

EAST AYRSHIRE'S

CHILDREN AND YOUNG PEOPLE'S SERVICE PLAN



children and young people promoting their wellbeing



All the quotes throughout this plan have been provided by children and young people in East Ayrshire.

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Introduction

East Ayrshire Children and Young People's Service Plan is the seventh to be produced for the area, and is set out under the new terms outlined in the Children and Young People (Scotland) Act 2014 (and associated guidance)

Community Planning Partners in East Ayrshire have a long established joint planning approach to children's services, this being the seventh service plan which we have produced. This plan sits within the overall framework of our Community Plan, known as our sovereign plan for East Ayrshire (East Ayrshire Community Plan 2015-30)

<http://www.eastayrshirecommunityplan.org/resources/files/COMMUNITY-PLAN-2015-2030.pdf>

This plan fulfills our statutory responsibilities within the Children and Young People (Scotland) Act 2014 (the Act), specifically Part 3 in respect of children's services planning. The plan also sets out how we are responding to Part 1 of the Act regarding the duties of public authorities in relation to the United Nations Rights of the Child (UNCRC). Finally, the Act also enshrines the **Getting it Right for Every Child** Practice Model, supported by the wellbeing indicators, which is reflected in how we have developed our plan.

Part 1 of the Act places a duty on specified public authorities, including local authorities and health boards to report every three years on the steps they have taken in that person to secure better or further effect the requirements of the UNCEC. The first report is due as soon as practicable after 31 March 2020. Non statutory guidance was published in December 2016 to support the implementation of these arrangements.

Part 3 of the Act places a duty on each local authority and health board area to jointly prepare a children's services plan for the area, covering a three year period, with annual reporting and ensuring opportunities for other relevant local and national bodies to participate and be consulted. Statutory guidance was published in December 2016 to support the implementation of these arrangements.

As set out in the Act and related guidance, the aims of this plan are to ensure:

- a) That children's services in the area are provided in the way which:
 - Best safeguards, supports and promotes the wellbeing of children in the area concerned;
 - Ensures that any action to meet need is taken at the earliest appropriate time and that, where appropriate, action is taken to prevent needs arising;
 - Is most integrated from the point of view of recipients; and
 - Constitutes the best available resources.
- b) That "related services" in the area are provided in the way which, so far as concerned with the objects and proper delivery of the service concerned, safeguards, supports and promotes the wellbeing of children in the area concerned.

It is widely recognised that the early years of a child's life are of crucial importance and can affect future health, wellbeing and life chances. Our approach is to identify and respond to strengths, and to empower people, families and communities to be in control of their lives, with access to opportunities and services (where required).

Changing the way we plan, design and deliver services by shifting resources to prevention and early intervention is central to tackling inequality and improving life chances. This means shifting the balance of resources from crisis intervention to family and community support, which facilitates earliest possible identification of the need for additional support.

The involvement of children and young people is central to how we plan, design and deliver services. This is achieved through a range of engagement participation processes which are well embedded, both at universal and targeted levels.

The rights of children and young people to have their views listened to are enshrined in Article 12 of the United Nations Convention on the Rights of the Child (UNCRC). Within this context, and in accordance with the non-statutory guidance on implementing Part 1 of the Act, our reporting arrangements will ensure the publication of "steps taken to secure better or further effect of the UNCEC requirements".

"You have brought the best out in me!"

In terms of how professionals deliver services, for the first time the Act enshrines the wellbeing of children and young people in law.

The Act sets out a definition of wellbeing and also creates the role of Named Person for every child and young person in Scotland up to the age of 18 who it is intended will be the person anyone can approach if they have concerns about a child or young person's well-being or if they think they require some help or support. Up until a child starts school, the Named Person will be arranged by the health service. When the child starts school, the Named Person will usually be the child or young person's Head Teacher or other designated senior manager.

The Act also establishes provision for single statutory Child's Plans for children and young people who need a lot of help, or who require help from a range of different agencies.

Our overall approach is shaped around the national wellbeing outcomes framework which aims to keep children and young people as follows: -



Safe



Healthy



Achieving



Nurtured



Active



Respected



Responsible



Included

Our Vision

The vision expressed for all citizens of East Ayrshire in the Community Plan is that:

East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high quality services which are sustainable, accessible and meet people's needs.

Within that context:

We want to ensure that each child in East Ayrshire, including those who are not yet born have the best start in life. Therefore our commitment to children and young people, their families and carers is to provide them with the support they need, when and where they need it in order to help them achieve their aspirations and potential.

We have identified the following strategic objective within the Community Plan Wellbeing Thematic Action Plan which relates to children and young people:

Children and young people, including those in their early years and their carers are supported to be active, healthy and to reach their potential at all life stages.



Our Guiding Principles

We are committed to achieving our vision by adhering to the following guiding principles. These principles are held in common with the Child Protection Committee Business Plan:

Access, inclusion, equality and quality

A range of high quality services should be available to children, young people and their families at the time they need them and in the places that make sense to them. Children and young people should be supported in the context of their own families and local communities / services, unless it is not safe or appropriate to do so.

Prevention and early intervention

Designing our services with a view to preventing problems arising and intervening at the first signs of difficulty, particularly in the early stages of a child's life.

Listening, active participation and partnership

Children, young people and their families should be active participants in designing, planning and reviewing the services they receive. Agencies will work in partnership with them and each other to promote self reliance.

Protection

Agencies will work with each other and with families to ensure that children and young people are kept safe.

Rights and Responsibilities

Agencies will work with children, young people and their families in a way which ensures that their rights and responsibilities are clearly recognised and promoted.

“Suzie is always there for me and I feel I can talk to her about anything.”

“I feel as if we just fit in here perfectly. They treat us as if we were their family.”

How did we develop our plan?

The Children and Young People's Strategic Partnership (C&YPSP) was established in 2015, following the restructuring of the Council and the establishment of the East Ayrshire Health and Social Care Partnership. It includes representation from the local authority (early years; education; housing and communities); the East Ayrshire Health and Social Care Partnership (social work, health visiting; school nursing and adult services); NHS Ayrshire and Arran (midwifery, specialist services); North Ayrshire Health and Social Care Partnership (Child and Adolescent Mental Health Services (CAMHS)); Police Scotland; Scottish Children's Reporter Administration (SCRA); the Third Sector; the Fire and Rescue Service and Kilmarnock College.

The C&YPSP developed the East Ayrshire Children and Young People's Service Plan 2015-2018, taking account of the requirements of the Act. It also embarked on a robust self-evaluation process, which has maximized joint learning and further inform our approach.

Following the publication of the Statutory Guidance on Part 3: Children's Services Planning in December 2016, we agreed to adapt our existing planning approach to ensure that our plan spanned the required period 2017-2020. This was formally approved by the C&YPSP and the Community Planning Partnership Board.

We have a clear governance and reporting arrangements in place, which ensures connectivity between our planning structures. This plan is complementary to the East Ayrshire Child Protection Plan 2015-2018, however work is currently taking place to progress a joint planning approach. This will form part of our review and revision activity. This plan is also complementary to the East Ayrshire Alcohol and Drugs Partnership Plan 2015-2018 and the East Ayrshire Health and Social Care Partnership Strategic Plan 2015-2018.

The development of this plan has therefore been informed by a range of data, evidence, mapping, engagement and consultation activity. This has included the use of: -

- Our multi-agency data compendium and health profiling tool;
- Engagement and participation activities with children, young people, families and communities (including our wellbeing survey);
- Research and evidence via workshops / conferences (including: Multi-Agency Workshop Event on 11 November 2016 on Adverse Childhood Events Research and Foetal Alcohol Syndrome Conference on 9 March 2017)
- Practitioner and manager engagement;
- Practice based self-evaluation activity (e.g. multi-agency file audit)

Our plan includes ambitious and challenging stretch aims, which are our aspirational targets for improvement. These are subject to early review in 2017 as part of our collective reflection, learning and improvement journey.



What do we know about the challenges for children and young people's wellbeing in East Ayrshire?

Poverty and deprivation

East Ayrshire has a population of 122,150 (SIMD 2016) of which some 21,330 (17.5%) are aged 0-15.

Whilst many parts of East Ayrshire enjoy prosperity, significant inequalities still exist within and between our communities and these impact daily upon the lives and wellbeing of our children and young people.

We know from the Scottish Index of Multiple Deprivation (SIMD 2016) and Scottish Neighbourhood Statistics that East Ayrshire is (and has consistently been) one of the most deprived areas relative to Scotland as a whole:

- 16% of the population of East Ayrshire were income deprived, compared to 12% across Scotland as a whole.
- 14% of the population in East Ayrshire aged 16-60/64 were employment deprived, compared to 11% across Scotland as a whole.
- 5 areas in East Ayrshire suffer from deep rooted deprivation in Scotland with data zones consistently among the most deprived 5% in Scotland, since SIMD 2004.

SIMD data indicates where Scotland's most deprived areas are, which is helpful when targeting resources to achieve maximum impact. The data is a relative measure of deprivation across small areas in Scotland but 'Deprived' does not just mean 'poor' or 'low income'. It can also mean people have fewer resources and opportunities, for example in health and education.

Child poverty

Recent statistics show the percentage of children in poverty (after housing costs) in East Ayrshire is 27.97%. It is the third highest in Scotland, behind Glasgow and North Ayrshire, with Kilmarnock South and the Doon Valley ranking 9th and 11th respectively amongst those in the greatest poverty of all Council wards in Scotland. Published in November 2016, these figures relate to 2015 data and although they cannot be used to assess the impact of recent activity to address child poverty, they do illustrate the continuing scale of the challenge.

Locally, we know that financial and health inequality is inextricably linked, and it is understood that child poverty cannot solely be seen as a "children's services issue" and to truly affect change, a comprehensive, evidence-based whole systems approach across all partners is required. The strategic work of the Community Planning Board to address employability is an integral part of our response to poverty, and one which specifically addresses the causes as well as the symptoms of child poverty.

Impact of alcohol and drugs

In East Ayrshire, drug mortality and morbidity has steadily risen over the last decade and East Ayrshire now has the fifth highest drug prevalence rate in Scotland (SCOTPHO).

Whilst alcohol mortality has shown a small decrease in recent years the trend over the past 30 years has shown significant increases. With the rates of alcohol related hospital stays significantly higher than the Scottish average, the impact of alcohol and drug use in East Ayrshire is considerable.

Children in particular are affected by others' use, including during pregnancy, as a consequence of domestic abuse, and wider societal crime linked to alcohol and drugs. However, the most recent (2015) findings from the Schools Adolescent Lifestyle and Substance Use Survey (SALSUS) and statistics in relation to the attendance at accident and emergency and hospital admissions have shown some encouraging signs and trends:

- 67% of 15 year olds reported they had had an alcoholic drink (a 'proper alcoholic drink – a whole drink, not just a sip'). This is 1% higher than the rate for Scotland but a reduction of 9% in relation to the 2013 figures.
- 19% of 15 year olds said they had drunk alcohol in the week prior to the survey. This is 2% higher than the rate for Scotland but this means 81% of 15 year olds hadn't drunk alcohol in the week prior to the survey.
- The amount of young people who consume alcohol at least once a week has now fallen to its lowest level ever with 7% of 15 year olds reporting weekly alcohol use, 10% lower than the figure for Scotland as a whole.

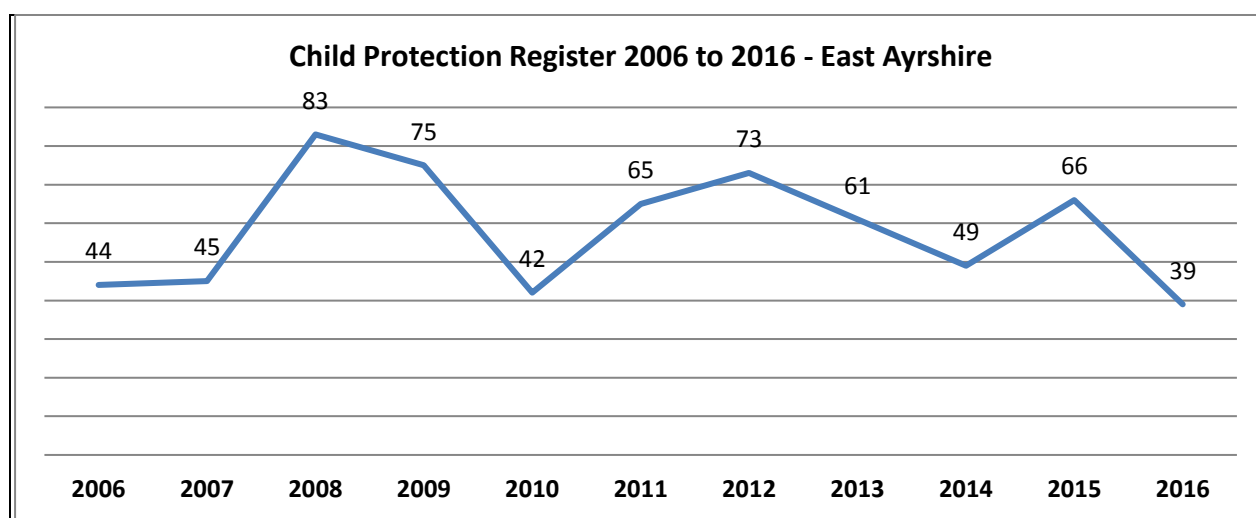
- 85% of 15 year olds and 96% of 13 year olds have never used an illegal drug. Of those who have, most reported it was once only. For Scotland, the figure is 81% and 95 % respectively.

Whilst these improving trends are most welcome, the continuing negative impact of alcohol and drugs on the lives of our children and young people remains a considerable threat which requires the concerted efforts of multi-agency practitioners and communities to challenge this complex area.

Protection

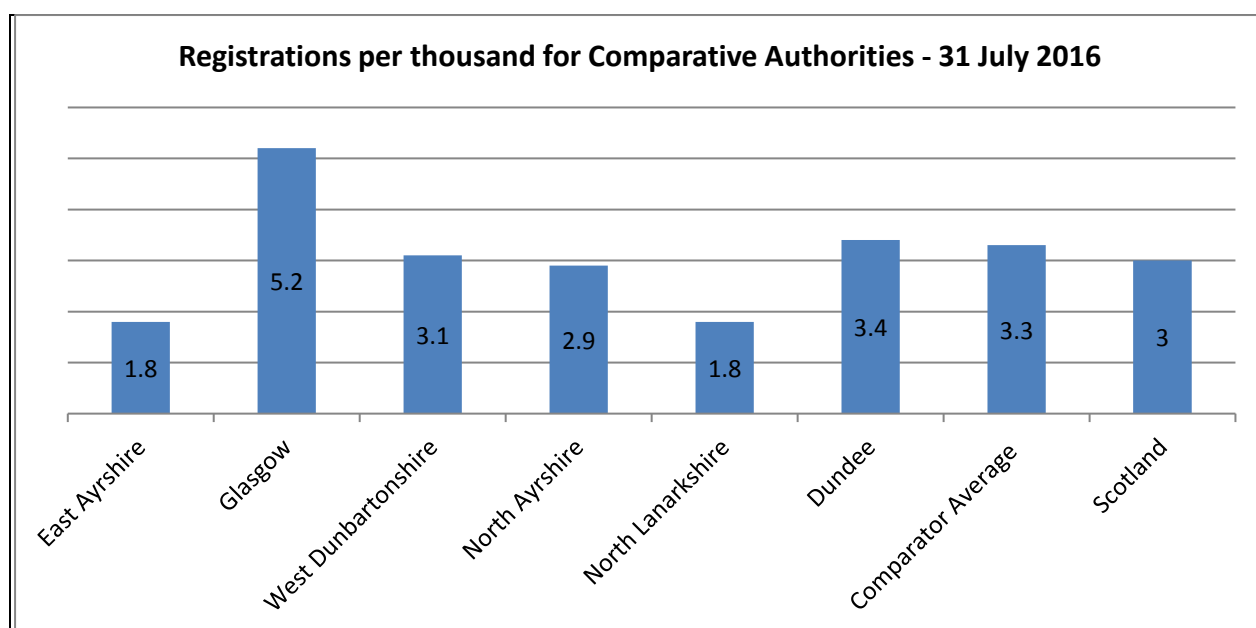
We know that pressure on services continues to increase as the numbers of children and young people who could be considered vulnerable, especially those who are in need of protection or become looked after, remains at a high level.

This includes children and young people who need to be kept safe. Although the current trend is downward there has been a recurring rise and fall of the number of children on the Child Protection Register, over the last ten years.



(Children's Social Work Statistics Scotland)

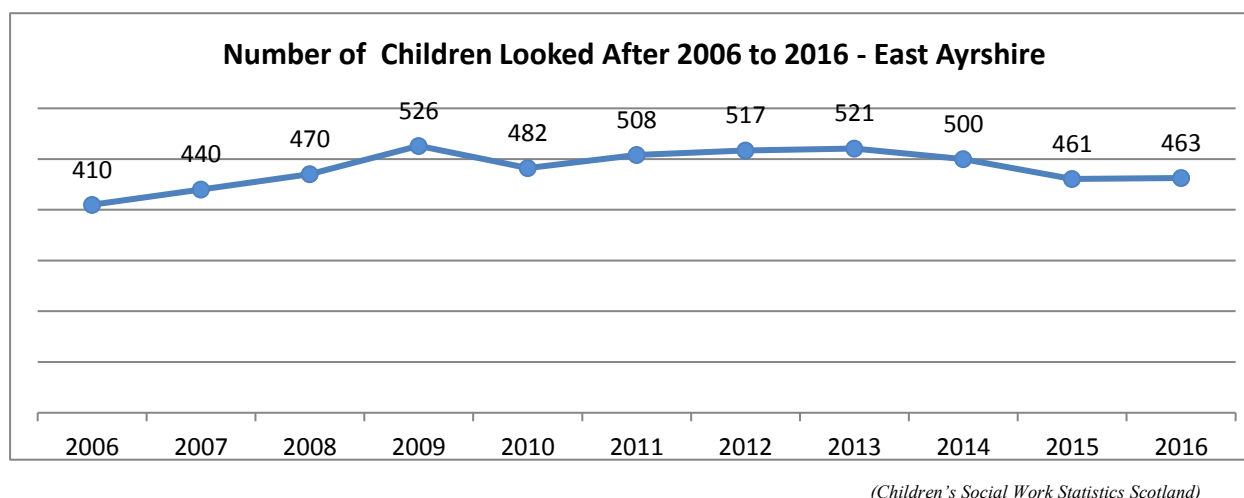
The rate per thousand of children and young people entered onto the Child Protection Register is outlined below, along with comparator authorities and the country as a whole.



(Children's Social Work Statistics Scotland)

At the year ending 31 July 2016, there were 463 children and young people looked after in East Ayrshire. This equates to 2% of all children 0-15 in East Ayrshire. Numbers have shown an overall decline in the last three years, since the most recent high point in 2013. This reflects the strategic approach in East Ayrshire, which has sought to stabilise the numbers of looked after children since 2009.

The balance of placement has reflected local policy in East Ayrshire whereby as at 31 July 2016, 360 children were looked after and looked after and accommodated in East Ayrshire, including 39 in a residential setting. In addition, 212 young people had Kinship Care placements with a further 8 young people being placed in Link Care.



Alcohol and Drugs

Alcohol related Paediatric A&E attendance and admissions: NHS Ayrshire and Arran

	All alcohol related attendance	All alcohol related admissions
2008/2009	49	6
2009/2010	173	44
2010/2011	150	40
2011/2012	183	41
2012/2013	135	22
2013/2014		
2014/2015		
2015/2016		

Drug related Paediatric A&E attendance and admissions: NHS Ayrshire and Arran

Attend Financial Year	All drug related attendance	All drug related admissions
2008/2009	12	3
2009/2010	4	2
2010/2011	2	2
2011/2012	5	1
2012/2013	5	3
2013/2014		
2014/2015		
2015/2016		

Attainment

Raising Attainment in education is a priority in East Ayrshire, with strong signs of a developing positive trend in this area as a result of collaborative working and learning systems which support continuous improvement. There is a strong focus on improving outcomes for looked after children, recognizing the need for further improvement.

The percentage of S4 pupils attaining 5 awards at SCQF level 3 or above has risen from 90.2 in 2008/09 to 94.5 in 2012/13, a rise of 4.3%. This compares favourably with Scotland as a whole, where the rise during the same period was 3%.

Further evidence of the improving trend in attainment is visible when positive destinations for school leavers is considered (10 month follow-up). In East Ayrshire the figure rose from 83.3 in 2008/09 to 92.1 in 2012/13, a rise of 8.8%. Scotland as a whole showed a more modest rise, in the same period, of 4.9. This provides a helpful indicator of developing attainment levels being achieved in East Ayrshire.

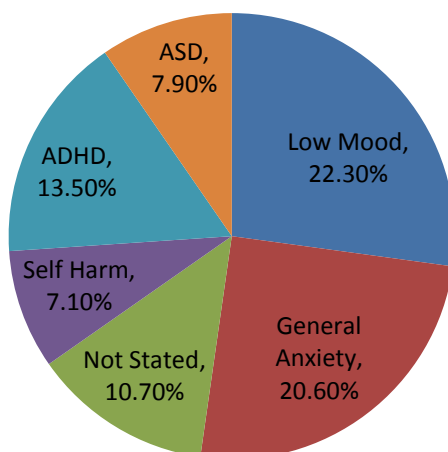
Young Carers

East Ayrshire recognises the substantial impact caring for someone who may be: in ill-health; frail; disabled or with substance misuse issues, may have on a young person. The East Ayrshire Carer's Centre provides a dedicated service to those Young Carers who may need some support. In April 2017, East Ayrshire Carer's Centre had 1558 registered Young Carers (aged up to 25 years), an increase of 258 (20%) on those registered in 2014.

Mental Health and Wellbeing

Responding appropriately and sensitively to children and young people with mental health needs is undoubtedly challenging. Some children and young people may require support from specialist mental health services with regard to their complex needs. The Child and Adolescent Mental Health Service (CAMHS) works in partnership with colleagues in education and social work to deal with a range of mental health related conditions.

The pie chart below shows the six top presenting complaints of all accepted CAMHS referrals during 2016.



Our Priorities

In agreeing the East Ayrshire Community Plan 2015-2030 in March 2015, the Community Planning Partnership (CPP) Board, with the expectation of a demonstrable shift in relation to improved performance, agreed that the following three Strategic Priorities should be given an enhanced focus and driven forward by the CPP Board over the three year period 2015 – 2018:-

- Youth Employment (Poverty & Deprivation)
- Tackling child poverty
- Alcohol and Drugs

In addition to the actions to address these strategic priorities already included within the three new Delivery Plans which underpinned the new Community Plan 2015-2030, a series of challenge sessions for each of the three strategic priorities were held. These brought together relevant stakeholders and agreed a number of key actions to improve performance in each of these areas of activity. Regular progress updates against each of these strategic priorities are reported to the Community Planning Executive Officer's Group and to the CPP Board, through the annual SOA Performance Report and this embedded performance monitoring has been supported by a series of individual 'spotlight' events focusing on each of the three strategic priorities.

The latest performance update in relation to the three strategic priorities was considered by the CPP in March 2017 and a summary of current actions and the impact on performance in each area is summarised below:-

Youth Employment (Poverty & Deprivation)

- There is wide ranging and effective delivery of programmes of activity delivered by partners in schools and educational establishments and through wider Delivering the Young Workforce agenda to support youth employment opportunities in East Ayrshire.
- Partnership working is acknowledged as a strength in relation to employability support across the partnership; however, would benefit from an officer to provide a lead and co-ordinating role to ensure more effective oversight.

- Tracking of young people up to 18 years old, in the main seems effective; however, tracking of young people is more challenging for the 18+ age group.
- Employer engagement continues to grow and enhance provision, linked to schools and employability programmes.
- Since the Youth Employment Challenge event in August 2015, youth unemployment has continued to fall in East Ayrshire and gap between the local and Scottish average youth unemployment rate has reduced from 3.8 percentage points in August 2015 to 2.5 percentage points at January 2017.

Tackling child poverty

- Development of more strategic and sustainable approaches to prevent children and families reaching crisis point.
- Creation of a data compendium of key information to inform future design and delivery of Children's Health, Care and Justice services to best support community needs.
- Establishment of a pan-Ayrshire Strategic Children's Alliance to consider the drivers of children and young people's health and social inequalities and seek to improve outcomes.
- The Financial Inclusion Team appointed a Financial Inclusion Officer, with a lead role on Child Poverty issues, to support people in poverty to access benefit entitlements and financial services (a total of £4.25m was secured over the last financial year in income maximisation).
- Creation of a Fuel Poverty Group with representation from key partners – aligned to the Fairer Scotland Action plan, a priority for the Scottish Government.
- A series of 'Stick your Labels' - poverty awareness raising sessions, sharing real facts about poverty and its impact on local residents.

Alcohol and Drugs

- Alcohol consumption and drug use among young people continues to decline.
- Alcohol-related hospital stays and mortality have declined by 17% and 41% respectively over the last 3 years.
- Increasing numbers of people in recovery and exiting to positive destinations.
- Targets in relation to access to treatment and support services continue to be met.
- Increased engagement with communities.
- Improvements in inter agency partnership working.

In addition to these high level priorities, the C&YPSP has developed key stretch aims, with a key focus on:

- Raising educational attainment, particularly in respect of looked after children;
- Improving emotional wellbeing;
- Improving opportunities for looked after children



Achieving Outcomes: What do children and young people tell us about their wellbeing?

In 2016 our third Wellbeing Survey was undertaken across schools in East Ayrshire, contributing to our understanding of outcomes being achieved. The results of this survey, which is based around the SHANARRI wellbeing indicators, provide useful year on year comparative information that influences the development of this plan and associated service delivery arrangements and improvement actions. The survey approach is supported and built upon by undertaking more detailed follow up focus groups and semi structured interviews with young people in a wider range of settings to validate the results and explore key themes and messages that emerge from the survey each year. The latest survey findings are set out in the following boxes.

In summary, the responses from 1744 children and young people to each of the three the surveys has been very positive with high levels of agreement (generally, around 80% or above) being recorded in relation to most of the statements in the survey.

We will continue to undertake and report on the survey on an annual basis.



SAFE

Over 87% agreed or strongly agreed with the statement
I feel safe at home with just under 80% agreeing or strongly agreeing that they would ask for help if they didn't feel safe.



HEALTHY

Over 86% agreed or strongly agreed with the statement
I learn about healthy lifestyles and I make positive choices.



ACHIEVING

95% of pupils agreed or strongly agreed with the statement
I want to learn and do my best at school.
Over 83% agreed or strongly agreed with the statement
I understand what I'm learning about at the moment, and what I'll be learning next.



NURTURED

Just under 89 % agreed or strongly agreed with the statement
When I have a problem, I know how to get help.



ACTIVE

Almost 91% agreed or strongly agreed with the statement
I take part in regular physical exercise.



RESPECTED

Just over 73% agreed or strongly agreed with the statement
People take time to listen to what I have to say

Just under 65% agreed or strongly agreed with the statement ***my views are taken into account and can lead to changes.***

Just over 76% agreed or strongly agreed with the statement ***I can say what I think and contribute to decision making in my class and school.***



RESPONSIBLE

Over 88% of respondents indicated that they agreed or strongly agreed with the statement

I am clear about what people expect of my behaviour
and over 81% agreed or strongly agreed with the statement
If asked to lead something I enjoy, I say yes.



INCLUDED

Just under 85% agreed or strongly agreed with the statement
I know I will get support when I need it.

84% agreed or strongly agreed with the statement
I feel I belong in my class, school and community.

Just under 90% agreed or strongly agreed with the statement
I can help others in my school to make sure they feel included in play and learning.

Summary Findings

The survey findings reveal that children and young people in East Ayrshire have an overwhelmingly positive outlook on their lives. There are, however, some aspects which need a closer look, particularly in relation to how young people feel about:

- **Being listened to**
- **Talking about feelings**



Further improving outcomes for children and young people: Being Aspirational?

We recognise the need to change the way we design and deliver services to improve outcomes for our children and young people through focusing on early intervention and prevention.

Our consultation with children and young people and our analysis of demographic and service level data has informed the outcomes we want to achieve for children and young people through this Plan.

We have structured our approach to outcomes around the national wellbeing outcomes framework which in turn is underpinned by the GIRFEC (Getting it Right for Every Child) approach.

We have identified **stretch aims** that link to the wellbeing indicator framework. These are designed to be challenging with the express intention of bringing about transformational change i.e. designing and delivering services which shift resources to early intervention and prevention leading to improved life chances and outcomes for children and young people in East Ayrshire.

Stretch Aims are designed to be non negotiable and unachievable by hard work alone.

Existing national stretch aims have been incorporated where appropriate (pending revision). These are set out in the Appendix and are cross referenced with the local outcomes set out in our Community Plan.

“I feel safe and secure in my home.”

“Carers are supportive and help us reach for the stars!”

“I feel John is always encouraging me to make the right choices.”



How will we achieve our outcomes?

Successful delivery of this Plan will be through our people.

By adopting an organisational development approach we are able to ensure that we have the right people, in the right place at the right time.

We will do this by:-

- Adopting practices that enable us to attract, recruit and retain the right people for the job.
- Developing leaders and managers who are able to motivate, engage and support employees to deliver.
- Equipping all employees with the skills, knowledge and attitudes that enable them to deliver to their full potential, aligned to our strategic objectives.
- Recognising that young people are our future workforce.
- Having a focus on continuous improvement including the delivery of our **stretch aims**.

We recognise that effective partnership working is central to meeting the needs of our children and young people. Significant organisational change has taken place in two of our community planning partners. East Ayrshire Council implemented a new management structure in 2015 and the East Ayrshire Health and Social Care Partnership became established in 2015. Organisational Development activity will continue to support the organisations involved in the delivery of this Plan to achieve our strategic objectives.

Workforce development

Practitioners in a wide range of agency settings play a vital role in ensuring that everyone who works with children, young people and their families have the right skills, knowledge, behaviours and values to provide high quality, effective services to children, young people and their families. The development of a competent, confident workforce will allow services within East Ayrshire to deliver positive outcomes for children, young people and families through prevention, early intervention and effective protective measures when necessary.

Our multi agency approach to learning and development will enable everyone from the wide range of children's services to establish a common language and shared culture of reflective practice in respect of their outcome focused interventions with children, young people and their families.

The principles of GIRFEC will underpin all learning and development activity. This will promote multi agency working and ensure a child centered focus.

The Multi-Agency Children's Services Learning and Development Strategy sets out the key priorities for the development of the workforce across children's services in East Ayrshire. This strategy is based on, and links to both the East Ayrshire Children and Young People's Service Plan and East Ayrshire Child Protection Committee Business Plan.

A Multi Agency Children's Services Learning and Development Work Plan and associated Learning Events Calendar will be produced each financial year to support the implementation of the Plan.

Workforce Planning

Planning ahead to ensure that agencies have the right staff recruited and retained is essential. An important element of that is making sure that the right number of staff, with the right skills and qualifications are employed to meet service needs. There are a number of key questions to be addressed:

- How can we shift the focus of staff to early intervention and prevention whilst at the same time ensure adequate coverage elsewhere?
- Are staff located in the correct geographical areas to support a reduction in inequality?
- Do we have the right skill mix?
- How do we address the recruitment of anticipated high turnover in health visiting linked to age profile?
- Will we be able to recruit in excess of 100 full time equivalent early learning and childcare staff?

The following table details the number of staff in the NHS and the Council who work solely with children and young people. It does not include the wider range of staff who provide a general service to families e.g. GPs., hospital staff, allied health professionals, leisure staff etc.

Employees Delivering Services to Children	
NHS (includes health visitors, school nurses and other specialist staff)	42
East Ayrshire Council: Community Supports (includes early learning and childcare staff, specialist educational services)	326
East Ayrshire Council: Schools - Teaching Staff (primary and secondary)	1188
East Ayrshire Council: Schools - Local Government employees	235
East Ayrshire HSCP - Children And Families Social Work	195



Resources

Significant financial resources are committed to our children's services by partners.

Within the Council the main areas of expenditure are:

- Early Learning and Childcare Services
- Schools
- Specialist Educational Services
- Vibrant Communities
- Leisure services (delivered by East Ayrshire Leisure Trust).

Council expenditure on children's services has been significantly reprofiled in recent years reflecting both demographic issues, service pressures, budget pressures and investment decisions based on strategic priorities.

During the life of this Plan we aim to continue shifting the balance of resources away from crisis intervention towards prevention and early intervention.

Health and Social Care Partnership Services

The establishment of the Health and Social Care Partnership means that some Council and NHS services are now being delivered through the Partnership:

- Children and Families Social Work Services (including young people)
- Health visiting
- School Nursing

Community child and adolescent mental health services NHS Services

Within the NHS expenditure on services to children covers the following aspects of service:

- In patients
- Day patients
- Out patients
- Referrals to other health boards (e.g. NHS Greater Glasgow and Clyde in respect of referrals to Yorkhill Children's Hospital)

Budgeted health expenditure specifically against children's services through the HSCP in 2017/18 is £2.29m.

Budgeted Social Work (Children and Families) expenditure through the HSCP in 2017/18 is £20.05m.

Budgeted Education expenditure through the Council in 2017/18 is £118.89m.

Commissioned services

Services for children are also delivered by partners in the independent and third sectors i.e. service providers outwith the management of East Ayrshire Council. The independent sector comprises both voluntary/charity and private sector providers. Services provided include youth work, out of school care; childcare services; vocational and educational programmes for children and young people who cannot be sustained in schools; early learning and childcare; residential child care; residential schools; classroom support; day placements; secure accommodation; residential placements for children and young people with complex needs/learning disability and external foster care.

Some examples of the level of spend on commissioned services during 2016/17 include:

- £3.68m was spent on 'outwith' placements;
- £1.98m was spent on external foster care;
- £0.60m on Early Learning & Childcare Partner Providers;
- £0.52m on respite care; and
- £0.11m on Additional Support Needs for Children.

A third sector forum for children's services has developed to ensure close partnership working, in conjunction with the C&YPSP. Further work to develop a collaborative strategic commissioning approach has been discussed and will be further explored during the life of this plan.

Other Services

A range of partner agencies also provide information, guidance, support and/or interventions to children and young people as a part of their overall function. These costs are not detailed, but are recognised.

Appendix

Outcomes and Stretch Aims for Children and Young People

0-8 commissioning strategy

	Stretch Aim
Safe	KEEP OUR CHILDREN SAFE
	COMMUNITIES: LOCAL OUTCOME 5: ADULTS AND CHILDREN AT RISK PROTECTED FROM DOMESTIC ABUSE
	Priority 5.1: Facilitate effective action against offenders of domestic abuse, and improve the response and support provided for victims of domestic abuse and their families.
	WELLBEING: LOCAL OUTCOME 6: IMPROVED WELLBEING AND LIFE CHANCES FOR INDIVIDUALS WHO ARE AT RISK OF HARM
	Priority 6.1: Support and protect vulnerable individuals and families.
	<p>Detailed aim:</p> <ul style="list-style-type: none"> To ensure by March 2016 that 100% of child protection concerns about a child are communicated to the named person or their deputy within 24 hours. To ensure that by March 2016, where there is a child protection concern leading to a multi agency plan, that 100% of children have an individual 'Ayrshare' folder. To ensure that by March 2016 100% of 'Ayrshare' folders, where there is a child protection investigation, contain a current integrated; assessment, chronology and plan. 100% of secondary schools will be involved in evidence based violence against women prevention programmes by end June 2017. 100% of staff working with children and young people have access to multi agency awareness seminars and training programmes to enable them to respond appropriately and consistently to children and young people affected by Violence Against Women by end of March 2017. 90% of school pupils age 10-18 will have access to safety programmes in schools related to online safety by March 2018. By March 2016, 100% of 16 and 17 year olds who meet the criteria for diversion are referred to the Diversion from Prosecution Scheme. By March 2017, 100% of young people leaving custody will have a clear plan to return to the community which includes accommodation, financial support and positive destinations.

Healthy	Stretch Aim
	<p data-bbox="456 573 1525 638">INCREASE THE EMOTIONAL AND PHYSICAL WELLBEING OF OUR CHILDREN AND YOUNG PEOPLE</p> <div data-bbox="456 652 1480 765"> <p>WELLBEING: LOCAL OUTCOME 1: CHILDREN AND YOUNG PEOPLE, INCLUDING THOSE IN EARLY YEARS AND THEIR CARERS ARE SUPPORTED TO BE ACTIVE, HEALTHY AND TO REACH THEIR</p> </div> <div data-bbox="456 765 1480 1013"> <p>Priority 1.1: Our children have the best start in life.</p> <p>Priority 1.2: Our young people are successful learners, confident individuals, effective contributors and responsible citizens and we have improved the life chances for children, young people and families at risk.</p> <p>Priority 1.3: People who provide unpaid care are supported to reduce the potential impact of their caring role on their own health and wellbeing.</p> </div> <div data-bbox="456 1025 1480 1138"> <p>WELLBEING: LOCAL OUTCOME 2: ALL RESIDENTS ARE GIVEN THE OPPORTUNITY TO IMPROVE THEIR WELLBEING, TO LEAD AN ACTIVE HEALTHY LIFE AND TO MAKE POSITIVE LIFESTYLE CHOICES</p> </div> <div data-bbox="456 1138 1480 1213"> <p>Priority 2.1: People are able to look after and improve their own health and wellbeing and live in good health for longer.</p> </div> <p data-bbox="456 1242 600 1271">Detailed aim:</p> <ul data-bbox="456 1290 1503 2017" style="list-style-type: none"> • Reduce the number of women drinking alcohol in pregnancy in East Ayrshire by 25% by March 2016. • Reduce pregnancy rates in females 13 – 15 from 6 to 5.7 per 1,000 by March 2018. • Increase the number of babies exclusively breastfed at 6 - 8 weeks to 27.5% by March 2018. • 85% of children reached all of their developmental milestones at the time of the child's 27-30 month child health review by end 2017. • Increase uptake of Healthy Start Vitamins by 20% in parents whose children attend our early childhood centres by end 2016 • 95% of children and young people surveyed agree or strongly agree with the statement I can talk about my feelings and relationships by March 2018. • 95% of children and young people surveyed report that they have grown in confidence by March 2018. • 85% of children and young people completing MEND child healthy weight 10 week programmes either reduce or maintain their BMI by June 2017. • 100% of early childhood centres and primary schools are delivering curricular substance misuse programmes by end March 2018. • 64% of primary one children have no obvious dental decay experience by end of March 2018.

	Stretch Aim
Achieving	RAISE THE ATTAINMENT OF ALL CHILDREN AND YOUNG PEOPLE
	ECONOMY AND SKILLS: LOCAL OUTCOME 2: SKILLS, QUALIFICATIONS AND EMPLOYABILITY IMPROVED FOR ALL LEARNERS
	Priority 2.1: Ensure residents in East Ayrshire, particularly our young people, have the relevant skills and qualifications and positive attitude needed for the world of work.
	<p>Detailed aim:</p> <ul style="list-style-type: none"> • To ensure that 85% of children in East Ayrshire have successfully experienced and achieved CfE Second Level Literacy, Numeracy and Health & Wellbeing outcomes in preparation for secondary school by 2016 (source: Raising Attainment for All stretch aim 1). • To ensure that 80% of all looked after school leavers in East Ayrshire achieve one or more qualifications at SCQF level 4 by the time they leave full time education, by 2018. • To reduce inequality through narrowing the achievement gap (as expressed in tariff points) by at least 10 % between the highest achieving 20% and the lowest achieving 20% of children and young people in East Ayrshire, by 2018. • To ensure that 90% of all children in East Ayrshire have reached all of the expected developmental milestones and learning outcomes by the end of Primary 4, by the end of 2018 (source: EYC workstream 2). • To ensure that 85% of children in each of East Ayrshire's learning communities have successfully experienced and achieved CfE Third Level Literacy, Numeracy and Health & Wellbeing outcomes in preparation for the Senior Phase by 2019 (source: Raising Attainment for All stretch aim 2). • To ensure that 95% of young people in each of East Ayrshire's learning communities go on to positive participation destinations on leaving school by 2018 (source: Raising Attainment for All stretch aim 3). • To ensure that 100% of young people in East Ayrshire leaving special schools and supported learning centres can, when appropriate, accept the Opportunities for All offer of a place in further learning, training or employment by 2018. <p><i>* maybe subject to review after year one</i></p>

	Stretch Aim
Nurtured	<p>PROVIDE CHILDREN AND YOUNG PEOPLE WITH A NURTURING AND STIMULATING ENVIRONMENT</p> <p>WELLBEING: LOCAL OUTCOME 1: CHILDREN AND YOUNG PEOPLE, INCLUDING THOSE IN EARLY YEARS AND THEIR CARERS ARE SUPPORTED TO BE ACTIVE, HEALTHY AND TO REACH THEIR POTENTIAL AT ALL LIFE STAGES</p> <p>Priority 1.1: Our children have the best start in life.</p> <p>Priority 1.2: Our young people are successful learners, confident individuals, effective contributors and responsible citizens and we have improved the life chances for children, young people and families at risk.</p> <p>Priority 1.3: People who provide unpaid care are supported to reduce the potential impact of their caring role on their own health and wellbeing.</p> <p>Detailed aim:</p> <ul style="list-style-type: none"> To ensure that 90% of all children have reached all of the expected developmental milestones at the time the child starts primary school by end 2017 (source: EYC workstream 3). To ensure that 95% of educational establishments have trained key staff in nurture principles and approaches and are using them routinely with children and young people by March 2018. To ensure that 80% of East Ayrshire's foster carers have had access to training and development in nurture principles and are supported to use them routinely by March 2018. 80% of schools will offer evidence-based relationship and parenting curricular programmes by March 2017. To ensure 75% eligible clients who are offered the Family Nurse Partnership programme are enrolled by March 2017. 100% of children and young people have a named person by August 2016. By 2018, 95% of parents and children participating in family learning have increased confidence and skills.

	Stretch Aim
Active	<p data-bbox="451 587 1319 647">INCREASE THE NUMBER OF OUR CHILDREN AND YOUNG PEOPLE PARTICIPATING IN ACTIVITIES</p> <p data-bbox="451 659 1494 760">WELLBEING: LOCAL OUTCOME 1: CHILDREN AND YOUNG PEOPLE, INCLUDING THOSE IN EARLY YEARS AND THEIR CARERS ARE SUPPORTED TO BE ACTIVE, HEALTHY AND TO REACH THEIR POTENTIAL AT ALL LIFE STAGES</p> <p data-bbox="451 772 1008 801">Priority 1.1: Our children have the best start in life.</p> <p data-bbox="451 821 1413 922">Priority 1.2: Our young people are successful learners, confident individuals, effective contributors and responsible citizens and we have improved the life chances for children, young people and families at risk.</p> <p data-bbox="451 941 1447 1006">Priority 1.3: People who provide unpaid care are supported to reduce the potential impact of their caring role on their own health and wellbeing.</p> <p data-bbox="451 1049 597 1078">Detailed aim:</p> <ul data-bbox="451 1098 1512 1615" style="list-style-type: none"> • To ensure that 90% of children and young people age 5+ engage in moderate to vigorous intensity physical activity for at least 60 minutes and up to several hours per week by March 2018. • By 2018, 50% of affiliated groups registered with East Ayrshire Sports Council will have an inclusive sports offer for children and young people with additional support needs. • By September 2017, 70% of those LAAC Children and Young People within East Ayrshire Children's Homes participate within regular (1 hours per week) extracurricular physical activity. • By March 2018, 60% of girls and young women participate in Active Schools extracurricular sporting and physical activity opportunities". • By March 2018, 80% of children and young people with an additional support need participate in Active Schools extracurricular sporting and physical activity opportunities.

	Stretch Aim
Respected	<p>INCREASE THE INVOLVEMENT OF CHILDREN AND YOUNG PEOPLE IN DECISION MAKING ABOUT THEIR LIVES</p> <p>WELLBEING: LOCAL OUTCOME 1: CHILDREN AND YOUNG PEOPLE, INCLUDING THOSE IN EARLY YEARS AND THEIR CARERS ARE SUPPORTED TO BE ACTIVE, HEALTHY AND TO REACH THEIR POTENTIAL AT ALL LIFE STAGES</p> <p>Priority 1.1: Our children have the best start in life.</p> <p>Priority 1.2: Our young people are successful learners, confident individuals, effective contributors and responsible citizens and we have improved the life chances for children, young people and families at risk.</p> <p>Detailed aim:</p> <ul style="list-style-type: none"> • To ensure that 95% of children and young people with a Child's Plan have contributed to their assessment and plan through using the Wellbeing Web by March 2018. • 100% of educational establishments working towards being a Rights and Respecting Establishment by end 2018. • By end 2017, 85% of young people surveyed agree with the statement, "I feel that I am able to express my views and that these are respected and valued."

Responsible	Stretch Aim
	<p data-bbox="456 592 1475 652">INCREASE THE INVOLVEMENT OF CHILDREN AND YOUNG PEOPLE IN THEIR SCHOOLS AND COMMUNITIES</p> <p data-bbox="456 669 1498 772">WELLBEING: LOCAL OUTCOME 1: CHILDREN AND YOUNG PEOPLE, INCLUDING THOSE IN EARLY YEARS AND THEIR CARERS ARE SUPPORTED TO BE ACTIVE, HEALTHY AND TO REACH THEIR POTENTIAL AT ALL LIFE STAGES</p> <p data-bbox="456 780 1482 881">Priority 1.2: Our young people are successful learners, confident individuals, effective contributors and responsible citizens and we have improved the life chances for children, young people and families at risk.</p> <p data-bbox="456 907 600 934">Detailed aim:</p> <ul data-bbox="456 955 1520 1399" style="list-style-type: none"> • 85% of children and young people surveyed take an active role within their schools and communities by March 2018 (School based SHANARRI survey). • 90% of children and young people surveyed report having an appropriate level of responsibility by March 2018 (School based SHANARRI survey). • To ensure that 95% of children and young people surveyed take greater responsibility for their own learning within their educational establishment, by 2018 (School based SHANARRI survey). • 85% of those young people who undertake a Sports Leaders course deliver additional volunteering hours in the community by August 2017. • To ensure that children and young people will have played an active role in developing 100% of new Community Led Action Plans in their areas by March 2018.

	Stretch Aim
Included	<p>OUR CHILDREN AND YOUNG PEOPLE ARE ACCEPTED AS FULL MEMBERS OF THEIR COMMUNITIES</p> <p>WELLBEING: LOCAL OUTCOME 1: CHILDREN AND YOUNG PEOPLE, INCLUDING THOSE IN EARLY YEARS AND THEIR CARERS ARE SUPPORTED TO BE ACTIVE, HEALTHY AND TO REACH THEIR POTENTIAL AT ALL LIFE STAGES</p> <p>Priority 1.3: People who provide unpaid care are supported to reduce the potential impact of their caring role on their own health and wellbeing.</p> <p>Detailed aim:</p> <ul style="list-style-type: none"> • By March 2018 over 90% of children and young people will agree with the statement I feel I belong in my community (SHANARRI survey). • By March 2018 over 75% of children and young people will agree with the statement I feel I belong in my class, school and community. (School based SHANARRI survey.) • To increase the number of young carers identified by 80 in each year up to March 2018.

Glossary

Alcohol and Drug Partnership

Partnership body accountable to the Community Planning Partnership which coordinates the response to issues of alcohol and drug misuse in East Ayrshire.

Child Protection register

List maintained by Social Work Services of children who may be at risk of harm.

Corporate Parenting

The role undertaken by public bodies in relation to children and young people who are 'looked after'.

Educational Attainment

Performance of children and young people in Scottish Qualifications authority (SQA) exam results.

Early Years Collaborative

A national programme to improve outcomes and reduce inequality through the use of the Improvement Science Model.

Community Planning Partnership Statutory requirement of the Council and core partners (NHS, enterprise Networks, police, fire and transport partnerships to plan and deliver services. East Ayrshire's Community Plan is the sovereign planning document for the area.

Health and Social Care Partnership (HSCP)

The Public Bodies (Joint Working) (Scotland) Act 2014 put in place a framework for integrating health and social care in Scotland.

Independent Sector

Non statutory services providers (i.e. those in the voluntary, charitable or private sectors).

Looked After children

Children and young people who are in care of the Council (the corporate Parent). Looked after children may live in their regular place of residence (looked after at home) or be looked after away from home according to circumstances.

Raising Attainment For All

A national programme to reduce the attainment gap through the use of the Improvement Science Model.

Scottish Credit and Qualifications Framework (SCQF)

A framework which sets out qualifications and allocates a number of credits to learning programmes and qualifications.

Scottish Index of Multiple Deprivation (SIMD)

The Scottish Index of Multiple Deprivation identifies small area concentrations of multiple deprivation across Scotland in a consistent way.

SHANARRI

See wellbeing outcomes below.

Stretch aims

Targets for improvement which are ambitious and challenging.

Self Directed Support

The Social Care (Self-directed Support) (Scotland) Act 2013. placed a duty on local authority social work departments to offer people who are eligible for social care a range of choices over how they receive their social care and support.

Tariff Score

A points system which provides an equivalence across a range of differing awards and qualifications.

Wellbeing Outcomes

The national wellbeing outcomes for children and young people: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included (SHANARRI).





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