible for Throughcare and Continuing Care to ensure that young people can access nurture and care when required to ensure that they feel nurtured and cared for when they most need it

Implement the recommendations from the Independent Care Review (Scotland)

Support young people in children's houses in their development, wellbeing and to achieve positive outcomes

Develop early intervention supports and clear pathways for vulnerable young people experiencing poor mental health

Identify supports for young people's emotional wellbeing through the (Say it Out Loud) survey

High Risk Pregnancy Protocol

Safeguarding midwives have been identified to undertake pre-birth assessment for families of unborn children where pregnancy is identified as high risk. A screening group is established between health staff and social care staff. Where it is identified that child protection support is not required pre-birth, a process has been developed where the health visitor and midwives are notified and provide support as required. Further work is required to ensure robustness of this process and to evaluate effectiveness. This has enabled a more appropriate level of response to families who require it.



Support through the Children's Hearing System

Annual data provided by the Scottish Children's Reporters Administration (SCRA) helps provide a picture as to the extent and nature locally of children and young people's involvement with the Children's Hearing System.

Between April 2017 and March 2018, 323 referrals were made to the children's reporter on non-offence grounds with the main reason for referrals over that period was 'lack of parental care'. 91 referrals were made on this basis. This reflects a continued trend of decreasing number of referrals to the children's reporter in South Ayrshire over recent years.

Referral rates to SCRA are higher than the Scottish average but recent work with the SCRA on thresholds for referral is bringing the rate down effectively. Early submission of reports continues to increase and work is ongoing within teams to keep improving this. Links with the SCRA have also been strengthened through the senior management team and trends are shared and analysed regularly.

Information from SCRA also shows a reduction in the number of Compulsory Supervision Orders (CSOs) in effect over this period. At 31 March 2018, 304 children and young people were subject to CSOs compared to 350 from the previous year.

Through commitment to prevention, early intervention, and effective use of multi-agency meetings, support for individual children can often be put in place on a voluntary basis where families engage positively with services.

By implementing this structure we have strengthened our processes and systems for safeguarding and protecting children.





Healthy: having the highest attainable standards of physical and mental health, access to suitable healthcare, and support in learning to make healthy, safe choices

Deliver holiday meals programmes in targeted areas

Increase confidence and capacity in the workforce by providing staff development opportunities in nurture, relationship based approaches and low level anxiety management approaches

Implement the Children's Mental Health and Wellbeing Action Plan

Introduction and implementation of school based counselling services to support mental health and wellbeing

Ensure appropriate access to Health Visitors and School Nurses and that relevant priorities are implemented

Work in partnership to address health and wellbeing inequalities for LGBTI young people



Active Schools

Through the Active Schools Programme there continued to be opportunities for children and young people to participate in sport and physical activity sessions offered across 46 different activities outwith the school day. The activities on offer include athletics, badminton, basketball, boccia, boxercise, cheerleading, country dancing, cricket, curling, cycling, dance, dodge ball, fitness, golf,

gymnastics, handball, hill walking, hockey, martial arts, mountain biking, netball, orienteering, rugby, sailing, table tennis, taekwondo, tennis, volleyball and yoga.

- 518 (an increase of 22%) volunteers providing physical activity sessions, including 274 qualified adults and 147 qualified secondary aged young people
- Five leadership programmes in secondary schools supporting young people to become coaches and ambassadors for sport
- One leadership programme in a primary school with P6/7 children taking part in the Junior Coaching Academy
- Pathways developed with a total of 80 different clubs.

Active Schools work to create opportunities for all pupils with additional support needs whether attending an Additional Support Needs (ASN) school, or a mainstream school. There are two ASN schools within South Ayrshire; Invergarven and Southcraig Campus.

Healthy Start



Partnership working continues to promote the uptake of healthy start vitamins for eligible parents and families. There continues to be success in the Girvan Locality including Girvan Early Years Centre and Children 1st increasing and maintaining the number of Healthy Start vitamins distributed to parents/carers. The work in Girvan is still supported by the Assistant Nurse Practitioner. 126 bottles of vitamins were distributed between June 2018 and January 2019.

Work will continue in the Girvan area to plan the rollout of this programme. Information and link to Healthy Start scheme for children aged two is available on the South Ayrshire website.

All key participating Early Years Centres met to discuss next steps of the work. Healthy start champions in each centre will be responsible for coordinating the scheme with support from Health Improvement and South Ayrshire Early Years team.

Adverse Childhood Experiences

In May 2018 following discussion with Ayrshire Police Division and South Ayrshire Council Educational Services, an agreement was made in relation to delivering initial awareness sessions throughout South Ayrshire with a target audience of both Police and Education in respect of Adverse Childhood Experiences (ACEs) and the impact of toxic stress. It was agreed that the sessions would use the format of the Resilience documentary followed by a panel discussion.

The Resilience documentary shows how researchers have discovered a biological syndrome caused by abuse and neglect during childhood. It demonstrates how toxic stress and trauma affects the brains and bodies of children, putting them at much greater risk of poorer outcomes in life including addictions, imprisonment, homelessness and significant health issues.

The evidence shows us that if a person experiences four or more such negative experiences, they are 14 times more likely to have been involved in violence in the last year and 20 times more likely to have been incarcerated. It's estimated that half of the Scottish population have been affected by (ACEs).

A short life working group was created to assist with the planning and delivery of the events with representatives from Ayrshire Police Division, Education Psychological Service, Education and Barnardo's. At the events, panel discussions took place with:

- Ayrshire Police Division
- Ayrshire and Arran Public Health
- South Ayrshire Education
- Champions Board and Care Experienced Young People
- South Ayrshire Alcohol and Drug Partnership.

A total of five screenings were delivered during the summer of 2018 in Annbank, Girvan, Ayr and Prestwick. All were delivered within local schools which resulted in a total of 748 people attended. Attendance was noted from a variety of partners including Police, Education, Health, Social Work, Council Staff, Scottish Fire and Rescue, Local Authority, Occupational Therapy, Parents and Voluntary Sector.

Evaluations from the screenings were positive and key themes from the evaluations included:

- Build relationships
- Multi-agency approach is required
- Reflect on what this means for my practice.



Achieving: being supported and guided in learning and in the development of skills, confidence and self-esteem, at home, in school and in the community

Improve early education intervention approaches to support the development of children under 5 years old

Improve educational attainment for all children and young people

Work in partnership to improve positive destinations for young people in our most deprived schools and communities

Reduce the poverty related attainment gap through use of targeted interventions and supports – including the use of Pupil Equity Fund and Attainment Challenge programmes

Work with partners to improve positive destinations for your people who have care experience

Develop a Schools' Champions Board to give care experienced children and young people a voice in their decisions that affect them

Support all young people to achieve and sustain positive destinations

Improve outcomes for children and young people with additional support needs

Employability and Skills



Post school tracking

Regular meetings are held between social work, employability and skills and Skills Development Scotland to track the post school destinations of all looked after young people.



Access to apprenticeship opportunities

Our apprenticeship guarantee scheme has been developed to ensure all care experienced young people who are engaging with the Employability and Skills team have the opportunity to engage in pre-apprenticeship work placements. This will give them the opportunity to demonstrate competencies without having to go through a formal interview.



Post school destinations

We will provide enhanced support to care experienced young people through the transition from school up to at least their 20th birthday into sustained post school destinations. Dedicated Employability and Skills officers provided through European Social Fund (ESF) will offer support and guidance.

Community Learning and Development (CLD) in North Ayr and the villages of Annbank, Mossblown and Tarbolton was inspected by Education Scotland during February and March 2019.

The inspection highlighted areas of good practice in the learning community. This included our targeted youth work across North Ayr where the number of young people living in lower income areas that registered with the CLD service increased over the last three years, from

86% to 95%



Nurtured: Having a nurturing place to live in a family setting, with additional help if needed, or where not possible, in a suitable care setting

Early identification of vulnerable pregnancies and support through community/hub/team around the family model

Review and refresh the Youth Justice Whole Systems Approach

Provide intensive family focused support to families who are experiencing crisis and prevent family breakdown

Implement the Stop Go Charter

Permanency planning

South Ayrshire is working towards becoming Permanence and Care Excellence Programme (PACE) ready. PACE is a whole systems approach to reducing drift and delay in permanence planning for looked after children and young people. This will enable us to identify areas where drift and delay occurs and use improvement science to drive improvement. All Children and Families Social Workers will attend mandatory five day permanence training. Two programmes have been delivered with two further programmes to be delivered in 2019.



Improving housing outcomes for care experienced young people

Work is ongoing to ensure all care experienced young people are provided with the opportunity to improve their life chances by making more positive life choices.

Positive progress is being made in South Ayrshire to support young people leaving care to develop the necessary life skills to live independently, hold down tenancies, avoid homelessness and reach their full potential.

The work underway is focused on four key areas – life skills, person-centred housing options, preventing the need to apply as homeless, and appropriate person-centred support – and ensuring these support the young people involved to achieve the best possible outcomes.

To support improved life skills, the Council is running two dedicated pilot programmes in conjunction with Ayr Housing Aid Centre, young people and carers:

- First Home focuses on money management, cooking and healthy eating, living as part of a community, looking after your home and improving and maintaining your home.
- Housing Education for Youths is aimed at young people 14-16 years thinking about taking their first steps towards independent living and covers areas such as housing options, the cost of running a household, the realities of moving out and homelessness.

To ensure that suitable and sustainable housing options are available to young people leaving care, a small group of young people are undertaking 'trial' tenancies. The trial includes scheduled reviews that help assess how well the tenancy is going, with the aim of converting it into a permanent secure tenancy.

Alongside this, a Housing First pilot is underway, providing a care-experienced young person with permanent accommodation as well as intensive wraparound support to meet their individual needs. It's hoped this approach will maximise the potential for the young person to successfully integrate into the local community and live a good quality life.

To help those who may not be quite ready to live on their own, the Health and Social Care Partnership is also working to expand the number of supported carers available. Supported carers provide young people with a supportive family setting while they prepare for living on their own.

Feedback from the young people benefiting from the Council's approach has been very positive. Arron (21) is taking part in the Housing First pilot – he said:

"The programme is absolutely brilliant and has helped me so much over the past few months. If I didn't have the support from the programme, I don't know where I would be."



Active: Having opportunities to take part in activities such as play, recreation and sport, which contribute to healthy growth and development, at home, in school and in the community

Deliver community and evidence based parent and family learning programmes

Target our youth work to the most deprived schools and communities in South Ayrshire

Implement the Physical Activity Strategy in so far as it relates to children and young people

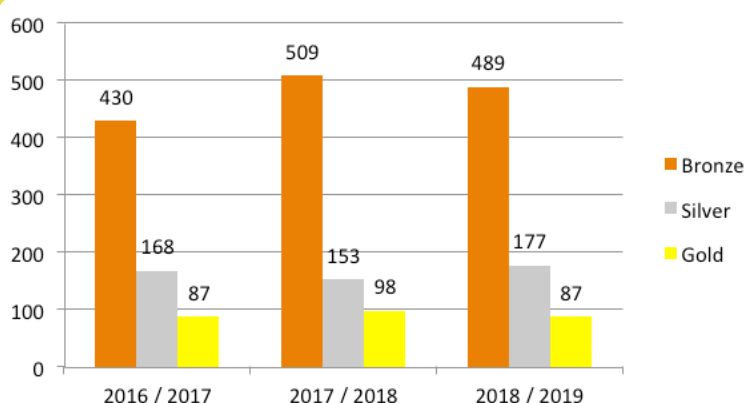


THE DUKE OF EDINBURGH'S AWARD

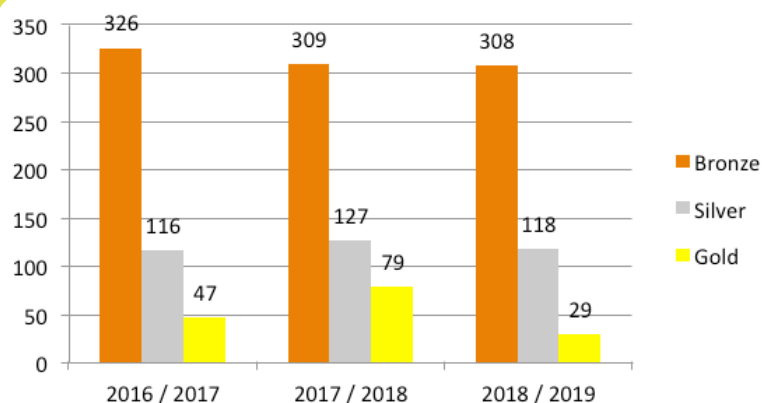
The Duke of Edinburgh's Award participation and completion rates are impressive and were highlighted during the recent inspection of Community Learning and Development. The scheme continues to be sector leading and have been maintained over the last three years, with increased emphasis on making sure all young people are encouraged and supported to participate, regardless of personal circumstances.



Number of new enrolments



Number of young people completing the awards



The Access to Leisure scheme was launched on 18 May 2018, providing free access to leisure for looked after children and young people or carer leavers. To date 356 memberships have been issued. There have been 340 attendance across all leisure facilities and 13 children have joined the Learn 2 Swim/ gymnastics or dive programmes



Respected: Having the opportunity along with parents and carers to be heard and involved in decisions that affect young people

Implement the recommendations from the Independent Care Review (Scotland)

Implement the Secure Care Standards

Provide advocacy for children and young people who are care experienced and extend the opportunities for the voice of young people to be heard and inform service delivery

Continue to increase the number of schools with Rights Respecting School status

Develop processes that allow children and young people to play an active role in developing individual, school, service and community plans and contribute to service improvement

Increase number of young people successfully engaged in the democratic process

Listening to children and young people's views and taking account of their views on issues that affect them - through the use of youth voice structures such as SAYF/MSYP's

Develop and deliver training that supports Article 12 of UNCRC

Champions Board

Twenty one young people aged from 8- 21 years take part in weekly group work sessions in Ayr and Girvan and a group of 10 care leavers aged 17-29 years meet every two months to progress key priorities. Monthly house visits take place to South Ayrshire's two Children's Houses for tea and Sunday brunch. The Champions Board team lead on Children's Rights work stream of the CELCIS inclusion project with Belmont Academy and feeder primary schools.

Four showcasing events have taken place involving young people and their corporate parents, with each event attracting over 100 participants.

The events have showcased young people's voices through, artwork, photography, film and presentations. Young people also vote for a corporate parent who has gone above and beyond to receive an award at the showcasing events.

One of the key actions is the development of a Champions Board Steering Group to ensure compliance with Statutory Guidance on Part 9 (Corporate Parenting) of the Children and Young People (Scotland) Act 2014 and contribute to support the vision of closing the gap and achieving potential. The steering group is co-chaired by a young person and SAC Depute Chief Executive. It has had an initial meeting and is scheduled to meet quarterly and has a remit to :

- Meet with care experienced young people and listen to their priorities for change
- Agree in collaboration timescales and a plan for improvements
- If required work thematically (e.g. on themes such as housing, education, legal issues, employability, rights and participation etc.)



- Support collaboration, sharing of resources and good practice
- Review updates and monitor progress against Champions Board work-plan.

Four key priorities have been established to determine the work of the Champions Board for the coming year. These are relationships, rights, mental health and housing.

The Champions Board also support young people to design and steer an Individual Small Grants programme for care experienced young people across South Ayrshire - 40 small grants totalling £8346.16 have been distributed to date. One young person with care experience continues to sit on South Ayrshire's Fostering and Adoption Panel as part of their Participation Assistant role.

The Champions Board continues to support care experienced young people from South Ayrshire to link in with national initiatives such as 1,000 voices root and branch review of care and National and Regional Champions Board activities facilitated by Life Changes Trust.





Responsible: Having opportunities and encouragement to play active and responsible roles at home, in school and in the community, and where necessary, having appropriate guidance and supervision, and being involved in decisions that affect them

Police Scotland to deliver a range of activities to support children and young people

Develop continuum of enhance support for care experienced children and young people at point of transition

Rights Respecting School

We continue to seek the views of children and young people in our educational establishments. The number of schools participating in the UNICEF Rights Respecting School (RRS) programme remains high, with all schools involved at some level. South Ayrshire has reached

the target of 90% of schools achieving the bronze award and there has been an increase in the number of schools achieving gold. Three schools have registered, 16 have achieved the Bronze award, 20 have achieved the Silver award and 12 the Gold Award.

Unicef UK Rights Respecting Schools Programme Director, Frances Bestley, said:

“We are very pleased to be awarding Annbank Primary School Gold: Rights Respecting, the highest level of recognition we award. It is clear that the whole school has embraced a culture based on the UN Convention on the Rights of the Child. Annbank is a very inclusive school where children report feeling valued and safe irrespective of their background. Pupils also have many genuine opportunities to have their views heard and influence key aspect of school life, in turn creating a positive learning environment. It was also clear that children had an excellent grasp of children’s rights and social justice, and so did school staff, parents, carers and the school’s governors. Everyone should be very proud of their achievement.”





South Ayrshire – Centre for Excellence for Looked After Children in Scotland (CELCIS) Inclusion Project

During the second phase of the project, partners and Education have engaged in workstreams focussed on four key areas of work. These have centred on promoting attendance, transitions, participation and engagement and process mapping. This work is leading to a number of small tests of change in the Belmont Cluster to identify and share high quality practice prior to considering further rollout across the authority. Specifically this has led to the establishment of a local Champions Board in Belmont Academy with care experienced young people engaged in decision making and participatory budgeting opportunities to benefit the wider care experienced community.

Staff in all Belmont Cluster schools are engaged in developing approaches to support the enhanced transition process for care experienced and other vulnerable children and young people. In order to support improved attendance, Belmont Academy have completed a number of case studies identifying possible underlying barriers and supports to attendance. A care experienced lead has been identified in Belmont to directly support care experienced young people. Early indications show encouraging results.



Included: having help to overcome social, educational, physical and economic inequalities, and being accepted as part of the community in which they live and learn

Ensure every family referred to the HSCP is provided with benefits maximisation and financial advice by referral to hub

Implement the Child Poverty Action Plan

Implement the Champions Board Implementation Plan

Implementation of the Young Carers statement within the Team Around the Child approach and Carers Act

Refresh the GIRFEC model and work in partnership to train staff and implement the new processes

Establish the pilot of the Team Around the Family - Whole Systems Approach in the Belmont Academy cluster

Holiday Meals Programme

Holiday meals provision has been delivered since summer 2017 in key communities with high levels of child poverty. In that time over 25,000 lunches have been provided. Initially the programme was piloted in North Ayr and Girvan where the Council partnered with Lochside Mission and Outreach, and the Glendoune Centre.

From Easter 2018 the scheme was broadened out to include delivery in Maybole and Barassie, where Community Learning and Development staff delivered programmes along with the lunch provided.

In the North Ayr area the Council provide support for the Lochside Mission 3:16 bus to deliver meals to five communities which were Lochside, Wallacetoun North and South, Dalmilling and Whitletts, this delivery method continues to be used in addition to providing meals at holiday clubs and sports activities. During Christmas 2018, Lochside Mission and Outreach partnered with the Council and Unity Grill (a local social enterprise) to provide hot meals and in Girvan Milestone Church provided the service. Over the last two years the scheme has been adapted to meet the needs of the communities it has targeted.

During the Easter, Summer, October and Christmas holiday periods the total meals provided in 2018/19 were 15,232 in the undernoted areas:



North Ayr - 8492



Maybole - 1233



Girvan - 4106



Barassie - 1401

A young girl with brown hair tied back, wearing a white school polo shirt and a red cardigan, is smiling and holding a red tray. The tray contains a yellow cup, some green salad, and some pasta. The background is slightly blurred, showing other people in a school setting.

Cost of the School Day

All schools are undertaking a cost of the school day audit, which could identify areas that potentially will relieve the financial burden on parents and families. Girvan Academy has established a Poverty Proofing school working group of staff members, who also liaised with the pupil and parent body and was a part of their equity work to close the attainment gap.

A number of recommendations have been put in place:

- Encouraging families to apply for Free School Meals(FME) and to enable the FME to be used at interval for snacks
- To provide stationary equipment in all classes to be accessed by pupils who need it
- To create a school clothing bank of new clothes purchased by school and through donations
- To have blazer bank which loans blazers to pupils who are representing the school at event – blazers are not part of the normal school uniform
- To remove the necessity to buy school brands uniform. Free ties given to all pupils.
- To ensure all school trips are planned as far in advance as possible and that these must be generally financially accessible. All trips must have a 'paying up' facility
- To fund school transport costs as much as possible or to have a very minimal charge
- To reduce the number of charity events, to keep costs to a minimum and to remove the expectation everyone needs to take part
- To provide homework support during and after school and to allow access to ICT during this time.

The partners to our Plan

These partners meet every six weeks as the Children's Services Strategic Planning Partnership and this reports into the Community Planning Executive and the Community Planning Board. There are a range of groups supporting the Children's Services Strategic Planning Partnership including:

South Ayrshire Council

Educational Services budget £100.760
Community Learning and Development £1.384m
Community Safety (diversionary activities) £0.586m

Health and Social Care Partnership

Children and Families Social Work (including third sector commissioned services) circa £72.393m, Children's Health £2.574m

Police

Campus Police Officers (8 full time officers) - Education contribution £0.165m

South Ayrshire Youth Forum representative

Third Sector representative

Children's Hearing

In addition to the resources outline above, the Children's Hearing system play an important role in child protection, child welfare and youth justice. Partners work closely with the Scottish Children's Reporter Administration (SCRA) to ensure that those children and young people who require compulsory measures of supervision are referred to the Reporter at the right time with the right supporting information.

Governance, Monitoring and Evaluation

A performance management framework has been prepared and is attached as an annexe. Progress and performance reports will be monitored by the Joint Improvement Group

and reported to the Strategic Planning Group accordingly. An annual report on children's services will continue to be prepared. Young people will continue to be actively involved in evaluating our children services work.

Links to the main other plans referenced:

[Educational Services Improvement Plan](#)

[Children Poverty Action Plan](#)

[Children's Services Plan 2017-20](#)

[Corporate Parenting Plan 2018-21](#)

[Integration Joint Board Strategic Plan 2018-21](#)

[Local Outcomes Improvement Plan](#)

[Independent Care Review](#)

[Adult Learning and Disability Strategy 2017-23](#)

[Adult Community Mental Health Strategy](#)

[South Ayrshire Community Learning and Development Plan](#)

[Infant, Children and Young People's Transformational Change Programme](#)

Physical Activity Strategy (under development)

Children's Service Performance Framework

The Children's Services Planning group comprises of members for all partner agencies and is chaired by the Depute Chief Executive, Director of People – South Ayrshire Council. This group meets every 6 weeks and reports into the Community Planning Executive and the Community Planning Board. Monitor progress against the Children's Service Plan is a key function of Children's Services Planning Group group and the governance arrangements for the 2020-23 plan are set out below.

Report	Committee/Board	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March
Bi-annual work programme report	Children's Service Planning Group	(X)						(X)					
South Ayrshire Champions Board Sustainability Implementation Plan	Life Changes Trust Annual report remitted to CSP Group for information			(X)									
Corporate Parenting Plan Report	IJB with flash reports to the CSP Group					(X)						(X)	
Physical Activity Annual Report	Children's Service Planning Group							(X)					
Child Poverty Annual Report	Children's Service Planning Group												(X)
Annual performance measure report*	Children's Service Planning Group				(X)								
Annual performance measure report**	Community Planning Partnership Executive					(X)							
Children's Services Annual Report	Children's Service Planning Group	(X)											
Children's Services Annual Report	Leadership Panel		(X)										
Children's Services Annual Report	Health Board		(X)										
Children's Services Annual Report	Community Planning Executive			(X)									
Children's Services Annual Report	Scottish Government				(X)								

*as the Children's Service Plan is effective from April 2020 the first performance measures report will be July 2021

** as the Children's Service Plan is effective from April 2020 the first performance measures report will be August 2021

The 11 national performance framework (NPF) outcomes are mapped to the five priorities set out in the Children's Service Plan:

Children's Services Priorities	National Performance Framework
Outstanding Universal Provision Ensure our children get the best start in life; South Ayrshire is the best place to grow up; and all children and young people are successful learners, confident individuals, responsible citizens and effective contributors	Contributing towards: 4. We live in communities that are inclusive, empowered, resilient and safe 5. We grow up loved, safe and respected so that we realise our full potential 6. We are well educated, skilled and able to contribute to society 9. We value, enjoy, protect and enhance our environment Linked to: 1. We have a globally competitive, entrepreneurial, inclusive and sustainable economy 2. We are open, connected and make positive contributions internationally
Tackling Inequalities Reduce the gap in outcomes between the most and least deprived children and young people in South Ayrshire	Contributing towards: 3. We tackle poverty by sharing opportunities, wealth and power more equally 4. We live in communities that are inclusive, empowered, resilient and safe
Loved and Support for our care experienced young people and young carers Ensure children and young people who are care experienced or young carers are loved and supported to improve their life experiences and life chances	Contributing towards: 4. We live in communities that are inclusive, empowered, resilient and safe 5. We grow up loved, safe and respected so that we realise our full potential 6. We are well educated, skilled and able to contribute to society
Good physical and mental health and wellbeing Ensure all children and young people are supported to achieve and maintain good physical and mental health and wellbeing	Contributing towards: 8. We are healthy and active Linked to: 10. We are creative and our vibrant and diverse cultures are expressed and enjoyed widely
Promoting Children's Rights Work to ensure we are delivering on the provisions of the UNCRC as incorporated into Scots Law	Contributing towards: 11. We respect, protect and fulfil human rights and live free from discrimination Linked to: 10. We are creative and our vibrant and diverse cultures are expressed and enjoyed widely

How will we measure the success of our plan:

Outcome 1: Outstanding Universal Provision

- | | |
|---|---|
| <ul style="list-style-type: none"> • Improve early identification of children at risk pre-birth • Percentage of High Risk Pregnancy initial risk assessments completed by week 24 of pregnancy. • Reduction of children under age 1 year on child protection register. • Immunisation rates up to age 2. • Numbers enrolled Family Nurse Partnership programme • Number of youth offenders aged 16-17 • Number of referrals to Early Effective Intervention /Whole System Approach • Number of repeat offenders • Number of referrals to Scottish Children's Reporter Administration, either directly or from Whole System Approach • Reduction in referrals to internal and external residential provision • Increase in the cases managed by Intensive Family Support Service (IFSS) / Family Functional Therapy (FFT) • % of children achieving educational developmental milestones • % of children and young people achieving literacy and numeracy at P1,P4,P7 and S3 • Leavers attainment: <ul style="list-style-type: none"> • SQQF level 3 or better • SCQF level 4 or better • SCQF level 5 or better • SCQF level 6 or better • SCQF level 7 or better | <ul style="list-style-type: none"> • Hours per week spent by Campus Officers contributing to activities • Number of inputs delivered by Campus Officers • Number of young people involved in diversionary activities delivered by Campus Officers plus case studies • Number of young people completing Police work experience programmes plus case studies • Training undertaken by Campus Officers to keep up to date with emerging issues • Number of people participating in parent and family learning programmes • Number of parent and family learning activities offered • Number of young people participating in youth work provision delivered by CLD • Number of young people engaged in programmes delivered by Community Safety • Number of young people engaged in internet safety programmes • Evaluations of Community Safety events • % of children and young people with additional support needs achieving literacy and numeracy at P1,P4, P7 and S3 • Leavers attainment for young people with additional support needs <ul style="list-style-type: none"> • SQQF level 3 or better • SCQF level 4 or better • SCQF level 5 or better • SCQF level 6 or better • SCQF level 7 or better |
|---|---|

Outcome 2: Tackling Inequality

- | | |
|---|---|
| <ul style="list-style-type: none"> • Increase in the level of entitlements reported by the Advice and Information Hub • Increase in the amount of unclaimed benefits by families working with the Health and Social Care Partnership • Increase the % of young people participating in youth work opportunities provided by CLD living in SIMD quintile 1 • Increase the % of young people from SIMD quintile 1 progressing to positive destinations • % of children living in relative poverty • Progress made in delivering the Child Poverty Action Plan | <ul style="list-style-type: none"> • % of children achieving educational developmental milestones (quintile 1) • % of children and young people achieving literacy and numeracy at P1,P4,P7 and S3 (quintile 1) • Quintile 1 - leavers attainment <ul style="list-style-type: none"> • SQQF level 3 or better • SCQF level 4 or better • SCQF level 5 or better • SCQF level 6 or better • SCQF level 7 or better • Number of meals provided over holiday periods • Number of children and young people in the Belmont cluster being looked after away from home |
|---|---|

Outcome 3: Love and support for our care experienced young people and young carers

- | | |
|---|--|
| <ul style="list-style-type: none"> • Redrafted Continuing Care Policy influenced by young people and empowered through the Champions board (Policy doc) • Case studies from young people accessing Throughcare and Continuing Support • Progress made in delivering the Independent Care Review Outcomes • Number of visits to children's houses by Police to engage with young people • Number of young people in children's houses receiving support from Police • Progress made by the Champions Board as set out in the Life Changes Trust Annual report • Number of young carers identified • % of young carers with Young Carers statements • Number of young people in Continuing Care Placements • Number of young care leavers who go on to be accommodated in the homeless system | <ul style="list-style-type: none"> • Number of young carers and care experiences children and young people accessing free leisure • Progress made in the implementation of the Stop Go Charter • Number of young people in secure accommodation • % of children achieving educational developmental milestones (care experienced) • % of children and young people achieving literacy and numeracy at P1,P4,P7 and S3 (care experienced) • Care experience - leavers attainment <ul style="list-style-type: none"> • SQQF level 3 or better • SCQF level 4 or better • SCQF level 5 or better • SCQF level 6 or better • SCQF level 7 or better • % of care experienced young people moving to positive destinations • % of schools with School Champions Boards |
|---|--|

Outcome 4: Good physical and mental health and wellbeing

- | | |
|---|--|
| <ul style="list-style-type: none">• % of exclusively breastfed babies at first visit• % of exclusively breastfed babies at 6-8 weeks review• % drop-off of exclusively breastfed babies at 6-8 week review• % of children in receipt of free school meals• 27-30 month review with no concerns• 27-30 month review % take up• Number of Foetal Alcohol Spectrum Disorder (FASD) awareness session delivered• % of women smoking during pregnancy at booking appointment• % of women who are obese at antenatal booking• % 4 week quit rate by pregnant women• %12 week quit rate by pregnant women• % of P1 children who are a healthy weight• Number of staff trained in nurture, relationship based approaches and low level anxiety management approaches• Progress made in implementing the Children's Mental Health and Wellbeing Action Plan | <ul style="list-style-type: none">• % of secondary school where counsellors are available• Number of children and young people accessing counselling services• Increase in the strengths and difficulties questionnaire scores for children and young people accessing services• Sample Say it Out Loud (SIOL) survey by 2022• % of schools achieving the SIOL charter• % of youth work receiving the SIOL charters• Progress made in implementing the Physical Activity Strategy• Number of staff trained in LGBTI awareness and inclusion• Number of young people accessing LGBTI youth groups and support• Number of young people indicating they feel more healthy, respected and included as a result of LGBTI groups and support. |
|---|--|

Outcome 5: Promoting Children's Rights

- | | |
|---|--|
| <ul style="list-style-type: none">• Number of care experience children receiving advocacy support from Who Care Scotland• % of children with a Child's Plan contributing to the assessment• % of children agreeing with the statement 'I feel that I am able to express my views and that these are respected and valued'• % of school leavers entering a positive destinations• Number of young people participating in arts and cultural events | <ul style="list-style-type: none">• % of school achieving RRS status• Number of staff and young people trained in Article 12 of UNCRC• Increase the range of youth participation events and the number of young people taking part• Number of young people participating in the Scottish Youth Parliament elections |
|---|--|

This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات ناپینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اس کا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

本信息可應要求提供盲文，大字印刷或音频格式，以及可翻譯成多种語言。以下是詳細聯系方式。

ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸੁਣਨ ਵਾਲੇ ਰੂਪ ਵਿਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਵਿਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਦਿੱਤੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie, w alfabecie Braille'a, w druku powiększonym lub w formacie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iartas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

South Ayrshire Council
Contact Centre
0300123 0900

1. Proposal details

Proposal Title Children's Services Plan 2020-23	Lead Officer Claire Monaghan, Service Lead
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2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire	-	Yes
People from different racial groups, ethnic or national origin.	-	Yes
Women and/or men (boys and girls)	-	Yes
People with disabilities	-	Yes
People from particular age groups for example Older people, children and young people	-	Yes
Lesbian, gay, bisexual and heterosexual people	-	-
People who are proposing to undergo, are undergoing or have undergone a process to change sex	-	-
Pregnant women and new mothers	-	Yes
People who are married or in a civil partnership	-	-
People who share a particular religion or belief	-	-
Thematic Groups: Health, Human Rights, Rurality and Deprivation.	-	Yes

3. Do you have evidence or reason to believe that the proposal will support the Council to:

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	-
Promote equality of opportunity between particular communities or groups	Medium +ve
Foster good relations between particular communities or groups	Medium +ve
Promote positive attitudes towards different communities or groups	Medium +ve
Increase participation of particular communities or groups in public life	Medium +ve
Improve the health and wellbeing of particular communities or groups	Medium +ve
Promote the human rights of particular communities or groups	Medium +ve
Tackle deprivation faced by particular communities or groups	Medium +ve

4. Summary Assessment

Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact proposals)	YES <input checked="checked" type="checkbox"/> NO <input type="checkbox"/>
Rationale for decision:	
Signed : Claire Monaghan, Service Lead, Community Services and Facilities	
Date: 17 February 2020	Copy to equalities@south-ayrshire.gov.uk

SOUTH AYRSHIRE COUNCIL EQUALITY IMPACT ASSESSMENT

Section One: Proposal Details

Name of Proposal	Children's Services Plan 2020-23
Lead Officer	Claire Monaghan, Service Lead – Community Services and Facilities
Proposal Development Team	Children's Services Planning Group
Critical friend (s)	

What are the main aims of the proposal?	Updated Children's Service Plan
What are the intended outcomes of the proposal	<p>Outstanding Universal Provision</p> <ul style="list-style-type: none"> Ensure our children get the best start in life; South Ayrshire is the best place to grow up; and all children and young people are successful learners, confident individuals, responsible citizens and effective contributors. <p>Tackling Inequalities</p> <ul style="list-style-type: none"> Reduce the gap in outcomes between the most and least deprived children and young people in South Ayrshire. <p>Love and Support for our Care Experienced Young People and Young Carers</p> <ul style="list-style-type: none"> Ensure children and young people who are care experienced or young carers are loved and supported to improve their life experiences and life chances. <p>Good Physical and Mental Health and Wellbeing</p> <ul style="list-style-type: none"> Ensure all children and young people are supported to achieve and maintain good physical and mental health and wellbeing. <p>Promoting Children's Rights</p> <ul style="list-style-type: none"> Work to ensure we are delivering on the provisions of the UNCRC as incorporated into Scots Law.

Section Two: What are the Likely Impacts of the Proposal?

Will the proposal impact upon the whole population of South Ayrshire or particular groups within the population (please specify)	The commitments within this Plan have the potential to positively impact on the children and young people of South Ayrshire and their families through the provision of outstanding universal provision; tackling inequalities; ensuring we love, and support our care experienced young people and young carers; ensure all children and young people are supported to achieve good physical and mental health and wellbeing and through the promotion of Children's Rights..
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Considering the following Protected Characteristics and themes, the likely impacts or issues that the proposal has for the group or community are as follows.

Protected Characteristics	Positive and/or Negative Impacts
Race: Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers	No specific impacts
Sex: Issues specific to women or men	No specific impacts
Disability: Issues relating to disabled people	No specific impacts
Age: Issues relating to a particular age group e.g. older people or children and young people	All of the outcomes will have positive impacts for children and young people from pre birth to 18 years of age.
Religion or Belief: issues relating to a person's religion or belief (including non-belief)	No specific impacts
Sexual Orientation: Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual	No specific impacts
Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership.	No specific impacts
Gender Reassignment: Issues relating to people who have proposed, started or completed a process to change his or her sex.	No specific impacts

Protected Characteristics	Positive and/or Negative Impacts
<p>Pregnancy and Maternity: Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.</p>	<p>There are two actions have positive outcomes for pregnant women.</p> <p>Outcome 1: Outstanding Universal Provision</p> <p>1.2 Early identification of vulnerable pregnancies and support through community/hub/team around the family model.</p> <p>Outcome 4: Good physical and mental health and wellbeing.</p> <p>4.3 Implement the Infant, Children and Young People's Transformational Change Programme</p>
<p>Multiple / Cross Cutting Equality Issues</p> <p>Issues relating to multiple protected characteristics.</p>	<p>Seven of the actions have positive impact on issues of equality.</p> <p>Outcome 2: Tackling Inequalities</p> <p>2.1 Ensure every family referred to the HSCP is provided with benefits maximisation and financial advice by referral to hub.</p> <p>2.2 Target our youth work to the most deprived schools and communities in South Ayrshire.</p> <p>2.3 Work in partnership to improve positive destinations for young people in our most deprived schools and communities.</p> <p>2.4 Implement the Child Poverty Action Plan.</p> <p>2.5 Reduce the poverty related attainment gap through use of targeted interventions and supports – including the use of Pupil Equity Fund and Attainment Challenge programmes.</p> <p>2.6 Deliver holiday meals programmes in targeted areas.</p> <p>Outcome 5: Promoting Children's Rights.</p> <p>5.2. Continue to increase the number of schools with Rights Respecting School status.</p>
Equality and Diversity Themes Particularly Relevant to South Ayrshire Council	
<p>Health</p> <p>Issues and impacts affecting people's health</p>	<p>Sixteen of the actions have a positive impact on issues affecting the health of children/ young people and their families.</p> <p>Outcome 2: Tackling Inequalities</p>

Protected Characteristics	Positive and/or Negative Impacts
	<p>2.1 Ensure every family referred to the HSCP is provided with benefits maximisation and financial advice by referral to hub.</p> <p>2.4 Implement the Child Poverty Action Plan.</p> <p>2.5 Reduce the poverty related attainment gap through use of targeted interventions and supports – including the use of Pupil Equity Fund and Attainment Challenge programmes.</p> <p>2.6 Deliver holiday meals programmes in targeted areas.</p> <p>Outcome 3: Love and support for our care experienced young people and young carers.</p> <p>3.1 Develop supports for young people eligible for Throughcare and Continuing Care to ensure that young people can access nurture and care when required to ensure that they feel nurtured and cared for when they most need it.</p> <p>3.2 Implement the recommendations from the Independent Care Review (Scotland).</p> <p>3.3 Expand the network of participation for young people to engage with and hold corporate parents to account.</p> <p>3.4 Support young people in children's houses in their development, wellbeing and to achieve positive outcomes.</p> <p>3.5 Implement the Champions Board Implementation Plan.</p> <p>3.7 Implementation of the Young Carers statement within the Team Around the Child approach and Carers Act.</p> <p>Outcome 4: Good physical and mental health and wellbeing.</p> <p>4.1 Develop early intervention supports and clear pathways for vulnerable young people experiencing poor mental health.</p> <p>4.2 Increase confidence and capacity in the workforce by providing staff development opportunities in emotional</p>

Protected Characteristics	Positive and/or Negative Impacts
	<p>mental health, nurture approaches. Article 12 and UNCRC.</p> <p>4.3 Implement the Children's Mental Health and Wellbeing Action Plan</p> <p>4.4 Introduction and implementation of school based counselling services to support mental health and wellbeing.</p> <p>4.5 Identify supports for young people's emotional wellbeing through the (Say it Out Loud) survey.</p> <p>4.6 Implement Infant, Children and Young People's Transformational Change Programme.</p>
<p>Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	<p>Five of the actions have positive impact on the rights of children and young people.</p> <p>Outcome 5: Promoting Children's Rights</p> <p>5.1 Provide advocacy for children and young people who are care experienced and extend the opportunities for the voice of young people to be heard and inform service delivery.</p> <p>5.2 Continue to increase the number of schools with Rights Respecting School status.</p> <p>5.3 Develop processes that allow children and young people to play an active role in developing individual, school, service and community plans and contribute to service improvement.</p> <p>5.5 Increase number of young people successfully engaged in the democratic process.</p> <p>5.6 Listening to children and young people's views and taking account of their views on issues that affect them - through the use of youth voice structures such as South Ayrshire Youth Forum/Member Scottish Youth Parliament.</p>
<p>Rurality Impacts relating to living and working in a rural community</p>	<p>Two of the actions have a positive impact on children and young people living in rural communities.</p> <p>Outcome 1 – Outstanding Universal Provision</p> <p>1.9 Deliver positive community safety initiative for young people and their parent/carers.</p>

Protected Characteristics	Positive and/or Negative Impacts
	<p>Outcome 2: Closing the Gap</p> <p>2.2 Target our youth work to the most deprived schools and communities in South Ayrshire.</p>
<p>Deprivation Issues relating to poverty and social exclusion, and the disadvantage that results from it.</p>	<p>Sixteen of the actions have a positive impact on those affected by poverty, social exclusion and disadvantage.</p> <p>Outcome 1: Outstanding universal provision</p> <p>1.4 Provide intensive family focused support to families who are experiencing crisis and prevent family breakdown.</p> <p>Outcome 2: Closing the Gap</p> <p>2.1 Ensure every family referred to the HSCP is provided with benefits maximisation and financial advice by referral to hub.</p> <p>2.2 Target our youth work to the most deprived schools and communities in South Ayrshire.</p> <p>2.3 Work in partnership to improve positive destinations for young people in our most deprived schools and communities.</p> <p>2.4 Implement the Child Poverty Action Plan.</p> <p>2.5 Reduce the poverty related attainment gap through use of targeted interventions and supports – including the use of Pupil Equity Fund and Attainment Challenge programmes.</p> <p>2.6 Deliver holiday meals programmes in targeted areas.</p> <p>Outcome 3: Love and support for our care experienced young people and young carers.</p> <p>3.1 Develop supports for young people eligible for Throughcare and Continuing Care to ensure that young people can access nurture and care when required to ensure that they feel nurtured and cared for when they most need it.</p> <p>3.2 Implement the recommendations from the</p>

Protected Characteristics	Positive and/or Negative Impacts
	<p>Independent Care Review (Scotland).</p> <p>3.3 Expand the network of participation for young people to engage with and hold corporate parents to account.</p> <p>3.4 Support young people in children's houses in their development, wellbeing and to achieve positive outcomes.</p> <p>3.5 Implement the Champions Board Implementation Plan.</p> <p>3.6 Work with partners to improve positive destinations for your people who have care experience.</p> <p>3.7 Implementation of the Young Carers statement within the Team Around the Child approach and Carers Act.</p> <p>3.8 Develop a Schools' Champions Board to give care experienced children and young people a voice in their decisions that affect them.</p> <p>3.9 Develop continuum of enhance support for care experienced children and young people at point of transition.</p>

Section Three: Evidence Used in Developing the Proposal

<p>Involvement and Consultation</p> <p>In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation?</p> <p>Who did you involve, when and how?</p>	<p>The Children Services Plan 2020-23 and the five strategic outcomes has been influenced by the Say it Out Loud survey and feedback from young people.</p> <p>Engagement undertaken at</p> <ul style="list-style-type: none"> • Children's Service Planning level with partner organising the Youth Forum commenting on the priorities. • Consultation was undertaken January – March 2020 through group meeting and an electronic survey. • Electronic survey circulated by partner organisation and also on the South Ayrshire website.
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<p>Data and Research</p> <p>In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	<p>Data gathered through the delivery of the previous Children's Service Plan and the two previous annual reports.</p> <p>Realigning Children's Services Health and Wellbeing Survey</p> <p>Say it Out Loud Survey – Youth Forum</p> <p>This data has helped to quantify the current position and challenges and will provide a baseline against which future progress and impact can be measured.</p>
<p>Partners data and research</p> <p>In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	<p>Our Community Planning Partners are represented on the Children Service's Planning group.</p>
<p>Gaps and Uncertainties</p> <p>Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	<p>More detailed analysis of the Realigning Children Services will help us to action plan under the priorities and provide valuable information when the plan is reviewed.</p>

Section Four: Detailed Action Plan to address identified gaps in:

a) evidence and

b) to mitigate negative impacts

No	Action	Lead Officer(s)	Timescale
1	All commitments being brought forward within the planning framework created by the Children's Services Plan will be subject to EIAs at the appropriate point in the decision making process	Corporate Leadership Team	Ongoing throughout 2020-23
2			
3			
4			
5			

Section Five - Performance monitoring and reporting

Considering the proposal as a whole, including its equality and diversity implications:

When is the proposal intended to come into effect?	1 April 2020
When will the proposal be reviewed?	Performance against the plan will be formally evaluated every 6 months by Children's Services Planning group and annually by the Community Planning Partnership Executive, Leadership Panel and the NHS Board.
Which Scrutiny Panel will have oversight of the proposal?	Community Planning Partnership, Leadership Panel and NHS Board

Section 6

South Ayrshire Council

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Proposal: Children's Services Plan 2020-23

This proposal will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

Eliminate discrimination

A major focus within the Children's Services Plan 2020-23 is to ensure all children and young people in South Ayrshire get the chance to reach their full potential, to support those who start at a disadvantage and remove barriers for those who are struggling. We will stretch the more able and protect and nurture all children especially the most vulnerable. Our aim is to reduce inequalities in outcomes for children and young people, in particular, to close the gap in outcomes related deprivation so that all can achieve their potential.

We will do this by reducing poverty and disadvantage, through targeting children and families in need, especially care experience and young carers; maximising the income of people in poverty, supporting parent/cares and families.

Advance equality of opportunity

The Plan also looks to advance opportunities, through improving services for children and young people to ensure they get the best possible start in life; prioritising the wellbeing of children within its care and promoting positive mental health.

Foster good relations

The Plan will continue to foster good relations by developing meaningful communication and engagement with children and young people, their parents/carers, all partner organisations and their employee to identify their needs and views, so that collectively we can ensure that we are closing the gap for children and young people and allowing them to achieve their full potential.

Summary of Action Plan to Mitigate Negative Impacts

Actions	Timescale
All commitments being brought forward within the planning framework created by the Children's Services Plan will be subject to EIAs at the appropriate point in the decision making process	Ongoing throughout 2020-23

Signed: Claire Monaghan, Service Lead – Community Services and Facilities

Date: 17 February 2020