

Dumfries and Galloway Community Planning Partnership

Joint Annual Report on our Children's Services Plan

Year 2: April 2018 to March 2019



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Introduction

This is the second Joint Annual Report on Dumfries and Galloway's [2017- 2020 Children's Services Plan](#) and covers the period April 2018 to March 2019. The aim of this report is to demonstrate how well Dumfries and Galloway have continued to achieve the overall [aims of children's services planning](#) as set out by the Scottish Government in statutory guidance:

In Dumfries and Galloway, the partnership has taken an evidence-based approach to children's services planning with a focus on prevention, early intervention and vulnerability. The underlying principles of the plan include

- strong collaborative leadership with a readiness to provide resources to achieve shared aims;
- a commitment to addressing inequalities, for example poverty and the impact of disability
- a rights-based approach;
- a commitment to smarter working
- a commitment to providing services that are shaped by the views of children and families.
- the need to be ambitious and aspirational while being realistic about prioritising what can and will be delivered.

Dumfries and Galloway's Children's Services Plan contains six priorities with Getting it Right for Every Child (GIRFEC) as the overarching framework through which they are being delivered:

Our priorities are:

1. We will ensure that children and young people are safe and free from harm
2. We will ensure children and young people get support at the earliest appropriate time through prevention and early intervention
3. We will improve the wellbeing and life chances of our most vulnerable children and young people
4. We will work to reduce or remove barriers so that all children and young people have equality of opportunity
5. We will deliver the best possible health and wellbeing for all children and young people
6. We will raise attainment and be ambitious for all children and young people

The first Joint Annual Report on the current Children's Services Plan, for the reporting period 2017 to 2018 was submitted to Scottish Government in 2018. In 2018, we evaluated that we had made positive progress across all priorities and had particular strengths in the areas of child protection.

When developing the first report, the partnership also reviewed the priority actions to ensure that these were still the right ones needed to deliver the aims of the plan in a changing financial landscape. The review resulted in some re-prioritisation of actions but the plan maintained the same focus with all the priorities continuing into the second year of delivery.

In evaluating progress in Year 2, the partnership followed a similar process as in the previous year. Data on delivery and impact of priority actions was analysed in multi-agency workshops with collaborative judgements agreed on progress, strengths and challenges. Particular scrutiny was given to timescales as the plan enters its final year of delivery.

This report provides a summary of our key strengths in the reporting period and any challenges and opportunities as we move forward with delivery of the final year of the plan. The summary is followed by detailed information on against our priority actions.

Summary of Progress to date

Our approaches: key strengths

Children, young people and their families have a diverse range of needs. Within Dumfries and Galloway there is a huge infrastructure of services which support children and young people. These range from universal services accessed by all children, such as education or health visiting, to highly specialised services provided to our most vulnerable children such as child protection planning or looked-after children health specialists. Services are provided by a wide number of agencies including Social Work, Police, NHS, and the Third Sector.

With the range and complexity of services for children, young people and families, to plan effectively, leaders across all agencies need to work together to achieve a shared vision. In Dumfries and Galloway, we have significantly strengthened our collaborative leadership. We have reviewed and improved our governance and accountability arrangements and are clear on our respective roles and responsibilities. We have made joint decisions to provide resource in order to deliver actions in the plan.

For leaders to plan effectively, performance and management data is necessary to support decisions about what to prioritise in children's services, and to provide evidence about how well the shared vision is being achieved. We now have robust systems that monitor and track performance across a range of activities. We are also routinely using quality assurance improvement methodology to test and deliver change and improvement.

As a partnership, we seek to learn from best practice across Scotland and we are outward looking – working with other areas and agencies to support our improvement agenda. We have worked with CELCIS on a number of initiatives including the PACE programme and the child protection minimum data set. We have participated in national developments such as the Realigning Children's Services Programme and this will assist us in effective prioritisation for our next Children's Services Plan.

Dumfries and Galloway Children's Services Plan sits within the overarching framework of Getting it right for every child. We aim to ensure that the child is at the centre of all planning activity and that we work with children and families in as streamlined a way as possible around the child.

In Dumfries and Galloway an estimated 25% of children are living in poverty, and the rural nature of the region means that much of this poverty is dispersed across small communities. Dumfries and Galloway have adopted a strategic approach to addressing poverty which includes an Anti-Poverty Strategy and Action Plan that mirrors the national strategy of the Scottish Government. This is led by a strategic group which is supported by the Tackling Poverty Reference Group. This reference

group is comprised of volunteers who have experience of poverty in their lives. The Anti-Poverty Strategy is delivered by a major investment of ring-fenced resources including Policy Development Funding from the Council.

Children and young people have a right to be involved in decisions that affect them. We have taken a right-based approach in Dumfries and Galloway and we have made considerable improvement in our approach to engaging and working with young people both at an individual and strategic level.

Dumfries and Galloway operate in a very challenging environment where as a partnership we are contending with workforce recruitment and staff capacity issues as well as financial pressures. In this environment it is critical that we are as efficient as possible in our planning and use of resources. To this end, we have streamlined our strategic and business planning approach to avoid duplication and make best use of resources. Despite the severe fiscal environment and capacity challenges we are maintaining improvements.

Priorities: overview of progress

Our first priority is to ensure that children and young people are safe and free from harm. Over the last year we have continued to work effectively as a partnership to ensure we identify and respond to children and young people in need of care and protection. We have continued to advance an ambitious programme of transformation which reflects the national agenda for change. The establishment of a joint Public Protection agenda has assisted in more effectively managing joint resources and overlapping areas of responsibilities across all areas of Public Protection ensuring deployment of resources more effectively and sharing of best practice.

Our second priority is to ensure that children and young people receive support at the earliest opportunity through prevention and early intervention. Dumfries and Galloway's approach to this has been to continue our focus on GIRFEC implementation and services that support families in the early years. Our early intervention activities also include the review of our Youth Justice service and our diversion processes. In our implementation of GIRFEC, we have reviewed and refined our GIRFEC practice materials and existing support and governance arrangements; and have increased the support available to staff. The focus on the early years includes: the provision of an evidence-based suite of parenting programmes; implementation of 1140 hours of childcare & early learning; development of family centres and our implementation of the Family Nurse Partnership and the Health Visiting Pathway.

Our third priority is to improve the wellbeing and life chances of our most vulnerable children and young people – those who are care-experienced. Progress against actions in this section of the Children's Services Plan has been mixed. We have made good progress with regard to engagement with our care-experienced children

and the lived experience of these children and young people is shaping the action plans of our looked-after children's Champions Board. We have significant success in supporting care-experienced young people into further and higher education. However, we have faced challenges in monitoring and supporting long-term outcomes for our care-experienced children and young people and we continue to seek possible solutions to this.

The fourth priority in the plan consists of a range of approaches and actions aimed at reducing barriers such as poverty, disability and caring responsibilities, and promoting equity of opportunity. Progress against this priority has been mixed. Dumfries and Galloway have adopted a systemic approach to addressing poverty with robust governance arrangements and considerable resource allocation. Engagement and participation of young people has been a particular area of improvement, with the development of structures for youth participation and the success of 2018 Year of Young People. Young Carers' services in D&G have been at the forefront of service development nationally, particularly with the development and implementation of our Young Carers Statements in partnership with Social Work and Schools Services. Other actions, for example development of a Disability Strategy and the full implementation of Self-Directed Support within Children's Services, have made progress but this has been slower than planned.

Our fifth priority is to deliver the best possible health and wellbeing to all children and young people. Actions focus on three areas: prevention, early intervention, and the provision of specialist services. Preventative and early intervention activities include breastfeeding and infant nutrition; dental health interventions; increasing levels of physical activity and promoting sexual health. In response to engagement with children and young people, and national and local priorities, we have taken an approach that focuses on and prioritises mental health with a range of low-level psychological supports in schools.

The focus of our sixth priority is on improving attainment; continuing to improve our delivery of services to children and young people with additional support needs; ensuring we have a suitably skilled workforce to deliver increased early learning and childcare; improving curricular choice; raising aspirations; support for positive destinations, and effective partnerships between schools and employers. Overall some progress has been made in improving attainment for all pupils aged 5 to 18 and in narrowing the attainment gap. We have continued to improve our delivery of services to children and young people with additional support needs in the context of increased demand and reduced resources. We have made very good progress in the development of our early learning and childcare workforce. Curriculum planning is taking place collaboratively, informed by young people's voice and demand for skills and qualifications driven by economically important sectors in our local area and nationally. We are maintaining positive destinations and an increased number of young people are accessing accredited work-based learning through the DG Employability Award.

Examples of successful development:

Our children's Multi-Agency Safeguarding Hub (MASH) delivers fast effective multi-agency information-sharing and decision-making when children and young people are at risk of harm.

We have invested in our school estate to ensure our children have improved opportunities to learn and develop – examples include Dalbeattie Community Campus and the Bridge in Dumfries.

We have maintained our focus on increasing physical activity rates and can demonstrate that we fewer inactive children and young people.

We have developed an integrated approach to education in S5 and S6 across all 16 secondary schools in Dumfries and Galloway. This approach means that schools can offer young people more flexibility with their options and choices and this will help us ensure that young people continue to enter positive destinations.

We consulted with children and young people about their health needs and they told us that support with mental health was very important to them. This led us to prioritise support for mental health in schools and we developed an approach which involves Youth Workers delivering low-level mental health interventions in schools

Our delivery of the Incredible Years parenting programme has been very successful. This programme is for the parents and carers of children aged 3 to 6 and parents who took part have given us positive feedback about how they have gained confidence and improved their parenting skills.

We developed an Action Plan to address Child Sexual Exploitation in Dumfries and Galloway. We launched this plan with a huge publicity campaign to raise awareness across the community and support effective identification of young people at risk

We set up a GIRFEC Practice Log to help staff get support with issues they faced in carrying out the function of named person. The overall aim is to help staff so that GIRFEC processes work more effectively for the child and family.

The development of our Regional Youth Council will give young people a representative role - including those from marginalised groups - and ensure that young people's voices are listened to and acted upon by Elected Members and Officers.

Engagement and Participation

In Dumfries and Galloway, we believe that children and young people should have a voice and influence in everything that affects them. The right to be heard and taken seriously applies to decisions involving individual children as well as the design and delivery of services and policies. Children and young people have their own needs and aspirations and, importantly, the right to express their opinions and have their views respected. To this effect, a multi-agency engagement and participation strategy for children and young people was agreed in June 2018. This strategy brought together a range of engagement activities from across partner agencies.

The strategy has three aims:

- To develop a culture of participation in Dumfries and Galloway
- All children, young people and their parents/carers who want to, should be fully involved in their own care-planning and the decisions that affect them as individuals.
- All children, young people and their parents/carers who want to, should have a voice in shaping the services they use.

Developing a culture of participation in Dumfries and Galloway

The 2018 Year of Young People was an ambitious, year-long programme of events and activities for young people in Dumfries and Galloway; some universal and others targeted at young people who were less likely to engage with services. Young people were able to have their voices heard through these activities, but the Year of Young People also raised the profile of young people in Dumfries and Galloway and raised awareness of young people's right to be heard.

We have a responsibility to report on Children's Rights in 2020 and we have agreed a process for this. It is planned that once trained, the elected youth representatives (see below) will have a key role in rights-reporting.

Areas for improvement in 2019-20 involve delivering a range of communications activities with multi-agency staff to raise awareness of children's rights.

Involvement in individual care-planning and decision-making

Dumfries and Galloway Public Protection Committee are leading on the engagement of children and young people in child protection processes. Feedback from children and parents/carers who attend meetings is now starting to be systematically collected and reported to the Performance and Quality Sub-Committee of the Public Protection Committee to inform wider quality assurance activity.

We are working with the Centre for Excellence for Children's Care and Protection (CELSIS) to improve the way that our looked-after children and young people gain a

settled, secure and permanent place to live as quickly as possible. We have produced information for children and parents that helps them better understand the planning processes that they are involved in, and the journey to 'permanence'. We routinely monitor the views of parents who attend the Permanence Panel. We have tested a process for producing a timeline of a child's journey through the permanence process and we have trained staff in this. This visual representation of the child's journey has a profound emotional impact on staff and helps to promote a sense of urgency with regard to achieving permanence for the child.

A voice in shaping services

Two key developments during the Year of Young People were the 10,000 Voices youth consultation and the implementation of the Council's Youth Participation Strategy that established structures for youth democracy in Dumfries and Galloway. A total of 10,642 young people participated in the 10,000 Voices consultation which incorporated questions relating to issues directly impacting young people. The findings will be used to develop a 5-year strategic plan for youth services and for the new Youth Council.

Elections for representative youth positions began in September 2018 with over 120 young people declaring an interest in standing for Scottish Youth Parliament or Youth Council. Of these, 80 young people participated in an introductory and campaign training programme. A total of 51 young people stood for election with 34 being elected on 01 April 2019. The final Youth Council structure combines geographical communities and marginalised communities of interest. The Youth Council will undergo training until mid-2019 at which point they will become active in their roles. The foundation for the Youth Council's action plan will be determined by the findings from 10,000 voices to ensure that the elected group are representing more than their own experiences when championing change on behalf of young people across the region.

In Child and Adolescent Mental Health Services (CAMHS) a Participation Worker was employed to engage with children and young people using the service and their parents/carers and deliver a range of opportunities for them to shape the development of the service and provide ongoing feedback on their experiences.

Key messages from children and young people

In the 10,000 Voices consultation, young people were asked about the top 5 issues that affected them in their local area (their ward), and the top 5 issues that they would like more information on. These issues varied greatly across the region and this reflects the nature of Dumfries and Galloway as a large geographic area with a diversity of experience among young people in communities across the region. For Dumfries and Galloway as a whole, the top five issues affecting young people are:

1. Bullying;
2. Diet and body image;
3. Mental health;
4. Smoking;
5. Transport

The top five issues that young people want more information on in Dumfries and Galloway are: 1. Alcohol use; 2. Crime and law; 3. Drug misuse; 4. Employment; 5. Transport.

Other issues in the 'top 5' affecting young people by locality were: disabilities; LGBTQI+ support; employment; young people's rights; 'what's on in my area'; pregnancy; sexual health; sexting and pornography; and benefits.

A report with detailed findings of this engagement with young people was produced, and the findings were shared with community planning partners and will be used to inform a five-year plan for the Council's Young People's Services.

In the Listen2Us consultation, 98 care-experienced children and young people responded in full to questions around their:

- Experiences of going into care and the information they received
- Knowledge and understanding of Children & Young People's rights
- Relationships with key services with a Corporate Parenting responsibility
- Issues impacting CEYP that they wanted to be a priority for Listen2Us
- Knowledge and understanding of the decisions they can be involved in
- Awareness of who to speak with should there be a problem
- Stigma and stereotypes surrounding CEYP

The responses provide a rich source of information relating to care experienced young people. Responses have been analysed to test any patterns or trends emerging from different age groups, types of care experience and geography; where young people live.

There are some key messages emerging, however, which will inform our improvement priorities. We need to provide more information for children and young people about being care experienced, when they are taken into care, what their rights are and which decisions they should be included in.

Positively 80% of respondents said they knew who they could speak to and over 60% either knew all or some of their rights. Understanding of the key role of social work varied with 36% reporting that they fully understood and 49% that they partially understood. Children and young people did feel included in the decisions made about them with 31% feeling completely included and 47% 'kinda' included.

There was a variety of responses to the questions about quality of relationships with particular services. These were mostly positive with relationships graded good or great ranging from 31% for police to 70% for youth services. Services, however, will need to explore further the fact, that with the exception of Youth Services, 14% to 31% responses rated their relationship as poor with key services. It would be important to further understand whether there is a group of young people who have

poor relationships with all agencies or whether these figures represent different young people.

There are a number of issues of importance to care experienced children and young people but improving communication and contact with siblings were the top two issues.

Challenges

All individual services have their own particular challenges, but there are those that we face together as a partnership, for example staff capacity. This is a serious issue across the partnership with a reducing number of staff and less capacity for development work. A significant workforce challenge in Dumfries and Galloway is that we face difficulty in recruiting and retaining staff in a range of roles across all agencies in the region.

Next steps


2019-2020 will be a busy year for Dumfries and Galloway children's services. Maintaining a focus on improving outcomes for children and young people while delivering a savings agenda will be challenging. As part of our commitment to deliver better outcomes and work more effectively with families Dumfries and Galloway have committed to implementing Signs of Safety - a strengths-based, safety-organised approach to child protection casework. Staff training is in progress and it is planned that this approach will be operational by November 2019.

Dumfries and Galloway are also participating in the Scottish Government's Realigning Children's Services (RCS) Programme and have just completed the wellbeing surveys across almost all schools in Dumfries and Galloway. The next phase of the RCS programme will support our partnership in identifying joint priorities for our next Children's Services Plan (2020 to 2013).

Planning for the next Children's Services Plan will begin in September 2019 and will be informed by our participation in the RCS programme. While Dumfries and Galloway will continue to seek to deliver improved outcomes for all children and young people, given the financial challenges, the next Children's Services Plan will maintain its focus on vulnerability and particularly those children in need of care and protection.

Progress against our priority action plans

Priority 1 – We will ensure that children and young people are safe and free from harm

Key:  = completed actions

Actions To do this we will:	Progress against actions	Evidence
1.1 Review the effectiveness of the Children's Multi-Agency Safeguarding Hub (MASH)	<p>The review of MASH concluded in December 2018 and findings were very positive. The establishment of MASH led to improved collaborative working. Effective sharing of information and robust joint decisions that were timely and proportionate. There is clear evidence of improvement in outcomes for children and young people at risk of harm. The following information summarises the actions taken in respect of MASH;</p> <ul style="list-style-type: none"> • An Annual Report was completed December 2018. The report provides evidence that the development of the MASH had been successful in meeting its objectives • The establishment of a performance framework and quality assurance system around MASH ensures that performance is tracked and monitored and where necessary remedial action is taken in a timely manner • MASH performance reporting continues to form part of the overall child protection performance reporting cycle • Regular oversight & scrutiny of decision making underpinned by IRD Review process & Escalation policy ensures continuous improvement. 	<ul style="list-style-type: none"> • Annual Report • Preparation of quarterly reports on Performance • Survey of staff • Individual interviews with staff and partners • Steering group minutes • Findings from Audits tabled at PPC
1.2 Improve the efficacy of planning and decision making for children in child protection processes by exploring and examining evidence-based approaches (Signs of Safety)	<p>Good progress has been secured in relation to the introduction of Signs of Safety Approach. This is an evidenced based approach designed to improve the quality of assessment and risk assessment across the partnership. Evidence of improvement in planning and decision making in respect of Signs of Safety is positive and an implementation plan is now in progress.</p> <ul style="list-style-type: none"> • PPC were presented with an options paper on Signs of Safety and agreed to the introduction of this approach across D&G. 	<ul style="list-style-type: none"> • Initial report and Presentation to PPC • Minutes of PPC • Evaluation of research and costing to PP

	<ul style="list-style-type: none"> • Background reading/research has now been completed, including contact with other LA's who have previously implemented SoS Approach. • Funding has been secured and is expected to be in the region of £35,000 to £45,000 • An annual maintenance cost is expected to be in the region of £5,000. • Implementation plan has been developed and agreed by PPC • Staff have been identified to participate in training • Training plan has been agreed and is now underway • Leadership training has been agreed and partially implemented. • Signs of Safety will be applied primarily in Child Protection cases, • Signs of Safety approach is also being considered for adults. • Overall progress will be monitored by PPC. 	<ul style="list-style-type: none"> • Implementation plan • Training plan
<p>1.3 Improve the quality of assessment and planning for children by taking the learning from SCRs and Quality Assurance/Self-Evaluation and implementing new/revised processes to improve practice and monitor the effectiveness of these.</p>	<p>Progress has been made in relation to driving up standards in relation to the quality of assessment and planning. The identification of learning from ICR/SCRs, findings from self-evaluation activity has influenced the range of improvement activity undertaken. This development of a learning culture has been a key objective of PPC with a recognition that this is necessary to secure continuous improvement. The following information summarises progress to date:</p> <ul style="list-style-type: none"> • There has been an initial review of the current structure supporting ICR/SCRs. This has strengthened monitoring and evaluation and provided an effective oversight of existing ICR/SCRs • There has been a systematic approach to performance management/quality assurance which comprised of planned audits of practice, improved analysis of statistical data and feedback from service users. • There is a regular review of learning and development programme to ensure it meets the needs of practitioners • Reports on Learning from audits, SCRs, ICRs and info from Competency Framework have been instrumental in the design of training. A report was tabled at CSEG in November 2018 	<ul style="list-style-type: none"> • Draft Review of Procedures • Review of ICR/SCR structures • Draft Review of Procedures • Review of ICR/SCR structures • Training by SCIE • Programme of self-evaluation • Findings from practice audits • Form Bs submitted to Care Inspectorate • ICR/SCR improvement plans • Minutes of CRG

	<ul style="list-style-type: none"> • A draft amended CP plan template is being piloted. The new plan places emphasis on contingency planning. This will be further developed with the implementation of Signs of Safety. 	
<p>1.4 Embed consistent use of the neglect toolkit to improve early identification and response to children and young people living in neglectful circumstances</p>	<p>The implementation of the Neglect Toolkit was well received by practitioners and provided an evidence- based approach to aid the identification of neglect. This is an area where PPC have focused on securing improvement in the consistent use of the toolkit. Training continues to be delivered and the standard applying to Child Protection Case Conference has been reviewed and updated. PPC will continue to monitor progress to ensure compliance. In the intervening time the following actions have been taken forward:</p> <ul style="list-style-type: none"> • staff guidance on use of Toolkit is being refreshed and updated • The new guidance will be launched alongside the revised standard for case conference • Training reviewed and updated 	<p>Slippage due to capacity issues with delay in guidance being produced.</p> <ul style="list-style-type: none"> • A total of 212 staff have completed the neglect training to date.
<p>1.5 Protect children and young people from sexual exploitation and trafficking by implementing the actions within the Child Sexual Exploitation Action Plan (focusing on education/raising awareness of children and young people to increase prevention of CSE)</p>	<p>Very good progress has been secured in taking forward the action plan in respect of CSE. A range of activity is now underway to ensure children at risk of CSE are identified at an early stage. Work is also underway to review prevalence rates across D&G. Working alongside Barnardo's; D&G have piloted the use of a new framework for assessment. This adds to the menu of existing evidence-based approaches available to staff. A recent launch of a comprehensive campaign has helped raise the profile of the need of children. The following summarises the actions taken:</p> <ul style="list-style-type: none"> • Action Plan revised in-line with the National CSE and presented to PPC in Aug 2018, • Systems & process agreed through the introduction of the SERAF tool and supporting guidance. • Referral to MASH as per our CP processes; details of such included within the revised guidance. 	<ul style="list-style-type: none"> • CSE Action plan • Public information • Review of public Protection Website • CSE Campaign • Pilot results on SERAF tool • Minutes of CSE Sub-group • One day event • Reports to PPC • Training calendar

	<ul style="list-style-type: none"> • CSE training continues to be a priority within the CS Training Calendar & e-learning being developed by the National L&D Group/National CSE Group. • CSE Awareness Raising Campaign agreed by PPC in Jan 2019; various platforms being utilised – social media, press, bus adverts etc • Conference held on 13 March 2019 which included CSE. 	
<p>1.6 Improve standards of professional practice through the delivery of effective staff support systems including supervision, induction and learning and development programmes.</p>	<p>This is an area where progress has been secured. The matter was raised through an SCR and this led to a review and updating of current approaches within Health and Social Work. The approach has met with a good degree of success in providing staff with the advice, guidance and support required. NHS Dumfries & Galloway is committed to ensuring all staff receive effective management and clinical supervision. The Clinical Supervision policy covers all aspects of supervision within the Women & Children's and Sexual Health Directorate.</p> <p>Supervision is part of the clinical governance agenda, supporting safe, high quality patient centred care; promoting professional development, and fostering an open culture of learning from positive and negative events and replicating best practice. Clinical supervision in the workplace is a way of using reflective practice and experiences as part of continuing professional development and improving care for patients.</p> <p>Dumfries and Galloway Women & Children and Sexual Health Directorate have endorsed this by committing to a framework for supervision for staff. This will include training; management; monitoring and evaluating processes.</p> <p>The following summarises the actions taken:</p> <ul style="list-style-type: none"> • SW supervision template for C&FSW was reviewed and implemented in Oct 2018. • SSW's have provided positive feedback of the template in Feb 2019 • Evaluation within SW is scheduled to take place during supervision between LM & SSW. • Supervision will also be a standing agenda item at the SSW meeting which is held every 6 weeks. • As part of the implementation of Signs of Safety, the use of the supervision template will be formally evaluated as part of this process 	<ul style="list-style-type: none"> • Updated supervision polices fully implemented and reviewed. • Outcome of staff feedback • Relevant extract from minutes of SSW that discusses supervision • Focused Learning and Development programmes for all staff. • Data can be regularly sourced from the Learning & Development Database, with annual reports produced. • No current data on the NHS framework due to changes in data gathering process, but a plan is in place to capture data going forward.

	<ul style="list-style-type: none"> • NHS Supervision operates alongside Performance Appraisal and the TURAS Reviews as part of continuous professional and service development. • NHS Supervision policy has been mapped to national strategies, and evidence based professional frameworks. These include the Children's Services HMI inspection, GIRFEC, Quality Strategy and Professional Registration Guidelines. 	
1.7 Improve the quality of service delivery through regular review and updating of policies and procedures including multi-agency child protection procedures	<p>Good progress has been secured in this area. The Policies and Procedures standing group has recently been reviewed and updated. A framework to scope all relevant policies and procedures has been developed and completion is at an advanced stage. This will be monitored by PPC. The following actions summarise progress secured;</p> <ul style="list-style-type: none"> • Draft Framework being produced which will include a list of prioritised P&P across the three agenda areas – to be tabled at PPC in April 2019 • Regular reporting to Practice Improvement/ PPC as appropriate. 	<p>Complete but ongoing core business</p> <ul style="list-style-type: none"> • Reports to PPC • Framework for updating policies and procedures • Action Notes of the policies and procedures standing group • Service Quality long-term remit for PQ and PI sub-committees
1.8 Assist the wider community to recognise and report concerns about children in need of care and protection. We will do this by	<p>The Communication Standing Group has been reviewed and updated. TOR have been completed and membership agreed. A communication plan is now being progressed and will support the communication strategy approved by PPC in February 2019. The following summarises actions taken;</p> <ul style="list-style-type: none"> • CP Public information revised in 2018 • Data for source of referrals can be undertaken via Mosaic • Progress communication and service user engagement work agreed as a priority • Initial plans developed for service user engagement. • CSE Campaign 2019 	<ul style="list-style-type: none"> • Minutes of communications standing group • Reports to PPC • Progress against action plan • Public Information • Communications strategy • Service user engagement initiative • PP Website • CSE Awareness-Raising Campaign

<p>1.9 Develop and deliver services which are responsive to the needs of children including those recovering from trauma and abuse</p>	<p>It is difficult to identify specific gaps as trauma comes from many different causes and manifests in many ways. This is both a local and national issue. A gap is to get better at identifying the types of trauma support required and identifying unmet need due to lack of service. Signs of Safety will help with this. This will enable us to focus on what services we need to develop. We need to continue to be involved in any national work to influence future policy, guidance, service development etc.</p> <p>Children and Families Social Work, Psychological Services and LAC Health Team have identified the limited resource available locally. There is no single service that can meet the wide range of needs for children and young people, especially those recovering from trauma and abuse. Most trauma support is provided by staff in our own services, education staff, social work and social care staff, foster carers, health staff. We offer training to support staff in these services to meet the needs of children and young people recovering from trauma and abuse.</p> <p>Children and families have benefited from the direct provision of services provided by organisations who were grant-funded or commissioned on behalf of the Council.</p> <p>Following services are available for agencies to use:</p> <ul style="list-style-type: none"> – Women’s Aid – South West Rape Crisis – Relationship Scotland – CAMHS – LAC Health Team – Psychological Services <ul style="list-style-type: none"> • Children and young people who are involved with Dumfries and Stewartry Women’s and Wigtownshire Women’s Aid are supported to address issues in relation to domestic abuse and trauma with direct involvement with their Children’s workers. • South West Rape Crisis have undertaken a review during 2017-2018 and have reconfigured their service to offer direct counselling to young people over the age of 11-18 years who have experienced rape or sexual assault. 	<p>This action links with 1.14</p> <ul style="list-style-type: none"> • Relationship Scotland delivers 1000 counselling hours and of this, 241 counselling hours were provided to Carers, and 475 children indirectly benefited from parents engaging in counselling. Of the 475 there were 100 children under 5 years of age.
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	<ul style="list-style-type: none"> Relationship Scotland currently work with families who have experienced separation and no longer live with their birth family member. <p>Next Steps</p> <ul style="list-style-type: none"> Locality Managers and Senior Social Workers will identify unmet need for children and young people recovering from trauma and abuse. This will help inform of specific gaps. This will be completed by end of May 2019. Improvement plan will be completed once unmet need has been identified and tabled at PPC June 2019 as will the SMART based plan. 	
1.10 Improve the adherence to and monitor the effectiveness of the Pre-Birth Protocol.	<p>This is an area that PPC have placed emphasis on over the last few years. There is evidence of improving practice. Good progress has been made in reviewing and updating policies and processes. Regular audits of practice are undertaken, and this provides a baseline for practice. Whilst there is still work to do there is evidence of improvements in respect of practice. The following summarises the improvement actions undertaken:</p> <ul style="list-style-type: none"> Protocol reviewed and relaunched date week beginning 20 August 2018 Focus groups/ 7-minute briefing and workshop all undertaken Audit completed and reported to Strategic Pre-Birth Planning Group and improvement actions added to their Action Plan. Monitoring of impact of changes continues on a regular basis. 	<ul style="list-style-type: none"> Reports to PPC Minutes of PPC Minutes of Chairs meeting Minutes of COG Minutes of P&Q 7-minute briefing Audit findings Focus group
1.13 Ensure information is provided to support children and families affected by the Justice system throughout the justice journey and encourage community justice partners to use of the Framework for the support of families affected	<p>Significant commitment to providing and attending Out of the shadows training across Dumfries and Galloway. This training highlights the experiences and needs of families affected by imprisonment and provides participants with the tools, techniques, and resources to better support them. Funding was sourced to provide posters and information cards signposting families and children to the appropriate support. These have been well received after being distributed to partners. These are also available in both courts (Dumfries and Stranraer) and participant were keen to be added to contact lists in Dumfries and Stranraer enabling more effective information sharing</p>	<ul style="list-style-type: none"> In total 68 people attended Out of Shadows training from over 18 agencies 50 additional places have been funded for Out of The Shadows training. Dates to be confirmed.

<p>by the Criminal Justice System</p>	<p>Through the Community Justice Partnership, Families Outside, supported by the CJ Manager three 'Out of the Shadows' training sessions have been delivered across the region. Originally only two sessions were agreed, however due to demand an extra session was added. This training received good evaluative feedback</p>	
<p>1.14 Develop closer links with Children's and Families Social Work, Child Protection and Youth Justice to ensure the vulnerability and needs of children affected by parental imprisonment are considered</p>	<ul style="list-style-type: none"> • Community Justice presentation delivered to Youth Justice team. • CJ Manager continues to sit on Youth Justice Partnership and Youth Justice represented on CJP. • Through the Community Justice Partnership, a pilot session of multi-agency trauma training took place in March 2018 and evaluated well. 26 people attended. Four further sessions were agreed and widely publicised. To date, training has been delivered to over 200 people from a wide range of agencies and all sessions have evaluated well with increased awareness evident. Due to demand, larger venues had to be booked to accommodate numbers. This has been achieved on zero budget. We remain one of the first areas in Scotland to take this local approach on such a large scale. 	<ul style="list-style-type: none"> • To date 143 people attended multi-agency Trauma-Informed-Practice training with wide representation from all areas of social work, education, police, prison and third sector
<p>1.15 Continue to address the significant impact on children of domestic abuse and other forms of violence against women by developing and implementing a local version of Equally Safe (Scotland's strategy for preventing and eradicating violence against women and girls) within Dumfries and Galloway.</p>	<p>Both Women's Aid organisations continue to provide support to CYP affected by Domestic abuse</p> <p>Dumfries and Galloway have been awarded White Ribbon Status for the region's work against domestic abuse and gender-based violence. There were significant activities and events including training White Ribbon Speakers; encouraging local people to sign the pledged to "never commit, condone or remain silent about violence against women"; and liaison with Queen of the South football club to support D&G becoming a White Ribbon area. The award was presented on 17th March 2017 at the Dumfries and Galloway Community Planning Executive Group meeting.</p> <p>There will be annual reporting on the ESQS&PF as part of the national commitment to Equally Safe.</p>	<ul style="list-style-type: none"> • 30 awareness-raising sessions were delivered to children and young people that identified different types of violence against women and the impact of these. Information was also provided on where people experiencing such abuse can gain support. • 639 young people received inputs between 04/04/18 – 08/02/19. The inputs were

		<p>on White Ribbon and domestic abuse (see above) and there was also involvement in Big World and The Toon (a peer-support experiential awareness-raising resource for young people).</p> <ul style="list-style-type: none"> • Both Women's Aid groups provide information on and numbers and outcomes on the support they provide to children and young people to their funders. Reports are available.
1.16 ADP will continue to prioritise funding of a Young Carers project for children who are carers for their parents who have drug or alcohol problems.	<ul style="list-style-type: none"> • We have agreed to continue to fund the Carers Centre for Young Carers affected by substance misusing parents for a further year until March 2020. 	See Action 4.17 on the Young Carers Project. Report from the Young Carers' Project is available.
1.17 Examine the current provision of services to children and young people who have a drug or alcohol problem including working with ISSU18	<ul style="list-style-type: none"> • ADP are about to commission a needs assessment around the needs of Children and Young People affected by their own or someone else's substance misuse (including Looked After Children and YP and Young Carers). Discussions are taking place with other ADP areas about carrying out a joint commissioned needs assessment. The aim is to have this completed by December 2019. 	

<p>(NHS statutory drug and alcohol C&YP service) to ensure that the services provided are in line with government priorities and targets.</p>		
<p>1.18 Develop mechanisms to ensure improved communication for children and young people affected by parental substance misuse (CAPSM) with adult alcohol and drug services.</p>	<ul style="list-style-type: none"> • Ongoing discussion at partners group to ensure there is connection between adult and children substance services 	
<p>1.19 Ensure that protocols are in place to enable appropriate and timely liaison to take place where children may be cared for by or in contact with an adult who may themselves be at risk of harm.</p>	<p>There is a draft process which will be included in the multi – agency procedures for both adult and child protection which are being prioritised.</p>	
<p>1.20 Update policy & procedure to ensure that those vulnerable young people who are in the 16-18 age group, when necessary, receive support from either Adult Support and Protection services or Children's Services</p>	<p>Draft Protection Procedure developed for Social Work Services to inform practice within the MASH, for both Child Protection and Adult Support and Protection, when dealing with protection concerns for those aged 16-18 – awaiting formal sign-off before being disseminated. A wider multi-agency protocol for working with vulnerable young people will be taken forward by the PPC Policy and Procedure Group</p>	

whichever at that time is relevant & appropriate to their needs.		
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Priority 2 - We will ensure children and young people get support at the earliest appropriate time through prevention and early intervention

Summary of Progress in implementation of GIRFEC in Dumfries and Galloway		
<p>GIRFEC implementation in Dumfries and Galloway, and in particular, the delivery of the Named Person Service continues to provide support for children and families at an early stage. Partnership working is helping to deliver shared approaches to service delivery. Improvement activity in 2018/19 has focused on the continued review and refinement of GIRFEC practice materials and increased support arrangements for staff. The introduction of the GIRFEC Practice Log allows a fast, multi-agency response to issues from staff and the ability to identify emerging trends or more systemic issues which will require a strategic response. A high-quality programme of learning and development and the continued focus on the use of evidence-based tools such as the National Risk Framework and the Neglect Toolkit provides a range of opportunities for staff to reinforce their existing knowledge and skills and learn new ones. Work on developing guidance for staff on information sharing has been delayed by the awaited national Code of Practice which will now no longer be produced. Performance information is at an early stage with NHS data systems currently being developed. A staff survey of named persons in both Education and NHS provided positive results. An audit of GIRFEC practice is planned for 2019 and the RCS well-being survey of children and young people currently taking place will provide a picture of the views of children and young people re their well-being.</p>		
Actions To do this we will:	Progress against actions	Evidence
2.1 Continue to review and refine GIRFEC practice materials and embed into practice	<ul style="list-style-type: none"> • New Request for Assistance forms now in use • Guidance for named persons and others on 'when to produce a plan' had been developed, agreed and communicated -Briefing No. 86 • Child's Plan template has been amended to allow for progress to be better identified in individual plans, this was tested with staff, change agreed and communicated to all stakeholders -Briefing No. 86 • Guidance on role of Lead Professional has been drafted and is currently out for consultation 	<ul style="list-style-type: none"> • At the end of Feb 2019 there were 1009 Child's plans across the school population – the number of plans is increasing year on year.

<p>2.2 Provide appropriate support to staff to deliver our local GIRFEC approach</p>	<p>A survey of Education NP took place in April 2018 and NHS NP in August 2018 and findings were positive. Full report on survey was discussed at GIRFEC Leadership Group and CSEG in Nov 2018. Agreed to undertake annual survey. New governance and support arrangements were developed for named persons and put in place from August 2018. This was communicated to all named persons through a 7-minute briefing.</p> <ul style="list-style-type: none"> • 4X GIRFEC Leadership Groups have been held in the year • GIRFEC Practice log set up – single point of contact for named persons to highlight areas /issues and seek advice – August 2018 • Reports on Practice Log to GIRFEC Group – Oct/December and Feb • Report to CSEG – Feb 2019 <p>Full training programme continues to be delivered to support staff</p> <p>Re-establishment of GIRFEC Locality Groups agreed after a review of Annandale & Eskdale Locality Group considered at GIRFEC Leadership Group Locality Group Terms of Reference reviewed and revised Meetings with key agencies held and agreement reached on re-establishment of locality groups – first meetings planned for April / May 2019</p>	<p><u>NP Survey</u> 126 Named Persons in Education and 62% (78) responded. Of these 78, 76% (59) finished completing it. A total of 32 Health Visitors started the survey with 23 completing it entirely and 2 partially.</p> <ul style="list-style-type: none"> • 93% of Education NP and 92% of NHS NP strongly agreed that they understood their roles and responsibilities as a NP • 89% of Education NP and 82% of NHS NP strongly agreed that GIRFEC had improved the assessment of children’s needs and 82% and 72% respectively agreed that the GIRFEC has improved the way we plan to meet children’s needs. • 86% of Education NP and 82.6% of NHS NP strongly agreed that there are positive working relationships among practitioners in different services • 90% of Education NP and 78.3% of NHS NP strongly
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		<p>agreed that there were positive examples of joint working and shared approaches in service delivery.</p> <p><i>Full report available</i></p> <p>38 issues logged in the Practice Log All of responses within 10day timescale <i>Reports available</i></p> <p>Learning and Development Sessions Delivered 2018/19</p> <ul style="list-style-type: none"> - 3 x GIRFEC Assessment - 2 x Child's Plan & Solution Focussed - 2 x Intro to Child and Adolescent Mental Health - 3 x Neglect Toolkit - 1x Risk Assessment Framework - 80% of Schools attended Transgender Awareness Training <p><i>L&D Annual Report available</i></p>
2.3 Develop our model of informed consent/	High level meetings across agencies were initially held but the establishment of Scottish Government Independent Panel put these on hold. The panel decision not to produce	

engagement in respect of Information sharing practice in response to anticipated Scot Govt Guidance	information sharing guidance in January 2019 means that this will be a focus for D&G in 2019/20.	
2.4 Develop a quality assurance framework for GIRFEC	<ul style="list-style-type: none"> • Some performance data from education is available but NHS performance data is currently limited • Some limited quality assurance activity has taken place including a child's plan audit on transition which aimed <ol style="list-style-type: none"> 1. To review Child's Plans in order to develop more accurate recording systems in relation to different plans 2. To understand the translation rate of plans at transition from P7 – S1 3. To review the appropriateness of Lead Professional Role • The report on this audit is currently being drafted • Planned scoping in respect of numbers of named persons (education) who are regularly employing Solution-Focused Approaches when holding Child's Plan Meetings. This will encompass questions regarding training, coaching, mentoring, regularity of use, refresh requirements etc. • Planned audit of GIRFEC processes for Sept 2019 	<p>1009 Education Plans in place Data on RFA is now being collected in schools – 229 since Aug 2018.</p> <p>Transition audit -16 plans reviewed</p>
<p>Summary of progress in Parenting and Early Years</p> <p>We are making good progress with reviewing the suite of parenting approaches and have a more systematic approach to impact evaluation across the main interventions being offered. There has been a significant improvement in access to training for staff in our foundation model of care, Solihull. We now have 5 people trained to deliver training and there is a plan to offer new and updated training over the next year. Incredible Years has proved very successful and is likely to meet the target of running 10 groups this year. Uptake and retention of parents is higher than anticipated and better than the national average. Mellow Babies is continuing to undergo evaluation and good progress has been made in establishing the measurement required to evaluate this group approach further.</p>		

<p>2.5 Review and refine the current suite of parenting approaches and programmes including Incredible Years, PAFT, Solihull and Mellow Bumps</p>	<p>Delivery of the Incredible Years Programme</p> <ul style="list-style-type: none"> • We have trained staff to run high-quality parents' Incredible Years groups throughout Dumfries and Galloway, designed for parents/carers of 3-6 year-olds with behavioural or conduct issues. • In 2018/19 4 Groups have been run across D&G – Upper Nithsdale, Stewartry, Dumfries and Wigtownshire. Outcomes and feedback from parents and referrers have been positive. • Nearly 70 referrals for the block which started in February 2019 were received. 41 parents are attending the sessions. Groups are running in Dumfries, Kelloholm, Stranraer, Gretna and Castle Douglas. • Starting in 2018, a local improvement project resulted in development of the Solihull in Schools programme in 2018. This has been delivered in Maxwellton High School • It is available to all secondary schools, free of charge and supported by CAMHS. <p>Starting in 2018, an local improvement project resulted in development of the Solihull in Schools programme in 2018. This has been delivered in Maxwellton High School It is available to all secondary schools, free of charge and supported by CAMHS.</p>	<p>A new cohort of staff have been trained in Incredible Years</p> <p>4 x courses delivered Aug-Dec 2018 Total of 17 families engaged initially Positive evaluation scores and qualitative information from parents who attended</p> <p><i>Report available</i></p> <p>Feb 2019 courses – numbers of families Dumfries - 10 Stranraer – 6 Kelloholm – 6 Gretna – 9 (Primary School) Castle Douglas -10 (Primary School)</p>
<p>2.6 Further develop our community offer through the establishment of family centres/family centre approaches to include a parenting support offer.</p>	<p>Progress has been made with this action, with Lochside slightly further ahead than Park at this stage. Family Centres are now operational at the 2 designated sites (Park School and the former Lochside School site). Year 2 has seen further progress made in terms of building relationships, developing partnerships and working with the associated commissions linked to the two centres.</p> <p>Lochside Centre</p>	<p>Lochside</p> <ul style="list-style-type: none"> • Increasing number of partners involved – now 27 • Increasing number of families visiting for first time: <ul style="list-style-type: none"> – 2017/18 – 245 – 2018/19 – 375

	<ul style="list-style-type: none"> • Trust and relationships have developed, and parents are increasingly accessing the Centre for support, advice or containment in times of crisis • The centre now has its own Facebook page, and this is regularly used by families to message the Centre staff • Families are actively involved in sharing clothes, equipment, books and toys via the swap shop in reception. The Centre now also distributes surplus bread from Fareshare. • Incredible Years Programme is currently being delivered at the Centre • Regular activities include: Toy Library stay and play sessions; Babes in the Woods outdoor play; speech and language drop-ins; breastfeeding support; teeny boppers toddler group; cuppa and toast drop in; and the new parent-led 'bubble' group with supporting crèche. In addition to this the Centre hosts a number of meetings and supervised contacts throughout the week and is the base for Relationships Scotland's Child Contact Centre on Saturdays. <p>Park Centre</p> <p>There was limited progress made during 2017-18 due to delays in building works and capacity issues to support the development of 2 sites at the same time, however, 2018-9 has so far seen the beginning of a very a positive start to the transformation into a Family Centre.</p> <ul style="list-style-type: none"> • The Steering Group now meets monthly and is actively moving the developments forward: <ul style="list-style-type: none"> – group membership being extended – establish Facebook page (underway) – develop action plan – improving transition from creche' to nursery – testing a common approach for key services/activities: Fareshare; surplus food distribution; parental involvement • The Centre handbook has been reviewed and a system put in place to track feedback from families. • The Incredible Years Parenting Programme is currently being delivered at the Centre. 	<ul style="list-style-type: none"> • Footfall increasing <ul style="list-style-type: none"> – 2017/18 – 5,798 – 2018/19– 8,468 • 3,844 picnics were also collected from the Centre during the summer and October holidays as part of the Holiday Hunger initiative. • In 2018-9 the Centre hosted a total of 1,030 hours supervised contacts through Social Work. <p>Park</p> <ul style="list-style-type: none"> • Footfall in 2018-9 was 7,402 and of those, 278 were first time visits. Footfall is on a similar level to that of the previous year but there has been a considerable increase in first time visits. In 2018-9 the Centre hosted a total of 247 hours supervised contacts.
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	<ul style="list-style-type: none"> • Regular activities include: Creche parents group; tweenies group; baby group; dads' group; LAC health clinic; Women's Aid, Rape Crisis, and Speech and Language Therapy drop ins; SHAWL group (for people with long term conditions); child psychology and CAMHS appointments; Young Carers group; Relationships Scotland counselling sessions; and Park nursery activities. • In addition to this the Centre hosts Family Protection interviews, social work supervised contacts and a number of meetings. It also is the base for Relationships Scotland's Contact Centre on Saturdays. • There are 3 commissioned services which relate to the 2 family centres (2 directly, 1 indirectly). These will be reviewed from April 2019 to help assist move towards a more sustainable model for the Family Centres. 	
<p>2.7 Test the delivery of parenting approaches and improve parental engagement through Early Learning and Childcare provision.</p>	<p>In Dumfries and Galloway, one of our chosen parenting approaches is the Peep Learning Together programme. We selected this programme as it has a very robust evidence-base, also, the flexible nature of the programme means that the focus of the group can be responsive to localised data, to parental interest and to the setting. Overall, our progress with the delivery of Peep is very good. We set out to deliver Peep programmes in areas of disadvantage and to build capacity by training an additional 16 practitioners which will expand delivery of the programme in the future. We have successfully delivered programmes in priority areas and practitioners have completed train the trainer training, successfully delivering their first course in D&G. All delivery has received positive feedback from parents, practitioners and partners. 100% of parents who have completed a PEEP evaluation have agreed that they are now more confident in supporting their child's learning. Many Parents spoke about being more confident about their children moving on to P.1. Parents indicated they were more confident about early language skills and early maths skills.</p>	<ul style="list-style-type: none"> • 2 practitioners have completed train the trainer training and successfully delivered course in D&G. • First cohort of local training included 10 ELC graduate practitioners, 5 DGC staff and 1 third sector staff member,. • Total of 28 practitioners in Dumfries and Galloway now trained to deliver Peep, with 15 of those able to deliver the Peep parent accreditation through SQA. <p>Courses run</p> <ul style="list-style-type: none"> • A&E – 2 courses • 11 parents and 13 children • Wigtownshire -7 courses • 73 parents (19 have

		<p>progressed gain SCQF level 3) and 80 Children.</p> <ul style="list-style-type: none"> • Dumfries – 1 course • 6 parents and 7 children.. • Upper Nithsdale -5 courses 55 parents and 55 children with 10 parents progressing on to SCQF accredited units at levels 3, 4 or 5. • 2 parents on completion of the SCQF units have now gained employment as classroom assistants. • 2 parents progressed to D&G College
	<p>2 YOU-IP Dumfries and Galloway are part of the Scottish Government 2 YOU-Improvement Practicum to increase the uptake of two-year olds. This is also a priority for South West Regional Improvement Collaborative The multi-agency improvement team includes colleagues from NHS, Social services, Education and Scottish Childminding Association</p>	<p>Work is ongoing to improve the current uptake of places. Dumfries and Galloway's uptake is 28% of the eligible cohort. (December 2018)</p>
	<p>Family Nurse Partnership FNP is a licensed programme, originally developed in the USA and has an extensive worldwide evidence base. Specially trained nurses work with first-time teenage mothers to improve the health, well-being and economic self-sufficiency of them and their children. Good progress has been made in recruiting first time mothers to the programme.</p> <ul style="list-style-type: none"> • Family Nurse Partnership (FNP) launched a 3-year test programme in the Nithsdale locality (DG1-4) on 29th October 2018. 	<ul style="list-style-type: none"> • 16 mothers engaged in programme out of potential 18, and 5 babies have now been born. There is 0% attrition.

	<ul style="list-style-type: none"> • Service delivery is in partnership with NHS Lothian who have been delivering the programme since 2010. There will be two Family Nurses delivering the programme locally, who will be managed by one FNP Supervisor in NHS Lothian. The FNP programme is fully supported and financed by the Scottish Government. <p>A local operational group has now been formed with links to Social work, Pre-birth Vulnerability team, midwives, public health, 3rd sector and housing colleagues. Data will be shared from monthly reports at the Local Operational Board which will meet for the first time in April 2019.</p>	
<p>2.8 Report on the review of the Youth Justice service in line with the National Youth Justice Strategy and deliver programme of implementation</p> <ul style="list-style-type: none"> • Advancing whole System Approach • Improving Life Chances • Developing Capacity and Improvement. 	<p>Findings of the Youth Justice review have been agreed and implementation is completed. This action is mostly complete except for the evaluation report. There have been some challenges in terms of collating and analysing data, but a sub-group has been identified (including representation from SCRA, Police and Social Work) that will provide biannual analysis of available data.</p> <ul style="list-style-type: none"> • The evaluation framework has been agreed. • The programme of implementation is complete. • A leaflet is in development. • Case-file audit has been completed with report going to Youth Justice Partnership. • Evidence on Multi-Agency Case Progression is now collected. • We are using additional funding provided by Scottish Government to reinvigorate the delivery of the whole systems approach • Multi-Agency Case Progression statistics have been audited. • A Quality Assurance framework has been agreed. • 3 key areas for improvement were identified in the audit: <ul style="list-style-type: none"> – Chronologies – Managerial oversight – Children’s views on engagement 	<ul style="list-style-type: none"> • Single-agency case-file audit carried out in November 2018. • With regard to services responding to concerns of immediate risk, audit findings were positive with 100% of cases (9 cases) assessed as good/very good.
<p>2.10 Review and develop our diversion systems:</p>	<p>Action completed</p>	<ul style="list-style-type: none"> • Review of practice completed

<ul style="list-style-type: none"> • Diversion from a youth justice service • Diversion in terms of restorative justice and the impact upon the victim • Diversion from prosecution. 	<p>A review of our youth justice diversion systems was carried out in which we reviewed practice in criminal and youth justice; and compared our statistics with those from the Scottish Government. Our conclusion was that we were satisfied with our Youth Justice diversion practice, but following the review there has been a move towards greater standardisation within YJ and changes were made within the team so that a single manager now manages all the YJ workers who deliver diversion in D&G. This action is now complete. Moving forward there is some work to be done in terms of diversion practice between Youth Justice and the Police.</p>	<ul style="list-style-type: none"> • Analysis of local and national statistics completed. • Work with COPFS completed. • Decision taken to use materials provided by CYCJ for diversion and to revise these if revised by CYCJ.
<p>2.11 Update our current risk management protocol for children and young people with problematic sexual and violent behaviour. To ensure this is in keeping with the framework for risk assessment and management evaluation (FRAME).</p>	<p>An extension of 3 months has been agreed for this action due to capacity/resource issues.</p>	
<p>2.15 – 2.18 Expansion of free Early Learning and Childcare from 600hrs to 1140hrs</p>	<p>Summary of Progress</p> <p>The Scottish Government has committed to increasing the number of funded hours of early learning and childcare (ELC) through the near doubling of the funded entitlement from 600 to 1140 hours per year from August 2020 for all 3 and 4-year-olds, and eligible 2-year-olds. The aim is to provide high quality, flexible early learning and childcare that is accessible and affordable for families. The approach is ‘provider neutral’ and is underpinned by a National Standard that all settings will have to meet regardless of whether they are in the public, private or third sector or are childminders.</p>	

<p>2.15 Develop our infrastructure for early learning and childcare taking account of national design guidance using a phased approach</p> <ul style="list-style-type: none"> • Include provision of high quality stimulating physical environments, inside and out, which meet the needs of children, parents and communities. 	<p>These are being developed taking account of best practice guidance from the Care Inspectorate (Space to Grow, Design Guidance for early learning and childcare and out of school care, My World Outdoors etc) and provided in locations identified through mapping existing facilities against capacity and demand and further informed by consultation.</p> <ul style="list-style-type: none"> • Capital works have been completed at Gatehouse Primary School, Hecklegirth Primary School Nursery, Rephad Primary School Nursery and Troqueer Primary School Nursery. These were the initial 4 projects identified for Scottish Govt. funding in preparation to meet the capacity demands of the expansion of Early Learning and Childcare. Collin Primary School Nursery and Langholm Primary School Nursery have also had some minor refurbishments. • Capital projects have also begun at Kirkcowan Primary School Nursery and are due to complete 3rd May 2019. Site works are imminent at Kelloholm Primary School Nursery, Minnigaff Community Nursery (Minnigaff Primary School), and Wigtown Primary School Nursery. • Project briefs are under development for four additional primary school nurseries with a further four projects in the design phase. A total of eight projects will be completed during the financial year 2019/20. • In the PVI sector capital grants have been provided to four partners to help them expand and improve their settings. • Toilet facilities in 20 nurseries have seen investment ranging from complete replacement to the addition of nappy changing stations. 	
<p>2.17 Further develop the Early Learning and Childcare Workforce ensuring a progression route from EYSA (Early Years Support Assistant trainee) to manager of</p>	<p>To ensure that the Council is well placed to meet the demands of an expanding workforce a new staffing structure is in place to support career progression in Early Learning and Childcare. Council Officers have worked in partnership with Dumfries and Galloway College to support staff to undertake the relevant qualifications to work as an Early Years Support Assistant (EYSA) or Nursery Nurse with opportunities for wider Council staff to undertake the HNC Social Services (Children and Young People) Level 7 on a part time basis. EYSA Trainee posts are in place enabling new members of staff to undertake</p>	<ul style="list-style-type: none"> • Thirteen members of staff were supported from August 2017. A further 15 have been supported from August 2018 and the Council will support a further cohort of 20

<p>Early Years Settings (BA in Childhood Studies)</p> <ul style="list-style-type: none"> Ensure children are supported by a skilled qualified workforce. 	<p>work-based learning, working towards SCQF Social Services (Children and Young People) Level 6/7. Council Officers have also worked in partnership with the University West of Scotland to support two cohorts of existing Early Learning and Childcare staff to undertake the BA Childhood Practice degree. This is the qualification required for nursery managers and the course usually takes two years to complete. A Depute Manager role has also been introduced to enable staff to gain experience in leadership roles and several nursery managers have now been appointed across the region.</p> <p>Ten Scottish Government funded additional graduates (ELC Senior Practitioners in Dumfries and Galloway) who hold or are working towards the BA Childhood Practice (or equivalent) are in place in areas of high deprivation to provide children who face the greatest disadvantages with increased access to highly qualified staff with expertise in early childhood learning and development. These practitioners have undertaken training in delivering Talking Listening questioning (TLQ) and Communications Champions training to support children's developing communication and literacy skills. The practitioners have also undertaken training in PEEP to support family learning and parental engagement.</p>	<p>members of staff from August 2019.</p>																												
<p>2.18 Deliver increased hours of provision across Dumfries and Galloway including taking part in a National Improvement Practicum to increase the uptake of eligible 2-year-old places.</p>	<p>The Council aims to provide flexible, accessible, affordable, quality services for families: affordable, accessible and flexible Early Learning and Childcare is fundamental in supporting parents to work, train or study. Investment in Early Learning and Childcare also has key economic benefits; where subsidised childcare removes barriers to employment, it can help lift families out of poverty and help parents gain further skills, enhancing their employability and future earnings, as well as economy-wide productivity.</p> <ul style="list-style-type: none"> Dumfries and Galloway have taken a phased approach to the expansion and where possible has prioritised areas of deprivation to ensure that those families who stand to gain the most from the early access to these hours are able to do so. Phase one of the expansion in Dumfries and Galloway, has now been delivering 1140hrs of Early Learning and Childcare since August 2017 across nine settings, eight authority nursery classes, one voluntary provider and a number of childminders. Phase two included five more settings in August 2018 with an additional two local 	<table border="1"> <thead> <tr> <th>Phase 1 setting</th> <th>Children taking more than 600 hours of ELC</th> <th>Children taking more than 1140 hours of ELC</th> </tr> </thead> <tbody> <tr> <td>Creetown</td> <td>85%</td> <td>49%</td> </tr> <tr> <td>Drummore</td> <td>95%</td> <td>46%</td> </tr> <tr> <td>Glenluce</td> <td>68%</td> <td>10%</td> </tr> <tr> <td>Kelloholm</td> <td>86%</td> <td>39%</td> </tr> <tr> <td>Minnigaff</td> <td>88%</td> <td>53%</td> </tr> <tr> <td>Penning-hame</td> <td>78%</td> <td>38%</td> </tr> <tr> <td>Sandhead</td> <td>98%</td> <td>70%</td> </tr> <tr> <td>Sanquhar</td> <td>99%</td> <td>91%</td> </tr> </tbody> </table>	Phase 1 setting	Children taking more than 600 hours of ELC	Children taking more than 1140 hours of ELC	Creetown	85%	49%	Drummore	95%	46%	Glenluce	68%	10%	Kelloholm	86%	39%	Minnigaff	88%	53%	Penning-hame	78%	38%	Sandhead	98%	70%	Sanquhar	99%	91%	
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	<p>authority nursery classes, two voluntary providers, one private provider and several additional childminders offering 1140 hours to children within their community.</p> <ul style="list-style-type: none"> • Phase three is due to commence in August 2019 with an additional sixteen settings and further childminders offering early access to the additional hours. • Phase 4 is when the statutory duty to provide 1140hrs for all children comes into force and will be delivered across Dumfries and Galloway across a full range of providers. Parents will be able to choose from a variety of delivery models at a provider of their choice that best suits their family needs. 	<table border="1"> <tr> <td>Whithorn</td> <td>77%</td> <td>24%</td> </tr> <tr> <td>Average</td> <td>86%</td> <td>50%</td> </tr> </table>	Whithorn	77%	24%	Average	86%	50%	
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<p>2.19 Work to achieve the Health Visiting Implementation Plan 2014 – 2018 in Dumfries and Galloway and deliver the Universal Health Visiting Pathway in Scotland.</p>	<p>Steady progress has been made to the incremental approach to the Health Visiting pathway delivery.</p> <ul style="list-style-type: none"> • National HV dataset has now been shared with HV leads and progress being made to map against new HV documentation within MORSE record keeping system- process not yet complete. • 5 Student HVs in training- completion in Sept 2019 • Vacant HV posts advertised. • If recruitment to all posts is successful, then the plan to reach 10.51 additional WTE HV as per implementation plan will be complete. • Incremental approach for implementation of HV Pathway continues- children born from 1st May 2016 - all now receiving 27-30m review. • 4 to 5 year review to all Additional HPI children by Sept 2019, with Core HPI children receiving 4-5 year review as planned from May 2020 following incremental approach to full implementation of HV Pathway • Needs for early intervention identified and requests for assistance made to supporting services or targeted, planned interventions from HV support staff- data from skill mix allocation process currently being formatted and analysed, this will be included in next plan update. Following successful roll out in D&G, this process has now been shared with NHS Borders and NHS Grampian. 	<p>The children in phase one and two are benefitting from access to a free meal as part of the funded ELC offering.</p> <p>Small test of change in Stranraer supported by CYPIC HV home visit to conduct 4 to 5 year review using Ages & Stages Developmental Questionnaire and wellbeing assessment.</p> <p>Uptake 78%</p> <p>Outcome- 46% of those completed had a health or developmental need identified requiring intervention including signposting, further information, HV service targeted intervention. One child for whom child's plan meeting convened.</p> <p><i>Note- this cohort of children received Hall 4 HV service</i></p>							

		<ul style="list-style-type: none"> • 92.8% children received 27-30m review (Scotland average 89.3%) • 98% of those reviewed had meaningful data in each developmental domain • 20.3% had at least one concern in a developmental domain. Of the new concerns identified- the greatest number 21.5% were in the speech, language and communication domain • 78.8% had no developmental concerns identified <p><i>Note- this cohort of children received Hall 4 HV service</i></p>
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Priority 3 – We will improve the wellbeing and life chances of our most vulnerable children and young people

Summary of Progress:

Progress against actions for the corporate parenting section of the Children's Services Plan has been mixed. We have very good progress in relation to engagement with our care experienced children and young people. We have an active Listen2Us group who have actively engaged with services. A recent piece of research carried out by this group of young people has resulted in an action plan for almost all corporate parenting partners to consider and change the way we do some activities based on the lived experience of these young people.

We still have to further test the impact of our day-to-day engagement with young people at an individual level and have plans in place to audit this.

We continue to closely monitor the progress of our care experienced children and young people in their education. Unfortunately, our care experienced children and young people still have poorer outcomes than other children and young people. We have a dedicated team to monitor this and to provide support to care experienced children and young people and have seen recent improvements in attendance and reductions in exclusions. Attainment levels are clearly a longer-term measure.

We have engaged with CELCIS and the PACE work. This has been more challenging than expected but we have seen improvements in timescales for many children and young people. More work is required, and we are introducing "Signs of Safety" to assist with our assessment and care planning which will support our permanence and care planning. We have had an issue with the availability of solicitors to complete specific pieces of work. We have identified budget to outsource this work which will result in legal orders being in place for a number of children and young people that would otherwise have drifted.

There is a Looked-After Children's Health Team in DG with a specific remit to meet the health needs of these young people. This team have helped us to increase the number of care experienced children and young people who have had a health assessment within four weeks of notification, this gives us a better understanding of their health needs. We are aware that most care-experienced children and young people have experienced a degree of trauma and separation in their lives. We have specialist mental health services to support children and young people to recover from trauma. Our focus has therefore been on delivering trauma informed therapy and upskilling the staff who work with care-experienced children and young people on a day to day basis. We have trained a large number of staff and carers across the multi-agency partnership in relation to developmental trauma, mental health, parenting and building nurturing attachments. We acknowledge that although this will support trauma informed practice, there is much to do.

We have had some significant success in supporting care experienced young people in to training and learning. We are currently supporting 15 young people in college and university. We also have a range of other options and opportunities for our care experienced young people. We also acknowledge that these young people still have poorer outcomes than their peers. We have struggled to map faced challenges in mapping longer term training and learning outcomes (along with other outcomes) for our care experienced young people and are looking at possible solutions.

In relation to accommodation options, we automatically award priority status for care experienced young people. We also have a supported lodgings facility in partnership with one of the local housing associations. We are currently supporting 11 care experienced young people in this setting. This will give them the skills and abilities to better manage their own tenancy. Similarly, to health outcomes, we struggle to monitor face challenges in monitoring longer term accommodation outcomes for our care experienced young people.

We have reviewed many of our supports for care experienced young people who are leaving care and believe that we are improving outcomes for many at the point of leaving care, for example those in higher education and supported lodgings, but we need to develop systems to measure longer term outcomes.

Actions To do this we will:	Progress against actions	Evidence
3.1 Listen to Looked After children and young people and care leavers and ensure that they will have a range of opportunities to influence the services they receive.	<ul style="list-style-type: none"> • Delivering 10 targeted Youth Work provisions per week across Dumfries and Galloway to reach a wide range of care-experienced young people • Holding 4-6 weekly Listen2Us meetings where Young People will determine the agenda and priorities for Champions Board meetings • Launching the findings of the Listen2Us consultation • Strengthening the role of the Champions Board and the role of looked after children within it • Strengthening the relationship between Listen2Us and the Corporate Parenting Group • Implementation of Dumfries & Galloway's Youth Participation & Engagement Strategy • Further development and take up of advocacy services 	<ul style="list-style-type: none"> • 2 Champions Board meetings have taken place with over 90% of young people and Corporate Parents completing a questionnaire for the Life Changes Trust to assess impact. This will be available in March 2019. • 43 Young People have been involved (on 2 or more occasions) in the wider Champions Board Project throughout Year 2 – 20 of whom have engaged with the Listen2Us regional group with 14 going on to attend a Champions Board Meeting. • 98 Young People completed the Listen2Us Consultation that ran from January – June 2018. Findings from this were launched in November 2018. • Regional Youth Council Elections will be held in March 2019 with 4 identified candidates to represent

		Care-Experienced young people for election.
<p>3.2 Ensure that Looked After children and young people and care leavers will receive the right support in their pre-school and school education, and can access a wide range of development opportunities We will achieve this by</p> <ul style="list-style-type: none"> • Fully implementing the reviewed LAC Educational Guidelines • Further developing school champions for LAC children • Strengthening the links between school, further education and training • Improving reporting on attainment 	<ul style="list-style-type: none"> • New Care-Experienced Education Team has been formed using Scottish Attainment Challenge funding. The data on LAC attainment, attendance and exclusions demonstrated a need for targeted interventions to improve outcomes for young people • LAC Education Guidelines has been circulated to all schools, education and social work teams, cross referenced to SW guidelines. • Termly Care-Experienced Education Newsletter now being produced to reinforce LAC Education Guidelines, and provide updates on the work • Monthly reports are now produced regarding LAC attendance and exclusions (LAC exclusion target now 0). Trends and patterns are identified and reported to ESMT for further action through the Monitoring Exclusions and Monitoring Attendance groups. • Tracking reports of LAC and Care-Experienced attainment is now submitted by all schools three times per year. This data has been used to identify over 30 LAC and Care-Experienced pupils at risk of underperforming to target with literacy, numeracy and/or health and wellbeing interventions. • Care-Experienced Education Team teachers have been trained in key strategies and approaches including Catchup Literacy and Numeracy, nurture and emotion works, and work in partnership with colleagues including school staff and care staff to ensure sustainability and to embed the approaches being delivered. • The multi-agency LAC Raising Attainment Group Improvement Plan was agreed in June 2018, focusing on improving data gathering, reducing exclusions, improving attendance, building capacity, and improving positive destinations. There was consultation with LAC champions in schools to identify areas of development. The group also used the data gathered from the Listen2Us consultation report, which showed that over a third of the 98 young people surveyed said their relationship with education is either poor or only okay. 	<ul style="list-style-type: none"> • LAC Educational Guidelines produced and shared in January 2019. Full implementation and impact measures by October 2019 to ensure successful use of guidelines • Positive engagement of over 30 pupils identified through data returned by schools on literacy, numeracy and health and wellbeing • Impact data to be gathered by October 2019 following the 3rd tracking and monitoring report submissions, and evidence of longer-term impact of the LAC Education Team on LAC attainment will be required • Monitoring Exclusions Group members have supported and challenged four key schools identified as having high LAC exclusions. This work will be ongoing. • Need to prioritise a needs analysis by engaging with all of the LAC Champions and seeking

	<ul style="list-style-type: none"> • Links with CELCIS and other similar teams across Scotland. CELCIS Implementation Theory and Planning training attended to strategically move forward the LAC Raising Attainment agenda. • Meet the team event took place in March, attended by social work staff, Skills Development Scotland and Employability Workers. The event promoted the work that the team is doing with individual young people and schools; and raised the profile of care-experienced pupils' needs. • The timescale of April 2019 has been met in terms of ensuring the correct structures and supports are in place. We now need to gather data to evidence impact of LAC Education team input relative to our baseline data. 	<p>feedback from LAC and Care Experienced Young People about their experiences of support from LAC champions.</p>
<p>3.3 Ensure that care planning for looked after children and young people will enable us to act quickly and effectively to secure their long-term future We will do this by</p> <ul style="list-style-type: none"> • Continuing to work with our PACE partnerships to change practice and improve decision making • Continuing to improve the quality of assessments and interventions • Reviewing mechanisms to ensure that children and young people remain at the centre of planning • Strengthening the way we share information with children, young people and parents 	<p>We are engaging with “Signs of Safety” and are training the whole of children and families social work in using this framework. We expect to see improved identification of risk, better management of risk and better care planning. This includes mechanisms for reviewing performance at an individual level, at an organisational level and in terms of performance. This will also strengthen our approach to keeping the child at the centre and also improve how we communicate with children, young people and their families. We have a comprehensive implementation plan and an implementation team in place.</p> <ul style="list-style-type: none"> • Findings of audit report to be published and shared with Corporate Parenting Group, CSEG and Staff • Gathering PACE event for all frontline SW staff to celebrate success and involve practitioners in next steps. • Pace Champions Group refreshed with 4 new aims, Terms of Reference and Driver diagram which clarifies strategic leadership role. • Driver diagrams developed for 4 out of 3 aims with practitioners from sub groups. • Pace Communications and Data Groups established. • Data form finalised which will allow for Mosaic reporting on aims. 	<ul style="list-style-type: none"> • Parents leaflet tested and being prepared for roll out. • Children’s leaflet now in development through consultation with children and young people. • 8 Core staff have been trained in using software to provide visual timelines to accompany assessment reports. The timelines provide a visual depiction of all the child’s moves.

	<ul style="list-style-type: none"> • Child-centred Checklist for Panel Chairs developed to ensure focus of Hearing is on child – based on analysis of feedback forms. This has been picked up at a national level and approved by CHS. • Use of revised Permanence Order Application Report in place of Form E has been tested and rolled out. • Form E guidance has been tested and rolled out. • Comprehensive Parenting Assessment has been tested in all localities and is in process of being rolled out. 	
<p>3.4 Improving the health and wellbeing of looked after children and young people and care leavers by better access to health services.</p> <p>We will do this by</p> <ul style="list-style-type: none"> • Partners working together to make improvements in timely notification of LAC status and placement changes • Continue to develop a stepped care approach to specialist mental health services through consultation with partners • Direct clinical interventions for young people with trauma, attachment and mental health disorders • Developing trauma informed systems across 	<ul style="list-style-type: none"> • 75% of young people had a completed health assessment within 4 weeks of notification in 2018 • Average number of days from referral to an appointment with the specialist mental health team is 36 days (less than 6 weeks). <p><u>Training delivered in 2018:</u></p> <ul style="list-style-type: none"> • 18 Week. Nurturing Attachment training delivered to 10 ISS foster carers and 4 SW staff. • 7-week. Fostering Attachments training delivered to 13 local authority residential staff. • Half-day Introduction to Mental Health and Attachment in LAC delivered to: <ul style="list-style-type: none"> – 11 senior Social Workers and locality managers – 47 Education staff from Kirkcudbright Cluster – 1 Multi-agency session – 1 bespoke training for 29 Health Visiting staff 	<p>An Evaluation Impact Report is available with evaluations of the 18-week training, 7-week training and ½ day training for SW, Locality managers and education staff only.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"> • Evaluation of the Nurturing Attachments 18-week group demonstrates a measurable positive impact on the Intensive Support Service (ISS) Foster Carers who took part, with significant and large reductions in psychological difficulty and parenting stress. • In evaluation of the half-day training on Mental Health & Attachment in Looked-After children & young people 95% of participants reported that the course would improve their work

<p>all agencies working with looked after children, training carers, foster carers, residential staff and social services.</p>		<p>with Looked-After children and young people.</p>
<p>3.5 Enabling looked after young people and care leavers to access suitable training and learning opportunities that will help them get into work. We will do this by</p> <ul style="list-style-type: none"> • Developing a framework to identify young people who do not sustain their positive destinations and develop a network of support • Working in partnership with employability services to increase the number of care leavers who can participate in employment opportunities year on year • Ensuring the dialogue with the Care Inspectorate takes place to secure appropriate registration • Strengthening and improving the pathways and support available for care leavers to access 	<p>All looked after young people and care leavers receive a range of opportunities to help them attend training or get them ready for work. The Raising Attainment group has been established to overview the learning needs of LAC and care leavers. Employability are a key member of this group and will track the leaving destinations of all LAC and care leavers</p> <ul style="list-style-type: none"> • Additional supports are available to help care leavers to catch up on skills missed which includes reading and numeracy, • Care leavers are eligible to apply for grant funding to help them attend college or university • Care leavers are supported to seek employment opportunities if they do not wish to continue at school or go on to further education. • Pathway plans are in place for care experienced young people who are supported by a leaving care worker • Care experienced young people also receive additional funding to cover their accommodation costs during breaks in the college / university yearly cycle. To help them to sustain their educational placements. 	<ul style="list-style-type: none"> • There are currently 15 care experienced young people attending college, further education or university

<p>further and higher education</p>		
<p>3.6 Ensure that young people leaving care will be able to access suitable accommodation and appropriate support to enable them to sustain tenancies and make a positive contribution to the communities in which they live.</p> <p>We will do this by</p> <ul style="list-style-type: none"> • Improve the working relationships and further influence policy involved within the Common Housing Register and Strategic Planning for Housing Need to raise and meet the needs of LAC young people • Developing the right supports for young people to increase confidence and competence in managing their accommodation 	<ul style="list-style-type: none"> • The Council’s Local Housing Strategy (2018-2023) has the action to “Develop innovative housing models in partnership with key stakeholders for people with particular needs to be delivered through the SHIP”. This work is being taken forward through the Particular Needs Strategy Group. • The Council’s Homeless Strategy (2018-2023) has been developed separately and has the action to “work with Children, Young People and Lifelong Learning to develop housing options and homeless processes specifically for young people and those that are care experienced”. • The Common Allocations Policy in Dumfries and Galloway and Galloway (Homes 4 D and G and Loreburn Choice Based lettings) awards priority points for care experienced children “to ensure a managed and fully supported transition to independent living.” • The region’s Rapid Re-Housing Transition Plan (2019-2024) has the action to “review the causes of repeat homelessness and develop actions to address the underlying causes” • The Holm park view project continues to offer people leaving care the opportunity to experience supported accommodation while living in their own tenancy. This allows them the opportunity to experience a supported tenancy before they move on to their own independent tenancies without support. • The leaving care team are piloting a shared student tenancy in town to see if this will offer a different type of housing for some young people who may be ready for this. • The Holm Park view training flat continues to be available to offer training and learning opportunities for young people who are leaving care to experience supported or independent living for the first time. • Joint working between homelessness service and leaving care is very good and proactively work together to improve the housing outcomes for care leavers. 	<ul style="list-style-type: none"> • 11 young people who have left care have lived with supported lodgings providers throughout 2018/19. • In 2018/19 there were 31 homeless applications from clients who are or were looked after children less than 5 years ago.

	<ul style="list-style-type: none"> • There are a number of chaotic young people who have left care and do not wish to engage with statutory services. Partnership meetings with Homelessness services and social work have commenced to try to address this challenging need. 	
<p>3.7 Implementing the requirements of the Children and Young People (Scotland) Act 2014 relating through care and after care. We will do this by</p> <ul style="list-style-type: none"> • Strengthening youth services to provide support to 21 – 25 year olds eligible for through care • Reviewing local services and connections across Council services to ensure better pathways both in and out of care including pathways back into care if needed • Taking forward a review and redesign of services to better meet the needs of children and young people 	<ul style="list-style-type: none"> • A review of youth services was completed in 2017, this resulted in a strengthened approach to engagement with care experienced children and young people. Examples of the success are included at 3.1. • Centralised services in children and families social work have adapted to meet the requirements of the 2014 Act. This has included a review of role and function across most areas, with further reviews and improvements planned for 2019. • Evidence of positive impacts for care experienced young people include the number of people supported in supported lodgings and the number of young people supported at college or university. This is described further at 3.5 and 3.6. 	

Priority 4 – We will work to reduce or remove barriers so that all children and young people have equity of opportunity

Actions To do this we will:	Progress against actions	Evidence
4.1 Poverty Awareness training – evaluate the impact of the training which has already been delivered to all Head Teachers and Teachers	COMPLETE	
4.2 Reduce the extra costs within the school day – identify areas where extra costs exist within the school day	<p>Project will be completed within the original timescale (30 June 2019) which will encompass a year of the projects being delivered.</p> <p>During our Council’s Budget Setting on 28.02.19, funding for Home Economics and Technical Subjects was agreed to be funded in future years by mainstream education budgets. This project will therefore always be available for all pupils within our Region.</p>	Full Evaluations of all these projects will be completed by the end of June 2019 by officers within the Education Services Team and the Anti-Poverty Officer.
4.3 Identify the total value of extra costs across the school day	<p>Additional time has been allocated to this project to gather further information on all costs involved and the potential projects which will be developed to alleviate these. There will be a recommendation to cover costs by either Pupil Equity Funding or Policy Development Funding.</p> <p>The Anti-Poverty Officer has liaised with The Improvement Service to source the Costs of the School Day Reports which have been completed within other Local Authority areas to receive similar reports which highlight additional costs which have not been identified within our local authority area.</p> <p>This information will be used to help develop and inform Pupil Equity Funded Projects and potentially future Policy Development Funded Projects throughout our Region.</p> <p>The Free School Uniform Bank Project Report will be completed by 30 June 2019 which will include detailed numbers of pupils receiving donations and Case Studies of the Impact of the Project.</p>	

<p>4.4 Identify areas where financial pressure could be alleviated or removed</p>	<p>Additional time has been allocated to this project to gather further information on all costs involved and the potential projects which will be developed to alleviate these. The costs will be recommended to be covered either by Pupil Equity Funding or Policy Development Funding. The additional time allocated will ensure that the project has had one full Education Year to base all evidence and impacts on.</p> <p>A fully detailed Project Report on this successful initiative will be completed by the end of June which will represent a full School Year of Project Delivery.</p> <p>The Scottish Government are now providing funding for the delivery of this project in all local authority areas. The un-spent funding from the Policy Development Allocation for this project was re-allocated on 28.02.19 to additional projects to tackle poverty within our Region.</p>	<p>Consultation Report completed by CLD and Education Officers on how this project could be delivered within each Primary, Secondary & CLD Facility. This Report was shared with the Scottish Government and other Local Authority Areas to help with best practice for the development of this project in other areas.</p>
<p>4.5 Establish Breakfast Clubs (project planning is currently being developed). Funding allocated for this project from the Anti-Poverty Fund on 28 February 2017. Extension of the Food in Schools Support to include Holiday Meals and during Study Support £200,000</p>	<p>During our Council's Budget Setting on 28.02.19, funding of £200,000 was agreed to now be met through mainstream Education Services Budgets for the Holiday Hunger Programme which is now being delivered with Third Sector Partners. Planning is underway for detailed programmes in both the Easter and Summer holidays for all areas of the Region.</p>	<p>A detailed Report is currently being completed on the delivery of the Pilot and then Mainstream Breakfast Clubs Project in both Primary and Secondary Schools. This will be completed by the new date of June 2019 and will feature detailed feedback from pupils and parents on the impacts which this project has delivered and if the original outcomes have been met.</p>
<p>4.6 Develop and deliver awareness raising campaigns on anti-bullying, ensuring that they include prejudice, and inform pupils about their schools anti-</p>	<p>Policy updated and launched (complete October 2018) Respect me Workshops to be arranged The reporting module for bullying has been implemented in SEEMIS The Time for Inclusive Education (TIE) campaign has been delivered.</p>	

bullying policy and the procedures for reporting		
4.7 Review anti-bullying policies to ensure they comply with the Council's Schools Anti-Bullying Guidelines and cover all protected characteristics and socio-economic groups.	<p>The RESPECT organisation has provided guidance on the process for how to develop policies specific to school communities.</p> <p>The development of policies and review of these will take place in 2019-20.</p>	
4.8 Deliver, monitor, evaluate and report on progress of engagement and participation strategy for children across Dumfries and Galloway	<p>The multi-agency Engagement and Participation Strategy and action plan were approved in June 2018. The strategy brings together a range of multi-agency engagement activity in a co-ordinated approach. Successful actions include:</p> <ul style="list-style-type: none"> • 2018 Year of Young People activities • Delivery of "10,000 Voices" consultation • Development of youth democracy structures • Delivery of the Listen2Us Champions Board survey of care-experienced children and young people. • Development of opportunities for children, young people and families to be involved in shaping service development in Child & Adolescent Mental Health Services. 	<p>A total of 10,642 young people took part in 10,00 voices – 47% of all young people living in D&G (report is available).</p>
4.9 Develop and implement a strategy for disabled children across Dumfries and Galloway including transition planning from children's to adult's services	<p>Evaluation of progress:</p> <p>There has been some progress made with the development of this strategy: a working group has been convened; terms of reference agreed, and strategic aims identified with a focus on enablement. An Action Plan is in development and 2 multi-agency Enablement Workshops have taken place. However, progress has been slower than anticipated and re-focusing and re-prioritisation is required, and a workshop has been arranged in early April 2019 to address this.</p>	<ul style="list-style-type: none"> • 2 multi-agency Enablement Workshops held • Multi-agency Neurodevelopmental Liaison Panel established. • Enablement training package developed and delivered to Learning Assistants.

	<p>Key Successes</p> <p>Enablement Approach –Training package developed and delivered to large number of SLAs. 2 further multi-disciplinary training events delivered with third planned. A Working Group is being set up and plans to pilot and evaluate approach in school setting underway. Engagement with young people from The Usual Place about their experiences gave real insight around the importance of enablement</p> <p>‘the teachers who helped me most were those who thought that I could do things even if I needed more time’</p> <p>‘When people show me things in different ways it helps me learn and when they let me do things myself’</p> <p>Neurodevelopmental diagnostic pathways group has been established and is ready to take first children and young people through newly developed process. Impact will be determined following evaluation of those going through process in pilot stage. Have received funding to appoint full time Clinical Psychologist and SLT to support service.</p> <p>Short term funding was identified and is being used to employ staff to undertake ASD diagnosis to reduce the CDAT waiting list.</p> <p>An independent review of the delivery of short breaks through Acorn House has been undertaken and the report on findings is expected and will inform any future planning.</p> <p>Transition</p> <ul style="list-style-type: none"> • Due to the increasing number of young people with complex needs and the level of support within their support plans this is challenging for adult services when identifying suitable resources and potential SDS options of support in the community. • A transition procedure was developed and implemented in April 2018. This has improved communication between children and families social work and Adult Services which will improve transitions for young people and their families. 	<ul style="list-style-type: none"> • Learning Assistants Enablement Programme delivered with all Headteachers in May 2018.
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	<ul style="list-style-type: none"> • Learning Disability Strategy - Specialist LD Services/Out of region Placements has been created and Children and Families commissioning has been invited to participate in the future service planning. • Partnership arrangements are being developed between children and adult services to consider the needs of those with complex needs. 	
<p>4.11 Promote self-directed support for children and young people and work with independent providers to develop a range of early intervention and prevention services that parents and carers can access via SDS and</p> <p>4.12 Work with independent providers to develop a range of early intervention and prevention services that parents and carers can access via SDS</p>	<p>Self-directed Support (SDS) continues to be the mainstream approach for delivering social care and support to individuals throughout Dumfries and Galloway. This ensures individuals and their families can make informed choices which enable them to live their lives and achieve outcomes that matter to them. Our progress fully implementing SDS within Children and Families Services has been slower than anticipated and this is reflected in its impact. There are a number of creative packages for children with disabilities that are having a positive impact for children, young people and their families and future work within Children and Families will focus on a personalised approach being applied to all children and young people receiving care and support.</p> <ul style="list-style-type: none"> • Following on from previous work within the service, a full programme of training and support for C&F staff is in the early stages of delivery. This will ensure staff have the increased skills, knowledge and understanding to deliver SDS and balance the principle of choice alongside the compulsory measures of care and duties to protect. • A full programme of information and engagement events have been held throughout the region over the last year and these will continue as part of the wider implementation of SDS. • Work is underway with a small group of stakeholders to review and refresh public information materials to ensure children, young people and their families understand SDS and their choices. • An SDS Brokerage service offered by Compass was introduced in Autumn 2018. Funded by the Scottish Government's Support in the Right Direction project, the brokerage service provides support to individuals across the region, including helping to manage an individual's Direct Payment, employing Personal Assistant staff and administering payroll activities. 	<ul style="list-style-type: none"> • 42 families are achieving their agreed personal outcomes through use of a Direct Payment (SDS Option 1); • 27 families have chosen a managed service to achieve their agreed outcomes (SDS Option 3); • 1 family has chosen a mix of options to achieve their agreed outcomes (SDS Option 4). • Between 01/04/2018 and 31/03/2019 there have been 88 Self-directed Support information and engagement events held throughout the region. • 19 families across D&G receiving support from the Compass brokerage service. • A newly launched Self-directed support library of resources which includes DG's eLearning tools, has now gone live on the new Care Inspectorate Hub website.

	<ul style="list-style-type: none"> • We are working with our commissioning partners to further develop arrangements for Option 2 to ensure individuals have access to this choice to flexibly direct their own support. • The third sector are experiencing workforce challenges recruiting staff for their services due to poor remuneration within the care industry. However, we will seek to continue our work with commissioning partners to support social care providers to offer flexible, outcome-based support for all children and young people. • The independent review of Residential short breaks for children with complex disabilities will help inform future service planning. This is due to report March 2019. 	
<p>4.16 Work in partnership with Strategic Housing and Registered social Landlords to ensure that accessible housing is built throughout Dumfries and Galloway.</p>	<p>This work has not started due to prioritisation of other actions.</p>	
<p>4.17 -19 Raise awareness of Young Carers across Dumfries & Galloway; support them to complete Young Carers Statements and develop joint approaches to support them holistically across services for children and young people.</p>	<p>D&G have a proven long-term history of effective strategic planning to support all carers through DG including Young Carers. The existing 3-year strategy is the first jointly produced Carers Strategy developed by the Integration Joint Board and DG Council. Carers and Young Carers helped to shape the development of this innovative strategy. Young Carers' services in D&G have been at the forefront of service development nationally, particularly with the development and implementation of our Young Carers Statements in partnership with Social Work and Schools Services.</p> <p>Key successes throughout 2018-19 include:</p> <ul style="list-style-type: none"> • Partnership with D&G Carers Centre Projects currently established until 2020 • Continued roll-out of Young Carers Statements • Annual Reviews undertaken of already established Young Carers Statements • Continued development of Young Carers Card 	<p>Between April and September 2018:</p> <ul style="list-style-type: none"> • 2 Young Carers Statements were completed with one young person choosing to share their statement with school and Social Work. • A further 7 Statements were in progress at the end of the reporting period. • 10 Young Carers also took part in a one night residential to the Young Carers Festival

	<ul style="list-style-type: none"> • Established Young Carers Support Groups across D&G • Young Carers attendance at National Young Carers Festival • Ongoing support for Young Carers affected by parental substance misuse • Access to bereavement support for all Young Carers who experience a parental/carer death • Opportunities for Young Carers to experience short breaks • Partnership with Schools Services to raise awareness of; and identify Young Carers within schools. • Transition arrangements between Young Carers and Young Adult Carers support 	
<p>4.20 Implementation of Dumfries & Galloway's joint Youth Participation and Engagement strategy across Corporate Council.</p>	<ul style="list-style-type: none"> • Implementation of Dumfries & Galloway's joint Youth Participation and Engagement strategy across Corporate Council includes establishing a regional Youth Council that consists of youth representation from every ward area across the region as well as 7 protected positions for marginalised groups including: Young Parents, LGBT Identities, Care Experienced Youth, Young Carers, Ethnic Minorities, Gypsy/Traveller and young people with Additional Support Needs and Disabilities. • The purpose of the Youth Council is to ensure young people's voices are listened to and acted upon by Elected Members and Officers and the goal is to ensure that DGC is accountable to young people 	<ul style="list-style-type: none"> • To date, 125 young people have engaged with the candidacy phase of the elections process for the Youth Council & Scottish Youth Parliament across Dumfries & Galloway. • Of this, 60 young people have engaged with the two required training sessions. This includes an introductory session and a campaign training session. • The first Youth Council meeting is scheduled to take place in September 2019 to allow time for the candidates to engage in the training programme.

Priority 5 – We will deliver the best possible health and wellbeing for all children and young people

Actions To do this we will:	Progress against actions	Evidence
<p>5.1: The Health and Wellbeing Strategy Group will progress and monitor delivery of the Wellbeing Action Plan with a focus on mental health and resilience</p>	<p>We have established a multi-agency Health & Wellbeing Curricular group drawing representation from early years, primary and secondary schools, youth work, CAHMS, Psychological Services, Educational Psychology, public health and central education. We have engaged with the named persons across our schools to identify their areas of priority and concern, this was in addition to local consultation with an identified grouping of secondary age young people.</p> <p>This engagement consistently identified mental health, resilience and anxiety as the key areas for development and our HWB has therefore chosen to focus on these areas and developed an action plan to support our school community in this regard. In particular this has focused on the establishment of low-level mental health support within our secondary schools and a stress control pilot delivered through the curriculum to support S3/S4 pupils manage their own stress and anxiety.</p> <p>As part of our corporate approach to staff wellbeing we have identified 22 Mental Health Champions within school settings who are undergoing training in ‘Scottish Mental Health First-Aid’ and supporting opportunities for improved staff wellbeing within their workplaces.</p> <ul style="list-style-type: none"> • 22 Mental Health Ambassadors identified within D&G schools to support peers. • Stress Control pilot delivered within identified sec school. 1-year evaluation complete June 2019 • 3FTE Youth Information Workers appointed October 2018 and covering all secondary schools 1 day per week. Initial funding secured through Pupil Equity Fund. 	<ul style="list-style-type: none"> • 22 Mental Health Ambassadors identified within D&G schools to support peers. • Stress Control pilot delivered within identified sec school. 1-year evaluation complete June 2019 • 3FTE Youth Information Workers appointed October 2018 and covering all secondary schools 1 day per week. Initial funding secured through Pupil Equity Fund.

	Development of a M/H Framework is off target and will not be delivered during 2018/19. Priority focus has been on operational delivery of services, implementation of front-line resources and responding to organisational need.	
<p>5.2 Develop and implement a learning opportunities / training pathway to increase the capacity, confidence and skills of practitioners to support and improve the mental health and wellbeing of children & young people including:</p> <ul style="list-style-type: none"> • Extend and further develop programmes of Mindfulness and Resilience for practitioners working with children & young people; with a particular focus on schools. • Maintain delivery of regular mental health training courses: Introduction to Child & Adolescent Mental Health; Safe Talk; Introduction to Attachment 	<p>We have identified Mental Health, Resilience and Anxiety as key areas of focus for the Strategic HWB curricular group. Further, through engagement with the CoSLA-hosted Mental Health in Schools Conference, we have chosen to take an example of learning from that event and test within D&G. The Stress Control in Schools programme was delivered and evaluated successfully at St. Pauls High School in Glasgow and in line with our action plan focus we have identified 1 secondary school in D&G to deliver a test of change. Over 40 teachers have been trained and the programme is being delivered to pupils within the curriculum through PSE lessons. With no baseline data, a comparator D&G school not involved in the programme is also being monitored to compare and contrast the programme results and the impact on young people at year end.</p>	<p>There are 6 course topics:</p> <ul style="list-style-type: none"> • Stress Control • M/H & Attachment • Nurturing • Mindfulness • SMHFA • Safetalk <p>Total attendances = 230.</p> <p>Stress Control evaluation underway during 18/19, complete June 2019.</p> <p>25 people were trained in Introduction To Child & Adolescent Mental Health</p>

<p>5.3 Implement a 'Cool2talk' an interactive digital intervention to provide young people with access to digital health information and support</p> <p>'cool2talk' is an interactive digital service where young people age 12+ can have health related questions answered by a health or youth work professional within 24 hours of their posting. The website offers reassurance, encouragement, information and advice on any health-related issue as well as signposting to appropriate local or national services.</p>	<p>The two-year pilot of 'cool2talk' in Dumfries and Galloway was launched in August 2017.</p> <p>In Dumfries and Galloway questions are answered 365 days per year by a team of staff from Public Health, School Nursing, CAMHS, Sexual Health and Youth Work on a rota basis. This model of delivery is unique to Dumfries and Galloway and is proving cost-effective and sustainable in comparison with delivery models in other areas.</p> <p>A Child Protection Policy is in place to ensure that the Dumfries and Galloway Inter-agency Child Protection Procedures and Supporting Guidance are applied if a child protection concern is identified.</p> <p>In the first 12 months, 512 questions were posted by Dumfries and Galloway young people between mid-August 2017 and mid-August 2018. Most of the young people who posted questions on 'cool2talk' in this first year were aged 13 to 15 years (52%) and 16-19 years (29%). Most questions were posted about mental and emotional wellbeing (28%), relationships (26%) and sexual health (19%). Questions have been posted by young people in all parts of our region, demonstrating that it is accessible and relevant to all young people.</p>	<ul style="list-style-type: none"> • 512 engagements with C2T in first 12 months. <ul style="list-style-type: none"> – 70% male, 17% female, 13 % viewed gender differently or left blank. – 52% 13-15 years – 29% 16-19 years – 11% 12 years or less – 5% not specified – 3% 20 years+ • Top question topics – 28% Mental & Emotional Health, 26% Relationships, 19% Sexual Health. • Service Delivery maintained 24 / 7 • 100% of responses answered in 24 hours • Feedback received from local young people through the survey monkey feedback link demonstrates that most young people are satisfied or very satisfied with their experience of using 'cool2talk' (78%), with an additional 17% rating their experience as neutral. Young people said that they felt the response to their question was friendly, understanding, non-judgemental, helpful and trustworthy. All young people said
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		they were likely or very likely to use the service again.
<p>5.4 We will develop new mental health improvements in primary care pathways; urgent care pathways, and support for children and young people with ASD and mental health issues.</p>	<p>We have made progress in all areas and good progress in some areas of this action. Nationally, work addresses aims of the Scottish Government Mental Health Strategy, programme for Government and the National Improvement framework. Locally, consultation with staff, children and young people (confirmed recently by evidence from 1000 voices and Cool 2 Talk) confirms the need for a focus on health and wellbeing.</p> <p>CAMHS in Primary Care pathways Early Intervention Project funded by Scottish Government “Access and Reach”</p> <ul style="list-style-type: none"> • Primary Mental Health Worker, in post since September 2017. • Based in one GP practice in Dumfries a day a week and manage CAMHS referrals received from that surgery. <p>CAMHS Urgent care pathways This is a Scottish Government-funded project. The aim is to improve access to services for young people in need of urgent mental health assessment.</p> <p>ASD & mental health</p> <ul style="list-style-type: none"> • Pathways complete. • See Action 4.9 – Development of Disability Strategy for information on development of Neurodevelopmental Diagnostic Pathway. 	<ul style="list-style-type: none"> • C/YP seen with 4 weeks of referral. <p>Positive feedback from GPs and families.</p> <ul style="list-style-type: none"> • Feedback from 70% of children/ young people seen in hospital: Positive regarding feeling listened to, helped & how to access future help. • Quote from parent ‘My daughter was already much happier when leaving hospital knowing she would get the help she needs’. • Families who participated in mental health and ASD training fed back that they liked “meeting parents who were in the same situations”, and the training gave them “deeper insight to our children”.

	<p>CAMHS service user feedback & involvement in service redesign Fair progress has been made with this activity: a Participation Officer has been employed, with Scottish Government Innovation Funding from April 2017, and is developing links with parenting and youth forums.</p> <p>CAMHS risk management</p> <ul style="list-style-type: none"> • This action is in the early stages with the post of Project Officer advertised in February 2019 (with Scottish Government funding from Mental Health Strategies). • The post-holder will work with other agencies to scope the need for specialist provision for high risk young people. 	<ul style="list-style-type: none"> • Participation Strategy for CAMHS. • Facebook page created and maintained. • Relationship building with Third sector. • Young people have been involved and supported to take part in CAMHS recruitment processes. • Drop-in events and telephone surveys have taken place for parent/carers and children/ young people to gather feedback/ experiences/stories about their involvement with CAMHS.
<p>5.5 Establish a multi-agency Pregnancy, Parenthood and Young People Action Group to steer local delivery of national Strategy which will: Develop and implement action plans to address the outcomes of the needs assessment and develop pathways to take account of data collecting protocols and data sharing practices.</p>	<p>The Pregnancy, Parenthood and Young People (PPYP) Action Plan was developed by a multi-agency working group to improve outcomes for young parents and their babies. The plan was agreed by CSEG in November 2018 and continues to be implemented by the multi-agency group.</p> <p>The Dumfries & Galloway teenage pregnancy rate for females under 16 years continues to follow a downward trend, with data for 2016 suppressed due to the potential risk of disclosure and to help maintain confidentiality when numbers are low. The under 18 rate was 15.0 per 1000, also mirroring the national downward trend.</p> <p>Four schools in Dumfries & Galloway are piloting a new suite of national resources for supporting early learning, primary and secondary school staff to deliver effective Relationships, Sexual Health and Parenthood education, with many more testing out and feeding back on individual resources. The new resources will be rolled out from August 2019.</p>	<ul style="list-style-type: none"> • Action Plan agreed and signed off by CSEG in November 2018. Delivery on the Action Plan is ongoing. • Pregnancy parenthood and young people - links to Family Nurse Partnership (FNP) through FNP operational group

<p>5.6 Deliver training and support to staff across the Partnership to ensure that practitioners are knowledgeable, skilled and confident to deliver formal and informal Relationships, Sexual Health and Parenthood learning opportunities for children and young people</p> <ul style="list-style-type: none"> • Deliver training and support to ensure that staff across the Partnership are skilled and knowledgeable 	<p>Training for primary and secondary school staff and others working in informal settings on Relationships, Sexual Health and Parenthood education continues to be offered across the region.</p> <p>Young people continue to access services for their sexual health and wellbeing.</p>	<ul style="list-style-type: none"> • Training delivered to 34 Primary and 25 Secondary probationer teachers in Autumn 2018. • Training delivered to staff from one secondary and two primary schools in Spring 2018. • Information session about the new suite of national resources for delivering Relationships, Sexual Health and Parenthood education attended by 21 staff from 22 schools in April 2018. • Four schools are engaged as pilot sites for testing the full suite of new RSHP resources in academic year 2018/19, with many more testing and feeding back on individual resources. • 1091 attendances by 578 young people under 20 in calendar year 2018 at Sexual Health D&G • In the first year of cool2talk (August 2017 to August 2018) over 500 questions were posted on cool2talk, with 45% of questions posted about relationships and sexual health.
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<p>5.7 Improve children's oral health through targeted and universal interventions: All children will be provided with access to the Child Smile programme</p>	<p>The Child Smile programme delivers fluoride varnishing for children aged 3 and until Primary 4 in 11 priority nurseries and schools across Dumfries and Galloway. The programme also supports nurseries and primary schools to offer free, daily, supervised toothbrushing (whether it is a local authority, voluntary or private nursery). In Dumfries and Galloway, good progress has been made with this action, however improvements in dental health may now be levelling off and there are concerns that reductions in Education funding will impact on the ability of schools and nurseries to deliver the supervised tooth-brushing programme. A recent Scottish study demonstrated that within three years the nursery tooth brushing programme was shown to have recouped its annual expenditure through savings on actual and anticipated dental treatments, so it is important that we work together to ensure sustained commitment to this programme.</p> <p>In Dumfries and Galloway:</p> <ul style="list-style-type: none"> • 11 schools and 11 nurseries are visited twice a year for fluoride varnish application. All children attending these establishments from Nursery through to Primary 4 are invited to take part. • 97% of local authority and partnership nurseries and 87% of Primary schools participate in the supervised toothbrushing programme. 	<ul style="list-style-type: none"> • The 2018 National Dental Inspection Programme results for Dumfries and Galloway demonstrate that 67% of Primary 1 children had no obvious dental decay experience in their deciduous teeth. Overall there has been a steady improvement in the oral health of P1 children in D&G since 1996 when only 33% of the P1 population were free of obvious decay experience in their deciduous teeth. • Figures have dropped from 68.1% free of obvious decay in 2016 to 67% in 2018, indicating that the improvements in D&G could be levelling off. However, this data is taken from the detailed dental inspection which only inspects a sample of P1 children in Dumfries and Galloway and has particularly wide confidence intervals. Data from the Basic Dental Inspection (which inspected 85% of the P1 population) showed that 71% of the Primary 1 population had no previous decay experience. This would perhaps suggest that the true D&G figure is nearer the top of confidence interval – range bringing us more into line with other NHS Boards.
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<p>5.8 Children and Young Peoples nutrition is improved by:</p> <ul style="list-style-type: none"> • Supporting the CPD needs of pre-school providers regarding a number of approaches and guidance • Continuing to provide a Breastfeeding Peer Support Programme • Developing and implementing a local Breastfeeding Welcome Scheme • Working with partners to raise awareness of the Healthy Start Scheme 	<p>The NHS Dumfries and Galloway Breastfeeding Peer Support Service provides encouragement and information throughout a mother's breastfeeding journey. There are currently Breastfeeding Support Groups x 8 throughout the region.</p> <ul style="list-style-type: none"> • All pregnant women receive free supplies of the Healthy Start women's vitamin tablets by Midwifery staff during their pregnancy. • Health Visiting Teams provide all children and new mothers (up to one year postnatally) with x 1 supply of Healthy Start vitamins (children's vitamin drops/women's vitamin tablets). 1 x bottle of children's drops to formula-fed babies when visiting the family at home (at approx 8 months) and ongoing supply for babies who are breastfed. Thereafter, supplies of Healthy Start children's vitamin drops to eligible/potentially eligible for Healthy Start Scheme and x 1 tub of Healthy Start women's vitamin tablets up to a year after the birth of her baby. • All Community Pharmacists continue to stock Healthy Start vitamin supplements where additional supplies of Healthy Start tablets and drops can be purchased by families not eligible for Healthy Start Scheme. • 4 Locality links between health and wellbeing teams and Health Visitor/School Nurse teams to work jointly in supporting children, young people and families for healthy child weight/ healthy lifestyles. • Limited progress has been made with the development of a multi-agency action plan to support children and families to maintain a healthy weight. However, reactivation and reorganisation of this important aspect of health and wellbeing will be progressed during 2019-20 and actions developed and agreed in partnership. 	<ul style="list-style-type: none"> • Health visiting Service re-accredited with UNICEF Baby Friendly award. Going forward to achieving Sustainability Gold Award. Breastfeeding champions from HV teams identified to work in all 4 localities.
<p>5.9 Increase the number of children and young people who are physically active by:</p>	<p>Physical Activity very much remains a priority area for us as detailed in our Sport and Physical Activity Strategy, we have invested in a comprehensive annual monitoring programme with P7, S1, S3 and S5 students of all D & G schools to measure annual levels of physical activity and physical inactivity.</p>	<p>The 17/18 physical activity survey results showed:</p> <ul style="list-style-type: none"> • Based on annual survey of 3,000+;

<ul style="list-style-type: none"> • The development of sustainable physical activity opportunities including active travel, before during and after the school day using the Active School programme • The provision of 2 hours /2 periods of physical education within schools • Focused approach to targeting physical activity opportunities for girls and young women 	<p>We continue to work in partnership with Sportscotland to deliver sport and physical activity opportunities before, during and after the school day through our joint Active Schools investment. Our combined model of Active Schools and Community Sport delivery strengthens the sustainability of our physical activity pathway linking community sports clubs directly with schools.</p>	<ul style="list-style-type: none"> • 18% inactive (0-2 days) • 65% moderately active (3-6 days) • 17% very active (7 days) <p>Evidence from our Active Schools delivery:</p> <ul style="list-style-type: none"> • 254,096 active schools attendances • 12,741 active schools sessions delivered • 49% female participants • 8,534 unique active schools participants (+7% on 16/17)
<p>5.10 Address use of tobacco by young people by:</p> <ul style="list-style-type: none"> • Implementing a tobacco policy for all secondary schools in the region • Delivering services for Looked After and Accommodated Children and Youth Justice • Ensuring engagement of young people in the developments of tobacco programmes and work with a local tobacco 	<p>Currently all secondary schools have wider policies in place that take account of smoking which addresses smoking in school premises. This work planned by Quit Your Way is to further support these policies along with ensuring that Tobacco remains a high public Health priority in the school setting. This has involved us providing all secondary schools with written resources for specific Tobacco policies and service information for young people who smoke.</p> <ul style="list-style-type: none"> • Smoking prevention work in our region has been delivered to a high degree of consistency through primary and secondary schools across the region. Ideally it would be preferable to prioritise our work in key areas initially, but this is not always possible because as a service we are dependent on the uptake of tobacco programmes from individual schools. • It is difficult to comment on rates of smoking in young people locally at present, however overall in Scotland the adult rates of smoking are reducing primarily due to more young people not taking up smoking. 	<p>Trading Standards performance with regard to test purchasing of tobacco is as follows:</p> <p>Cigarettes: Test purchased from 13% of retailers (8% of which sold to a person under the age of 18). Advice given to 22% of registered retailers.</p> <p>NVPs: Test purchased from 10% of registered retailers, no sales. Advice given to 41% of registered retailers.</p>

<p>alliance to increase knowledge and understanding of tobacco laws</p> <ul style="list-style-type: none"> • Implementing the Enhanced Tobacco Sales Programme • Undertaking a pilot of ASSIST a peer led smoking cessation programme, in Partnership with NHS Ayrshire & Arran 	<ul style="list-style-type: none"> • All key agencies encourage caution, monitoring and research in relation to young people's use of e-cigarettes. This is separate to adults who use e-cigarettes to stop smoking. There should be very clear distinctions between discouraging e-cigarette use in young people who have never used them which is entirely different from adults who want to use an e-cigarette as a stop smoking aid. • Implementing this referral pathway has resulted in a small increased number of children being referred for stop smoking support • Involvement of young people is informal, and classroom and workshop-based. This is incorporated into presentations with the intention of children and young people being more widely informed about tobacco laws and regulation and it is evident through participation and competitions feedback that young people are absorbing these wider messages • Trading Standards have continued test purchasing of tobacco. This is the 10th year of the Enhanced Tobacco sales Programme and has now been extended to include the sale of nicotine vapour products (NVPs) to underage customers. The target is to test purchase from 10% of registered retailers and to give advice to 20% of registered retailers. • There has been good participation of secondary schools in the ASSIST programme with 10 secondary schools participating. Engagement and feedback from young people attending ASSIST training was positive and as a result of this a further 3-year license was purchased (NHS Dumfries & Galloway) from 2018-2021. 	
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Priority 6 – We will raise attainment and be ambitious for all children and young people

Actions To do this we will:	Progress against actions	Evidence
<p>6.1 Improve attainment for all</p> <ul style="list-style-type: none"> • Our schools will work to ensure that young people across Dumfries and Galloway achieve standards of Literacy and Numeracy as well as levels of qualifications which provide the best opportunities for future success 	<p>Overall some progress has been made in improving attainment for all 5-18. However, attainment information regarding the senior phase shows a greater level of improvement in performance than across the Broad General education (BGE). A reduction of the gap between the 20% most disadvantage and the 20% least disadvantaged does however show an improvement in overall performance in the BGE.</p> <ul style="list-style-type: none"> • In 2018, performance of pupils with free meal entitlement (FME) was notably lower than non FME in both literacy and numeracy. Overall however performance of FME children in 2018 was better than 2017. A similar picture is noted with children with additional support needs (ASN) and care experienced children and young people with achievements in Literacy and Numeracy considerably lower in both sectors. • It is important to note however in the data collected in 2018, there was no collection centrally regarding achievement of individual milestones for this group. Individual information at school level will inform this better. • Moving forward data collected through the SEEMIS progress and achievement module will inform this better so providing more accurate information regarding achievement of this group across Dumfries and Galloway. 	<p>2018 Performance data in Literacy SCQF level 4 and Numeracy SCQF Level 4 and 5 show performance levels just above the virtual comparator and national data.</p> <ul style="list-style-type: none"> • The national measure of improving attainment for all shows the average tariff points for the lowest 20%, middle 60% and highest 20% shows values for Dumfries and Galloway similar to the virtual comparator and national values. • In Attainment vs Deprivation a similar level of performance across the SIMD deciles is recorded to national values with Dumfries and Galloway having slightly lower levels of performance in SIMD deciles 4,8 and 10. In decile 1, the most deprived decile, the average tariff points reported are almost half those of the least deprived decile. However, over time, since 2012 – 13 this has been steadily increasing, and is continuing to do so. • Across the Broad General Education Literacy 61% -

		<p>Combined P1, P4, P7 which is below the 2018 SG Measure 68% for 20% most disadvantaged. S3 Literacy 75% which is below the 2018 SG Measure 84% for 20% most disadvantaged. Numeracy 70%- Combined P1, P4, P7 which is below the 2018 SG Measure 75% for 20% most disadvantaged. S3 Numeracy 79% which is below the 2018 SG Measure 84% for 20% most disadvantaged.</p> <ul style="list-style-type: none"> • Although in both of these curricular areas the stretch aim has not yet been reached, overall performance has improved.
<p>6.2 Close the attainment gap (response to NIF aims) Schools and partners will work to ensure that we reduce the disparity in attainment for pupils from differing levels of affluence/poverty</p>	<p>Across the Broad General Education, a reduction of the gap between the 20% most disadvantage and the 20% least disadvantaged shows an improvement in overall performance in all stages and areas. In the Senior phase some improvement is noted.</p> <ul style="list-style-type: none"> • 2018 Performance data in Literacy SCQF level 4 and Numeracy SCQF Level 4 and 5 show performance levels just above the virtual comparator and national data. • The national measure of improving attainment for all shows the average tariff points for the lowest 20%, middle 60% and highest 20% shows values for Dumfries and Galloway similar to the virtual comparator and national values. 	<ul style="list-style-type: none"> • In Attainment vs Deprivation a similar level of performance across the SIMD deciles is recorded to national values with Dumfries and Galloway having slightly lower levels of performance in SIMD deciles 4,8 and 10. In decile 1, the most deprived decile, the average tariff points reported are almost half those of the least deprived decile. However, over time, since 2012 – 13 this has been steadily increasing, and is continuing to do so.

		<ul style="list-style-type: none">• Across the Broad General Education Literacy 61% - Combined P1, P4, P7 which is below the 2018 SG Measure 68% for 20% most disadvantaged. S3 Literacy 75% which is below the 2018 SG Measure 84% for 20% most disadvantaged.• Performance of the combined P1, P4, P7 20% most disadvantaged against a stretch aim of 68% by 2020 indicates that the gap has reduced to 9%. A gap of 18% exists between the performance of the 20% most disadvantaged and the 20% least disadvantaged for the combined literacy measure. The stretch aim is 16%. This shows a reduction in the overall gap. S3 literacy results show a gap of 1% between the 20% least disadvantaged and the 20% most disadvantaged. This is much improved from 2016/17.• Numeracy 70%- Combined P1, P4, P7 which is below the 2018 SG Measure 75% for 20% most disadvantaged. S3 Numeracy 79% which is below the 2018 SG Measure 84% for 20% most
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		disadvantaged. A gap of 12% exists between the performance of the 20% most disadvantaged and the 20 % least disadvantaged for the numeracy measure. The stretch aim is 11% by 2020.
<p>6.3 Continue to improve our delivery of services to children and young people with additional support needs, through more effective partnerships with families, school, communities and other agencies by:</p> <ul style="list-style-type: none"> • refine performance measures and develop satisfaction surveys to inform service improvement • tracking and monitoring attainment, achievement and participation • adjusting our structures to maximise the support available to children and young people 	<p>Our approach to Inclusion and the Presumption of Mainstream is well embedded across our schools. Of the 8,211 children and young people currently identified as having an additional support need, 98% are being supported in mainstream. We are strengthening the shared understanding of needs through the review of our staged intervention model.</p> <p>Universal support is accessible to our learners and supported through an improving approach to inclusive learning and teaching practices, based on our ethos and culture of relationships, with learners at the centre of their planning. Supported by specialist teaching staff and learning assistants across our school estate.</p> <ul style="list-style-type: none"> • There is evidence of sustained efforts in working with parents, carers and partners; including acknowledging their expertise in knowing and supporting children and young people. Needs are identified and reviewed in consultation with families and partners. • We are improving our use of data to ensure that we are more able to respond quickly and more effectively target children and young people at greater risk of not meeting their full potential – including looked after, children with disabilities, young offenders and those experiencing exclusion and low attendance. • The recent relocation of Langland Special School, as part of the North-West Community Campus, has set a new benchmark for the standard and quality of our specialist provision based in learning centres across the school estate. We are now looking at plans to update the provision across the school estate. 	<ul style="list-style-type: none"> • The majority of our 8,211 children and young people with additional support needs are experiencing a varied curriculum tailored to meet their needs. The high numbers of children identified evidences how additional support needs are identified early. • For those requiring more targeted supports learning targets and plans are in place and regularly reviewed. A quarter of our 8,211 cohort have an Individual Education Plan, Coordinated Support Plan and/ or a Child's Plan. These plans are evidencing an improving effectiveness in actively engage learners, with improved differentiation to ensure appropriate pace and challenge.

	<ul style="list-style-type: none"> • Our wider responsibilities for embedding the Getting it right for every child approach continues to be well supported. Our Safeguarding support to schools continues to be regarded as highly effective by schools. • In meeting our duties with regard to equity and excellence for all, the Supporting Learners Service continues to effectively target barriers to participation and achievement. • The continued delivery of quality support and the improvement agenda takes place in the context of increased demands on the service and reducing resources, both within the Service and as importantly for those other services also supporting our children, young people and their families. Consequently, the original planned completion date of August 2019 will not be met. Completion dates are fluid due to the impact of budget reductions in 2018/19 and 2019/20. • Key activities, in addition to delivering a £15m Service to 8,211 children and young people across 116 schools, have included: <ul style="list-style-type: none"> – restructure of Inclusion Services – Care Experienced Education Team – educational psychology improvement plan – review learning support functions – restructure of Supporting Learners Service – Exclusion Monitoring Group – Attainment Monitoring Group – Better Relationship Better Learning programme – GIRFEC/ safeguarding improvement plan – Anti-bullying and Transgender policies – building capacity – Learning Centre development – diarised engagement with stakeholders. 	
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<p>6.4 Implement a strategy to ensure that we have appropriately trained and skilled workforce to meet the expectations of increased Early Learning & Childcare</p>	<p>Very good progress has been made. Both College/ local authority links and University/ local authority links established</p> <p>Workforce transition – retrained or sustained local employers</p>	<ul style="list-style-type: none"> • 13 members of staff undertaking BA in Childhood Studies (12 due to complete in August 2019) in partnership with University of West of Scotland. • 15 more will commence programme in August 2019 • 10 Scottish government funded graduates (Senior Practitioner) have been recruited to support nurseries in areas of high deprivation • 12 local authority employees undertaking HNC in Childhood Practice • 7 local authority employees undertaking SCQF Level 7 Social Services (Children and Young People)
<p>6.5 Improve curricular choice and attainment by young people in schools as well a positive outcome for the Dumfries and Galloway economy and the wider community.</p>	<ul style="list-style-type: none"> • A Senior Phase Operational Group has been established made up of senior leaders and curriculum planners from all schools and local colleges. Curriculum planning is taking place collaboratively, informed by young people's voice and demand for skills and qualifications driven by economically important sectors in our local area and nationally. • The majority of secondary schools now make a wider range of options available to pupils across wider geographical areas. School partnerships have been established and strengthened in Dumfries Learning Town, Network East and Stewartry Link. • The Bridge is on course to deliver further flexibility from June 2019. Courses including STEM will benefit from state of the art facilities at the Bridge. 	<p>Dumfries and Galloway Employability Award (SQA qualification provides accredited work-based learning) continues to be offered to all schools in Dumfries and Galloway as part of a flexible senior phase.</p> <ul style="list-style-type: none"> • 2016-2017 14 students from 6 schools • 2017-2018-22 students from 6 schools

	<ul style="list-style-type: none"> • Schools are beginning to engage with the SCQF Ambassadors programme which will result in a greater degree of flexibility in the Senior Phase. This should raise attainment for pupils by offering a greater number of National Progression Awards and skills for work courses of National Qualifications. • The Regional Partnership has attracted funds to increase the number of FA Frameworks from 2 frameworks to 5 for 2019/20. These are in: <ul style="list-style-type: none"> ○ Creative and Digital Media ○ Engineering ○ Food and Drink Technologies ○ Social Services, Children and Young People ○ Social Services and Health Care • 2 of the frameworks will be offered by Education and 3 from D&G College. This will improve curricular choice including a continued focus on STEM subjects • The school -college partnership has been refreshed to enable equity of provision across the authority 	<ul style="list-style-type: none"> • 2018-2019- 58 students from 8 schools registered up to 20.2.19 <p>Case study (video) for DG Land based award.</p>
<p>6.6 Engage with young people and parents to raise aspirations and promote opportunities and range of pathways, supporting learners to make informed choices</p>	<ul style="list-style-type: none"> • Employability Coordination Group Policy updated in Sept 2018 to reflect changes in services. • School completion for young people views on Preferred Route, Anticipated Leaving Date and Preferred Sector being maintained at levels above national average. • A Recognising Skills and Achievements Short Life Working Group (RSAG) was convened to update the previous profiling guidance in light of significant changes legislatively. The policy and guidance once complete will help schools to plan and implement universal support and better understand and recognise more formally progress and achievements of pupils • Restructuring and reduced workforce has reduced resource to ensure this policy securely embedded in practice. • Ongoing implementation following set up of Recognising Skills and Achievements Group should extend until 2019/20 	

<p>6.7 Provide support to:</p> <ul style="list-style-type: none"> • Deliver co-ordinated universal and targeted support to young people in school to encourage planning for the future and progression to positive destinations. • Coordinate tracking and monitoring of young people to deliver DG Youth Guarantee of 100% positive destinations 	<p>A tracking and monitoring sub group of Local Authority representatives working in partnership with Skills Development Scotland continue to track and monitor young people to offer any young person the opportunity to get back into employment, training or education should they leave a positive destination.</p>	<ul style="list-style-type: none"> • The latest participation measure (published August 2018) shows that we are maintaining positive destinations with 92.2% of our 16-19-year-olds are participating in training, education or employment compared to 91.8% nationally and 92.2% the previous year. Unconfirmed status remains below the national average at 4.4% compared to 4.7% nationally
<p>6.8 Work in partnership to support schools to develop effective, sustainable partnerships with employers.</p>	<ul style="list-style-type: none"> • Some schools engaged with employers and demonstrating effective partnership working. • Refocusing of staff resource in school has reduced focus on this priority for schools. • DYW regional group have focused on the setting up of sector groups and promotion of raising awareness events limiting resource to facilitate sustainable long-term partnerships between schools and businesses. 	<ul style="list-style-type: none"> • Increased number of young people accessing accredited work-based learning through the DG Employability Award (figures given in 6.5)
<p>6.9 Implement and review a professional learning strategy for teaching staff including leadership development which supports teachers' development and professional review & development/ professional update</p>	<ul style="list-style-type: none"> • This target has been completed however there remains a need to continue to focus activity on this area. • Ongoing challenges exist due to diminishing resources and the Headteacher empowerment agenda. • A Professional learning Reference Group has been established and a work plan agreed 	<ul style="list-style-type: none"> • There has been a rise in the number of applications for promoted positions within D & G • There are increased numbers applying for and undertaking the Into Headship Qualification • Evaluations from attendees are judged as very good overall from attendees at centrally organised activities.