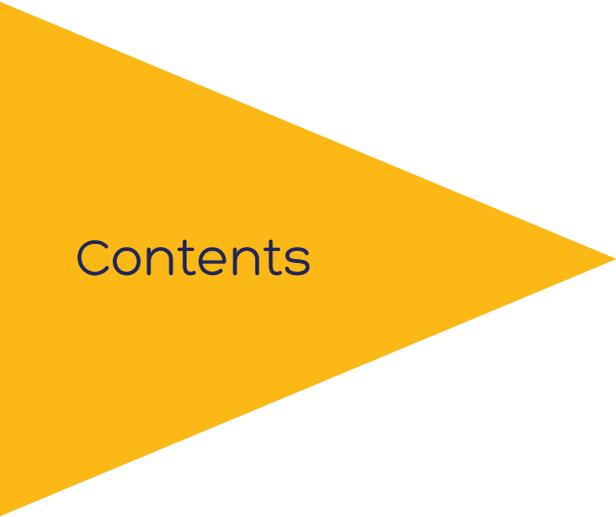


Fife Children's Services Plan 2017-20





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Foreword

Fife's Community Planning Partnership provides a framework within which a range of partners work together to support local communities and improve the lives of people across Fife. The partners include Fife Council, NHS Fife, Fife Health and Social Care Partnership, Police Scotland, Fife Voluntary Action, Scottish Children's Reporter Administration, Scottish Fire and Rescue, Scottish Enterprise, Skills Development Scotland, Fife College, St Andrew's University and South East Scotland Transport Partnership (SEStran).

Fife's Children's Services Partnership enables those partners that provide services for children and young people to work together, in order to promote, support and safeguard the wellbeing of all children and young people. This Children's Services Plan sets out how we will work together to achieve this aim over the period 2017-20.

One way that we will achieve this is by ensuring that we identify and respond to the needs of children and young people at the earliest opportunity, whilst only using the minimum intervention that is required. Partners have been working together to improve our capacity for this "early and proportionate intervention" over recent years. This has involved working together in new and innovative ways, across the traditional boundaries that separate different work roles. Our Family Nurture Approach is one example where we have increased our capacity as a partnership to support families and local communities, particularly for children in the early years and for more vulnerable children and young people.

Fife's approach to improving children's services not only supports national policies, local strategies across the partnership and practice models, but has helped to establish Fife as an example of strong and effective practice. Self-evaluation is key to Fife's success and is central to the way that our partnership is improving outcomes for children and young people. This is reflected in the findings of the recent Children's Services Inspection, which highlighted a number of areas of good practice and evaluated 8 of the 9 inspection quality indicators as good or better, with 3 rated as very good.

There is still much that we need to do to realise our vision of a Fife where every child and young person matters. However, we are confident that the Children's Services Plan 2017-20 will take us a significant step further towards this goal.



1

Fife Children's Services Plan 2017-20



Our Vision

Fife, where every child and young person matters

Fife's Children's Services partnership remains committed to promoting, supporting and safeguarding the wellbeing of all children and young people in Fife. Together, we will strive to achieve **our vision: to make Fife a place where every child and young person matters.**

The Fife's Children's Services Plan for the period April 2017 to March 2020, describes how we will work towards achieving this vision. It sets out the key priorities of Children's Services in Fife and builds on the progress made across the priorities from the 2014-17 plan. It has been developed by Fife's Community Planning Partnership services who work with children, young people and their families in Fife, and it has been informed by consultation with and the participation of Fife's children, young people, parents/carers and staff.

As the plan sets out, we will work to ensure that all children and young people have equal access to opportunities and positive experiences, regardless of their social context or personal needs. We will engage with and support families with complex needs and vulnerabilities, and help all children and young people to overcome the barriers that they face. We will achieve this by continuing to strengthen our preventative approaches and by further developing early, proportionate interventions that identify and meet the needs of children and young people across Fife.

Making every child and young person matter

Fife's Children's Services Plan is built on two key pillars.

Children's Rights

The **United Nations Convention on the Rights of the Child (UNCRC)** provides a comprehensive statement of the rights of children. It has 54 articles that cover all aspects of a child's life and explains how public services must work together to ensure that the rights of all children are recognised and given effect.

This plan highlights how children's rights will be given effect through the working of the partnership.

Getting it Right for Every Child (GIRFEC)

GIRFEC is Scotland's approach to supporting children, young people and their families. It is designed to ensure that all practitioners working with and for children and young people have the UN Convention on the Rights of the Child at the heart of the work they do. It is enshrined in the Children and Young People (Scotland) Act 2014.

GIRFEC recognises the importance of promoting wellbeing, with the aim of ensuring that all children and young people are: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included. These eight aspects of wellbeing (sometimes referred to as the wellbeing indicators) provide the structure for the priorities detailed in this plan. The related articles from the UNCRC are highlighted for each priority; the figure at the end of section 2 provides an overview of these articles.



The Children and Young People (Scotland) Act 2014

The **Children and Young People (Scotland) Act 2014** is a key part of the Scottish Government's strategy for making Scotland the best place to grow up. It is underpinned by the Scottish Government's continued commitment to the UN Convention on the Rights of the Child and the GIRFEC approach.

The Act aims to ensure that the planning and delivery of services is: integrated across all partners; focused on securing quality and value; based on a preventative approach; and dedicated to promoting, supporting and safeguarding children's wellbeing. In order to achieve this, the Children and Young People (Scotland) Act 2014 requires:

- The publication of a three-year strategic Children's Services Plan in each area of Scotland, in April 2017, setting out how outcomes are to be improved for children and young people.
- The publication of an annual report on progress towards improving outcomes for children and young people, achieved through delivery of the Children's Services Plan.
- The publication of a report every three years to describe the steps taken to better secure, or give further effect to, rights of children and young people.



The Fife Children's Services Plan 2017-20

In order to ensure that children's services in Fife are better integrated, and focused on delivering GIRFEC and supporting the rights of the child, Fife's children's services partnership is working to achieve a unified approach to planning and reporting on the activities and impact of children's services. This will also address the requirements of the Children and Young People (Scotland) Act 2014 and better support work to address other key policy issues, including child protection and child poverty.

The Fife Children's Services Plan 2017-20 will form the basis for strategic planning of all aspects of children's services over the next three years. It provides an overview of:

- The key priorities that the partnership needs to address in order to improve outcomes for children and young people.
- The ways in which the rights of the child will be better secured and given greater effect.
- Fife's strategic planning for child protection over the period April 2017 to March 2020.
- The actions that partners will take to tackle child poverty.

Work will continue to align all aspects of strategic planning for children and young people, including corporate parenting.

An annual report will be published after March each year outlining progress made against the plan in each of these areas, and providing an overview of evidence relating to improvements in the wellbeing of children and young people in Fife.

The Fife Children's Services Plan aligns with the key strategic plans at national and local level.



The Getting it Right in Fife Framework (GIRIF)

Getting It Right In Fife (GIRIF) is the basis for implementing GIRFEC in Fife. It provides an overarching framework which enables Fife's Children's Services to provide more effective and outcome-based services to children and young people.

GIRIF is made up of component parts which form an integrated framework for promoting children's wellbeing.

The framework explains how universal, additional and intensive services can work effectively either as single agencies, jointly or within an integrated approach to help develop and promote children and young people's wellbeing.

Whilst the Framework describes universal, additional and intensive services it may be more helpful to conceptualise the framework as a continuum where services respond in a flexible and proportionate way depending on needs and risks. A fundamental principle that underpins the framework is minimum intervention, where as far as possible children, young people and families are supported within universal services.



2

Our Priorities for Improvement 2017-20

Our Mission

- To promote, enable and safeguard the wellbeing of all children and young people
- To ensure every child and young person is **Safe, Healthy, Active, Nurtured, Achieving, Respected, Responsible and Included**
- To ensure equity for all children and young people to achieve positive life chances

Achieving our vision, that Fife is a place where every child and young person matters, will require services across our partnership that promote, enable and safeguard all aspects of wellbeing, for every child and young person in Fife. Our mission reflects the work that we must undertake if we are to achieve our vision.

In order to provide a focus for this work, we have identified a set of 16 key priorities for the period 2017-20. These have been identified by reviewing a range of evidence relating to the outcomes and experiences of children and young people in Fife, including:

- The outcomes from the Children's Services Plan 2014-17
- The findings of the Joint Inspection of Children's Services in Fife, which was published in 2016, and progress with the action plan produced by the Fife Children's Services Partnership in response to these findings
- Feedback from children, young people, parents/carers and staff through consultation and participation

The outcomes from the Children's Services Plan 2014-17

Our progress to date in improving early years development of children in Fife, raising attainment and reducing educational inequality

Key:

-  Performance has improved / the target has been met
-  No significant change / no significant difference from target
-  Performance is worse / target has not been achieved to date

Outcome Measure	Baseline	Current Progress	Target (2017 unless noted)	Improved	Met or Exceeded Target
Conception to one year: reduce the rate of stillbirths and infant mortality	Stillbirth 6.9/1000 births (2008-10)	Stillbirth 3.7/1000 births (2013-15)	Stillbirth 5.9 /1000 births (2013-15)		
	Infant mortality 5.4 /1000 live births (2008-10)	Infant mortality 4.1/1000 live births (2013-15)	Infant mortality 4.6 /1000 live births (2013-15)		
One year to 30 months: children reach all expected developmental milestones at time of 27-30 month child health review	80.6% had no concerns	80.5% had no concerns (2014/15)	85% (2016)		
30 months to Primary School: ensure children reach all of the expected developmental milestones at the time the child starts primary school	Literacy (by end P1) 89.9% (2012/13)	Literacy (by end P1) 94.1% (2015/16)	90% (2017) based on national stretch target		
	Numeracy (by end P1) 91.0% (2012/13)	Numeracy (by end P1) 96.2% (2015/16)			
Start of Primary to end of P4: children reach all expected developmental milestones & learning outcomes by end of Primary 4	Literacy (by end P4) 81.7% (2012/13)	Literacy (by end P4) 89.1% (2015/16)	90% (2021) based on national stretch target		
	Numeracy (by end P4) 84.4% (2012/13)	Numeracy (by end P4) 90.3% (2015/16)			
Increase % of half day attendances per pupil in secondary schools	90.8% (2012/13)	91.6% (2015/16)	92%		
Increase the percentage of school leavers in positive and sustained destinations	88.1% (2011/12 cohort)	90.8% (2014/15 cohort)	93%		

The outcomes from the Children's Services Plan 2014-17

Our progress to date in improving the health of Fifers and narrowing the health inequality gap

Key:

-  Performance has improved / the target has been met
-  No significant change / no significant difference from target
-  Performance is worse / target has not been achieved to date

Outcome Measure	Baseline	Current Progress	Target (2017 unless noted)	Improved	Met or Exceeded Target
Increase the percentage of Looked After Children and Young People at home or in kinship care	37.6% (Dec 2013)	39.1% (April 2016) Most recent like-for-like data available	N/A. Legislative changes to kinship care mean no like for like comparison can now be made with original data and target.		N/A
80% of P1 children having no obvious dental decay by 2020	68.2% (2012)	67.2% (2016)	75%		
Increase % of Looked After Children who have a plan for permanence within 12 months of being accommodated	66% (2014)	N/A	Since the publication of the 2014-17 plan there have been national changes in the definition of permanence, affecting this reported outcome. No like-for-like measure is available.		
Reduce pregnancy rate amongst under 16 year olds per 1000	6.7/1000 (2011)	4.6/1000 (2014)	6.0/1000		
Minimise the percentage of babies requiring treatment for illicit substance misuse withdrawal	53 (Three year average to 2013) Revised indicator	35 (Three year average to 2016) Revised indicator	N/A The original indicator was not able to offer a reliable comparison from year to year.		N/A
Increase % of children exclusively breastfeeding at 6-8 weeks	23.9% (2012/13)	26.6% (2015/16)	27%		
Increase proportion of children categorised as healthy weight at time of P1 health check (clinical category)	85.1% (2011/12)	84.8% (2015/16)	86%		
Reduce the number of women recorded as smokers at their first pregnancy app.	23% (2011/12)	21.9% (2014/15)	22%		

The outcomes from the Children's Services Plan 2014-17

Our progress to date in making Fife's communities safer

Key:

-  Performance has improved / the target has been met
-  No significant change / no significant difference from target
-  Performance is worse / target has not been achieved to date

Outcome Measure	Baseline	Current Progress	Target (2017 unless noted)	Improved	Met or Exceeded Target
Reduce number of children and young people with 5 or more separate referrals for offences in a six month period reported through the YOMG (under 18)	Under 16 - 45 Over 16 - 36 Total - 81 (2014/15)	Under 16 - 64 Over 16 - 28 Total - 92 (2016/17) interim	Total - 72 (90% of baseline)		
Increase number of children benefiting from a risk management plan through MARAC	499 (2012/13)	552 (2015/16)	700		

Overview of performance: 2014-17

Outcomes have improved across almost all of the priorities identified in the 2014-17 plan. For the remaining outcomes, current progress remains broadly in line with the performance that was being achieved at the beginning of the 2014-17 plan.

There have been significant improvements in several key areas, including: literacy and numeracy levels in primary school, rates of stillbirth and infant mortality, teenage pregnancy rates and looking after children and young people at home or in a kinship setting.

Outcomes for a number of priorities have fallen short of the targets set at the beginning of the 2014-17 plan. Most of these outcomes relate to areas of wellbeing that will continue to be covered by priorities within the 2017-20 children's services plan, including: domestic abuse, healthy growth and development, and school leaver destinations.

The findings of the Joint Inspection of Children's Services (2016)

A joint inspection of services for children and young people in the Fife Community Planning Partnership was undertaken and the findings published in March 2016. This involved the inspection and improvement agencies for all key children's services and was led by the Care Inspectorate. It covered the full range of partners in Fife who have a role in providing services for children, young people and families.

Generally, the inspection found that Fife's children's services were well led, with a clear vision guiding the work of the partnership and with capacity for significant further improvement. The work of the partnership was found to be having a significant impact on the lives of families, children and young people, with clear evidence of success in tackling inequality. Children, young people and families were involved well with the development and delivery of services.

The inspection also identified the following areas for further improvement:

- The benefit of reviewing the accessibility and availability of family support services and resources, so children and young people can get the help and support they need when they need it.
- Ensuring that the quality of planning for children and young people is focused on both risk and need, that all partners fulfil their responsibilities in meeting need as outlined in the child's plan, and that the processes to support planning are effective.
- Working to reduce the proportion of looked after children and young people who are placed outside Fife, at some distance from home, and improving the support for children and young people who are able to return, to ensure that they do so successfully.

The inspection highlighted a number of particular, key strengths in Fife's children's services:

- The Family Nurture Approach, which was embedded across the area and was having a positive impact on families.
- Participation and engagement of wide groups of children, young people and families, which was making a difference to how services were being delivered.
- The breadth of approaches that were in place to address disadvantage and tackle the impact of poverty.
- The development of approaches to self-evaluation, which were leading to demonstrable improvement in practice.

Outcomes from consultations and participation with children and young people

Children and Young People across Fife have engaged in effective participation that has identified emerging themes across all aspects of wellbeing. These themes have helped inform the key priorities for the 2017-20 Children's Services Plan and a range of proposed actions to help achieve these. Consultation via an online survey has involved more than 2,500 children and young people, with more than 200 taking part in participation sessions.

Wellbeing indicator	Emerging themes Children and young people ...	Proposed actions
Safe	... feel safe at school and, generally, in the community	Improve focus on community responses - e.g. drug & alcohol, anti-social teenagers, crime, avoiding certain areas
Healthy	... feel that they have lots of opportunities to be healthy	Continue to develop more accessible routes and facilities for exercise and leisure
Achieving	... feel strongly about educational progress, support and level of challenge	Continue to develop and promote learning / Developing Young Workforce in the community
Nurtured	... feel looked after and cared for in school and by voluntary groups, but lack safe places to go	Ensure there are more safe places to go. Further develop community based groups for all ages
Active	... value the opportunity to participate in physical activity, including PE at school	Continue to develop facilities, particularly for children and young people with Additional Support Needs
Respected	... feel very respected in school but often less respected in their local community	Work with partners to improve the opportunities for children and young people to participate in, contribute to, and have a voice within their local community
Responsible	... feel involved in school and community youth groups but feel they lack a voice in their local community	
Included	... feel proud to be part of their school and community but not always included in their local community	

Our priorities for improvement 2017-20

A number of key themes have emerged from:

- The outcomes from the Children's Services Plan 2014-17
- The findings of the Joint Inspection of Children's Services in Fife
- Feedback from children, young people, parents/carers and children's services staff, through consultation and participation.

These form the basis of the key priorities that the partnership has identified for action over the period April 2017 to March 2020.

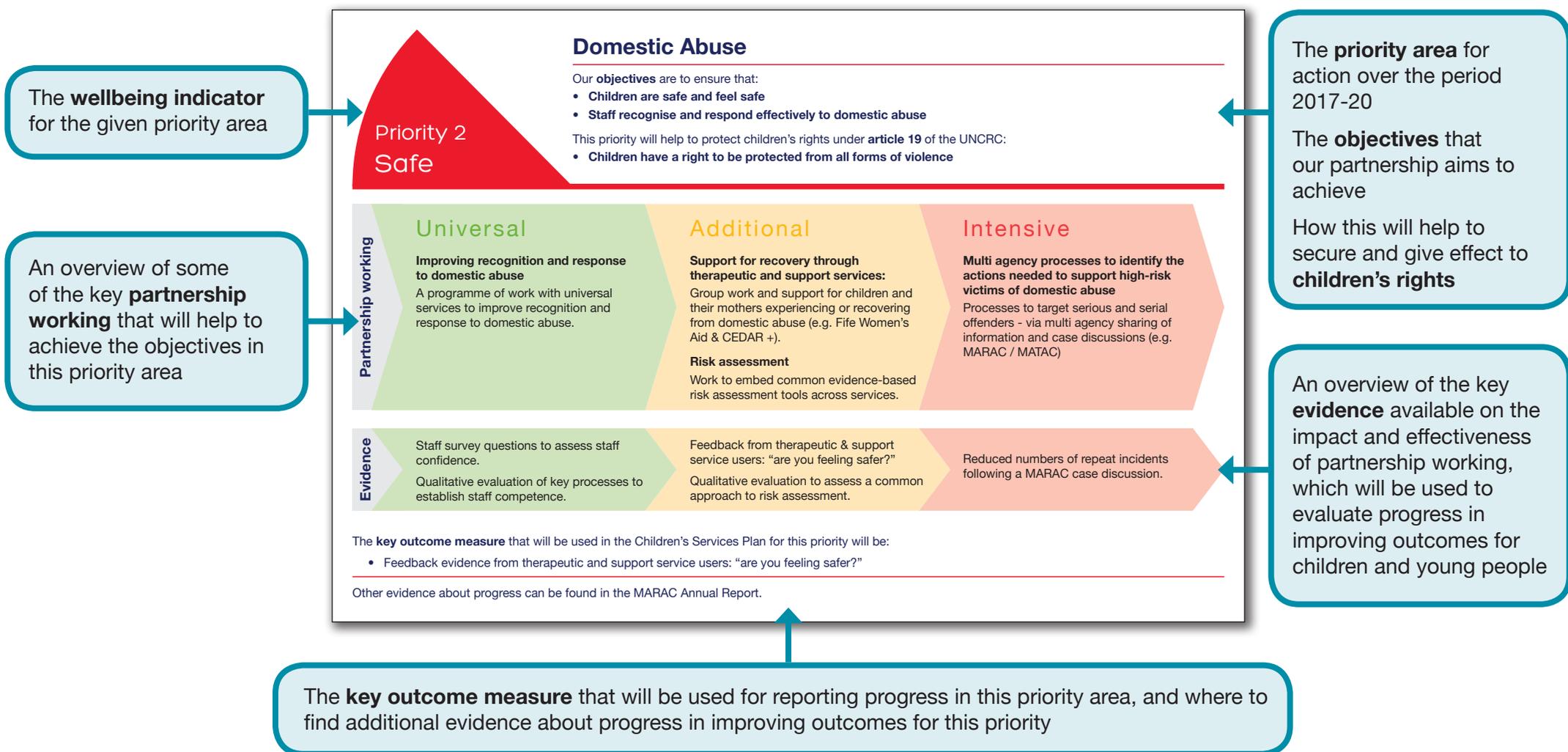
The priorities that we have identified also reflect a recognition by Fife's Children's Services Partnership of the need to:

- Ensure that our services are built around children, young people, families and their local communities
- Improve the effectiveness and impact of our partnership working to achieve outcomes
- Ensure a decisive shift to prevention, and by so doing reduce inequality and promote equality
- Improve the performance and value of children's services across Fife.

Priority No.	Priority Area	Wellbeing indicator
1	Child Protection	Safe
2	Domestic Abuse	Safe
3	Universal Health Visiting Pathway	Healthy
4	Infant Nutrition	Healthy
5	Healthy Growth & Development	Healthy
6	Broad General Education Attainment Gap	Achieving
7	School Leaver Destinations	Achieving
8	Emotional Wellbeing	Nurtured
9	Support for the Most Vulnerable	Nurtured
10	Permanence Planning	Nurtured
11	Places to Play	Active
12	Exclusion	Respected
13	Substance Use	Respected
14	Participation of Children & Young People	Responsible
15	Attendance at Secondary School	Included
16	Child Poverty	Included

Understanding our priorities for improvement

The following pages provide a summary overview of each priority for improvement. Each page shows the following information.



Priority 1 Safe

Child Protection

The **Fife Child Protection Committee (CPC)** has the strategic lead responsibility for child protection in Fife. Its vision is for all children in Fife to be safe and protected from harm.

An **objective** of the Fife Children’s Services Plan 2017-20 is to support the Child Protection Committee to implement its improvement plan for 2017-20 and, by so doing, to minimise the risk of harm to children in Fife.

This priority will help to protect children’s rights under a range of articles within the UNCRC, including: **article 19, 33-36:**

- **Children have a right to be protected from all forms of violence / Children have the right to be protected from all forms of exploitation**

Partnership working

Universal / Additional

The needs of children are at the centre of all practice

Agency/service guidance and tools support assessment and planning that place the child at the centre.

Ensuring relationships with children, parents/carers are effective and constructive

Relevant staff are aware of the importance of a strength-based, child focused approach, through single/multi-agency training.

Assessments and planning are effective and techniques and tools are used to best effect

Partner agencies agree and implement a common chronology format and embed the use of chronologies as appropriate.

Relevant information is shared appropriately, clear lines of responsibility are understood

Clear guidelines and steps for progression to child protection intervention are embedded across all agencies.

Early and effective intervention happens where possible

Relevant staff are clear about thresholds around children.

Culture of effective management support/ supervision which embodies the values and principles supported by the CPC

Common values are adopted and principles stated.

Intensive

Strengthening the critical child protection process of Initial Referral Discussion (IRD) Meetings

Creation of a performance management framework which evidences the effectiveness of the IRD process.

Evidence

Proportion of Quality Indicators assessed during annual multi agency file audit as very good or better.

Relevant staff report high levels of awareness and confidence about risk assessment and reporting.

Proportion of case files with appropriate single/ multi-agency chronologies during annual single/multi-agency file audits.

Proportion of staff aware of CPC values and principles.

Improved understanding of the IRD process and its impact on the safety of children and young people.

The **key outcome measure** that will be used in the Children’s Services Plan for this priority will be:

- Proportion of Quality Indicators assessed during annual multi agency file audit as very good or better.

A full report of progress will be made against the Child Protection Committee Improvement Plan 2017-20

Priority 2
Safe

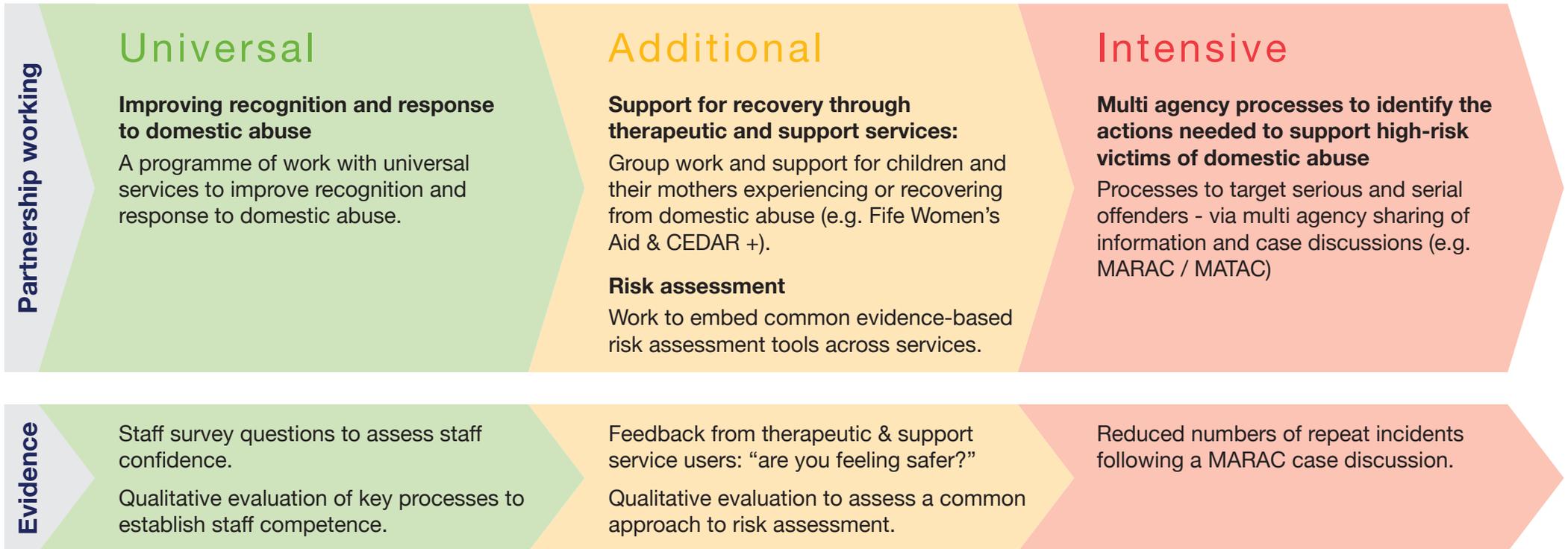
Domestic Abuse

Our **objectives** are to ensure that:

- **Children are safe and feel safe**
- **Staff recognise and respond effectively to domestic abuse**

This priority will help to protect children’s rights under **article 19** of the UNCRC:

- **Children have a right to be protected from all forms of violence**



The **key outcome measure** that will be used in the Children’s Services Plan for this priority will be:

- Feedback evidence from therapeutic and support service users: “are you feeling safer?”

Other evidence about progress can be found in the MARAC Annual Report.

Priority 3 Healthy

Universal Health Visiting Pathway

Our **objectives** are to ensure:

- **The successful implementation of the Universal Health Visiting Pathway, in partnership with key stakeholders**
- **Children in the early years are supported to develop to their full potential**

This priority will help to give effect to children's rights under **article 3 & 24** of the UNCRC:

- **Promotion of health is a core part of wellbeing / Children have a right to good quality healthcare, including guidance for parents**

Partnership working

Universal

Implementation of Universal Health Visiting Pathway to support engagement and positive relationships

Increased and sustained contact through health visiting service to ensure earlier intervention and support to families. Pathway provides a core home visiting programme with 11 contacts, including 5 Child Health Reviews.

Supporting children in the early years to reach appropriate developmental milestones

Early support and intervention throughout antenatal/postnatal contact with the Health Visiting Service (directs support, referral & signposting etc.)

Supporting early communication and language development

Roll out of locally developed assessment programme (ELIPS) in Fife nurseries to support young children in the development of early speech and language.

Evidence

Uptake rate for the 27-30 Child health review.

No. of children reaching their developmental milestones at 27-30 month health review.

Evaluation of new data from 10-13 month health review to assess scope of evidence on early intervention.

Measures of value-added by Fife nurseries, based on ELIPS scores for Entry and Exit assessments.

The **key outcome measure** that will be used in the Children's Services Plan for this priority will be:

- No. of children reaching their developmental Milestones at 27-30 month Child Health Review.

Other evidence about progress can be found on the ISD Scotland website (pre-school child development)

Priority 4 Healthy

Infant Nutrition

Our **objectives** are to ensure that:

- **Breastfeeding is perceived as a cultural norm across Fife**
- **There is no social disadvantage related to differences in breastfeeding for children in SIMD deciles 1 and 2**

This priority will help to give effect to children’s rights under **article 3 & 24** of the UNCRC

- **Promotion of health is core to wellbeing / children have a right to good quality healthcare, including guidance for parents**

Partnership working

Universal

Partnership working to ensure that facilities offer a “Breastfeeding friendly environment”

A programme of work to enable a culture where breastfeeding is the norm.

Breastfeeding support services

Support for parents to make informed choices about infant feeding, via community midwives and health visitors.

Weaning & Infant Nutrition Support

Support to empower parents to make and implement informed choices, as well as increasing their confidence in their ability to meet their babies nutritional needs
Parents are aware of the benefits of Healthy Start vitamins and how to access them.

Parents are encouraged to give Healthy Start Vitamins to children under 5.

Additional

Breastfeeding support workers

Additional 1-1 support for all breastfeeding mothers and specialist support for mothers experiencing complex and enduring breastfeeding issues.

Targeted Support for Weaning & Infant Nutrition

Ensuring that all qualifying parents are aware of the Healthy Start voucher scheme.

Evidence

Qualitative evaluation of impact of approach to promoting a ‘Breastfeeding Friendly environment’.

Increase in the proportion of mothers still breastfeeding from initiation through to the 6-8 week review.

Uptake rates for healthy start vitamins.

Evaluation of impact of work to support and empower parents to make and implement informed choices.

Proportion of mother’s breastfeeding at the 6-8 week review who live in SIMD deciles 1-2.

Number of classes run and number of parents attending.

The **key outcome measure** that will be used in the Children’s Services Plan for this priority will be:

- Increase in the proportion of mothers still breastfeeding from initiation through to the 6-8 week review

Other evidence about progress can be found on the ISD Scotland website (Infant Feeding)

Priority 5 Healthy

Healthy Growth & Development

Our **objectives** are to ensure that:

- **Children and young people are supported to make healthy choices to reach their full growth potential**
- **Regular physical activity is a part of every child and young person's life**

This priority will help to protect children's rights under **articles 6 & 24** of the UNCRC:

Children have a right to be healthy / Children have a right to good quality healthcare, including guidance for parents

Partnership working

Universal

Support healthy attitudes and choices by families, children and young people

Family learning and education regarding healthy eating (e.g. Community Food Project)

Health education/promotion and curriculum development to encourage good nutrition, positive body image/emotional wellbeing.

Provide opportunities for healthy behaviour by children and young people

Support and encourage take-up of breakfast clubs and free school meals.

Support activity through a range of programmes including Active Schools and PEPAS.

Additional

Deliver effective healthy weight interventions

Support to improve nutrition, food intake and physical activity levels of children and young people of unhealthy weight (e.g. Dietetics Service, 1-1 support and BEST Programme etc).

Evidence

Proportion of children in P1 of healthy weight (BMI) (clinical categories).

Feedback from children and young people on opportunities to learn about healthy life choices (pupilwise survey).

Take-up of free school meals.

Number of children and young people participating in Active Schools activities.

Proportion of children in P1 of unhealthy weight, offered an intervention - e.g. BEST, 1:1 dietician.

Improvement in healthy weight (BMI) through intervention.

The **key outcome measure** that will be used in the Children's Services Plan for this priority will be:

- Proportion of children in stage P1 of healthy weight (BMI) (clinical categories)

Other evidence about progress can be found on the ISD Scotland website (Child Weight and Growth)

Priority 6 Achieving

Broad General Education Attainment Gap

Our **objectives** are to ensure that:

- **Staff understand the attainment gap and are confident in using interventions that close the gap**
- **The attainment gap for the Broad General Education reduces, through effective use of the GIRFEC approach**

This priority will help to protect children's rights under **articles 4, 28-29** of the UNCRC:

- **Children have a right to grow to their potential, with family support / children have a right to education that will fully develop their abilities and potential**

Partnership working

Universal

Workforce development

Training to ensure that Staff understand the attainment gap and are confident in using interventions that close the gap.

National Improvement Framework

Develop strategic planning and reporting with a clear alignment to the National Improvement Framework for schools.

Additional

National programmes for equity

Implementation of the Pupil Equity Fund and the Scottish Attainment Challenge.

Barriers to learning

Development of capacity across services to support schools with effective tools that address key barriers to learning.

Family learning 3-15 years

Multi-agency work to support effective parenting and to encourage family learning.

Evidence

Reduction in the attainment gap for key stages P1, P4 & P7.

Progress towards stretch targets within the Children and Young People's Improvement Collaborative - for pupils from all SIMD deciles.

Qualitative evaluation of the implementation of the Pupil Equity Fund and the Scottish Attainment Challenge across Fife, including evidence of impact.

Evidence of the impact of family learning programmes (e.g. before and after measures, based on assessment of strengths and skills).

The **key outcome measure** that will be used in the Children's Services Plan for this priority will be:

- By 2020, at least 85% of children in each SIMD quintile will successfully have achieved the relevant level of Curriculum for Excellence by the end of stages P1, P4, P7

Other evidence about progress will be reported through the National Improvement Framework Annual Report.

Priority 7 Achieving

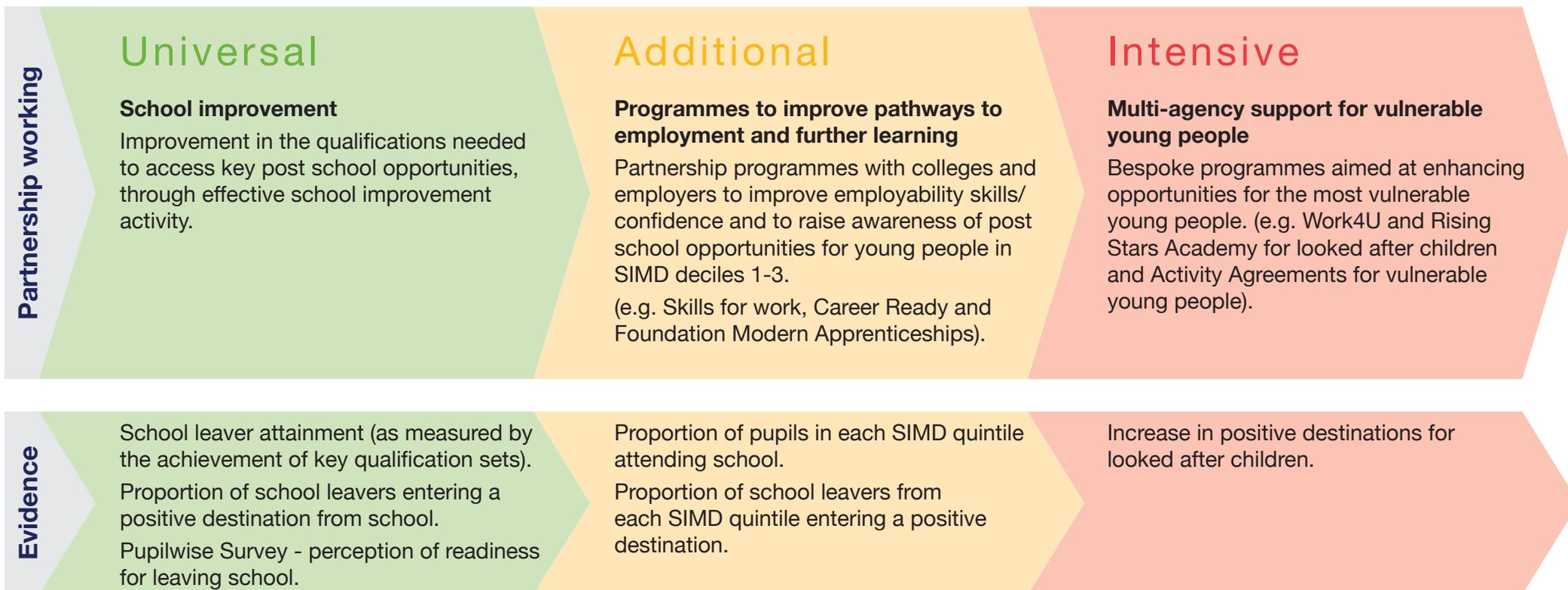
School Leaver Destinations

Our **objectives** are to ensure that:

- **Young people will enter a positive and sustained destination on leaving school**
- **Children and young people have a greater awareness of career pathways and post school opportunities**

This priority will help to protect children's rights under **articles 4 & 28-29** of the UNCRC:

- **Children have a right to develop to their full potential / Children have a right to education that will fully develop their abilities and potential**



The **key outcome measure** that will be used in the Children's Services Plan for this priority will be:

- By 2020, at least 95% of young people within each SIMD quintile will enter a positive destination when leaving school

Other evidence about progress will be reported through the National Improvement Framework Annual Report

Priority 8 Nurtured

Emotional Wellbeing

Our **objectives** are to ensure that:

- **Children and young people's emotional wellbeing needs are met through the Our Minds Matter Framework**
- **Children & Young People in Fife are resilient and are equipped to manage their own emotional wellbeing**
- **Children & Young People have access to appropriate service and supports when they need them**

This priority will help to protect children's rights under **article 4** of the UNCRC:

- **Public services should be provided that respect and fulfil the rights of children**

Partnership working

Universal

Improving recognition and response to emotional wellbeing issues

Workforce development programme for key frontline staff, focused on raising awareness and staff confidence in supporting emotional wellbeing.

Development of Shared Service Directory and online resources

Creation of a single platform for service and self-help information for professionals, parents/carers, children and young people.

Additional

Implementation of the refreshed Child Wellbeing Pathway

Pathway to ensure effective assessment and earlier identification of vulnerability to mental health issues.

Building capacity across services

Development of a clear multi-agency pathway of support for young people with mental health issues.

Provision of additional support via commissioning of services

Programme to commission key mental health services

Intensive

Streamlined access to specific intensive mental health services for those at greatest need

An improved focus for CAMHS services to support children and young people with intensive mental health needs, leading to improved outcomes for the most vulnerable.

Evidence

Staff survey feedback: Staff confidence in recognition and response to emotional wellbeing issues.

Evidence of use of shared service directory by all key stakeholders: site analytics and assessment of impact.

Reduction in the number of referrals rejected by CAMHS as inappropriate.

Qualitative evaluation of the impact of commissioned services in improving support through universal and additional services.

Reduction in the number of referrals to CAMHS.

Reduction in the referral to treatment time for CAMHS.

The **key outcome measure** that will be used in the Children's Services Plan for this priority will be:

- Reduction in the number of referrals to CAMHS / Reduction in the referral to treatment time for CAMHS

Progress will be reported through the Annual Report on the Children's Services Plan 2017-20

Priority 9 Nurtured

LAC Return to Fife

Our **objectives** are:

- **To increase the proportion of children supported at home or in a kinship placement**
- **To reduce the proportion of looked after children placed outwith Fife**

This priority will help to protect children's rights under **articles 5, 20, 21 & 25** of the UNCRC:

- **Parents & carers play a fundamental part in nurturing children / children who cannot be with family should be looked after properly / public care should be based on the best interests of the child**

Partnership working

Additional

Children and families strategy

A programme of work to build the capacity of services for early intervention, enabling more effective support for children to remain at home or in a kinship placement.

Intensive

Home to Fife programme

An ongoing programme of work to review the placements of all children outwith Fife to ensure that their best interests are being met by their placement.

CAMHS LAC project

Work to ensure the emotional wellbeing of looked after children in Fife and to build the capacity of wider partners to support their emotional wellbeing.

Community-based intensive care

(e.g. Multi-Systemic Therapy team, Includem, Barnardo's intensive family support) Intensive, family-centred support co-ordinated through the Social Work service for vulnerable and challenging children and young people - to prevent family breakdown.

Evidence

Proportion of children supported at home or in a kinship placement.

Proportion of looked after children in placements outwith Fife.

Evidence of impact of services via regular monitoring (e.g. service level agreements).

The **key outcome measure** that will be used in the Children's Services Plan for this priority will be:

- Proportion of children supported at home or in a kinship placement

Other evidence about progress will be reported through the Chief Social Work Officer's Annual Report.

Priority 10 Nurtured

Permanence Planning

Our **objectives** are:

- To improve the system for permanence planning in Fife
- To ensure that more children achieve permanence more quickly

This priority will help to give effect to children’s rights under **articles 5, 20-21 & 25** of the UNCRC:

- **Parents and carers play a fundamental role in nurturing children / children who cannot live with family should be looked after properly / public care should be in the child’s best interests**

Partnership working

Additional

Improving support for permanent placements

Improved multi-agency working to support permanent placements away from birth family, in order to reduce the number of breakdowns that occur in placements after permanence is achieved.

Intensive

Improving the processes for permanence planning

Support from the Permanence and Care Excellence (PACE) improvement programme to promote multi-agency working across Fife, in order to improve the processes resulting in a plan for permanence away from birth family.

Improving the practice of permanence planning

Monitor and evaluate the work of the Permanence Mentoring Service to support practitioners in building the capacity of social work teams to achieve permanence for children needing permanence outwith their birth family.

Evidence

Reduction in the proportion of disruption meetings.

Reduced average time for reaching a decision for permanence.

Reduced average time for reaching a decision for permanence.

The **key outcome measure** that will be used in the Children’s Services Plan for this priority will be:

- Reduced average time for reaching a decision for permanence

Other evidence about progress will be reported through the Chief Social Work Officer’s Annual Report.

Priority 11 Active

Places to Play

Our **objectives** are to ensure that:

- **Families are supported to participate and engage in their children's play**
- **There is equity of access, with all children having access to appropriate play opportunities**

This priority will help to protect children's rights under **articles 3, 23 & 31** of the UNCRC:

- **Being active contributes to wellbeing / children with particular needs should receive the right support / every child has a right to rest, leisure, play & recreation**

Partnership working

Universal

Partnership working to remove barriers that prevent access to outdoor play and learning opportunities

(e.g. addressing community safety issues and improving accessibility).

Additional

Community based play opportunities supporting stimulating and self-directed play

(e.g. Play Ranger programme utilising local green space and play areas including SIMD deciles 1-2).

Positive self-directed play opportunities for vulnerable children

(e.g. support through referral based play projects, such as Free Range and Play Places project).

Evidence

Feedback from children & young people gathered through Children's Services Plan focus groups and online survey.

Play Ranger engagement numbers.

Number of children supported through projects with positive evaluation statements.

The **key outcome measure** that will be used in the Children's Services Plan for this priority will be :

- Feedback from children & young people gathered through Children's Services Plan focus groups and online survey

Progress will be reported through the Annual Report on the Children's Services Plan 2017-20

Priority 12 Respected

Exclusion

Our **objectives** are:

- To develop a culture of - and to build the capacity for - effective Relationship and Behaviour Approaches
- To reduce the need to exclude children and young people from school

This priority will help to protect children’s rights under **articles 2 & 4** of the UNCRC:

- **No child should be treated unfairly on any basis / respect is put into practice through appropriate actions by public agencies**

Partnership working

Universal

Implementing a range of relationship and behaviour approaches

Training and other support for staff to develop a culture of nurture, de-escalation, self-regulation and restorative practices by building capacity of staff in appropriate skills (e.g. De-escalation Professional Development pack).

Additional

Effective use of support

Ensure that children and young people can access appropriate support to enable their participation in learning (e.g. creative and innovative curricular options, engaging with partners services to support education packages, approved flexible packages, pupil support service).

Intensive

Multi-agency, school liaison groups

Ensure multi-agency support for vulnerable children, through effective use of the child wellbeing pathway.

Evidence

Measures of staff confidence in meeting the needs of children with challenging behaviours (staff surveys).

Measures on: the number of exclusions; the number of days lost to exclusion; the average duration of exclusion for all pupils.

Measures of engagement with learning for children and young people receiving support.

Measures on: the number of exclusions; the number of days lost to exclusion; the average duration of exclusion for pupils in SIMD deciles 1 and 2.

Assessment of effective planning through audit of the child’s plan. Feedback from child’s plan.

Measures on: the number of exclusions; the number of days lost to exclusion; the average duration of exclusion for looked after children.

The **key outcome measure** that will be used in the Children’s Services Plan for this priority will be:

- Number of days lost to exclusion (all pupils)

Other evidence about progress will be reported through National Improvement Framework Annual Report

Priority 13 Respected

Substance Use

Our **objectives** are to ensure that:

- **Children and young people who are most at risk from substance misuse of others are identified and protected**
- **Children and young people understand & are aware of healthy lifestyle choices & opportunities**

This priority will help to protect children's rights under **article 3** of the UNCRC:

- **The best interests of children should be the primary concern / promotion of health is a core part of wellbeing**

Partnership working

Universal

Barnardo's Education Service

Work with children and young people within selected stages of school to raise awareness and understanding of the impact of tobacco, alcohol and drugs on wellbeing.

Smoking cessation

Partnership working to reduce the level and impact of smoking within local communities.

Additional

Barnardos CAPSM service (under 12 yrs)

Work to support children affected by parental substance use, by reducing the impact of substance misuse and improving family resilience & engagement with support service.

Clued Up Project (ages 12-18 years)

A comprehensive, "youth friendly", substance use support and information service.

Intensive

Vulnerable in Pregnancy (VIP) project

Multi agency working to identify and plan effective support for those at risk - helping to manage and minimise the risk of harm arising from substance misuse.

Evidence

Key outcomes reported in the SALSUS survey for the use of alcohol, tobacco and drugs for 13 and 15 year olds.

Outcomes of those engaged by services, as measured by impact on healthy lifestyle and risk of harm.

Reduce number of babies born with neonatal withdrawal symptoms.

The **key outcome measure** that will be used in the Children's Services Plan for this priority will be:

- Reduction in use of alcohol, tobacco and drugs by 15 years olds

Other evidence about progress will be reported by the Fife Alcohol and Drug Partnership and in findings of the SALSUS survey

Priority 14
Responsible

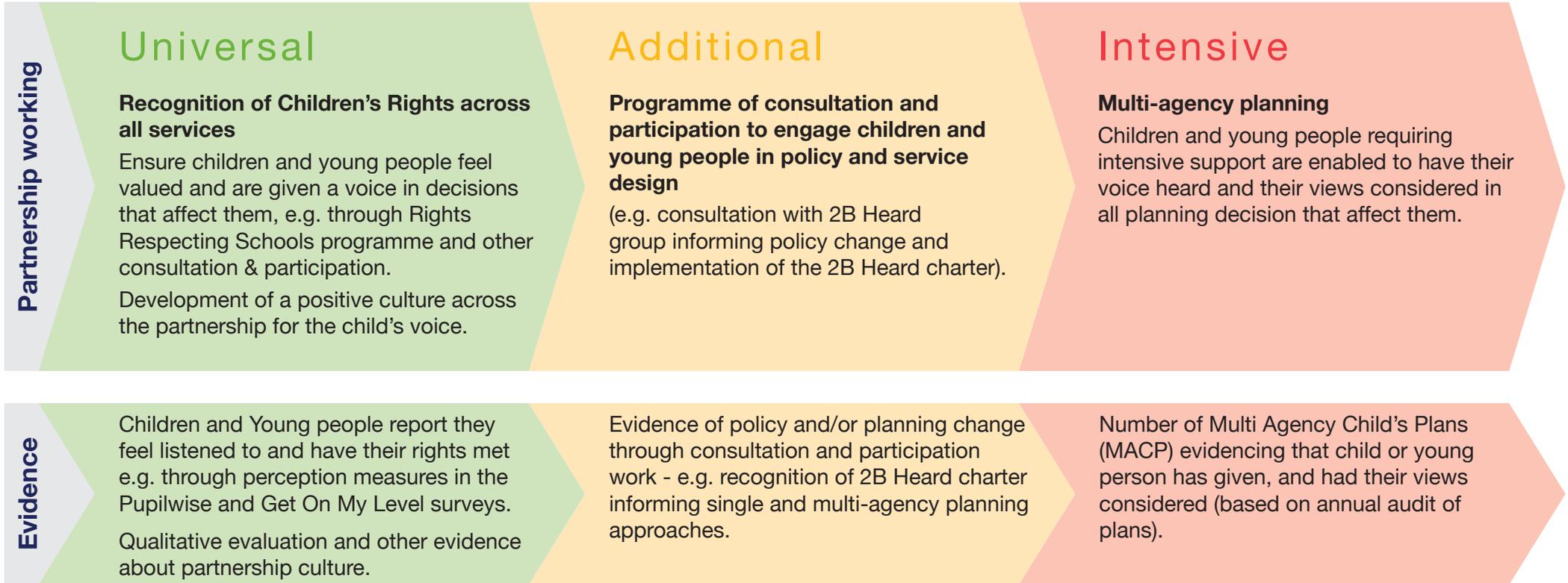
Participation of Children and Young People

Our **objective** is to ensure that:

- **Children and young people actively participate in decisions that affect their lives**

This priority will help to protect children’s rights under **article 12** of the UNCRC:

- **Children should be recognised as responsible and their views taken into account**



The **key outcome measure** that will be used in the Children’s Services Plan for this priority will be:

- No. of Multi Agency Childs Plans (MACP) evidencing that child or young person has given, and had their views considered

Other evidence about progress will be reported through annual reporting on Children’s Rights

Priority 15
Included

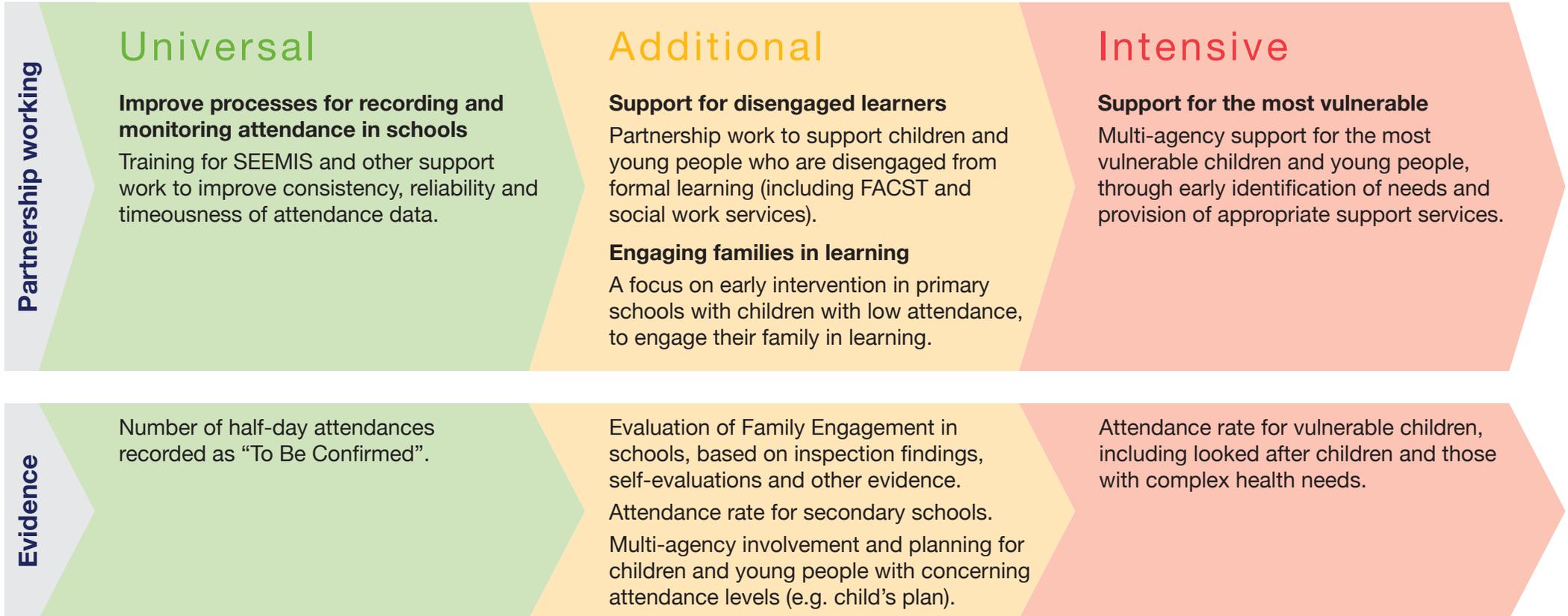
Attendance at secondary school

Our **objectives** are:

- To support children and young people to overcome barriers to attending school
- To improve family engagement with learning

This priority will help to protect children’s rights under **articles 28-29** of the UNCRC:

- **Children have a right to education that will fully develop their abilities and potential**



The **key outcome measure** that will be used in the Children’s Services Plan for this priority will be:

- Attendance rate for secondary schools in Fife

Other evidence about progress will be reported through the National Improvement Framework Annual Report

Priority 16
Included

Child Poverty

Our **objectives** are:

- To minimise the impact of poverty by reducing the pressures on household budgets
- To ensure that participation and outcomes do not depend on poverty
- To ensure that children from low-income households live in well-designed and sustainable places

This priority will help to protect children’s rights under **article 26 / 27** of the UNCRC:

- **Children & families have a right help if they are poor/ children have a right to a standard of living that meets their needs**

Partnership working

Additional

Fair work

Work: supporting and promoting employability schemes and adult learning; promoting the living wage; supporting flexible working and improving availability of affordable childcare.

Parental engagement and family support

Work to develop family engagement with support services to provide a range of support with family environment and financial support.

Improving participation and outcomes in schools

Targeted improvement activity in schools to improve engagement and outcomes for children and young people living in poverty (e.g. Scottish Attainment Challenge, Pupil Equity Fund).

Work to address barriers to participation (e.g. the cost of the school day.)

Food and fuel poverty

Work: providing out-of-school & holiday food provision; providing energy advice; promoting take-up of free school meals.

Hardship support

Work: promoting access to DWP hardship funds and support through crisis grants; providing money advice; enabling access to suitable financial products including affordable credit.

Support with welfare benefit changes

Advocacy and support to help navigate benefit changes in places that people use such as benefit cap, tax credit restrictions and child maintenance; digital support with benefit claims and provide.

Evidence

Unemployment rate in SIMD deciles 1 & 2.
Increased engagement with key support services leading to improved family outcomes (Improved outcomes through FACST/FSF Family star assessments - family capacity building).

Participation, engagement and outcomes for children living in poverty.
Take-up rate for free school meals.
Proportion of school leavers living in SIMD deciles 1-3 who have achieved 3,4 or 5 National 5 awards.

Level of take-up of hardship funds and crisis grants.
Increasing number of people accessing advice services.

The **key outcome measure** that will be used in the Children’s Services Plan for this priority will be:

- The proportion of school leavers living in SIMD deciles 1, 2 and 3 who have achieved 3, 4 or 5 National 5 awards

Progress will be reported through the Annual Report on the Children’s Services Plan 2017-20

How children’s rights will be given effect through the Children’s Services Plan

The priorities within the Fife Children’s Services Plan 2017-20 cover all aspects of wellbeing and relate to different aspects of children’s rights under the UNCRC. Together, they will help to ensure that children’s rights are given effect through the partnership work of all agencies involved in Fife’s children’s services.

The figure on this page provides an overview of how rights are given effect through the plan and are aligned to the wellbeing indicators.



3

Implementing the Children's Services Plan



Our Principles

- **Putting the child and young person at the centre**
- **Taking a whole child/young person approach**
- **Building on child/young person, family and community strengths, promoting resilience**
- **Promoting opportunities and valuing diversity**
- **Promoting the wellbeing of individual children and young people**

In order to fulfil our mission, Fife's Children's Services Partnership must work together effectively and in a way that fully supports the principles of GIRFEC, with a strong focus on families experiencing adversity and the most vulnerable children and young people. Only by doing this can we improve outcomes for children and young people in Fife. **Our principles** set out our shared understanding of how we will achieve this.

Our principles underpin key aspects of our joint working as a partnership, including:

- **The Family Nurture Approach** - how we work better together to give every child the best start in life
- **The Child Wellbeing Pathway** - a coordinated approach to the assessment of, and planning for, every child and young person's wellbeing
- **The Children and Young People's Improvement Collaborative** - a common basis for improving services for all ages
- **Consultation and Participation** - how we ensure that services meet the needs and expectations of children and young people

The Family Nurture Approach

The Family Nurture Approach in Fife is changing the way organisations work, so that all children have the best start in life. It promotes a collaborative, partnership approach involving all stakeholders, including families and communities.

By aiming to give every child in Fife the best start in life, through service transformation and closer integration, we have increased the participation of families from Fife's most deprived areas, undertaken extensive workforce development, developed services for family support across the partnership and improved understanding about primary attachment. By doing this we have improved early years services to make them accessible and non-stigmatising, particularly for vulnerable families.

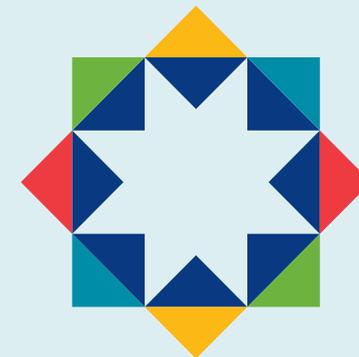
The Child Wellbeing Pathway

Within Fife, Children's Services can use the Child Wellbeing Pathway, which is designed to support practitioners to work in partnership with children/young people, their families and other services where appropriate. The Pathway supports both single and multi agency assessment gathering, information sharing and action planning for individual children and young people at the earliest stage. It is used to inform and support practice in meeting the needs of children and young people across the continuum of need - at universal, additional and intensive levels.

The **Family Nurture Approach** was identified as a particular strength in the Joint Inspection of Children's Services (2016).

It was recognised as being embedded across the area and having a positive impact on families.

7 Family Nurture Centres are now established to provide support for the Family Nurture Approach across Fife.



Family Nurture
Centre

The Children and Young People's Improvement Collaborative

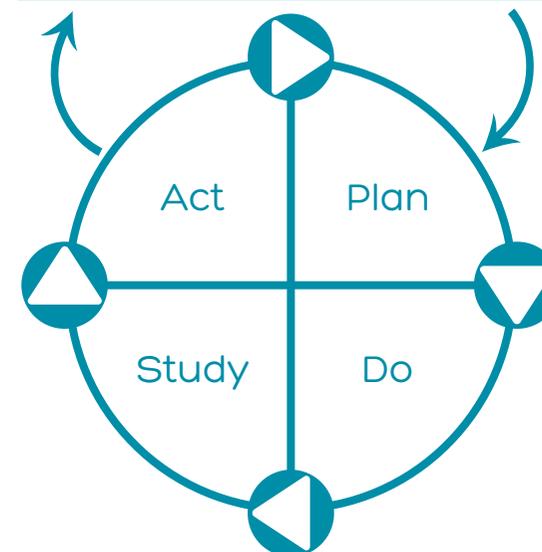
The Children & Young People's Improvement Collaborative (CYPIC) supports staff across children's services, from conception to early adulthood, to improve the quality and effectiveness of services. It integrates: Maternity & Children's Quality Improvement Collaborative (MCQIC), Early Years Collaborative (EYC), Raising Attainment for All (RAFA), PACE (Permanence And Care Excellence) and the One to One Project (Post 16 +) into one single programme, enabling a common and shared experience. This approach has been recognised by the Scottish Government as a positive way to improve outcomes.

The Children and Young People's Improvement Collaborative is informed by the Scottish Government's 3-step Improvement Framework for Public Services, which includes the Model for Improvement - an overarching framework to test improvement at a local level.

The Model for Improvement enables practitioners to test, measure, implement, and spread new and better ways of working to make services more effective and responsive to the needs of children, young people and families. When used consistently this methodology has been proven to achieve long term positive change that significantly impacts outcomes.

Model for Improvement

What are we trying to accomplish?
How will we know that a change is an improvement?
What change can we make that will result in improvement?



Consultation & participation

The Fife Partnership aims to create a genuinely participative culture - where the views of children, young people, parents/carers and staff members are actively sought and taken into account in matters and decisions that affect them across all services on a continuous basis. There is a clear distinction between consultation and participation:

- **Consultation** is about agencies and providers of services seeking the views of their service users and;
- **Participation** is about an equal partnership, where service users have the opportunity to promote their views through an identified mechanism and framework

All services are committed to embedding participation in their day to day work with children, young people, families and communities. This will help to ensure our work is truly child centred and continually improving. The Big Shout is the multi-agency group that coordinates and supports this work across the children's services partnership.

A range of approaches are used to support consultation and participation, including:

- Regular surveys, completed every two years, to help understand the views of key stakeholders. Over 23,000 children and young people, 3,100 parents and carers and 1,900 staff members completed the latest surveys in 2016.
- Consultation and participation groups for children, young people, parents and carers have been used to inform the development of key strategies. These have been supported by bespoke questionnaires and surveys. These have helped inform the development of key strategies covering areas like: Health and Wellbeing, Early Learning and Childcare, Parental Involvement, Attainment, Positive Destinations and Out of School Childcare.

The **voices of children and young people** have also informed the development of Fife's Children's Services Plan 2017-20, via: an online survey, participation groups, and a "you said, we did" themed conference **involving over 300 children and young people** across Fife.

"Knowing I have my say makes me feel important and listened to."

"I expect my ideas to be shared with the Community Planning Partnership and acted upon."

4

Managing Implementation

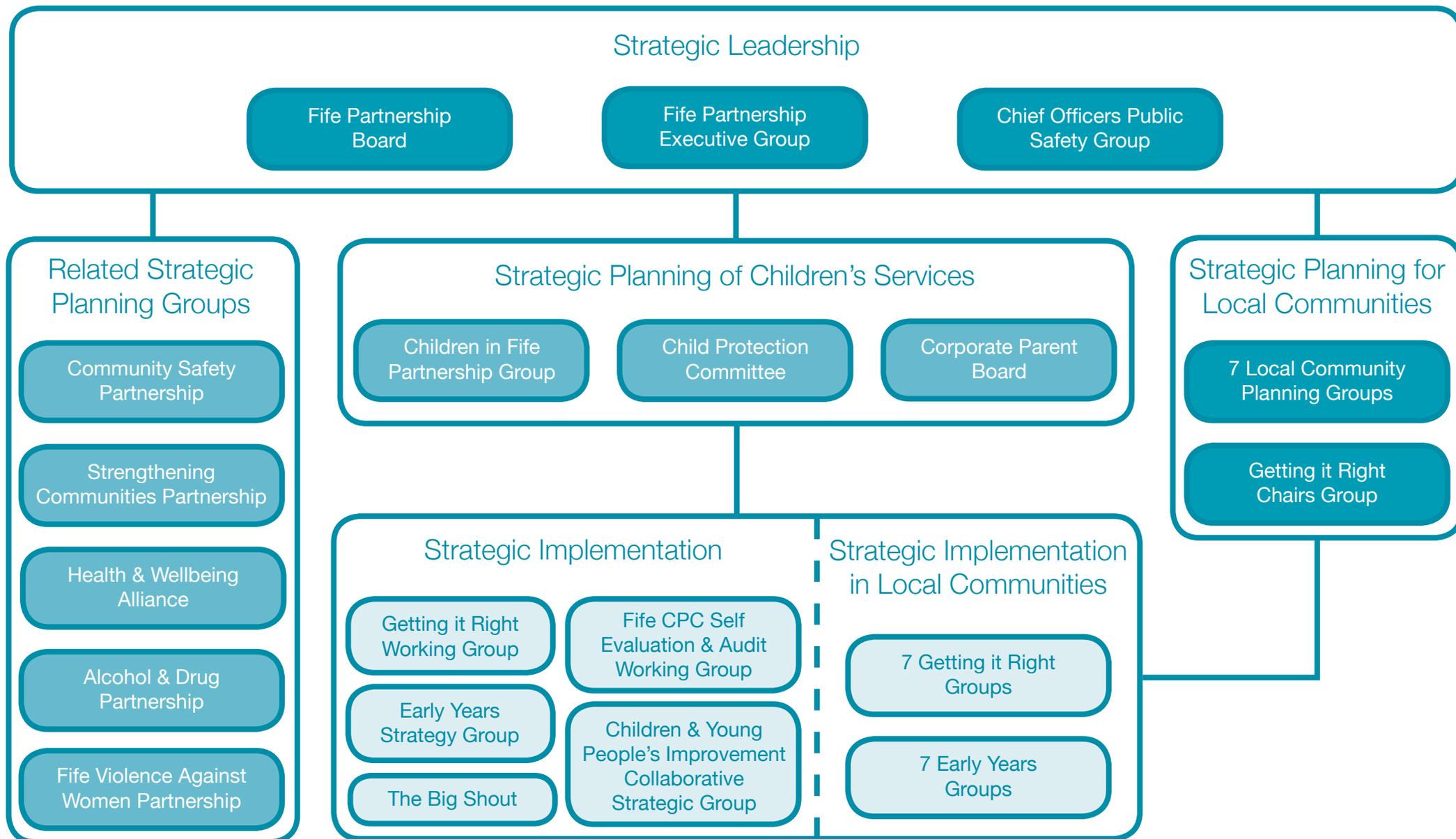


Managing Implementation of the Plan

Children in Fife, the leadership group of the Children's Services Partnership, has worked with the Child Protection Committee and other key strategic partners to produce the Fife Children's Services Plan 2017-20. Implementation of the plan will be supported by a number of strategic groups at Fife and locality level, helping to ensure that outcomes are improved for children and young people across Fife with a clear focus on local priorities. The Children's Services Plan will provide a key strand of work within the Local Outcomes Improvement Plan for Fife.

Progress against the plan will be the subject of ongoing self-evaluation by the Children's Services Partnership, based on the quality indicators set out in "How well are we improving the lives of children and young people?" - the guide to self-evaluation of children's services produced by the Care Inspectorate.

Our Management Structure





Fife's Community Planning Partners: Fife Council • NHS Fife • Fife's Voluntary Sector • Police Scotland • Scottish Fire & Rescue Service
• Fife College • Scottish Enterprise • St Andrews University • SEStran • Skills Development Scotland • Scottish Government
Working together to deliver our Community Plan and strengthen Fife's future www.fifedirect.org.uk/communityplanning