



Falkirk Children's Commission
Integrated Children's Services Plan 2017-2020

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FOREWORD

Robert Naylor - Chair of Falkirk Children's Commission Leadership Group and Director of Falkirk Council Children's Services.



I am pleased to endorse our Integrated Children's Services Plan (ICSP) 2017-2020.

We want the best outcomes for all of our children in Falkirk and are committed to partnership working. Through the Children's Commission and its Task Groups, we will provide the best services we can with the resources we have. This plan will capture some of our duties in the Children and Young People (Scotland) Act 2014 (CYP Act); Part 1 – Reporting on how we have taken steps to secure better, or further effect Children's Rights; Part 3 – Children's Services Planning; Part 9 - Corporate Parenting, Part 6-8 - Early Learning and Childcare (Discretionary and Non-discretionary). This plan also links with our National Improvement Framework for Scottish Education (NIF) Plan (Education (Scotland) Act 2016), Pupil Equity Funding (PEF) Plans. It reflects the Education Equality Outcomes (Equality Act 2010), Child Poverty Strategy for Scotland and the stretch aims of the Children and Young People's Improvement Collaborative (Old EYC/ RAFA). We continue to work to integrate our service plans, statutory plans and community planning partnership plans as much as is practicable (see pg. 4). We will review our plan annually. Stakeholders will be involved in the co-creation, planning and scrutiny of our plan and their input will take place in various forums throughout the year to feed into an annual report that must be submitted to Scottish Ministers in April each year.

We are delivering services in a challenging environment and our plan covers a period when there will be transformational change in public services and budgets. An important part of doing this responsibly is listening to children and families. We are fully committed to safeguarding, supporting and promoting the wellbeing of our children and young people (Section 96 (2) CYP Act) and listening to our families views to deliver services that meet needs and support children and families to have the best outcomes. To help us hear families' views, make best use of the data we have, and to inform our strategic needs assessment and future plans, we are working with the Scottish Government on the Re-aligning Children's Services Programme. It will give us health and wellbeing information and data from children, young people and parents that will help us to consider how we commission and prioritise our service delivery.

In partnership, we will look at improving and making our services more efficient. We want to find creative ways to deliver services and allow us to meet the needs of an ever growing young population in Falkirk. We will work together to develop local commissioning and seek external funding to deliver our plan in an innovative way. We will link with other strategic groups to deliver on plans such as our Care Inspectorate Joint Inspection of Services for Children and Young People in Falkirk improvement plan and our child protection improvement plan.

Research clearly states that it is important to intervene early for children and families to have the best chance of achieving positive outcomes. We continue to be committed to targeting resources on prevention and early intervention. We know certain groups (see next page) are more vulnerable and our plan aims to support these children and young people to have the best outcomes and achieve their full potential.

Using local and national evidence and information, we have identified 7 key priorities which are detailed in our plan. Our priorities reflect those of Falkirk's [Strategic Outcome and Local Delivery \(SOLD\) plan](#) (known nationally as LOIP), and those identified by the Children's Commission Leadership Group.

We will use our plan to drive forward improvements across our services, be creative in how we can support families and, most importantly, to ensure we get it right for every child in Falkirk.

What/ who is this plan for?

Our plan is for everyone working with children and families in Falkirk. It is based on evidence we collect at regular intervals, our self-evaluation, recent Care Inspectorate Care Inspectorate Joint Inspection of Services for Children and Young People in Falkirk findings, and most importantly, feedback from children and families. Our plan is about the big priorities, what we need to do together across the Children's Commission to make sure we have the resources to deliver services that meet children's needs. If you work with children and families, or related adult services, then this plan is for you. Your work must fit with the 7 key priorities in this plan.

Our plan builds on the previous plan. It co-ordinates our work, drives improvement and provides a consistent approach to delivering services. This plan is a dynamic plan and will be reviewed and changed to keep it up to date during its life (2017-2020), based on: what Falkirk people tell us, Scottish Government priorities and local and national evidence. It is intended to be used electronically to make best use of the links and information that can be accessed via hyperlinks. We want it to be an accessible and useful document that drives practice and service development. The Integrated Children's Services Plan is a statutory requirement of the Children and Young People (Scotland) Act 2014 – Part 3.

VISION: (SOLD Outcome 3)

Our children will develop into resilient, confident and successful adults.

Our vulnerable groups include those identified as protected characteristics groups in the Equality Act 2010.

EQUALITY ACT 2010 – PROTECTED CHARACTERISTIC GROUPS	CHILDREN'S COMMISSION – IDENTIFIED VULNERABLE GROUPS, CHILDREN AND YOUNG PEOPLE WHO:
Sex	Are on the child protection register or are care experienced children or young people have a disability.
Race	have a family member in prison.
Disability	are young carers.
Religion or beliefs	are living in poverty.
Sexual orientation	are affected by parental mental ill health, substance misuse or domestic abuse.
Gender re-assignment	are affected by their own mental ill health/ substance use domestic abuse.
Pregnancy or maternity	are aged 16 – 21years (transitions to adult services can make young people vulnerable).

ICSP Key Priorities

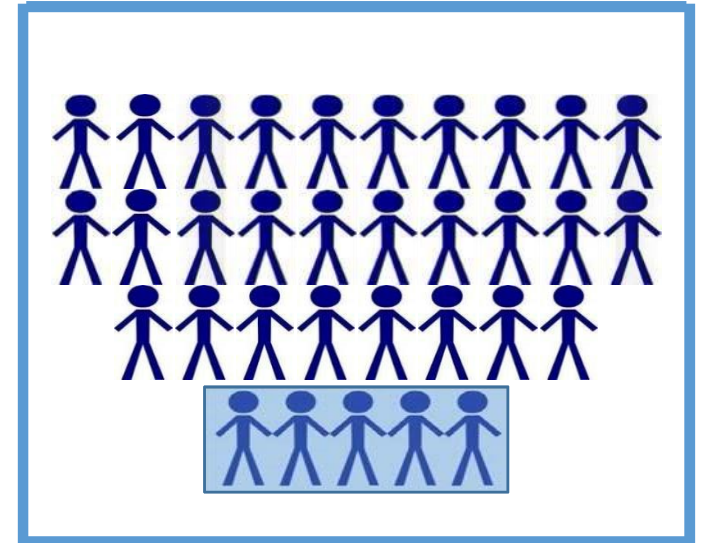
- **SOLD Key Priority 4:** Address the impact of poverty on children and young people
- **SOLD Outcome 3:** Our children will develop into resilient, confident and successful adults:
 - Inclusion - Children and young people live, learn and thrive in Falkirk.
 - Implement the 6 corporate parenting duties in the Children and Young People (Scotland) Act – Part 9
 - Improving mental health and wellbeing (SOLD Key Priority 1)

POVERTY

1 in 5 children/ young people in Falkirk live in relative poverty. That's 21% or 7090 children and young people (CPAG 2014).

Over half of our children living in poverty don't live in an SIMD (Scottish Index of Multiple Deprivation) worst 15% area.

Children can experience poverty no matter where they live. Poverty ruins the life chances of too many children and young people. We want to mitigate the effects of poverty to help all children to have the best start in life and become successful.



We will tackle the impact of poverty on children and young people and particularly want to improve outcomes around:

- STIGMA
- COST OF THE SCHOOL DAY
- FOOD

We want to improve outcomes for Falkirk's children and young people so that they:

- Have aspirations and can access learning opportunities and leisure/ recreational facilities no matter what their circumstances are
- Have any support they need to achieve their full potential and go on to training or employment when they leave school
- Without stigma, receive any benefits/ entitlements that maximize their family income and minimize the cost of going to school
- Have food to eat every day and can easily access free food.

Falkirk Children's Commission Delivery Plan – Children's Commission Poverty Task Group

KEY PRIORITY: SOLD & ICSP – ADDRESS THE IMPACT OF POVERTY ON CHILDREN AND YOUNG PEOPLE					
OUTCOME	KEY ACTION	SUB ACTIONS	SUCCESS MEASURES	TIMESCALES	LEAD ORGANISATION
Tackle Impact of Stigma	<p>Train Named Persons about impact of poverty and develop measures of impact on practice.</p> <p>Decrease the number of children entering school with speech and language difficulties.</p>		<p>100% of Education and NHS Named Person will complete e-module.</p> <p>Number of Named Persons attending Awareness day with Child Poverty Action Group (CPAG)</p> <p>Decrease the number of children with previously identified speech and language concerns at 27- 30m assessment. (Currently 4% - CHSP Pre-school Nov 2015</p>	<p>By December 2017</p> <p>September 2017</p> <p>By December 2018</p>	Children's Commission Poverty Task Group

Cost of School Day	CPAG Cost of School Day Event.		Number of people and spread of services attending Awareness day with Child Poverty Action Group (CPAG)	By September 2017	Children's Commission Poverty Task Group
	Work with Pupil Councils and other engagement forums to raise awareness of cost of school day.		Increase the number of schools sending information about events that cost money directly to parents.	By June 2018	Children's Commission Poverty Task Group
			Develop all schools, flat rate policy and increase the number of schools offering returnable deposits, discounted rates and pay in instalments for activities/ trips.	By June 2018	Children's Commission Poverty Task Group
	Nursery Snack & Meals free to all under 5's in local authority early years centres.	Group to be established to ensure policy updated and processes clear re budgets.	100% of children in Falkirk Council early years centres will receive free school meals and snacks.	August 2017	Children's Commission Poverty Task Group & Falkirk Council Early Years and Head of Finance.

Food	Work with Young People including Pupil Councils and other engagement forums to develop menus and identify barriers to accessing free school meals and identify areas to test improvements. Explore use of Young Scot Cards for cashless catering in schools.	Work with DWP to identify numbers eligible for Free School Meals in each school.	Increase uptake of those registered for free school meals. to 100%. Current average is: Primary 93%, Secondary 83%	June 2018	Children's Commission Poverty Task Group
	Free School Meal entitled – Summer Food Programme.	Eligible children, young people and families can access food during the summer holidays.	Number of eligible children and young people accessing free food over the summer via: Foodbank Summer Programmes	August 2017	Children's Commission Poverty Task Group & Fairer Falkirk Partnership
	Roll out 'Focus on Your Family' family healthy weight programme prioritising areas of deprivation.	TASK Identify SIMD and other areas to focus programme. TASK what is data on healthy weight 0-5 that can identify areas for improvement pre p1 healthy weight capture?	Decrease the number of children in the clinically obese category in p1 from 1.9% to 1% (approximately 18 children)	December 2018	Children's Commission Poverty Task Group and NHS Forth Valley Dietetics.

CROSS CUTTING ISSUES:

ISSUE	LINKED TO WHICH AREA OF THE COMMISSION/COMMUNITY PLANNING
Capture eligibility for Free School Meals working with the Department for Work and Pensions.	Falkirk Council Data Users Gatherers Group, Falkirk Children and Young People Improvement Collaborative, Falkirk Dept. for Work and Pensions.
Poverty	Children's Services EYPIP – standing agenda item. Fairer Falkirk Partnership.

NAME OF LEAD OFFICER:	Liz Nolan	DESIGNATION & ORGANISATION:	Aberlour – Assistant Director	CONTACT DETAILS:
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INCLUSION – LIVE, LEARN AND THRIVE IN FALKIRK

We want all of our children and young people to thrive and to be able to live and learn in Falkirk. While we know that most of our children and young people do thrive in Falkirk, we acknowledge that some children will benefit from specialist education or placements based on their assessed needs. Where possible we want to support children and young people to stay in Falkirk and grow up in their community. We have identified 3 key areas that we will focus on:



Transitions are a difficult time for many children and young people. We want to make sure our systems and processes support transitions from early years to adulthood.

Inclusion and Outreach Support, to enable children to stay in Falkirk to live, learn and thrive, we need to make sure children receive the right support at the right time. Staff must be confident and skilled to support practitioners to meet the needs of the children in their care.

Early Learning and Childcare. The Children and Young People (Scotland) Act 2014 introduced new early learning and childcare entitlements to replace the funded 12.5 hours/ week during term time of pre-school education for 3 and 4 year olds. We are committed to increasing high quality, flexible early learning and childcare which is accessible and affordable for all children and families. As with the Scottish Government, our priorities are to; Improve outcomes for children, especially those who are more vulnerable or disadvantaged; Support parents to work train or study, especially those who need routes into sustainable employment and out of poverty.

We will improve outcomes for children and young people by:

- Ensuring all children have equal access to learning and opportunities that support their needs
- Transitions will be supported ([see PSIF Action Plan - Transitions](#))
- Increasing the proportion of children educated in Falkirk by ensuring practitioners have the skills, knowledge and confidence to meet the majority of needs
- Implementing the recommendations of the Inclusion Review to keep children supported in Falkirk and ensure those out with Falkirk maintain community links.
- Develop outreach services to ensure staff are supported, confident and skilled to meet the needs of every child and make sure children, young people and their families receive the right support at the right time.

Falkirk Children’s Commission Delivery Plan – Children’s Commission Inclusion Task Group

KEY PRIORITY: ICSP AIM: Children and young people live, learn and thrive in Falkirk.					
OUTCOME	KEY ACTION	SUB ACTIONS	SUCCESS MEASURES	TIMESCALES	LEAD ORGANISATION
Transitions Develop and implement effective systems to ensure smooth transitions for children, young people and their families.	Implement PSIF Transitions Action Plan.	Complete PSIF Transitions Self Evaluation and develop action plan.	Action plan in place with clear improvement actions identified.	December 2017	Children & adult services transition Group. Lead: Sara Lacey.
	Establish clear processes to ensure quality and consistency of Child’s Plans for TAC plans and cases open to social work under Section 22 voluntary measures.	Use results of audit of Section 22 cases 2014, to identify areas for improvement.	Quality of plans is improved for non-statutory Child’s Plans.	June 2018	Commission Improvement, Inclusion and GIRFEC Groups and social work team manager. Lead: Cathy Megarry
	Reduce drift and delay for Looked After Children achieving permanence	Implement Permanence and Care Excellence (PACE) Programme in Falkirk.	Measures will be developed as part of the programme.	December 2018	PACE Leads Group. Lead: Jude Breslin

<p>Inclusion and Outreach Support Children and YP, wherever possible, are supported in Falkirk.</p>	<p>Develop and co-ordinate multi-agency approaches to inclusion and outreach support that allow more children to remain in Falkirk.</p>	<p>Identify accommodation and support needs for children and young people in Falkirk, at home and close to home.</p> <p>Increase the number of foster and kinship carers in Falkirk.</p> <p>Implement the Family Support Review: Co-ordinate and target family support services from early intervention to crisis support.</p> <p>Deliver early intervention parenting and behaviour support including Psychology of Parenting Programme (PoPP)</p>	<p>Increase in the number of Falkirk placements available.</p> <p>Increased number of foster and kinship carers.</p> <p>Family support is accessible in all localities and staff and parents know how to access it.</p> <p>Increased number of parents attending Triple P or IY courses.</p>	<p>Dec 2018</p>	<p>Children's Commission Inclusion Task group and Children's Services Inclusion Group.</p> <p>Vivien Thomson</p> <p>Children's Services Service Manager Lead for Family Support: TBC</p> <p>Jude Breslin</p>
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<p>Early Learning & Childcare Improve outcomes for children, especially those who are more vulnerable or disadvantaged,</p> <p>Support parents to work, train or study, especially those who need routes into sustainable employment.</p>	<p>Increase uptake of Eligible 2's places and provide holistic support to families.</p>	<p>Undertake multi-agency improvement project to improve the processes around eligible 2 children accessing entitled hours.</p>	<p>Increased uptake of eligible 2 places. Further measures will be developed as part of the project.</p>	<p>June 2018</p>	<p>Children's Commission Inclusion Task Group and multi-agency eligible 2 improvement group. Lead: Karen Thomson</p>
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CROSS CUTTING ISSUES:				
ISSUE		LINKED TO WHICH AREA OF THE COMMISSION/COMMUNITY PLANNING		
File audits		Link with Child Protection Committee (CPC) and Commission Improvement Group		
Early Learning & Childcare – free meals/ snacks for 2-5 yrs		Link with Poverty Task Group and Children's Services Head of Finance		
NAME OF LEAD OFFICER:	Cathy Megarry	DESIGNATION & ORGANISATION:	Service Manager Children's Services Falkirk Council	CONTACT DETAILS:

Corporate Parenting Duties in Falkirk

Corporate Parenting is defined in the Children and Young People (Scotland) Act 2014 as: “the formal and local partnerships between all services responsible for working together to meet the needs of looked after children, young people and care leavers”.

Our recent Care Inspectorate Joint Inspection of Services for Children and Young People in Falkirk highlighted that we have proportionately lower than national figures of Looked After Children. Nevertheless, of those who are Looked After, more than the national average are in non-Falkirk placements. Our children appear to be more successful than the Scottish average at gaining positive destinations but sustaining these may not always be successful.

We know that looked after children have poorer outcomes than those who are not Looked After. These young people often have poorer mental health, increased substance and alcohol use, are less able to cope with the ups and downs of life, less likely to go onto further education and sustain employment.

Our Social work data (July 2016), tells us that we have:

- 118 looked after children at home
- 105 children in local authority foster care
- 41 in other foster care
- 8 in LA care home
- 11 in residential school
- 4 secure accommodation
- 44 children looked after in kinship care
- 10 with prospective adoptive families



We will improve outcomes by:

- Establishing a collective vision for Corporate Parenting at the highest level as identified in our recent inspection
- Developing a Corporate Parenting Group (Task and Finish Group proposed in new structure) to deliver the priorities identified with the Champions Board.
- Developing a corporate parenting action plan that will include the Champions Board work, the LAC vocational pilot and any other work currently taking place.
- We want to increase the number of placements we have in community based placements in Falkirk

We have established the Corporate Parenting Champions Board. The Champions Board is a consultative forum for young people to work in partnership with strategic leads to influence service design. We will identify further improvement outcomes with young people on this board.

Falkirk Children’s Commission Delivery Plan – Corporate Parenting Delivery Group

KEY PRIORITY: ICSP AIM: Develop formal and local partnerships between all services to meet the needs of looked after children and young people and care leavers by fulfilling the six corporate parenting duties in the Children and Young People (Scotland) Act 2014.					
OUTCOME	KEY ACTION	SUB ACTIONS	SUCCESS MEASURES	TIMESCALES	LEAD ORGANISATION
6 duties of Part 9 of the Act are implemented.	Corporate Parenting Steering Group to be established.	Identify key priorities and develop action plan. Group established and action plan and measures being identified by the group.	Group established and action plan and measures in place.	March 2017	Corporate Parenting Strategy Group.
	Identify Key Priorities in the Corporate Parenting Plan.	Develop Family Firm Approach. Provide a range of supported employment, training and work experience for Looked After Children via council and partners.	Increase number of Looked After Children going on to positive destinations.	August 2018	
	Learning and development.	Develop awareness, learning and development about corporate parent role, duties of the Act and Champions Board.	Number of practitioners who participate in learning around corporate parenting. Number and range of practitioners accessing training and awareness sessions.	August 2018	
	Champions Board.	Develop Champions Board.	Members identified, young people engaged and launch date agreed.	September 2017	
CROSS CUTTING ISSUES:			LINKED TO WHICH AREA OF THE COMMISSION/COMMUNITY PLANNING PARTNERSHIP/OTHER		
Awareness of duties of the Act – Part 9 and all other parts.			Ensure all Commission Groups and Council structures are briefed on Duties of the Act and Corporate Parenting. Link to the Commission Act Group.		
NAME OF LEAD OFFICER:	Vivien Thomson	DESIGNATION & ORGANISATION:	Service Manager Children’s Services Falkirk Council	CONTACT DETAILS:	

MENTAL HEALTH AND WELLBEING

In 2015 at a Children's Commission consultation event, young people told us that support with mental health and stress was a key priority for them.

Our data tells us that we have increasing referrals to CAMHS with year on year trends in June in relation to exam stress.

Taking account of the Mental Health Strategy: 2017 – 2027, we will develop systems that support early intervention via promotion and prevention. Some of our children and young people have experienced loss, trauma and abuse and we want to make sure they have the support they need to ensure they can thrive. We want to ensure those experiencing mental illness, thoughts of self-harm/ suicide or significant distress can access the specialist resources and care they need.

Our referrals to CAMHS continue to increase. Not all children and young people who experience mental distress need support from CAMHS. We want to support ALL of our staff to support children and young people to have positive mental health and for them to feel confident to do this.

We want to improve the mental health and wellbeing of our children and young people to improve outcomes such as:

- Increased resilience to cope with life's ups and downs
- Having the ability to manage stress including exam stress
- Good peer relationships
- Good relationships with their parents/carers who know what their children are doing
- Decreased risk behaviours like substance use, alcohol use and smoking
- Knowing who they can speak to at school or in their community when they are not coping – to get early support



Falkirk Children’s Commission Delivery Plan – Children’s Commission Mental health and Wellbeing Task Group

KEY PRIORITY: SOLD: Improving Mental Health and Wellbeing					
ICSP: All children and young people will be resilient and have timely access to care and support from practitioners who are skilled and confident.					
(ACTIONS = from the Mental Health Strategy 2017 – 2027)					
OUTCOME	KEY ACTION	SUB ACTIONS	SUCCESS MEASURES	TIMESCALES	LEAD ORGANISATION
<p>Falkirk children and young people will be resilient and able to cope with life’s ups and downs. (Promotion)</p> <p>Action 1: Review Personal and Social Education (PSE), the role of pastoral guidance in local authority schools, and services for counselling for children and young people.</p>	<p>Develop Commission mental health and wellbeing group and action plan to take forward work from mapping exercise March 2016 and from Realigning Children’s Services Data.</p> <p>Expand infant mental health work including Aberlour perinatal mental health project and Five to Thrive.</p> <p>Develop a broad PSHE curriculum that engages all children and young people and train staff to support this.</p>	<p>Use re-aligning Children’s Services data to identify areas of need and improvement.</p>	<p>Data including re-aligning children’s services data, enables us to match needs to services and identify improvement measures.</p>	<p>December 2017</p>	<p>Children’s Commission Mental Health and Wellbeing Group.</p>
		<p>Identify shared outcomes measures (Consider Falkirk outcomes Framework, NHS Goals based outcomes Test Viewpoint wellbeing tool - gather information on if wellbeing is improving.</p>	<p>Number of children and young people who display improving mental health and wellbeing.</p>	<p>October 2017</p>	<p>Children’s Commission Mental Health and Wellbeing Group and CYPIC/ Data Group.</p>
		<p>Five to Thrive Steering Group to be reconvened to develop phase 2 plan.</p>	<p>Number of staff trained, number of staff stating positive impact on practice.</p>	<p>August 2017</p>	<p>Children’s Commission Parenting Partnership</p>
		<p>Education reps to table discussion at Head teacher and EYPIP Meetings.</p>	<p>Number of young people and staff who report they know about mental health and wellbeing, how to access support or find information.</p>	<p>December 2018</p>	<p>Children’s Commission Mental Health and Wellbeing Group and Falkirk Council Pastoral Depute Headteachers.</p>

<p>Children and families have access to good quality, accessible and timely support and services. (Care) Staff, children and young people and parents know where and how to access support</p>	<p>Develop information for practitioners on resources available to them to support children, yp and families' mental health and wellbeing.</p>	<p>TASK: ensure key representatives included in discussions to map services.</p>	<p>Mental Health and wellbeing meetings established and Menu of resources for practitioners is developed.</p>	<p>March 2017</p>	<p>Children's Commission Mental Health and Wellbeing Group.</p>
	<p>Develop info graphic for children young people and families and promote how we can support with mental health and wellbeing. Develop a common strapline re mental health 'Thrive in Falkirk'.</p>	<p>Share with all services working with children and young people and in school settings.</p> <p>Develop social media campaign 'Thrive in Falkirk'</p>	<p>Services share info graphic and links to resources with parents.</p>	<p>September 2017</p>	<p>Children's Commission Mental Health and Wellbeing Group.</p>
	<p>Stress control – promote normalness of stress and how we can manage it best.</p>	<p>Promote adult stress control for parents.</p> <p>Test use of Stress Control for Young People in Falkirk Schools.</p>	<p>Increased attendance at courses. Young People and Adults report better able to manage stress.</p>	<p>October 2017 – June 2018</p>	<p>Children's Commission Mental Health and Wellbeing Group and School/ Community Resources.</p>
	<p>Identify/ develop early intervention supports.</p>	<p>Analyse inappropriate referrals to CAMHS to identify trends and opportunities for early intervention supports.</p> <p>Develop Parent focus group.</p>	<p>Number of young people/ parents reporting timely and easy access to support.</p>	<p>December 2017</p>	<p>Children's Commission Mental Health and Wellbeing Group and NHS FV CAMHS Tier 2.</p>

<p>Action 8: Work with partners to develop systems and multi-agency pathways that work in a coordinated way to support children's mental health and wellbeing.</p>	<p>Develop a workforce that is confident to support children, young people and families, to improve mental health and wellbeing, promote attachment and manage trauma experiences.</p>		<p>Number of staff trained in mental health, evidence based approaches.</p> <p>Child's Plan Audits – mental health needs are identified and actions being taken to ensure they are met.</p>	<p>December 2018</p>	<p>Children's Commission Mental Health and Wellbeing Task Group. AND Children's Commission Improvement Group.</p>
<p>Practitioners will have the confidence and skills to ensure early identification of needs and early intervention (prevention)</p> <p>Action 2: Roll out mental health training for those who support young people in educational settings.</p>	<p>Develop tiered learning and development opportunities for all staff and specifically for Named Persons.</p>	<p>TASK: Establish key learning pathways for staff: eLearning, face to face, online resources.</p> <p>TASK: develop schedule of training: CBT Introduction to CAMH Stress Control</p>	<p>Decrease number of inappropriate CAMHS referrals by x amount by x date (NHS to provide data).</p> <p>Number of Named Persons trained.</p> <p>Number of Named Persons reporting increased confidence to support MHWB needs.</p>	<p>September 2017</p> <p>October 2017 – June 2018</p>	<p>Children's Commission Mental Health and Wellbeing Task Group. Commission Learning and Development Group.</p>

	Staff understand prevention and early intervention in age or need and are confident to take action. Staff are able to deal with distress and stress and appropriately support and signpost children, YP and families.	TASK: Capture data on calls to PMHW help line and establish baseline for calls. Awareness raising sessions with staff - Commission Cafes.	Increase number of calls to PMHW line. Staff report they feel more confident to support young people and their families with mental health support.	December 2017 October 2017 – June 2018	Children's Commission Mental Health and Wellbeing Task Group. GIRFEC Task Group/ Commission Learning and Development Group.
CROSS CUTTING ISSUES:			LINKED TO WHICH AREA OF THE COMMISSION/COMMUNITY PLANNING		
Adult mental health			SOLD Outcome 4 and Integration Joint Board Plan.		
NAME OF LEAD OFFICER:	ICSP - Jacqueline Sproule SOLD - Patricia Cassidy SOLD 4 – Suzanne Thomson	DESIGNATION & ORGANISATION:	Manager CAMHS NHS Forth Valley Chief Officer Health and Social Care Partnership NHS Forth Valley Senior Health Promotion Officer	CONTACT DETAILS:	

STRATEGIC DRIVERS

The Children and Young People (Scotland) Act 2014 and Children's Services Planning

We have a strong history of joint planning across services in Falkirk. The Children and Young People (Scotland) Act 2014 (Referred to in this plan as The Act), now places a legal duty upon services to plan together to improve the wellbeing of their population and tackle inequalities (Part 3 of the Act). From 2017, NHS and Falkirk Council have a duty to prepare a Children's Services Plan every 3 years. In Falkirk, the Children's Services Plan is known as the Integrated Children's Services Plan (ICSP). We have a duty to involve all children's and related services, children, young people, families and wider society in the preparation, planning, scrutiny and reporting of the ICSP.

The Act guidance sets out the strategic aims for a Children's Service Plan:

(a) that 'children's services' are provided in the way which:

1. best safeguards, supports and promotes the wellbeing of children (See appendix 3 for definitions)
2. ensures that any action to meet needs is taken at the earliest appropriate time and that, where appropriate, action is taken to prevent needs arising.
3. is most integrated from the point of view of recipient
4. constitutes the best use of available resources

(b) that 'related services' are provided in the way which, so far as consistent with the objects and proper delivery of the service concerned, safeguards, supports and promotes the wellbeing of children in the area concerned.

Falkirk's ICSP has been developed in accordance with the Act.

Getting it Right for every Child – GIRFEC

The Government's vision is that Scotland is the best place in the world to grow up. For this to happen for all of Falkirk's children, including our most vulnerable, they must have access to the support they need to help them to become the best they can be and have positive outcomes.

[GIRFEC](#) is the national approach to improving outcomes through public services. Based on the rights of children and young people, it supports the wellbeing of children, young people and helps them and their parents to work in partnership with the services that can support them when they need it. Key elements of the GIRFEC approach have been introduced into law under the [Children and Young People \(Scotland\) Act 2014](#). We are working hard to make sure staff across the Commission, and related services, are supported to be able to meet all of the duties in the Act.



Linking Statutory Planning, Service Planning Priorities and ICSP Priorities

“Children’s Services Planning (ICSP in Falkirk) is part of a wider legal framework within which local planning and reporting takes place....At a local level, identifying and clarifying the relationships between different planning and reporting processes has a number of potential benefits. “ P. 63-65 [CYP Act Statutory Guidance on Part 3](#). The Integrated Children’s Services Plan gives us a vehicle to bring several streams of planning together. This 2017 – 2020 plan has begun to weave parts of the act and other statutory, policy drivers into one document, We want to build on this in Falkirk by exploring how we can better align the Integrated Children’s Services Plan with Council Service Plans. We will build our use of evidence, consultation and data to inform our plans, single or multi-agency, to ensure we tackle disadvantage and inequality, are accountable, and our joint working is effective. Our plans constantly evolve and our aim is to knit together our planning and reporting, where practicable, to help us drive improvement in a targeted way. As we gather data from Re-aligning Children’s Services, build the data we have locally from our school cluster data profiles that are being developed, our Community Planning Partnership Evidence Support Group and our Children’s Commission Data Group we will have a clearer picture of the socio economic disadvantage in our communities and be able to jointly resource how we deliver services to meet these needs.

Our local education plan is being developed and will reflect the key priorities of **the National Improvement Framework**:

- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children
- Improvement in children and young people’s health and wellbeing
- Improvement in employability skills and sustained, positive school leaver destinations.

These priorities clearly align with our SOLD and ICSP priorities and the stretch aims of the Children and Young People’s Improvement Collaborative. All of our work is underpinned by the United Nations Convention on the Rights of the Child (as per CYP Act Part 1) and the Education Authority Equality Outcomes (as per the Equality Act 2010).

The Child Poverty Strategy for Scotland 2014 – 2017 outcomes are incorporated in our plans. The Children’s Commission will focus on ‘Improved life chances of children in poverty’ – delivered via SOLD key priority 4, Address the impact of poverty on children. The SOLD delivery plans will address the other 2 outcomes from the Child Poverty Strategy for Scotland.

Children's Right and Participation of Children, Young People and Families in Service Planning / Development & Decision Making

Falkirk Children's Commission will make sure our services meet children and young people's needs.

Within the current financial climate, it is more important than ever that our services are targeted to those who need the support most, including those who need early intervention. We regularly gather views and feedback from people using our services.

We want more young people to be involved in planning and developing Children's Services and the Children's Commission is developing Falkirk Children and Young People Forum to do this. The forum will link with existing young people's groups as well as bring groups together when we want to listen to young people on certain priorities or issues.

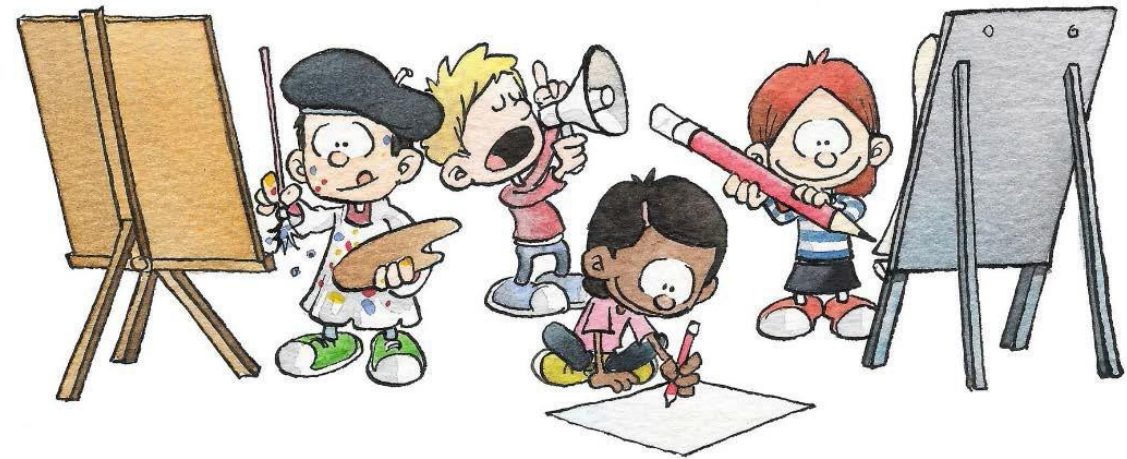


Illustration : alex leonard

You should be able to say what you think in lots of different ways

U.N. Convention on the Rights of the Child: Article 13



The Forum will provide a consultative assembly for all groups, services and people supporting children and young people in Falkirk. The forum will engage with children and young people through existing groups such as pupil councils, youth groups, and clubs, volunteering forums, champion's board and all the other groups that children and young people engage with. We want to ensure all children, young people and families views are at the centre of how we plan, develop and improve our services.

We have been planning together as a Commission for many years and now have a duty to do so under part 3 of the Children and Young People (Scotland) Act 2014. The Act states that children and young people should be included in planning, scrutiny and reporting about the plan. We will do this through the Falkirk Children and Young People Forum. Alongside planning, part 1, of the Children and Young People (Scotland) Act 2014 places a duty on a range of public bodies (including all local authorities and health boards) to report, as soon as practicable after the end of each three-year period, on the steps they have taken to better secure, or give further effect to, the United Nations Convention on the Rights of the Child (UNCRC) requirements. From 2017 we aim to report on all articles of the UNCRC through our ICSP.

**If you have young people/a group that would like to be part of Children's Commission Planning please get in touch:
girfec@falkirk.gov.uk**

How do we prioritise our work?

We will build on our current [self-evaluation](#) and continue to use the wealth of information shared across services to make improvements. Our plan has been informed by sound evidence. We will develop processes that enable us to carry out a multi-agency *Joint Strategic Needs Assessment* (JSNA) to help us pull all of our data together. Collective data gives us a holistic picture of needs across Falkirk. We will use this data, along with our other evidence and feedback, to continue to develop our priorities. To ensure our planning continues to be informed by robust data, information and feedback from children and families, future work will be informed by the [Scottish Government Realigning children's Services Programme](#) which will be part of our JSNA

Across the Children's Commission, the Improvement and Planning Group will drive improvements and good practice across Falkirk, and measure the impact for our children, young people and their families. The Improvement & Learning and Development Group will also support learning and development across the Commission workforce.

Workforce Development

The Falkirk Children's Commission workforce learning and development strategy drives workforce development across the Commission. Shared learning and development opportunities are developed in line with the 7 priorities in this plan alongside legislation and key priorities such as the Children and Young People (Scotland) Act 2014 and the National Framework for Child Protection Learning & Development in Scotland 2012.

Our aim is to develop a competent and skilled workforce that is able to meet children and young people's needs across the continuum from early intervention to vulnerable groups. We will support staff to meet the needs of Falkirk's children and young people across the continuum of need. We will embed Child Protection and Public Protection as part of this continuum and through the implementation of GIRFEC. We have also agreed core competencies for staff, based on the [Common Core of Skills and Knowledge and Understanding and Values for the Children's Workforce](#).

We recognise that a variety of learning opportunities are needed to support staff. We have developed GIRFEC Falkirk [Practitioner Pages](#) – a one stop shop for all learning, resources and information.

Monitoring, Scrutiny & Quality Improvement

Falkirk Community Planning Partnership and Falkirk Children's Commission Leadership Group will scrutinise the impact of the Integrated Children's Services Plan. They will make sure we are doing what we should be doing in planning, reviewing and improving outcomes using appropriate tools to self-evaluate. We will report to the Community Planning Leadership Board annually on our ICSP.

The Children's Commission Improvement & Learning and Development Group uses available local and national data, evidence and information to monitor children's rights progress, identify needs, improve practice and inform our Plan. We can better use data to show improvement, identify gaps, and meet needs. The Commission Data Sub Group looks at data and information for improvement to inform our planning. Our strong partnership working enables us to collect a wide range of data to inform our plan.

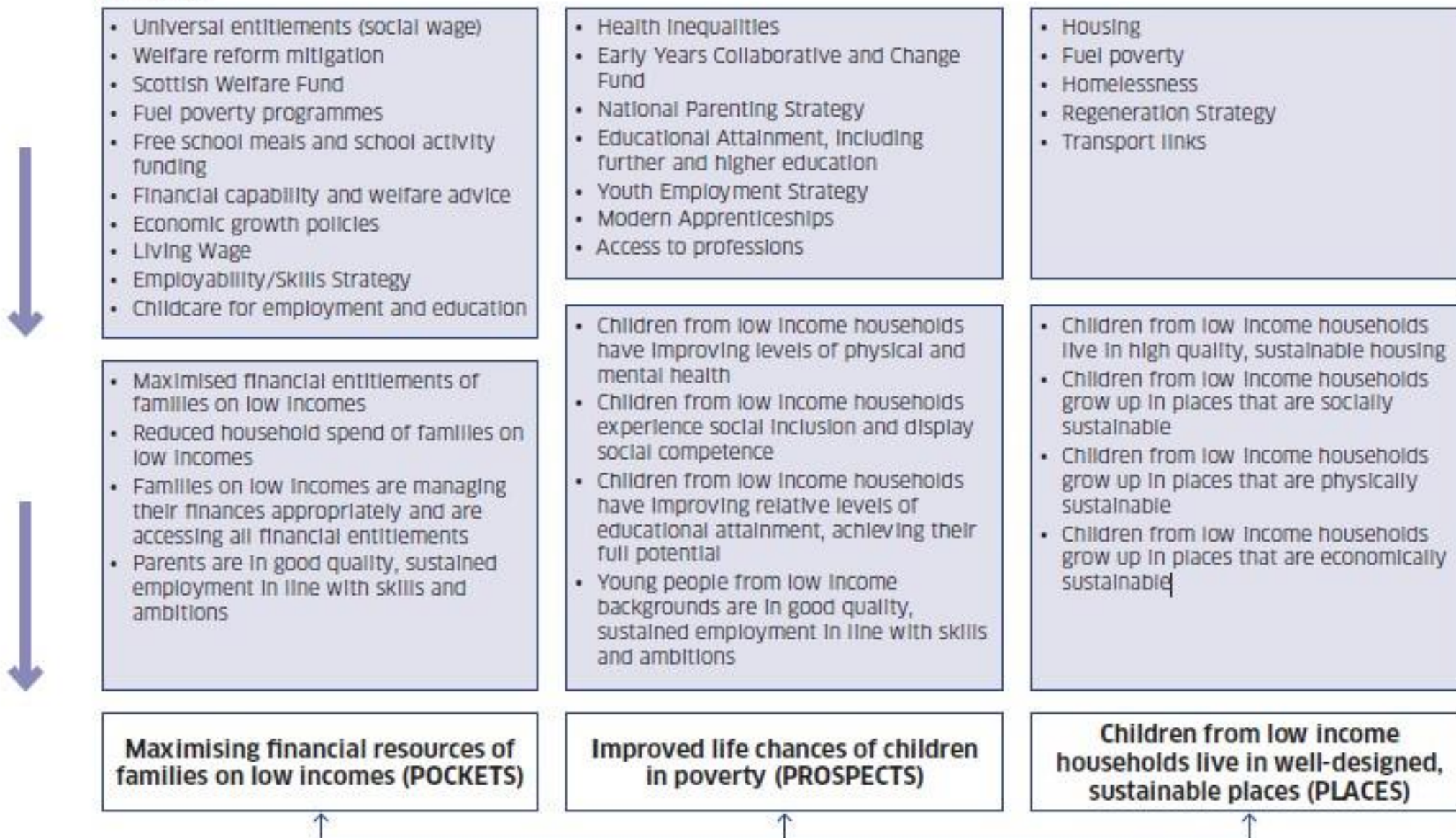
Statutory Duties:

[The Children and Young People \(Scotland\) Act 2014](#), requires that our ICSP should be written every 3 years. Our first plan will be 2016-2019 then every 3 years with an annual review to make sure the needs of Falkirk's children and young people haven't changed, that we are delivering in accordance with Scottish Government priorities and that the plan is deliverable within the ongoing budget constraints.

Appendices

- 1. Child Poverty Strategy for Scotland 2014 – 2017 Outcomes and Actions**
- 2. Children and Young People Improvement Collaborative Stretch Aims**
- 3. Equality Outcomes 2010 – Falkirk Education Authority Equality Outcomes**
- 4. What we achieved in our last plan**
- 5. Falkirk Children’s Commission Structure**
- 6. The Golden Thread**
- 7. Appendix 8 Wellbeing Definition as per the Children and Young People Scotland (2014) Act**

FIGURE 1



Children and Young People Improvement Collaborative – Vision and Outcome Aims

Quality Improvement throughout the child and young person journey to achieve excellence and equity by getting it right for every child. The CYPIC provides an overarching view of quality improvement work where specific quality improvement programmes for children and families can be affiliated and supported.

Pre-birth to 15 months	15 – 30 months	30 months – P1	P2 – P4	P5 – P7	S1 – S3	S4 – S6+		
<p>The MCQIC aims are to reduce the incidence of harm in women and babies by 30% by 2019. This harm is defined for all 3 strands of the MCQIC programme – maternity , neonatal and paediatric care. For example, in maternity care – two of the defined aims are to reduce the rate of stillbirth and neonatal mortality. QI work in the CYPIC contributes to this programme and will be encouraged and supported</p>	<p>By 2020 at least 85% of Children within each SIMD quintile of the CPP will have reached all of their developmental milestones at time of their 13 -15 month child health review</p>	<p>By 2020, at least 85% of children within each SIMD quintile of the CPP will have reached all of their developmental milestones at the time of their 27 – 30 month child health review</p>	<p>By 2020, at least 85% of children within each SIMD quintile of the CPP will have reached all of their developmental milestones by the time of their 4-5 year child health review</p>	<p>By 2020, at least 85% of children within each SIMD quintile will have successfully achieved early level literacy, numeracy and are progressing in health and wellbeing as evidenced by SHANARRI indicators by the end of primary 1</p>	<p>By 2020, at least 85% of children, within each SIMD quintile will have successfully achieved CfE First level literacy, numeracy and progressing in health and wellbeing as evidenced by SHANARRI indicators by the end of primary 4</p>	<p>By 2020, at least 85% of children, within each SIMD quintile will have successfully achieved CfE Second level literacy, numeracy and are progressing in health and wellbeing as evidenced by SHANARRI indicators by the end of primary 7</p>	<p>By 2020, at least 85% of children, within each SIMD quintile will have successfully achieved CfE Third level literacy, numeracy and are progressing in health and wellbeing as evidenced by SHANARRI indicators by the end of secondary 3</p>	<p>By 2020 at least 95% of young people within each SIMD quintile of the CPP will go on to a positive participative destination on leaving school</p>

Maternity and Children Quality Improvement Collaborative (MCQIC) spans the child journey from pre-birth to 18+ The aim is to improve outcomes and reduce inequalities by providing safe high quality care experience for all women, babies, children and families in the maternity, neonatal and paediatric healthcare settings in Scotland.

Stretch aims are essential to guide and evidence the progress of improvement work. They set a challenging ambition that harnesses the energy and motivation of those participating, and gives them something to strive towards. They should be measurable in order to demonstrate progress towards the desired outcome. Stretch aims differ from targets which are primarily set in order to achieve an expected goal, and to allow scrutiny and accountability of whether work achieves the level of success expected by the target.

Note: These national stretch aims for CYPIC will require review as new data becomes available and a better understanding of baseline performance is established.

Falkirk Council Education Authority Equality Action Plan 2017

Outcomes	Key Action	Sub Actions	Success Measures	Timescale	Lead Organisation
Children and Young People with the relevant protected characteristic groups, or who experience other forms of discrimination and disadvantage, are able to achieve their potential.	Education staff to take part in raising awareness session on the Equality Outcomes and the Equality Act 2010.	Education SMT and Falkirk Council Corporate Services to agree key messages for staff. Develop briefings for EYPIP and SIP and HQ staff. Share briefing with Children's Commission Planning Group. Develop pro forma based on Braes Case Study.	% of staff who have taken part in awareness raising sessions.	Dec 2017	Children's Services – Education division and Falkirk Council Corporate Services and Falkirk Children's Commission Planning Group.
	Develop common processes and improve data captured on protected characteristic groups and prejudiced based bullying.	Process map current systems for data capture and identify areas for improvement and what data needs collected.	% schools report they know the processes to report data captured on protected characteristic groups.	2021	Children's Services Education Division.
	Develop Action Plan that includes identified protected characteristic groups such as BME and gypsy traveller children and young people. (could be incorporated into and reported via Integrated Children's Services Plan)	Identify current numbers of gypsy/ traveller children in catchment schools near to Redding site.	Increase the number of children from a gypsy/ traveller background who attend high school and feel safe to attend.	2021	Children's Commission Inclusion and National Improvement Framework (NIF) Task Groups.
		Consult with Black and ethnic minority (BME) children and young people to understand any barriers and identify areas for improvement. Use Realigning Children's Services data to inform data and information.	Number of young people consulted. Improvement plan produced with measures as identified by young people.	2021	Children's Commission NIF Task Group/ Children's Commission Children and Young People Improvement Group.
Children and young people within the relevant protected characteristic groups in Falkirk feel safe where they learn and are supported to have positive mental health and wellbeing.	Implement recognised standards such as: <ul style="list-style-type: none"> • LGBT charter mark • Rights respecting schools Award 	SMT to agree which standards schools will achieve and what will be included in school improvement plans.	% of schools achieving	2021	Secondary Improvement Partnership
	All schools use restorative approaches.	Schools will include in school improvement plan.			

Appendix 1 - 2016 Plan

What we achieved in our last plan.

Our model of delivery, as stated in the 2010 – 2015 Integrated Children’s Services Plan, focused on the Domestic Abuse Pathfinder findings, Intensive family Support Service IFSS, Coordinated Children’s Services Locality Approach and the Integrated Assessment Framework (now called the Child’s Plan). All of the models have been reviewed independently and as part of a large Multi-Agency Group Review carried out in 2012.

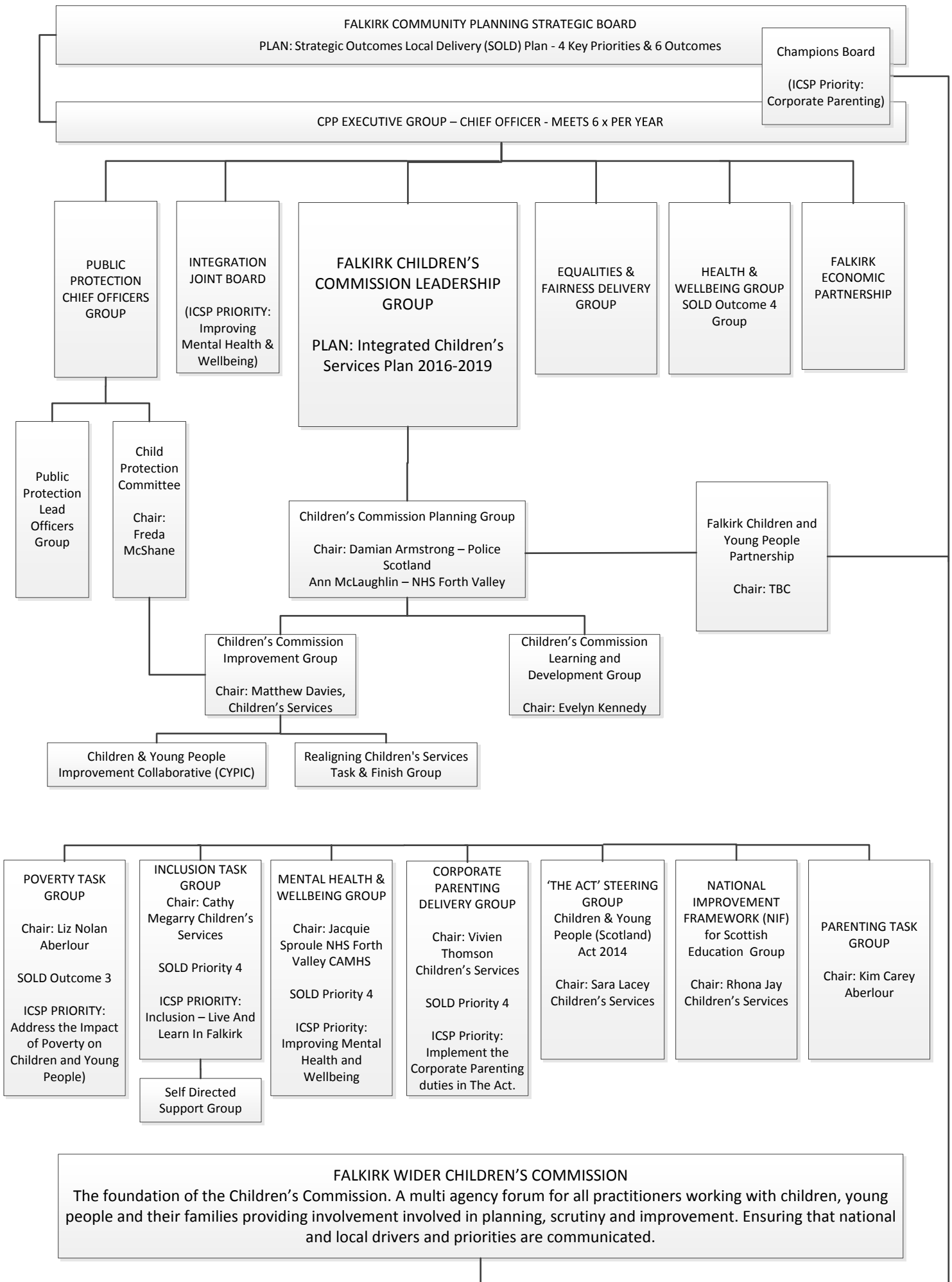
The MAG review identified opportunities across the Children’s Commission and the Leadership Team worked closely together identifying a new Commission Structure to ensure reporting and delivery of services is more streamlined and focused to meet our aims and improve outcomes for our children.

The learning from the reviews has informed the development of the Named Person Service which has replaced the Multi-Agency Group (MAG) processes through the Children and Young People (Scotland) Act 2015.

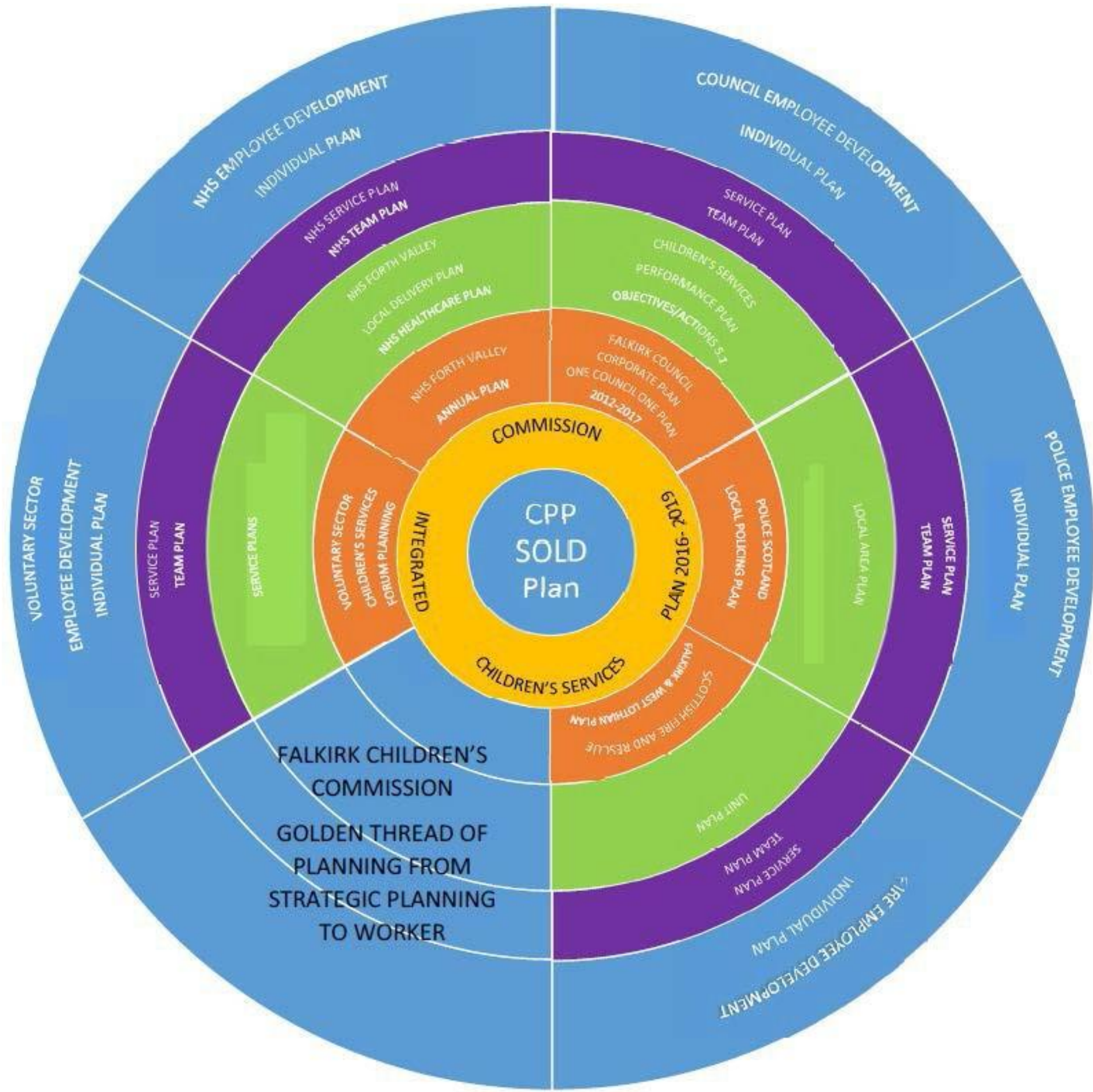
A review of Family Support Services is currently being considered, IFSS are part of this. The review will look at the continuum of need and how our services can best meet needs along a continuum from early intervention to crisis support. We are continuing to develop the Families Information Service to keep it up to date with any changes we make and ensure families can find the information they need.

Domestic Abuse has been a continuous focus for the Child Protection Committee with practitioner forums and strategic work taking place with the Commission learning & development group to support staff.

Our self-evaluation has been key to developing our new plan and priorities. It has helped all services to reflect and identify where we are doing well and what areas we need to focus on. We will use feedback from our inspection, make better use of the data we have, and further strengthen our involvement of children and families in our planning and scrutiny. We will implement Parts 1 and 3 of the Children & Young People (Scotland) Act 2014 into our planning and reporting to ensure we meet the duties commencing 1st April 2017.



3. THE GOLDEN THREAD FROM COMMUNITY PLANNING TO INDIVIDUAL



4. Wellbeing Definition – As Per the Children and Young People (Scotland) Act 2014

- **Safe** – protected from abuse, neglect or harm at home, at school and in the community.
- **Healthy** – having the highest attainable standards of physical and mental health, access to suitable healthcare, and support in learning to make healthy and safe choices.
- **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.
- **Nurtured** – having a nurturing place to live in a family setting, with additional help if needed, or, where this is not possible, in a suitable care setting.
- **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.
- **Respected** – having the opportunity, along with carers, to be heard and involved in decisions that affect them.
- **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, being involved in decisions that affect them.
- **Included** – helping to overcome social, education, physical and economic inequalities, and being accepted as part of the community in which they live and learn.

In relation to the concept of wellbeing, the terms “safeguards”, “supports” and “promotes” should be taken to mean:

- **Safeguards** – protects from harm or damage
- **Supports** – gives assistance, approval, encouragement
- **Promotes** – actively encourages or further develops.