

Dumfries and Galloway

Children's Services Plan 2020-2023



Introduction

We are pleased to introduce Dumfries and Galloway's second statutory Children's Services Plan. It builds on the progress made in our 2017-20 plan and sets out our direction of travel over the next three years.

The Children's Services Plan is our overarching plan for children's services setting out our joint vision, approach and ambitions for children and young people in Dumfries and Galloway. Children's rights underpin our actions, ensuring that they are at the centre of planning and decision making. The plan further demonstrates our intention to move towards outcome-focused planning in respect of wellbeing and protection. Our Children's Services Plan is delivered under the GIRFEC framework and acknowledges the need to work together to improve outcomes for children.

Our joint priorities reflect our ongoing commitment to keeping children safe and being the best corporate parents that we can be. We recognise the impact of poverty on children, young people and families and are working to reduce this. The plan outlines our response to the growing mental health needs of children and young people and to the particular challenges faced by children, young people and families affected by disability. Services can and should only play a limited role in the lives of children and young people, so supporting and enabling parents is also key to delivering positive outcomes for children in Dumfries and Galloway.

We commit to delivering the strong leadership and effective partnership working which is required in these challenging times to effectively deliver on these priorities and improve outcomes for children, young people and their families.



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Purpose of plan

The requirement to produce a Children's Services Plan was established in legislation in 2014 as part of the Children Scotland Act 2014 and charged NHS and Local Authorities to jointly develop and deliver a plan. The central aims of the plan are to

- Safeguard and support the wellbeing of children and young people in Dumfries and Galloway.
- Promote early intervention and prevention to address needs at the earliest opportunity or to prevent them arising.
- Deliver services that appear as integrated as possible to the children, young people and families who use them.
- Make best use of resources.
- Ensure that related services, for example Housing and Alcohol and Drug services are also delivered in a way that as far as possible promotes children's wellbeing.

The Dumfries and Galloway Children's Services plan should set out the way in which we will work together to achieve the aims of Children's Services Planning.

This high-level strategic plan sets out the shared joint priorities for Dumfries and Galloway and provides a roadmap for delivery. This is the overarching plan and is consequently supported by more detailed plans in areas such as child protection, corporate parenting and GIRFEC. The document identifies who will lead each action and provides timescales for completion. Monitoring and oversight arrangements are included alongside a clear statement of direction, vision and intent for children's services in Dumfries and Galloway.

Our previous plan 2017-20 also had 6 priority areas but included in the detail of the plan was a more universal approach to children's services planning. This meant that some elements of the plan were also included in other planning documents. The Dumfries and Galloway 2020-23 plan is a more streamlined document focusing on areas of improvement activity which require joint planning and delivery by community planning partners.

Where we are now

The Dumfries and Galloway Children's Services Plan 2017-20 was both ambitious and challenging in terms of the breadth of improvement activity. The Follow On Inspection of 2016 confirmed that the Partnership were moving in the right direction and reinforced the need to remain focused and continue to drive forward long-term sustainable change. The Children's Services Plan 2017-20 provided the steps to achieving continuous improvement across all relevant domains. It set out our ambitions in respect of prevention and early intervention as well as illustrating the

way in which the protection of children would be improved. In overall terms we successfully addressed many of the challenges and delivered on our objectives from the Plan. The 2017-20 Plan comprised 6 key priorities and some of our key achievements to date are as follows.

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

- Improved partnership working across children’s and adults’ services through the single Public Protection Committee.
- Significant investment in the evidence-based approach Signs of Safety – working better together with families to bring about sustainable change.
- A fully operational Multi-Agency Safeguarding Hub – with faster, more efficient decision-making to protect children.
- A comprehensive campaign to raise awareness of Child Sexual Exploitation – raising the profile of these children across the workforce and communities in Dumfries and Galloway.

Priority 2 - We will ensure children and young people get support at the earliest appropriate time through prevention and early intervention

- Getting it right for every child (GIRFEC) is embedded in practice.
- Multi-agency GIRFEC locality groups in place and delivering local multi-agency planning and support for children and young people
- Implementation of the GIRFEC Practice Log – a single point of information and support for practitioners.
- Successful implementation of the Health Visitor Pathway in Dumfries and Galloway.
- Introduction of the Family Nurse Partnership in Dumfries and Galloway.
- Continued move towards implementation of 1140 hours of Early Learning and Childcare.
- A successful Family Centre in Upper Nithsdale delivered by NCH
- The delivery of the Incredible Years parenting programme and the PEEP learning together programme in Dumfries and Galloway.

Priority 3 - We will improve the wellbeing and life chances of our most vulnerable children and young people

- The provision of supported accommodation for young care-leavers, for example at Holm Park View.
- Extended free access to leisure and cultural activities for care experienced children and young people.
- Improved timeliness of health screening.
- 15 care experienced young people attending college or university in 2019.
- Continued support for young people attending Further and Higher Education through the use of extended foster placements and other supports.
- Listening to; and engaging with looked after children and young people more effectively through the Listen2Us survey and the Champions Board.
- Development of an inclusion team within Education to focus on raising the attainment of looked after children and young people.

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

- Piloting a neurodevelopmental diagnostic service for children with disabilities.
- A range of anti-poverty measures including: Intensive Family Support Service; Breakfast Clubs; Holiday Food Fund Programmes, transport costs for after school clubs; Free School Uniform Projects and increasing the School Clothing Grant from £100 to £134 per pupil.
- Significantly increased uptake by families of free school meals and clothing grants through use of matching data systems
- The development and implementation of Young Carers Statements in partnership with Social Work and Education.
- Development of a library of resources for Self-Directed Support (SDS), including Dumfries and Galloway eLearning tools.
- Establishment of the SDS brokerage service in Autumn 2018

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

- Youth Information Workers delivering low-level mental health interventions in schools both one to one and targeted group work.
- 22 Mental Health Ambassadors have been identified within schools.
- Continued delivery of the Cool2Talk digital platform for young people seeking information about sexual health.
- Increased uptake of physical education through Active Schools and partnership with Sport Scotland.
- Improved access to Child and Adolescent Mental Health Services (CAMHS) through a primary care pilot.

Priority 6 – We will raise attainment and be ambitious for all children and young people

- Implemented a re-focused supporting learners' strategy
- Improved outcomes for the most socio-disadvantaged students through PEF projects
- Made good progress in respect of reading, writing, listening and talking and numeracy over the last three years
- Overall schools across Dumfries and Galloway show an improving record over time of raised attainment in Literacy and Numeracy in both the Broad General Education and Senior Phase.
- The percentage of pupils achieving the expected CfE Level has increased slightly across most organisers and stages compared to previous years although the overall pattern of performance is similar to that reported in the 2017/18 results.
- Improvements have been made in percentages of pupils leaving school with literacy level 5 and numeracy level 4.
- Over time, since 2012 attainment of young people from the most deprived datazones in Dumfries and Galloway has been steadily increasing and is continuing to do so.
- 94.7% of leavers from school entered a positive destination in 2017/18 . This is an increase of 0.7% on previous year.

Our vision

Our vision for children’s services sets out our high-level commitment to children, young people and their families and operates within the context of the wider GIRFEC approach.

“All children and young people are safe and achieve their full potential. We will listen to children, young people and their families and work together to make sure they get the right help at the right time.”

A detailed explanation of what this vision means in practice for children and young people, parents/carers and staff is given in [appendix 1](#).

Dumfries and Galloway, and our children and young people

Population and geography

Dumfries and Galloway is:

- the third largest region in Scotland, characterised by small settlements of 4,000 people or less spread across a large area¹
- one of the most rural areas of mainland Scotland, after Argyll and Bute and the Highlands, with 21% of the population living in remote rural locations¹
- largest town is Dumfries (population 33,300), followed by Stranraer (10,500) and Annan (8,900)²
- over a quarter of the population (28.6%) lives in an area considered to be remote (further than 30 minutes’ drive away from a large town of population 10,000 or greater)¹
- 7 secondary schools have fewer than 500 pupils; 45% of primary schools have fewer than 50³
- the working age population is predicted to decline by 12.1% by 2041⁴. As of 2016, 60 per cent of the population of Dumfries and Galloway, or 89,000 people, were of working age (16-64). By 2041, it is expected that those of working age will account for just over half the population (decreasing to 52 per cent, or 73,100 people⁵.
- In the 10,000 Voices survey in 2018, 55% of young people said they intended to leave Dumfries and Galloway in future for work, study or travel⁶.

Economy and Employment

- The forecast in the 2018 Dumfries and Galloway Regional Skills assessment is that the local economy will grow at a rate of 1.1% per year between 2018 and 2028 - lower than the Scottish rate of 1.7%⁵.

- Employment is expected to contract between 2018 and 2028. This is expected to result in the loss of 2,100 jobs in Dumfries and Galloway by 2028. This is the second highest level of job losses forecast over this period out of the 32 local authorities.⁵
- Almost 10% of workers in Dumfries and Galloway are employed in Caring Personal Services roles.⁵

Our children and young people

- Our population aged 0-17 in mid-2018 was estimated at 26,328⁷. Of these:
 - 6,488 were aged 0-4
 - 9,154 were aged 5-10
 - 7,782 were aged 11-15
 - 2,904 were aged 16-17
- In Dumfries and Galloway, 19 school nurseries, 10 funded providers and 29 childminding services now offer 1140 of funded Early Learning and Childcare to over 1100 children. This equates to 39% of children accessing funded Early Learning and Childcare. Around 44 % of these children are accessing the full 1140 hours with an additional 41% taking between 600 and 1140 hours³.
- Of the 19 local authority nurseries 16 offer Early Learning and Childcare hours from 08:30 to 15:30 (aligned to the school day) and 3 offer hours from 08:00 to 18:00 providing further flexibility. Funded providers and childminders also offer flexible provision to families³.
- There are 98 Primary Schools with a total school roll in September 2019 of 10,304 primary pupils.³
- There are 16 Secondary Schools with a total school roll in September 2019 of 8,441 secondary pupils.³
- There are 17 pupils in Langlands special school (September 2019)³.

Attainment and achievement

- Overall schools across Dumfries and Galloway show an improving record over time of raised attainment in Literacy and Numeracy in both the Broad General Education and Senior Phase.³
- In Attainment compared to Deprivation, a similar level of performance in all SIMD deciles is recorded to national values. In decile 1, the most deprived decile, the average tariff points reported for Dumfries and Galloway young people, is almost half the value of the least deprived decile. However, over

time, since 2012 attainment of young people from SIMD 1 has been steadily increasing and is continuing to do so.³

- Achievement across the senior phase, which is looked at over a three-year period S4 to S6 showed overall increased attainment for school leavers. In 2019, 65% of young people across Dumfries and Galloway left school with one or more qualifications at SCQF level 6 (Higher) the end of S6, 46% of young people with 3 or more qualifications at SCQF level 6 (Higher) and 31% with 5 or more qualifications at this level.³
- The national benchmarking measure of leaver initial destinations shows a very slight drop in the percentage of school leavers in a positive destination approximately 3 months after leaving school (their initial destination).³
- In March 2019, there were 8,211 learners facing a barrier to their learning under our staged intervention approach, 1440 with an Individual Education Plan and 113 with a Coordinated Support Plan. There has been a continuing growth in the number of children and young people with a Child's Plan (951 in March 2019, increasing to 1,024 by January 2020), through the delivery of our GIRFEC named person approach. Of the 8,211 children and young people currently identified by our schools as experiencing at least one barrier to learning - 98% are being supported in mainstream classes.³
- In January 2020, the Education management information system recorded 395 pupils as being on the Autistic Spectrum; 480 pupils self-reported as disabled; and 417 pupils assessed (diagnosed) as disabled.³

Children and young people in need of care or protection

- In the year August 2018 to July 2019 there were 7,323 referrals in total into Children and Families Social work. This is an increase of 9% on the same period 2017-2018 when there were 6,744 referrals.⁸
- In January 2020 we had fewer than 10 children on the Child Protection Register. This is a significant reduction from January 2019.⁸
- In 2017-18, there were 16.7 looked-after children and young people for every 1000 children and young people aged under 18 in Dumfries and Galloway. This rate was higher than the rate of 14.3 for Scotland.⁹
- On 31st December 2019 there were 399 looked after children, compared to 447 on the 31st December 2018. This is a reduction of 11% in 12 months.⁸
- Of the 399 children looked after on 31 December, 374 were accommodated in a community setting. This equates to 94% of children looked after in Dumfries and Galloway living with parents/carers; friends/family or foster carers/prospective adopters.⁸

- In 2018-19, 588 children were referred to the Reporter. Of these, 484 were on care and protection grounds and 148 on offence grounds (some are referred on both care and protection and offence grounds).¹⁰
- In 2018-19, 177 children aged under 16 were referred to Women's Aid services in Dumfries and Galloway.⁸
- Current numbers of Children and Young People affected by substance misuse in Dumfries and Galloway are unknown, however in 2016, estimates suggested there were between 2000 and 3000.¹¹ (This estimate was based on applying national rates of substance misuse to the Dumfries and Galloway population; and information from adult substance misuse services about the estimated number of their service users who had dependent children). Parental substance misuse has consistently been one of the top four areas of risk for children and young people placed on the Child Protection Register.
- Between January and September 2019, the Looked-After Children's Health Service received 125 new referrals for health assessment; 86% were offered a health assessment within 28 days of notification to the Health Service.¹²
- In 2018/19, there were 38 Homeless presentations from young people aged 16-17, and 230 from 18-25-year-olds. There were 41 Homeless presentations from people who had previously been looked-after.²²

Health and wellbeing

- In the year ending 31 March 2019, there were 1220 live singleton births in Dumfries and Galloway (National Records Scotland). Of these, 82.5% were of a healthy birthweight and 6.1% of a low birthweight – categorised as under 2500g. A baby's weight at birth reflects both their gestation and how well they have grown whilst in the womb. Babies who are both preterm and small for their gestational age are at particular risk of short and long-term health problems. There is a relationship between low birthweight and deprivation.¹³
- In 2017/18, 28% of women were exclusively breastfeeding at their 6-8 week review. This is an improvement on the previous two years but is lower than the national rate of 30.7%.¹⁴
- The latest published Child Health 27-30 Month Review Statistics for 2017/18 for Dumfries and Galloway showed that the coverage of the review was 94.4% (93.1% in the previous year) compared to 90.2% (89.5% in the previous year) for Scotland. A new or previously known concern was noted for at least one aspect of the child's development in 16.2% of reviews compared to 20.2% the previous year and 15.4% nationally.¹⁵ Provisional results for 2018/19 show that coverage for the reviews in Dumfries and Galloway was 93.5% compared to Scotland at 91.2%. The percent with one or more concerns was 15.7% for Dumfries and Galloway and 14.5% for Scotland in 2018/19.¹⁶

- In 2019, Wellbeing Surveys took place in schools across Dumfries and Galloway with P5 to P7 and S1 to S4 pupils. With regard to mental wellbeing, 57% of primary school pupils and 31% of secondary pupils reported very high life satisfaction. However, 18% of secondary pupils reported a very high level of emotional and behavioural difficulties, and among secondary pupils, girls were more likely than boys to report low/medium life satisfaction with 49% of girls reporting low/medium life satisfaction by S4. Pupils in receipt of free school meals; or with a Child's Plan; or with additional support needs were also more likely to report low/medium life satisfaction.¹⁷
- In September 2019, Dumfries and Galloway Child and Adolescent Mental Health Service (CAMHS) had 954 open cases (not including Child Psychology cases). In the quarter ending September 2019, Dumfries and Galloway CAMHS had the highest rate of referrals in Scotland at 10.9 referrals per 1,000 people under 18. The comparable rate for Scotland was 7.2 referrals per 1,000 people under 18. The rate of accepted referrals was also the highest in Scotland at 8.6 per 1000. 94.2% of people starting treatment with CAMHS in the quarter ending September 2019 within 18 weeks of referral, compared to Scotland which was 64.5%. Dumfries and Galloway CAMHS had the lowest percentage of Did Not Attend for first contact appointment (6.3%), compared to Scotland (14.0%).¹⁸
- In the Wellbeing Survey, 7% of secondary pupils described themselves as current smokers, and 18% of secondary pupils had ever smoked a cigarette. 24% of secondary pupils had tried e-cigarettes. Pupils with a Child's Plan were much more likely to be current smokers (22%).¹⁷
- Those with a child's plan were more likely than those with no child's plan to have drunk alcohol in the last week (24%, compared with 13% with no child's plan). (Wellbeing Survey).¹⁷
- Current smokers were six times as likely than non-smokers to have drunk alcohol in the last week (63%, compared with 10% of those who did not currently smoke). (Wellbeing Survey)¹⁷
- Dumfries and Galloway has a teenage pregnancy rate of 18.5 pregnancies per 1000 women aged under 18. This is a rolling rate over a 3-year period from 2015-2017 and has been declining since 2006-2008 when the rate was 39.8 per 1000. Evidence shows that having a pregnancy at a young age can contribute to a cycle of poor health and poverty as a result of associated socio-economic circumstances before and after pregnancy.¹⁹
- In 2018/19, 73.6% of children measured in Dumfries and Galloway had a healthy weight. Source ISD²⁰
- In 2019, 67% of primary pupils ate vegetables every day or most days. 20% of primary pupils drank fizzy drinks every day or most days. Those with a Child's Plan were less likely to eat vegetables every/most days and more likely to drink fizzy drinks. (Wellbeing survey)¹⁷

- In 2019, 15% of secondary pupils were active for at least 60 minutes every day. Girls (12%) were less likely than boys (19%) to be active for at least 60 minutes every day (Wellbeing Survey).¹⁷

Poverty

- A 2019 report by the End Child Poverty organisation estimated that in 2017/18, 27% of children in Dumfries and Galloway were living in poverty after housing costs. This gives Dumfries and Galloway the fourth highest rate in Scotland, after Glasgow City, Dundee City and Clackmannanshire. In the Dumfriesshire constituency, the figure was 23%; and in the Galloway and West Dumfries constituency the figure was 31%. While an estimated 27% of children in Dumfries and Galloway live in poverty, local data at ward level shows this to vary between 16% and 37%.²¹
- In 2019, 758 applicants with children were awarded Crisis Grants (33% of applications).²²
- In 2019, 276 applicants with children were awarded Community Care Grants (38% of applications).²²
- In November 2019, 16.9% of pupils in Dumfries and Galloway (3,171 children) were eligible for Free School Meals.²²
- Local authority labour market profile figures from the NOMIS service provided by the Office for National Statistics show that in 2018 and 2019, Dumfries and Galloway had the lowest work-based gross weekly wage in Scotland. This was £480.80 in 2019 compared with the Scottish average of £577.70.²³
- We know that close to 5000 children are in households with Council Tax Reduction Claims.²²
- 28.8% of people in Dumfries and Galloway earn less than the Living Wage compared with 18.4% in Scotland.²⁴

Our challenges

Dumfries and Galloway face a range of significant challenges which impact on the effective delivery of children's services to secure positive outcomes for children and young people. Our stated intention is to give children the best start in life and ensure that they are provided with every opportunity to fulfil their potential and become active contributors in their communities. The Partnership recognises the particular issues that exist across Dumfries and Galloway making success more challenging. The key challenges are as follows:

Geography – Dumfries and Galloway has a specific issue around rurality. Our population is widely scattered across small settlements with very few densely populated areas. The two largest towns are 75 miles apart and have different profiles. This affects both delivery of, and access to services. This hinders our ability

to deliver responsive and timely support to some of the more rural parts of Dumfries and Galloway. Flexible solutions are required to overcome this particular difficulty and to address the issue of equity of provision.

Population - our population is declining and ageing, and we will have fewer people of working age to support an increasing elderly population. The beauty and rurality of Dumfries and Galloway which is attractive to older people is less so for the younger generation and this has contributed to the desire of young people to leave the area. In the 10,000 Voices Survey carried out in 2018, 55% of young people said they intended to leave Dumfries and Galloway in future for work, study or travel. In this regard both geography and population have a direct impact on the workforce.

Workforce - as outlined above there is an interconnectivity between geography and population and workforce planning. Over the years Dumfries and Galloway has faced significant challenges across all agencies and services, ranging from front line to senior managers, in recruiting and retaining staff. This has required us to be innovative and work together to overcome these difficulties. Despite some initial successes the problems have persisted and can be acute in key areas such as the west of Dumfries and Galloway. The establishment of a multi-agency group has provided the opportunity to work collaboratively and adopt a whole system approach to this issue. The issue of young people leaving the area has been recognised as a challenge by the enterprise agency for the South of Scotland; and a Regional Skills Investment Plan will seek to address this.

Poverty – Dumfries and Galloway, as with many other areas across Scotland, has an increasing issue with the impact of poverty which is exacerbated by a low wage economy. Although we have 16 datazones within the 20% most deprived in Scotland, the vast majority, 80%, of income or employment deprived people in Dumfries and Galloway live outwith the most deprived datazones. We, therefore, have a very dispersed model of poverty which means that it can be difficult to target services and resources effectively.

Digital and Management infrastructure - Digital and Management infrastructure
Dumfries and Galloway's digital infrastructure remains inconsistent and the interoperability remains poor as some systems do not speak to each other. Health have particular challenges as staff are recording information on several systems as the existing structures are not available to streamline this, although work is currently underway to address this. The challenges that can result from poor interoperability are lack of consistency when identifying children and young people; lack of standards for sending, receiving, and managing information between systems; and difficulties with measurement, analysis, and improvement. This may create barriers to delivering improved experiences and outcomes for children and young people.

Engagement with children and young people

As a Community Planning Partnership, Dumfries and Galloway is committed to engaging with children and young people and ensuring that their voices shape the services we deliver. This plan has been informed by a wide range of consultation and engagement activities with children and young people with many of these featuring in the 2018 Year of Young People.

In April 2019, the report on the 10,000 Voices survey was published. The 10,000 Voices survey ran in Dumfries and Galloway for the duration of 2018, with participants aged between 10 and 25. The consultation captures the views of 46.9 per cent of all young people living, working and studying in Dumfries and Galloway, making it the largest collection of young people's views in Scotland for a single local authority area. Young people provided answers to two types of questions: the first focusing on the physical environment of their communities (the buildings, streets, public spaces and natural spaces that make up a place) and the second focusing on the social environment (the relationships, social contact and support networks that make up a community). The findings of 10,000 Voices were presented to Community Planning Partnership as well Dumfries and Galloway Council and NHS Board. Each Community Planning Partner made the commitment to use the findings to influence future service planning so that service planning reflected the findings of 10,000 Voices. A progress report will go annually to Community Planning Partnership each year for the next 3 years and a follow up to 10,000 Voices will be carried out in 2024 to allow us to compare the findings.

Dumfries and Galloway's Youth Participation and Engagement Strategy was co-produced with young people aged 12-25 across Dumfries and Galloway and was approved in March 2018. This strategy outlined an innovative approach to youth democracy opportunities for young people and has seen the implementation and development of our first elected Youth Council consisting of 35 young people. The Youth Council includes 2 Ward Youth Councillors per area (24 in total) who are responsible for representing their physical community, there also 7 Youth Councillors who are responsible for advocating for each identified marginalised group. Additionally, Dumfries and Galloway's 4 Members of the Scottish Youth Parliament also sit on the Youth Council and represent the needs, interests and views of the Dumfries and Galloway's youth population on a national level. The role of the Youth Council is to promote the priorities and needs of young people to local decision makers to ensure a more collaborative approach to planning, evaluation and decision making.

The Listen2Us group, which sits within the wider Champions Board Project, is a youth advocacy group for young people who have experiences of care aged 12-25. Their role is to promote the experiences of young people and engage with Corporate Parents to improve services provided to care experienced children and young people throughout Dumfries and Galloway. In November 2018, they launched the findings of

the Listen2Us consultation that outlined key areas of improvement for services. The Listen2Us group meet twice yearly with Senior Officers from the NHS, Social Work, Education, Young People's Services, Police Scotland, and the Third Sector in meetings known as Champions Board Meetings.

Both the Youth Council and Listen2Us are supported and delivered by the Young People's Service and whilst both are now established forums for young people to share their experiences, there is work being undertaken to ensure that there is improvements in how the views of young people are directly shaping the development of services, strategies and priorities as opposed to being simply a mechanism for consultation. An example of how we are improving opportunities for young people to become meaningfully involved is the joint meeting between Dumfries and Galloway Council and the Youth Council that took place in February 2020, during which a series of joint actions were agreed that aimed to improve outcomes for young people. There are also plans to have a Joint Meeting of the Community Planning Partnership and Youth Council in late 2020.

In April 2019 a specific consultation took place with 14 young people from Dumfries and Galloway who had experience of Children's Panel Hearings. The findings of this consultation led to the development of a Better Hearings plan which is informing the priorities within the Corporate Parenting plan.

#ROOTS is our annual Youth Activism and Volunteer conference that has been continued as part of the legacy from Year of Young People. The original event took place in March 2018, followed by #ROOTS2.0 in October 2019. The purpose of these events is to bring young people together from across Dumfries and Galloway to develop their skills for engagement, knowledge of existing structures and also acts as an opportunity to gather the views of young people.

#WeCare is another annual conference-style event organised by the Listen2Us group that focuses on providing opportunities for young people with experiences of care. Taking place for the first time in 2019, the conference aimed to build relationships between corporate parents and young people; and provide meaningful opportunities for young people to have their say on national or local initiatives. Funding has been secured to continue to develop this event for 2 further years.

The Third Sector Interface for Dumfries and Galloway (TSDG) has recently launched a forum for third sector organisations providing services for children and young people. This forum will be one vehicle for engaging with the third sector on the delivery of the children services plan. The interface can also play a part in community engagement.

Although we have evidence of gathering the views of care experienced children and young people, the recent self-evaluation: "How good is our corporate parenting" tells us that the children and young people are frustrated that they do not always see their views translated into action. Our Corporate Parenting Group is committed to

ensuring through their action plan, that procedures, policies, strategy and services are shaped in line with the views of children and young people.

As a Community Planning Partnership, Dumfries and Galloway is committed to engaging and involving communities in decision that affect them. Our approach to delivering on this commitment is detailed in the Dumfries and Galloway Council Community Participation and Engagement Strategy and the Dumfries and Galloway Integrated Joint Board Participation and Engagement Strategy. The Community Planning Participation and Engagement Working Group co-ordinates a programme of engagement activity across partners and oversees the Participation and Engagement Network which is one way that individuals can share their views and opinions on local services. A network of frontline staff, Senior Managers and Third Sector Organisations trained in Best Practice in Consultation has been established to build the confidence, skills and knowledge of those involved in community engagement and to enable sharing of practice and peer support.

Our approach

We recognise that the vast majority of children and young people will have their needs met within their own families and by universal services. We therefore strive to ensure that our universal services are flexible, responsive, easy to access and welcoming for families. Staff have a good understanding of local need and work to build relationships with families accessing services. The underpinning philosophy is about empowerment and partnership. We remain committed to shifting away from crisis driven approaches and towards prevention and early intervention; recognising the criticality of a non-stigmatising approach. However further work needs to be done to ensure that universal services are able to better identify and respond to needs at the earliest opportunity.

We want to build on the successes of previous years and ensure that staff remain knowledgeable and familiar with their role, responsibility and accountability in respect of planning and decision-making for children at all stages. Staff have been provided with a comprehensive suite of GIRFEC materials to assist with the early identification of individual need that promotes wellbeing. The use of a standardised framework aids the effective sharing of information and the accurate assessment of a child's circumstances. The framework is underpinned by the National Practice model as well as other evidence-based approaches such as Resilience Matrix, National Risk Framework etc. More recently we have reviewed and renewed our GIRFEC locality model and anticipate that this will support a solution-focused approach and improve partnership working across all sectors. We have established mechanisms to identify key practice issues and this ensures, that as a partnership, we are able to take timely action to resolve any issues that might arise. We will continue to evaluate our performance and remain committed to delivering good quality learning and development opportunities across the partnership.

The recent implementation of the evidence-based approach, Signs of Safety, represents a major commitment to working more effectively with families to help them find, wherever possible, their own solutions, using a children's rights-based approach. This is a longer-term programme of change which will be embedded over the lifetime of this plan and is an important vehicle for change. Signs of Safety clearly supports the GIRFEC agenda of placing the child at the centre of planning and interventions. This model provides a range of tools which enable staff to work with families in a more meaningful way and capture and record their views more effectively. Training has been delivered primarily to social work staff, but future plans include a roll out to all relevant services and agencies across all sectors. The impact will be closely monitored and evaluated.

There are a number of single and multi-agency plans which set out our ambitions to improve the lives of children and young people. The Children's Services Plan rightly maintains a focus on our most vulnerable children. We recognise that these children and young people need a multi-agency coordinated approach to ensure the totality of their needs are met and, whilst universal provision will have an input, there is also a need for targeted and specialist interventions

For the purposes of this plan we have deliberately chosen to take a focused and targeted approach which will deliver transformational change. Such approaches can only be delivered by working effectively together. Good quality leadership and direction supported by a shared vision is critical to success.

Dumfries and Galloway Council and NHS Dumfries and Galloway have embarked on a programme of transformational change with a view to overcoming some of the financial constraints facing the partnership over the coming years. The aim is to ensure that our services are modernised, improved and are able to continue to deliver in the most effective and sustainable manner. Some of the areas the Council are focusing on through the transformation agenda include: Education core delivery and curriculum; Workforce; Partnership approach to earlier intervention and Schools. Within Children and Families Social Work commitment has already been made to changing the way we engage with children and families using the "Signs of Safety" framework. This has energised the workforce and early feedback from children, families and partners shows that this approach is welcome. An "Intensive family Support Service" was also piloted using anti-poverty funding that showed the positive impacts of working with families in a different way. As part of the transformation approach the Service will focus on building strengths within individuals, families and communities. This approach will include better working with partners in the third sector to stimulate and cement community support for vulnerable families and a continuation of the Children and Families Service working "in a different way" with children and families, based on a relationship model and building and enhancing skills. More than 200 third sector organisations providing almost 300 services impacting on children and young people in some way, have been identified in

Dumfries and Galloway, including family support, early years provision, young people's services and youth work.

Within the NHS the Sustainability and Modernisation Programme (SAM) was established in response to the significant financial challenges facing the partnership and NHS locally. It was determined that the way Dumfries and Galloway would like to approach a financial improvement programme was to focus on innovation and transformation. SAM aims to promote and drive local change in delivering the best services in the most efficient way and, crucially, by capturing and measuring the benefits – whether that be quality, productivity or financial.

Our recent involvement in the Realigning Children's Programme has reaffirmed the need for change and has highlighted the importance of addressing mental health and wellbeing. To this end we will embark on a programme of improvement to ensure we deliver on the change agenda.

In Dumfries and Galloway there are complex governance structures relating to children's services. We recognise the need to continually improve strategic working relationships across these children's services structures to ensure that the accountability and focus on children's services is maintained.

How we identified and agreed our joint priorities

Over the last 4 years an emphasis has been placed on securing a better understanding of our communities and localities in order to respond more effectively to the needs of children and young people. We have introduced a range of mechanisms that are designed to gather evidence and information about the quality of services as well as highlighting significant gaps in provision. We have recognised the need to engage more effectively with third sector organisations. We have used both qualitative and quantitative data to shape our understanding of priorities as we move forward. We now have a clearer understanding of what works well and where to scale up and roll out successful initiatives. However, a number of our priorities reflect the need to continue to embed change and improvement in core practice.

More recently we have been included in the third tranche of the Scottish Government's Realigning Children's Services Programme which has added to the wealth of information already available. The valuable insights provided by children and young people's views of their wellbeing, through the surveys undertaken, has significantly informed our direction of travel. In summary the identification of our joint priorities for children's services for 2020 to 2023 is shaped by the following factors/processes.

- Our evaluation of progress made in our 2017-20 Children's Services Plan, and our identification of any activity within this plan where we needed to continue or expand.

- Our involvement in the Scottish Government's Realigning Children's Services programme and the findings from the Wellbeing surveys
- Engagement and consultation with children and young people.
- Findings and lessons from Initial and Significant Case Reviews
- Audit and self-evaluation activities
- A self-evaluation of our corporate parenting approaches
- National and local priorities
- Engagement with third sector organisations via the Third Sector Children and Young People's Forum

We will continue to drive forward prevention and early intervention; recognising the need to move away from crisis driven responses. In further recognition of this one of our priorities focuses on the critical role that parents and carers play in meeting the needs of children and young people and our responsibility to provide the right level of supports and services to enable them to do this. The national Child Protection Improvement Programme alongside the anticipated national guidance for GIRFEC and the findings of the Independent Care Review will inevitably continue to influence and shape our plan moving forward. We rightly maintain an emphasis on our most vulnerable children and young people, particularly those who are subject to child protection processes, or those who are looked after or have experienced care. The relationship between poverty and vulnerability is better understood at both national and local levels, and this plan identifies poverty as key priority area and sets out the steps that the Partnership will take to address this important issue. Mental Health and Wellbeing has emerged as an important priority from a range of sources including the school wellbeing surveys that took place as part of our involvement in the Realigning Children's Services programme. Our fifth priority is to further improve the services delivered to children with disabilities ensuring a more cohesive approach is adopted and build upon the initial work done in this area in our previous plan.

Therefore, our priorities are that by working together with our children, young people, their families and communities:

1. Children and young people are safe and free from harm
2. The life chances and outcomes for care experienced children and young people improve
3. The impact of poverty on children and young people is reduced
4. The mental health and wellbeing of children and young people improves
5. Children and young people with complex needs and disabilities are enabled to reach their potential

6. How we support parents and carers to meet the needs of their children and young people improves.

The Context to Our Action Plan

As part of our improvement journey we have streamlined our approach to children's services planning, recognising the plethora of planning requirements already in existence. We have sought to identify our most important aims and in the attached action plan have provided high level information about how we intend to deliver these. We recognise the full detail of our improvement activity sits within individual plans such as Corporate Parenting, Child Poverty Action Plan and the Child Protection Business Plan and have not sought to repeat their content here. The underpinning plans are listed [here](#).

Our action plan is structured in the following way:

- 6 Priority Actions
- Aims
- High-level actions
- Responsible body
- Timescales

Although high-level actions for the plan are ascribed to individual groups, it is recognised that delivery of improvement activity will involve a much wider group of staff and stakeholders. To deliver improved outcomes for children and young people we need the involvement of the whole community and over the next three years there will therefore be increased engagement with the third sector through their Children and Young People's Forum. Individual groups are also responsible for ensuring that all activity is underpinned by the appropriate participation/engagement of children and young people in shaping the way forward.

Our Action Plan

Priority 1. Children and Young People are safe and free from harm

Detail is contained in the following plans: Child Protection Business Plan; Violence Against Women and Girls Action Plan; Alcohol and Drugs Partnership Action Plan

Aims	High level actions	Responsible Lead	Timeframe Date Completed by
1.1 Children and young people are better protected by continuing to improve our identification and response to harm.	<p>Through the implementation of Signs of Safety, we will upskill practitioners to identify, assess and support children, young people and their families by improving the quality of direct work with them and the quality of planning to support the safety of children and young people, either at home or in the community.</p> <p>This will be progressed through extensive training and ensuring we have the right policies, procedures, structures, support and tools in place to support best quality practice.</p>	Public Protection Committee	March 2023
1.2 Children are better protected by the early identification of and response to supporting children and families affected by substance misuse	<p>We will work in partnership with ADP to ensure staff working across children services and alcohol and drug support services possess the necessary knowledge and skills needed to identify, respond and provide support to children and young people affected by parental substance misuse (CAPSM), or their own misuse of substances.</p> <p>We will work in partnership with the ADP to examine the key findings of the ADP commissioned needs assessment for Children and Young People in Dumfries and Galloway who</p>	Public Protection Committee / Alcohol and Drugs Partnership	March 2022

	are affected by their own and other's substance misuse, with a view to determining the service provision required for children and young people and assess the support needs of this population.		
1.3 Children and young people can protect themselves through increased awareness of domestic abuse and greater understanding of healthy relationships by children, young people and the wider community.	We will work across council, multi-agency and third sector partners to review and improve the delivery of a region wide programme of awareness-raising and education.	Public Protection Committee	March 2023
1.4 Children and young people are better protected through the early identification and response to the impact of domestic abuse.	We will review the response to children affected by domestic abuse and make continuous improvements to ensure we have the right training, policies, procedures and tools in place to support best practice.	Public Protection Committee	March 2022
1.5 Children and young people will benefit from the support of an integrated youth justice service which understands problematic behaviours, avoids unnecessary criminalisation and supports transition to adulthood	<p>We will develop partnership arrangements within locality areas, including collaboration with the third sector where possible, to ensure equitable access to diversion and intervention systems across Dumfries and Galloway.</p> <p>We will develop and deliver a restorative justice programme which will be aligned to meet the needs of our 16-25 year old community.</p> <p>We will explore opportunities to build relationships with children and young people within schools and communities to promote and influence positive behaviours.</p>	Youth Justice Partnership	March 2023

	We will acknowledge the rights of children and review our policy and practice to ensure legal and ethical compliance, whilst integrating 'Signs of Safety' within Youth Justice practice to ensure a consistent working approach.		
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Priority 2. Improving the life chances and outcomes for care experienced children and young people

Detail is contained in the following plan: Corporate Parenting Action Plan

Aims	High level actions	Responsible Lead	Timeframe Date Completed by
2.1 In Dumfries and Galloway, we fully understand and deliver our duties as corporate parents; and have high aspirations for our looked-after and care-experienced children and young people.	<p>We will work with our looked after and care experienced children and young people to refresh our vision of what we want for them.</p> <p>We will ensure that our vision is effectively communicated; and owned by everyone.</p> <p>This will include training events, leaflets, amendments to job descriptions where necessary.</p>	Corporate Parenting Group	March 2021
2.2 Looked-after and Care-experienced children and young people will have improved access to all the services they need.	<p>We will implement the findings of our recent self-evaluation “how good is our corporate parenting”.</p> <p>Priorities from this evaluation include:</p>	Corporate Parenting Group	March 2022

	<ul style="list-style-type: none"> • Ensuring children and young people’s views are evident in the support they receive. • Improving children and young people’s experience of formal meetings, including children’s hearings • Supporting children to live with their own family or in kinship care. • Ensuring a range of suitable foster care placements. • Ensuring a range of suitable residential options. • Supporting children and young people to remain in school and to improve educational outcomes. • Supporting children and young people to access health services. • Supporting children and young people to access to leisure activities. • Improving young people’s employability skills. • Improving young people’s access to appropriate housing. 		
2.3 Care-experienced children and young people have improved educational attainment outcomes in line with Dumfries and Galloway expectations.	The multi-agency care experienced Raising Attainment Group will identify the learning needs of care experienced children and young people to identify and deliver the specific supports and services they require to improve their attainment.	Corporate Parenting Group	March 2023
2.4 Procedures, policies, strategy and services are shaped in line with the views of children and young people.	Improved systems will be developed to ensure that children and young people’s views are listened to; and that processes are in place to identify actions for improvement and evaluation of policy and strategy.	Corporate Parenting Group	March 2023

Priority 3. Reducing the impact of poverty on children and young people.

Detail is contained within the following plan: Dumfries and Galloway Child Poverty Action Plan which is focused around the three main Drivers of Poverty which are driven by structural or institutional factors, and the six priority groups.

Aims	High level actions	Responsible Body	Timeframe/ date completed by
3.1 Increase income from employment (availability of jobs, hours and level or earnings, barriers to taking up work)	<p>As a partnership we will act as advocates for the importance of increasing family income to decrease the impact of child poverty. We will support and challenge the work of relevant groups to increase income from employment in particular to the following Priority Groups</p> <ol style="list-style-type: none"> 1. Lone parent families 2. Families which include a disabled adult or child 3. Larger families 4. Minority ethnic families 5. Families with a child under 1 year old 6. Families where the mother is under 25 years of age 	Tackling Poverty Co-Ordination Group in conjunction with Employability and Skills partners across Dumfries and Galloway	March 2023
3.2 Reduce costs of living (including housing, food, fuel, poverty premium, cost of the school day, unavoidable costs of disability, living in a rural area)	<p>As a partnership we will act as advocates for the importance of decreasing the costs of living to decrease the impact of child poverty.</p> <p>The specific actions related to housing, costs of disability, rurality, travel, fuel and the costs of the school day are detailed in the action plan.</p>	Tackling Poverty Co-Ordination Group in conjunction with public and third sector partners across	March 2023

		Dumfries and Galloway	
3.3 Maximise income from social security (design and generosity of benefits, benefit sanctions, barriers to accessing financial support).	<p>As a partnership we will act as advocates for the importance of increase uptake of benefits and other financial supports. We will support and challenge the work of relevant groups to increase family income, in particular to the following Priority Groups</p> <ol style="list-style-type: none"> 1. Lone parent families 2. Families which include a disabled adult or child 3. Larger families 4. Minority ethnic families 5. Families with a child under 1 year old 6. Families where the mother is under 25 years of age 	Tackling Poverty Co-Ordination Group in conjunction with public and third sector partners across Dumfries and Galloway	March 2023

Priority 4. Improving the mental health and wellbeing of children and young people

Detail is contained within the Mental Health Strategic Group action plan.

Aim	High level action	Responsible body	Timeframe/ date completed by
<p>4.1 To ensure that all children and young people have access to the mental health and wellbeing support that they need when they need it. This includes a breadth of access, close to home and in a timely manner, matched to the needs expressed.</p>	<p>Through a wellbeing hub model, we will provide support to children and young people, and those working with them, regarding mental health and wellbeing. This will include awareness-raising, brief, targeted and specialist interventions. This will include the development of a pathway to include universal well-being, strengths-based approaches, remote and online resources accessible to all.</p>	<p>Multi-Agency Mental Health in Schools Sub-Group</p>	<p>March 2023</p>
	<p>We will address national priorities including delivery of counselling in schools supported by the development of wellbeing strategies in each school or school cluster.</p>	<p>Multi-Agency Mental Health in Schools Sub-Group</p>	<p>March 2023</p>
	<p>We will establish priority areas for focus using the Realigning Children's Services data and feedback from communities.</p>	<p>TBA</p>	<p>March 2021</p>
<p>4.2 To ensure the recognition and early intervention for perinatal mental health issues and to improve access to psychological and mental health services.</p>	<p>We will review and consolidate a multi-disciplinary, multi-agency working group to develop clearer and more efficient pathways for referral in line with national direction. To include multi-agency specialist clinics for those at risk.</p>	<p>Perinatal and Infant Mental Health Pathway Group</p>	<p>March 2023</p>

Priority 5. Children and young people with complex needs and disabilities are enabled to reach their potential.

Detail contained within the following plan: Disability Strategy Group Plan

Aim	High Level Action	Responsible body	Timeframe/ Date Completed by
5.1 Children with neurodevelopmental disorders (for example Autism Spectrum Disorders, ADHD, Fetal Alcohol Syndrome) will be diagnosed at the earliest possible opportunity.	We will develop and implement a new Neurodevelopmental Assessment and Diagnostic Service to provide appropriate support and interventions.	Neuro-development Pathway Group	March 2021
5.2 Educational pathways and the range of options for children with complex needs (including Autism Spectrum Disorders and social communication disorders) will be strengthened in order to improve outcomes.	<p>We will establish a Pathway group which will:</p> <ul style="list-style-type: none"> • focus on reconfiguring resource provision for children with complex needs across Dumfries and Galloway. • reconfigure services and approaches, including staged intervention approach, within Supporting Learners to more effectively target those with most complex needs. 	Disability Strategy Group	March 2022
5.3 Young people with disabilities will experience a smooth transition to adulthood.	Current transition processes will be reviewed to identify gaps and areas for improvement which will be addressed.	Disability Strategy Group	March 2022
5.4 Families with children and young people with disabilities will have access to range of support options to meet individual needs and improve outcomes.	A review of existing service provision and identification of a range of short break options will delivered through an independent options appraisal process following the independent review	Disability Strategy Group	March 2021

	A mapping of wider available supports and any gaps in provision for families will be undertaken to inform planning of provision.		
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Priority 6. Improving how we support parents and carers to meet the needs of their children and young people

Detail will be contained within a Community Learning and Development Partnership sub-plan.

Aims	High level actions	Responsible Body	Timeframe Date Completed by
6.1 Women will experience improved continuity of care and carer, across the whole maternity journey, with vulnerable families being offered any additional tailored support they may require.	<p>We will:</p> <ul style="list-style-type: none"> • Deliver targeted support and interventions to vulnerable women through the WINGS ((Women Individually Nurtured Grow Strength) team of midwives working with the existing multi-agency pre-birth team. • Reduce the caseload of each midwife so that they are enabled to liaise and work closely with the multi-disciplinary team and partner agencies • The WINGs and pre-birth team will offer the Mellow Bumps Parenting Programme. 	Best Start Faculty Group	March 2023
6.2 Within our areas of greatest need, families, service providers and members of the community make a positive difference to all children, families and the community, strengthening and building the capability of the local community to	We will continue to deliver and develop family centres at Upper Nithsdale, the former Lochside School and Park School Campus through co-production with families, ensuring that the right support is available at the right time in ways that are both accessible and acceptable to families.	CLD Partnership	March 2023

<p>meet the changing needs of children and families.</p>	<p>We will explore the expansion of family centres to other areas of need in line with the output of our Early Intervention Transformation Event in 2019 which highlighted family centres as an approach which can support families before the need for statutory interventions arise.</p> <p>We will establish a family centre network within Dumfries and Galloway linking together all providers to share knowledge, expertise, and support innovation.</p>		
<p>6.3 Parents and Carers have access to a continuum of structured and coordinated parenting support which empowers them to meet the needs of their child.</p>	<p>We will build capacity of parents through a continuum of support which is needs led, family centred, accessible and builds upon strengths</p> <ul style="list-style-type: none"> • Solihull Approach • Parental involvement • Parental engagement • Signs of Safety • Deliver the FNP programme in a phased approach across Dumfries and Galloway, initially in Annandale and Eskdale and Nithsdale localities • Other specific parenting programmes 	<p>CLD Partnership</p> <p>Family Nurse Partnership</p>	<p>March 2023</p>

<p>6.4 Parents and Carers have access to learning opportunities which enable them to improve their life chances and be better placed to meet the needs of their child.</p>	<p>We will deliver a range of learning opportunities for parents, carers and families which is inclusive of:</p> <ul style="list-style-type: none"> • Digital learning, literacy and numeracy, and English for Speakers of Other Languages provision • Family learning programmes and activities which involve parents/carers and their children • Opportunities to gain a nationally recognised qualification • Support to progress to positive destinations such as volunteering, further learning and employment. 	<p>CLD Partnership</p>	<p>March 2023</p>
<p>6.5 Parents and carers are able to have their voices heard with regard to meeting the needs of their child</p>	<p>We will listen to parents and carers views through</p> <ul style="list-style-type: none"> • Involvement in the life of the school • Engagement in learning • Parent and carer engagement and involvement in the life of the ELC setting • Partnership in their Child's Plan • Parent evaluation of parenting programmes 	<p>CLD Partnership</p>	<p>March 2023</p>

Detailed Action Plans

The action plan provides high-level detail of our priorities, aims and actions. The SMART-based plans listed below provide the full detail of how we will deliver the actions:

- Child Protection Business Plan
- Alcohol and Drugs Partnership plan
- Violence against Women and Girls Business plan
- Youth Justice Strategy
- Corporate Parenting Plan
- Child Poverty Action Plan
- Mental Health Action Plan
- Disability Strategy Group Action Plan
- Dumfries and Galloway CLD Partners Strategic Plan 2018-21
- Dumfries and Galloway Pregnancy and Parenthood in Young People Action Plan

Dumfries and Galloway supporting plans and documents

While the Children's Services Plan delivers our joint improvement activity, the delivery of services for children, young people and families involves a wide range of plans and strategies including the following:

- Social Work Business Plan
- Education Business Plan
- Youth Participation and Engagement Strategy
- Community Justice Outcome Improvement Plan (CJOIP)
- GIRFEC Leadership Group Action Plan
- Local Outcome Improvement Plan
- Community Engagement Strategy
- Dumfries and Galloway Anti-Poverty Strategy 2015-2020
- D&G Council Plan 2017-22

Resources

Budgets for 2020-21

Partner	Resource 2019-20 in £000's	Projected resource 2020-21 in £000's
NHS Dumfries and Galloway	£19,298,765	
DG Council: Education	£135,656,123	

DG Council: Children and Families Social Work	£17,297,891	
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Information on spend in 2019-20 is available in Appendix 5

How we will measure progress and report on success?

Critical to success is our ability to properly evaluate the quality and impact of the services delivered to children, young people and their families in Dumfries and Galloway. The Partnership recognises that self-evaluation is a complex area which involves the measurement of inputs, outputs and outcomes. There is a growing recognition of the need to focus more effectively on outcomes for families as opposed to simply measuring systems and processes. This is a challenge we have contended with over the last few years and have sought to put in place arrangements which provide meaningful data that includes the views of children, young people and families, findings from practice audit and improved use of statistical data. We are much more aware of the need to scrutinise patterns and trends and the need to act on key practice themes emerging. Whilst we believe we have made significant progress this will be an area for continued improvement.

We will continue to have a systematic approach to self-evaluation of children's services in its totality, but for the purposes of this plan we will use a range of indicators, tools and success measures to establish that the plan is delivering improved outcomes. From a multi-agency perspective, we will utilise information from the following:

- Performance and management data provide information about compliance with key policies, procedures and processes. It allows us to identify patterns and trends and to benchmark our performance against national standards and comparator authorities. It supports the targeting of key areas for more detailed scrutiny to identify good practice or areas for further improvement. It informs future planning and prioritisation and is part of a wider framework that provides assurance about the safety and well-being of children. Examples include response times to children at risk of harm, attainment levels for looked after children and young people, number of children who require child protection registration, number of children experiencing child sexual exploitation, rates of physical activity in children and young people and outcomes from the 30 month assessment. This is not an exhaustive list but provides a flavour of the range of information used.
- Audit activity provides information about the quality of practice and interventions and is a component part of the overall evaluation of outcomes for individuals. The Partnership has a well-developed approach which utilises the findings from regular and systematic audits as well as other planned scrutiny activity. This allows us to examine and assess the quality of individual

records either through scrutiny of the entire case file or by considering specific interventions. In this way we are able to highlight which aspects of practice have worked well, compliance with policy and procedure and ultimately the areas which require further attention. It can generate key themes that help shape learning and development programmes as well as supporting a clearer understanding of the effectiveness of collaborative practice. Importantly it provides an indication of the difference we make in the lives of children, young people and their families and whether or not our interventions are effective. Examples include multi-agency case file audits, regular Initial Referral Discussions and Child Protection Inquiry audits, audits of Looked After Children and audits of assessments and child's plans. Again, this is not an exhaustive list but provides a flavour of the use of qualitative data.

- Gathering and collating the views of children, young people and their families is an important part of our overall approach to measuring success. To be most effective this should be done at both an individual and strategic level. There are key aspects of this that are tested through audit activity which has evidenced progress. Over the last few years we have reviewed and improved the way in which we gather the views of children, young people and their families including support to ensure that the child's views have been heard. Our recent adoption of Signs of Safety has already introduced a range of new and innovative tools to do this. This remains a challenging area which will be a continued focus for improvement in the 2020-23 Plan.

In terms of governance and reporting on the Plan each identified Lead /Strategic Group is required to report on a regular basis on delivery of their agreed priorities to the Children's Services Executive Group, in the first instance. This Group has delegated accountability to ensure timely delivery of the Plan and evaluation of the impact and outcomes. This information is used to form the annual reporting requirements to Scottish Government and the wider stakeholders. In addition to the annual reporting there are established reporting lines to the Chief Officers Group, Community Planning Board, the Integrated Joint Board and Dumfries and Galloway Council. This provides the necessary accountability and makes sure that the plan remains on track.

We have a range of statutory requirements to report on indicators of children's wellbeing which include:

- The National Performance Framework
- The Local Government Benchmarking Framework
- NHS Scotland Local Delivery Plan (LDP) standards
- The National Improvement Framework

From this range of targets and standards, we have identified the following suite of high-level indicators that together provide us with a global picture of the wellbeing of children and young people in Dumfries and Galloway. The added value of our

partnership-working is that we consider this suite of indicators together and jointly analyse them in order to evaluate the extent to which the wellbeing of children and young people in Dumfries and Galloway is improving.

Performance Indicators sorted by 'SHANARRI'

SAFE

Indicator	Target (if applicable) or direction of travel	Baseline/ or current figure	Who owns this/ is responsible?	How is it reported?	Where is it published?
1. Number of children on the Child Protection Register as rate per 1000 population aged 0-15 years	No target.	In 2018, the rate per 1000 population aged 0-15 years was 4.0	Social Work	PPC and included in Annual Return to Scot Gov.	Published annually by Scot Gov.
2. % Child Protection Re-Registrations within 18 months	Aim to decrease	7.3% in 2017 to 2018	Social Work	Social Work Business Plan Reports	Published in Local Government Benchmarking Framework
3. Number of attendances at ED and emergency admissions to hospital for children aged under 17.	No target - aim to reduce	From Jan to Nov 2019, -9,334 attendances at ED, and 2,523 emergency hosp. admissions.	NHS DG	Integration Joint Board (IJB) Performance Report	Ministerial Strategic Group Report

HEALTHY

Indicator	Target (if applicable) or direction of travel	Baseline/ or current figure	Who owns this/ is responsible?	How is it reported?	Where is it published?	
4. Primary immunisation rate by 12 months of age	Aim to increase		NHS DG		ISD- Child Immunisation reports	
		2018				
		5-in-1/ 6-in-1				97.4
		MenC				..
		PCV				97.6
		Rotavirus				95.0
		MenB	97.2			

5. The percentage of 27-30 months reviews completed	Aim to increase	94.4%	NHS DG		ISD 27-30 month review statistics
6. The percentage of children in Primary 1 at risk of being overweight and/or obese	Aim to reduce	DG rate was 24.4% in 2017/18 National rate was 22.5% in 2017/18	NHS DG		ISD Primary 1 Body Mass Index Statistics Scotland
7. CAMHS completed waiting times (Percentage of those who commence treatment for specialist Child and Adolescent Mental Health Services (CAMHS) within 18 weeks of referral).	LDP Standard: 90 per cent of young people to commence treatment for specialist Child and Adolescent Mental Health services within 18 weeks of referral.	At end of Sept 2019, across DG 89.7% of young people referred to CAMHS commenced treatment within 18 weeks of referral.	NHS DG	Integration Joint Board (IJB Performance Report)	Published by ISD. Quarterly reports available.
8. LAC completed waiting times for health assessment (Percentage of those LAC who receive a health assessment within 28 days of referral).	The standard is that 90% of children who become looked after will have a new health assessment within 4 weeks of the service receiving notification	Between January and September 2019 The percentage of referrals completed within 28 days was 82%	NHS DG	Reported to Scottish Government (CEL16)	
9. Perinatal mortality (Rate of stillbirths per 1,000 births by year).	Aim to reduce	In DG, the rate of neonatal deaths per 1,000 live births was 0.85 at December 2018.	NHS DG		Published by National Records Scotland
10. The percentage of pregnant women in the worst performing Scottish Index of Multiple Deprivations (SIMD) quintile booked for antenatal	LDP Standard At least 80% of pregnant women in each SIMD quintile will have booked for antenatal care by the	In NHS Dumfries and Galloway, the lowest quartile figure was 85.8% (financial year 2018-19)	NHS DG	Integration Joint Board (IJB Performance Report)	Published by ISD

care by the 12th week of gestation.	12th week of gestation.				
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ACHIEVING

Indicator	Target (if applicable) or direction of travel	Baseline/ or current figure	Who owns this/ is responsible?	How is it reported?	Where is it published?
11. Percentage of LAC School Leavers who enter a positive Destination	87.2%	2017/18 – 82.9%	Education	By Scottish Govt annually with trend and comparator data LGBF CHN11 - % of pupils entering positive destinations	Local Government Benchmarking Framework and Insight Benchmarking Tool
12. The percentage of children meeting developmental milestones	80%	2017/18 - 81%	NHS	LGBF - CHN17	Child Health Review - Table T2.2 domains Row - % No concerns across all Domains
13. Percentage of young adults (16-19 year olds) participating in education, training or employment.	91.6%	2018/19 – 91.2%	Education	LGBF CHN21 - % participation for 16-19-year-olds	Annual Participation Measure
14. Proportion of Primary pupils achieving expected levels in all three Literacy organisers	72%	2018/19 - 69%	Education	Teacher based judgement data collated at authority level in June of each year, submitted to Scottish Government which is published the following December each year.	National Improvement Framework – improvement plan

15. Proportion of S3 pupils achieving Third Level or better in all three Literacy organisers	88%	2018/19 - 83%	Education	Teacher based judgement data collated at authority level in June of each year, submitted to Scottish Government which is published the following December each year.	National Improvement Framework – improvement plan
16. Proportion of Primary pupils achieving expected levels in Numeracy	79%	2018/19 - 77%	Education	Teacher based judgement data collated at authority level in June of each year, submitted to Scottish Government which is published the following December each year.	National Improvement Framework – improvement plan
17. Proportion of S3 pupils achieving Third Level or better in Numeracy	90%	2018/19 - 89%	Education	Teacher based judgement data collated at authority level in June of each year, submitted to Scottish Government which is published the following December each year.	National Improvement Framework – improvement plan
18. Proportion of school leavers attaining 1 or more award at SCQF Level 4 or above	96%	2017/18 – 97%	Education	Pentana KPI	Insight Benchmarking Tool
19. Proportion of Primary pupils achieving expected levels in all three Literacy organisers (LAC)	68%	2018/19 - 31%	Education	Teacher based judgement data collated at authority level in June of each year, submitted to Scottish Government which is	Pentana KPI – collated locally

				published the following December each year.	
20. Proportion of S3 pupils achieving Third Level or better in all three Literacy organisers (LAC)	84%	2018/19 - 40%	Education	Teacher based judgement data collated at authority level in June of each year, submitted to Scottish Government which is published the following December each year.	Pentana KPI – collated locally
21. Proportion of Primary pupils achieving expected levels in Numeracy (LAC)	75%	2018/19 - 41%	Education	Teacher based judgement data collated at authority level in June of each year, submitted to Scottish Government which is published the following December each year.	Pentana KPI – collated locally
22. Proportion of S3 pupils achieving Third Level or better in Numeracy (LAC)	84%	2018/19 - 80%	Education	Teacher based judgement data collated at authority level in June of each year, submitted to Scottish Government which is published the following December each year.	Pentana KPI – collated locally
23. Proportion of school leavers attaining 1 or more award at SCQF Level 4 or above (LAC)	86%	2017/18 - 71%	Education	Pentana KPI	Insight Benchmarking Tool

NURTURED

Indicator	Target (if applicable) or direction of travel	Baseline/ or current figure	Who owns this/ is responsible?	How is it reported?	Where is it published?
24. Number and percentage of children being referred to the Children's Reporter on care & protection grounds.	Aim to reduce	484 Children referred in 2018-19	SCRA	Within DG Corporate Parenting Report	Annually at SCRA online
25. Balance of care for Looked After Children: % of children being looked after in the community	Aim to increase			Through LGBF	Local Government Benchmarking Framework
26. Percentage of Looked After Children with more than one placement within the last year	Aim to reduce			Through Social Work Business Plan	Scottish Government Local Authority Level Statistics

RESPONSIBLE

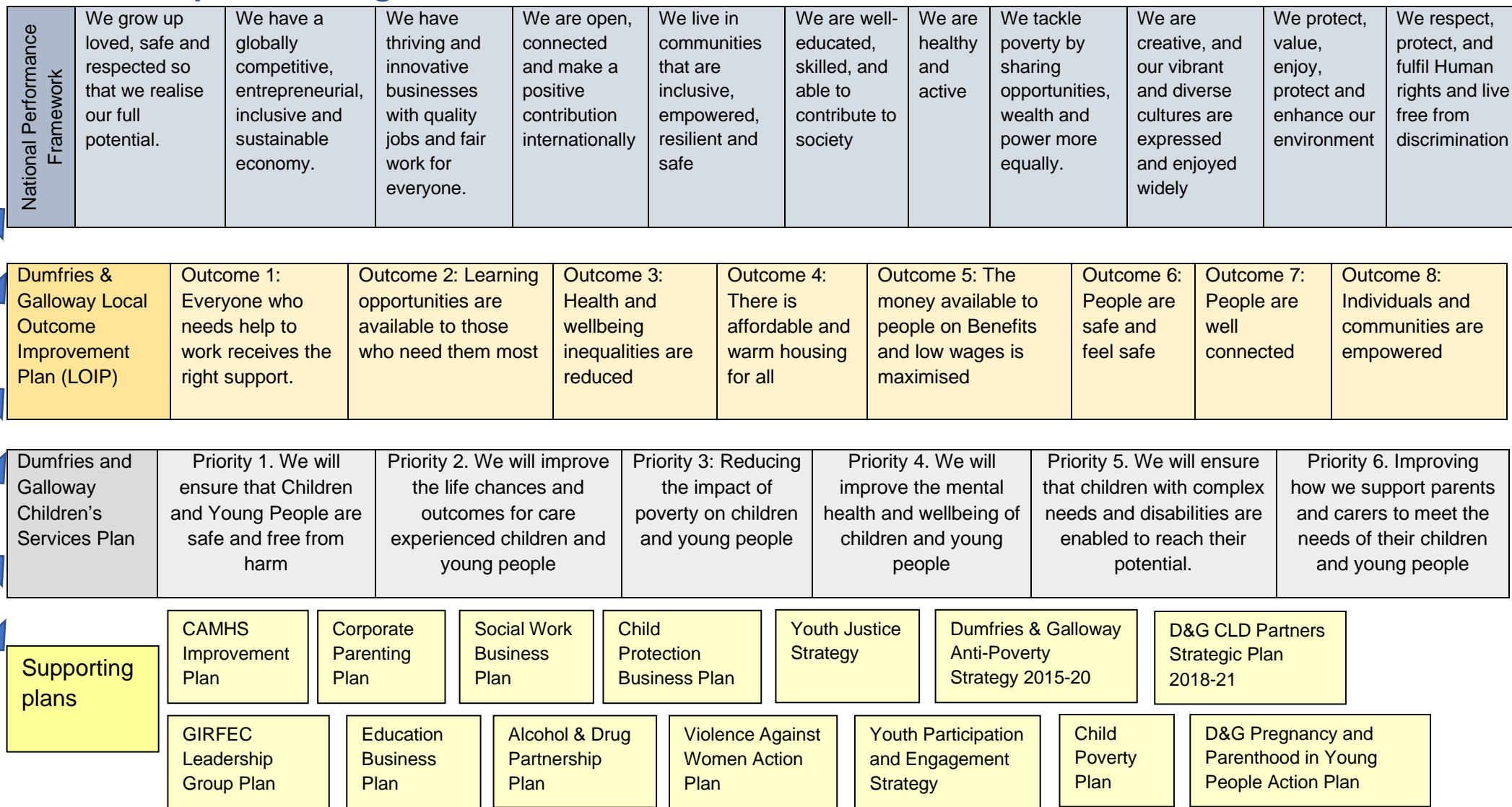
Indicator	Target (if applicable) or direction of travel	Baseline/ or current figure	Who owns this/ is responsible?	How is it reported?	Where is it published?
27. Number and percentage of children being referred to the Children's Reporter on offence grounds, Section 67 j grounds	No target – aim to reduce	25.17% of referrals in 2018/19 were on offending grounds.	SCRA		Figures are published annually by SCRA

INCLUDED

Indicator	Target (if applicable) or direction of travel	Baseline/ or current figure	Who owns this/ is responsible?	How is it reported?	Where is it published?
28. Attendance Rate, Primary School, Dumfries and	94.1%	95.7% in 2018/19	Education	Pentana KPI – collated locally	Local measure – LGBF publish

Galloway for Looked after Children					overall attendance every 2 years
29. Attendance Rate, Secondary School, Dumfries and Galloway for Looked after Children	85.4%	84.87% in 2018/19	Education	Pentana KPI – collated locally	Local measure – LGBF publish overall attendance every 2 years
30. Number of homelessness applications from applicants who were looked after as a child by the local authority within the last 5 years	20	20 in 2018/19	Homeless Service	Included in a statutory return to Scottish Government.	On DG Council 'Pentana' system.

How our plans link together



Appendices

Appendix 1. Our Vision – what this means

“All children and young people are safe and achieve their full potential. We will listen to children, young people and their families and work together to make sure they get the right help at the right time.”

What is a vision?

A vision is a goal that we all share and that we will all work together to achieve. In our vision, we say what we want the future to look like for children and young people in Dumfries and Galloway.

Who is this vision for?

This is the vision for all those who use services for children, young people and their families in Dumfries and Galloway and all those who work in these services or who come in to contact with service users.

What do we mean by ‘services for children, young people and families’?

We mean every single service in Dumfries and Galloway that could have a part to play in supporting children, young people and their families. These services could be those that are available for everyone like schools, health visitors and doctors. They could be those that children and families use when they need extra help like speech and language therapists or social workers. They could be services that might be used by parents or carers like Housing or Drug and Alcohol services. All services are included whether they are provided by the NHS, Council, Police, the Private Sector (Child-minders for example) or Voluntary Organisations.

We are committed to *Getting it right for every child* in Dumfries and Galloway. This means that all services that work with children, young people and their families should work together to put children, young people and their families at the centre of everything they do. It means that we are committed to providing help and support as early as possible to prevent crisis/emergency situations affecting children and young people. We will change our organisations and the way they work together so that ‘early intervention’ becomes the norm.

What does this vision mean?

“All children are safe.”

For children and young people this means:

If you are a child or a young person, being safe means that you are protected and cared for. You should also feel secure and have someone that you trust who you can talk to. You should be given help to learn how to keep yourself safe. Anyone who works with children, young people or families must take action to help you if you might not be safe.

For parents and carers this means:

All children should be protected from physical, sexual or emotional harm, abuse, neglect or exploitation. We will always aim to work together with parents/carers to help them keep their children safe.

For those who work in children's services this means:

Everyone has responsibility for ensuring the safety of children and central to this is the shift to a child-centred approach. The safety of a child should always be your first priority and you should take action immediately if you have any concerns. You should be aware of, and follow your own service's child protection procedures and inter-agency child protection procedures.

All children and young people "achieve their full potential".**For children and young people this means:**

We know that some children and young people face more challenges than others. You might have problems at home; you might be helping to care for a family member you might have a disability; you might be looked after by the local authority. There might be things happening in your life that make it more difficult for you to achieve the kind of life you want. We can't always make your challenges go away but we will do everything we can to help and support you to overcome them and achieve everything you can.

For parents and carers this means:

Most parents want their children to achieve their full potential but families can face all kinds of challenges that can make this more difficult. We will provide additional help as soon as possible for children who might need this in order to meet their full potential. We offer a named person service which means that any child or young person has an identified person who is their first point of contact if they need additional support.

For those who work in children's services this means:

We need to be aspirational for all children and apply the same standards that we would for our own children. We need to recognise the impact of vulnerability and provide resources and support for those who are at risk of not meeting their potential.

"We will listen to children, young people and their families..."**For children and young people this means:**

You have the right to an opinion and for it to be listened to and taken seriously. You need to know about your rights so that you can use them. Adults need to know about your rights as well so they don't ignore them. If you have disabilities then special materials should be produced for you if you need these to participate. If you are in a vulnerable situation like being looked after or a refugee then you should be

given special consideration to help you have your opinions heard. You should be able to complain about anyone in a position of power over you and complaints procedures should be easy for you to find out about and follow.

For parents and carers this means:

We will listen to what you tell us about your child and take your views seriously. If your child needs extra help and support, he or she should have a Child's Plan. You should be involved in drawing up this plan and the professionals involved should actively seek your views and your child's. We also want to know what you think about the services that they use and how these should improve.

For those who work in children's services this means:

We need to recognise and promote the rights of children and young people. At an individual level, we need to actively engage children, young people and families and ensure that their views are reflected in Plans. We need to offer appropriate assistance so that this can happen. At a broader level, we need to move towards active involvement of children, young people, families and communities in the development of the services that they use.

“We will work together...”

For children and young people this means:

You might need different people to work together so that you get the help you need. These people might be nurses, teachers, doctors, social workers, police officers or others. If different people are helping you, you should know who they all are. You should know why they are helping you and what they are doing to help.

For parents and carers this means:

If your child needs support from a number of different agencies they will all work together in a joined-up way to provide help. You should not have to keep going to different agencies for help and telling your story to different professionals every time. Even if many services from a number of agencies are involved, there will still only be a single plan for your child. This plan will set out everything that all the different services will do to help.

For those who work in children's services this means:

You have a responsibility to work together with other agencies with the child at the centre of any decision making. Sometimes working together does not mean getting along well but it means delivering on any decisions and being prepared to challenge appropriately where necessary. Working together is not always easy but it is critical to delivering improved outcomes for children and young people. You should follow the D&G multi-agency Information-Sharing Guidance when sharing information.

“We will make sure children, young people and their families get the right help at the right time.”

For children and young people this means:

This means that if children, young people and families need help, we should do something to help as soon as possible. We shouldn't wait until someone has problems before we decide to help them. We should help them sooner so they avoid getting problems or before problems get too big to fix easily.

For parents and carers this means:

The right help at the right time is help that prevents problems from emerging or stops them getting worse. Your child's named person is a key figure in making sure that your child gets the right help at the right time. Having a named person means that every parent or carer knows who to go to for support or advice if they are concerned about their child.

For those who work in children's services this means:

Early intervention – both in the early years and when problems start to emerge at any age - is one of our strategic priorities. The implementation of all the GIRFEC processes is critical to early intervention and everyone working in children's services should be aware of this agenda and work together to deliver these processes.

Appendix 2. Our governance, partnership and structures

Children's Services Executive Group (CSEG) Terms of Reference

1. Core Membership

Director Skills, Education and Learning (Chair)

Nurse Director, NHS Dumfries and Galloway

Authority Reporter

Chief Social Work Officer, Dumfries and Galloway Council

General Manager for Women, Children's and Sexual Health Services, NHS Dumfries and Galloway

Senior Manager Children and Families Social Work Services

Superintendent Police Scotland

Head of Education (Quality and Curriculum)

Chair of Community Learning and Development Sub Group

Chair of Mental Health Strategy Group

Chair of Child Protection Committee

Chair of GIRFEC Leadership Group

Chair of Corporate Parenting Group

Chair of Youth Justice Partnership

Manager, CS Development and Assurance Team, Dumfries and Galloway Council

Chief Executive, Third Sector Dumfries and Galloway

The Group may also invite associate members as and when required – including finance officers, legal services, Care Inspectorate etc.

2. Objective

CSEG will be responsible for the strategic development and operational delivery of children's services in Dumfries and Galloway in order to improve outcomes for all children and young people by

- Agreeing shared priorities
- Working together effectively
- Ensuring our collective resources are effectively deployed
- Reviewing and redesigning services to ensure effective early intervention
- Addressing and overcoming barriers to improvement

3. Role and Function

The CSEG will:

- take decisions on delivery and resource allocation of children's services across Dumfries and Galloway
- produce and deliver a Children's Services Plan for Dumfries and Galloway in accordance with the legislation
- create a culture of quality, innovation and excellence within a strong system of professional values, responsibility and accountability;
- implement national initiatives

- ensure that there are effective self-evaluation processes in place which support improvement
- lead innovation and develop best practice in the delivery of children's services across the region
- ensure the workforce is adapted and developed to meet service needs, promoting professional disciplines' motivation and enabling them to exercise their expertise within new team and environmental contexts

4. Reporting

CSEG will report to the Chief Officers Group, Community Planning Executive Group, Dumfries and Galloway Council and the Integrated Joint Board.

The following groups will report into CSEG three times a year

- GIRFEC Leadership Group
- Child Protection Committee
- Early Years Group
- Corporate Parenting Group
- Youth Justice Partnership

5. Agendas and Papers

Agenda and papers will be circulated one week prior to the meeting.

6. Quorum

CSEG will be quorate with 6 members present.

7. Frequency of Meetings

The wider CSEG will meet six times a year.

8. Support

CSEG will be supported by the Children's Services Development and Assurance Team.

9. Children's Senior Leadership Team (CSLT)

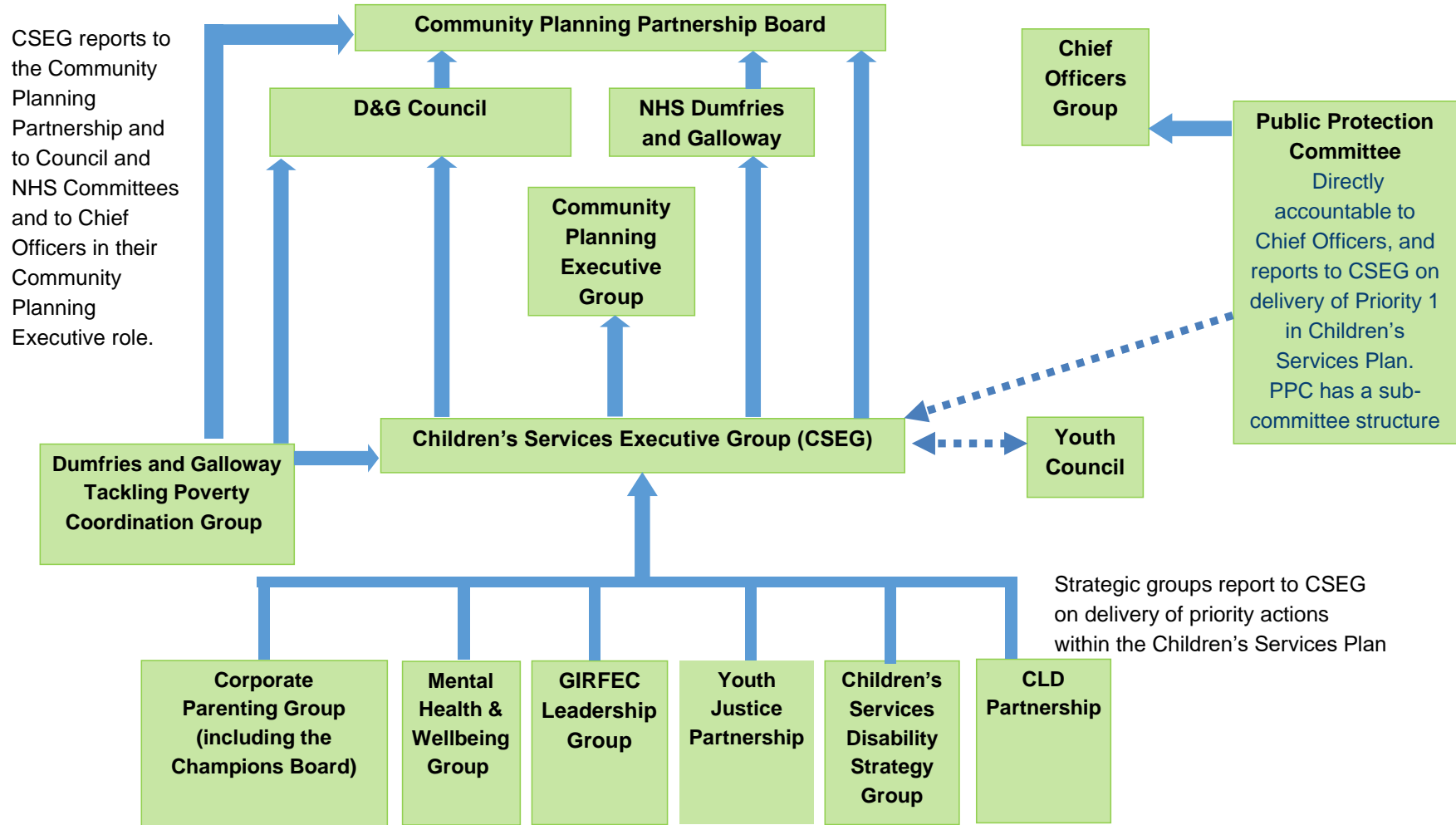
To facilitate effective cross agency communication and discussion of issues at a tactical level, representatives from CSEG including Police Superintendent/Chief Social Work Officer/ General Manager for Women, Children's and Sexual Health Services, NHS Dumfries and Galloway / Authority Reporter / Head of Education (Quality and Curriculum) will meet on a fortnightly basis on a Tuesday morning from 8.30-9am.

This group will be known as the Children' Senior Leadership Team (CSLT). Chairing of CSLT will be agreed on a meeting basis and action notes will be taken.

Issues discussed at CSLT will be raised for wider discussion and agreement at CSEG as required.

Authors Review Approved by
CSEG July 2019

Children’s Services, Child Poverty and Public Protection Planning Structure



Appendix 3. Youth democracy and Children's Rights reporting

It has been recognised by the Children's Services Executive Group (CSEG) that our methods of engaging young people in existing participation structures has greatly improved and that Dumfries and Galloway now has robust structures through which young people can have their views heard. Over the last year there has been a rise in the number of schools in Dumfries and Galloway engaging in the Rights Respecting Schools programme lead by UNICEF. However, there are areas for improvement within individual services that must be addressed in order to ensure we are actively promoting, effectively involving and successfully delivering on our commitments surrounding children and young people's rights.

In accordance with the Children and Young People (Scotland) Act, our Local Authority is required to produce a report detailing our efforts and areas of improvement related to how we progress and promote children's rights for the Scottish Government every three years. The report must include information related to our practices and processes in place that address children and young people's rights as outlined within the United Nations Convention on the Rights of the Child (UNCRC). The expectation is that the findings of the aforementioned scoping exercise will allow us the opportunity to identify meaningful areas of strength and improvement. The Directorate of Skills, Education and Learning will co-ordinate our reporting for 2020, with contributions from all agencies to their efforts and areas of improvement.

Appendix 4. National context – relevant legislation and national strategies

Children and Young People (Scotland) Act 2014

Scottish Government Child Protection Improvement Programme

National Public Health Priorities

Getting it right for every child (GIRFEC)

National Performance Framework

Community Empowerment (Scotland) Act 2015

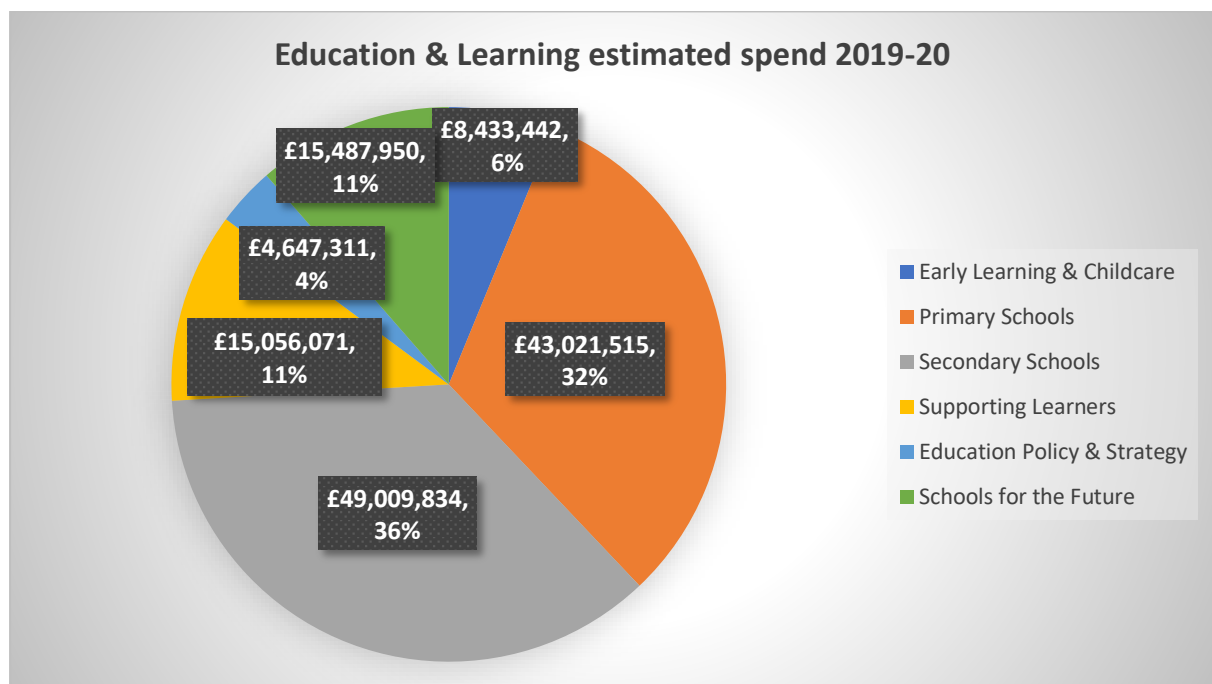
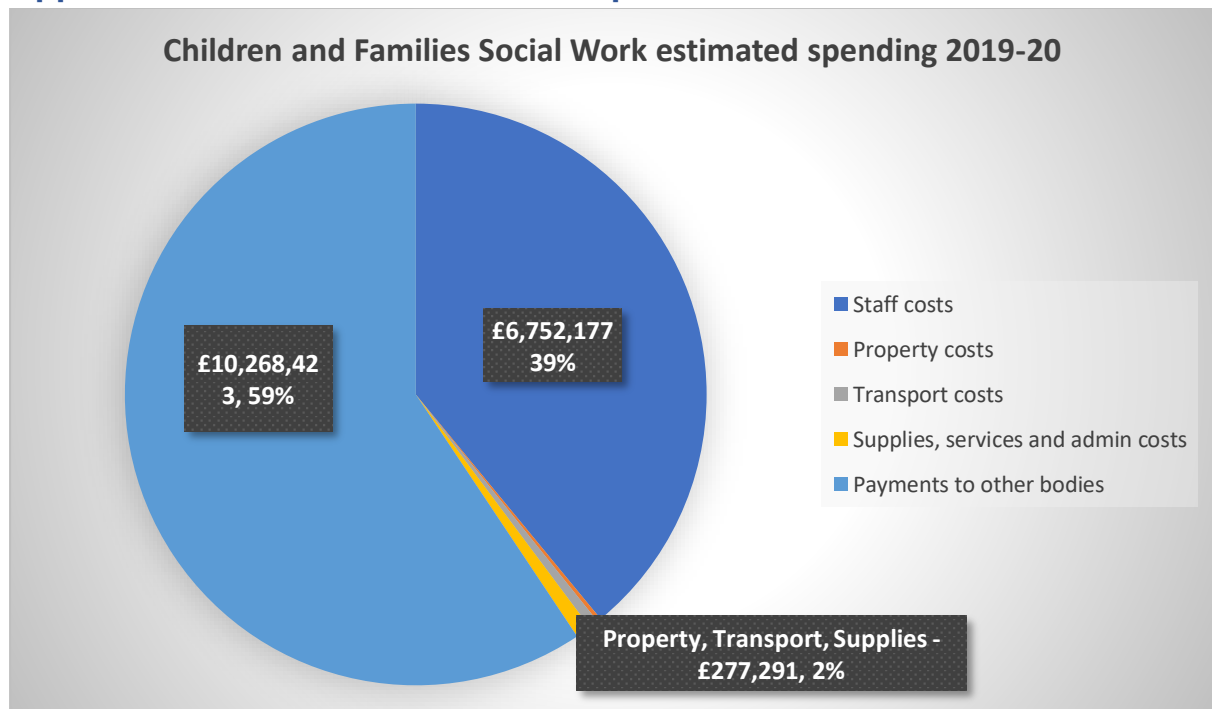
The Community Justice (Scotland) Act 2016

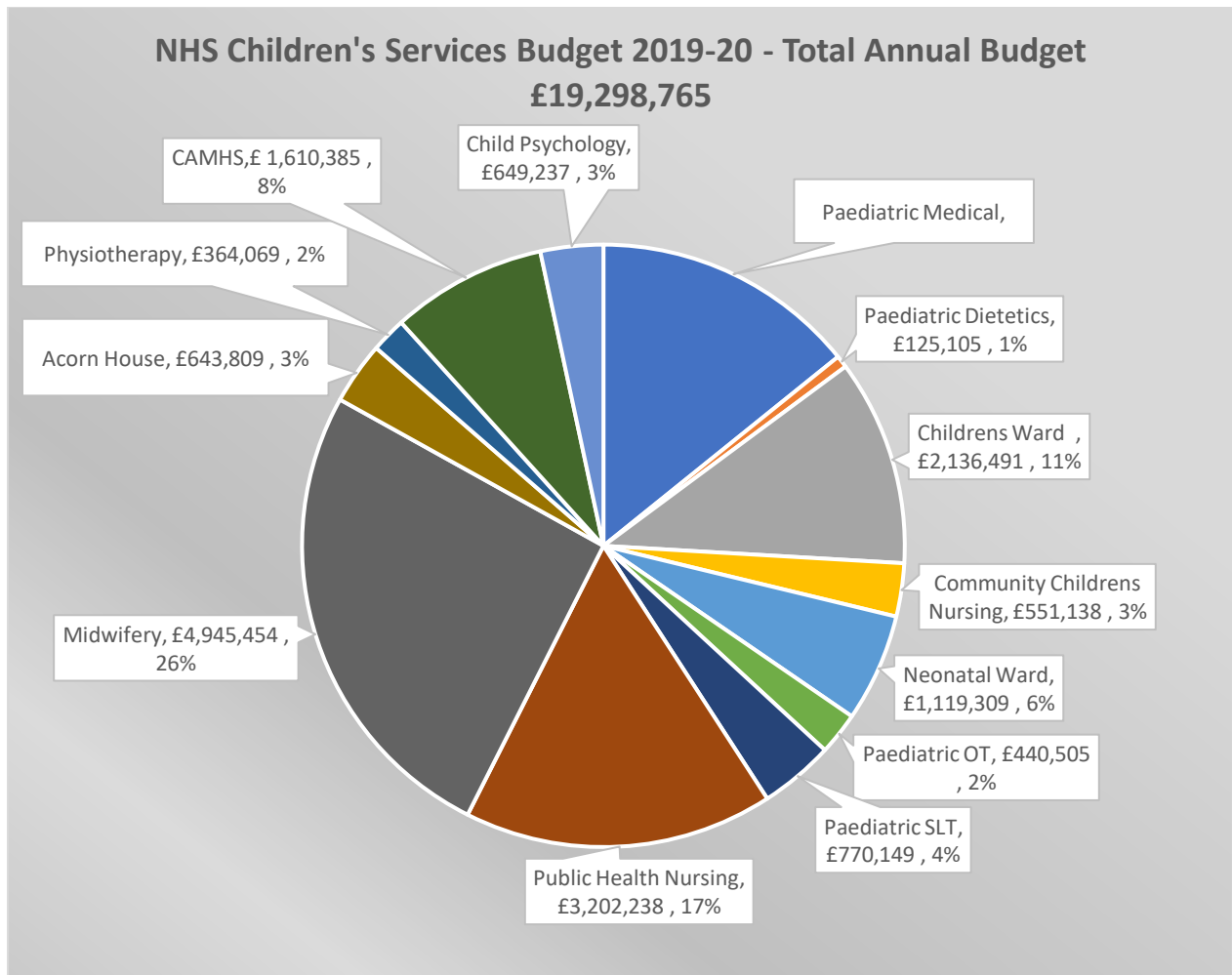
The Public Bodies (Joint Working) Scotland Act (2014)

The Equality Act (2010)

Carers (Scotland) Act 2016

Appendix 5 Indicative Resources – spend in 2019-20





Appendix 6 References

¹Scottish Urban Rural Classification 2016 <https://www.gov.scot/publications/scottish-government-urban-rural-classification-2016/>

²Scotland's Census 2011 <https://www.scotlandscensus.gov.uk/ods-web/data-warehouse.html#standarddatatab>

³Dumfries and Galloway Council, Education, Seemis system

⁴National Records of Scotland Population Projections 2016-based
<https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-projections>

⁵Regional Skills Assessment Dumfries and Galloway Summary Report 2018
<https://www.skillsdevelopmentscotland.co.uk/media/44968/dumfries-and-galloway-summary-report.pdf>

⁶Dumfries and Galloway 10,000 Voices Report
<https://dumfriesgalloway.moderngov.co.uk/documents/s8071/Dumfries%20and%20Galloway%20Youth%20Council%20and%200Findings%20from%2010000%20Voices%20-%20Appendix.pdf>

⁷National Records of Scotland Mid-Year Population Estimates mid-2018
<https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates>

⁸Dumfries and Galloway Council, Social Work, MOSAIC system

- ⁹Children's Social Work Statistics 2017/18, Scottish Government, <https://www.gov.scot/publications/childrens-social-work-statistics-2017-2018/>
- ¹⁰SCRA Online Statistics, Local Authority Breakdown 2018-19 https://www.scra.gov.uk/resources_articles_category/official-statistics/
- ¹¹McMillan Rome, Dumfries and Galloway's Young People's Substance Misuse Needs Assessment 2016 http://www.nhsdg.scot.nhs.uk/Resources/ADP/Documents/Dumfries_Galloway_Young_People_s_Substance_Misuse_Needs_Assessment.pdf
- ¹²Dumfries and Galloway NHS, Looked-After Children's Health Team.
- ¹³ISD, Births in Scottish Hospitals Year ending 31 March 2019, published 26 Nov 2019 <https://www.isdscotland.org/Health-Topics/Maternity-and-Births/Publications/data-tables2017.asp?id=2553#2553>
- ¹⁴ISD Infant Feeding Statistics Scotland 2018/19, published 29 Oct 2019 <https://www.isdscotland.org/Health-Topics/Maternity-and-Births/Publications/data-tables2017.asp?id=2553#2553>
- ¹⁵ISD Child Health 27-30 Month Review Statistics Scotland 2017/18, published 09 April 19, <https://www.isdscotland.org/Health-Topics/Child-Health/Publications/2019-04-09/2019-04-09-Child-Health-27m-review-Report.pdf?>
- ¹⁶NSS Discovery
- ¹⁷Realigning Children's Services: Health and Wellbeing Surveys Summary Report, ScotCen, published December 2019, https://blogs.glowscotland.org.uk/dg/public/dgchildrensservices/uploads/sites/5378/2019/12/20162959/RCS_Dumfries-Galloway_full_headline_report_UPDATED_20Dec2019.pdf
- ¹⁸ISD Child and Adolescent Mental Health Services in Scotland: Waiting Times Quarter ending 30 September 2019, published 03 Dec 2019, <https://www.isdscotland.org/Health-Topics/Mental-Health/Publications/2019-12-03/2019-12-03-CAMHS-WaitingTimes-Report.pdf>
- ¹⁹ISD, Teenage Pregnancy, Year of conception, ending 31 December 2017, published 02 July 2019, <https://beta.isdscotland.org/find-publications-and-data/population-health/births-and-maternity/teenage-pregnancies/>
- ²⁰ISD, Body Mass Index of Primary 1 Children in Scotland, School Year 2018/19, published 10 Dec 2019 <https://beta.isdscotland.org/find-publications-and-data/population-health/child-health/primary-1-body-mass-index-bmi-statistics-scotland/>
- ²¹Local indicators of child poverty, 2017/18, published by End Child Poverty organisation 2019. <http://www.endchildpoverty.org.uk/wp-content/uploads/2019/05/child-poverty-indicators-2019-report-to-ecp-1.pdf>
- ²²DG Council, Financial Wellbeing & Revenues, 2019
- ²³NOMIS Web, Earnings by residence - Area Comparison Gross Weekly Pay - All Full Time Workers (Scotland) https://www.nomisweb.co.uk/reports/Imp/la/1946157410/subreports/asher_compared/report.aspx?
- ²⁴NOMIS Web, Annual Survey of Hours and Earnings, 2019, <https://www.nomisweb.co.uk/sources/ashe>

Links to Published Performance Indicator Reports

Unintentional Injuries for Children aged under 15 <https://beta.isdscotland.org/find-publications-and-data/health-services/hospital-care/unintentional-injuries/>

ISD Scotland, Child Immunisation Statistics <https://beta.isdscotland.org/find-publications-and-data/population-health/child-health/childhood-immunisation-statistics-scotland/>

27-30 Month Review Statistics <https://beta.isdscotland.org/find-publications-and-data/population-health/child-health/27-30-month-review-statistics/>

ISD Primary 1 Body Mass Index Statistics, Scotland <https://beta.isdscotland.org/find-publications-and-data/population-health/child-health/primary-1-body-mass-index-bmi-statistics-scotland/>

Skills Development Scotland – Participation Measure
<https://www.skillsdevelopmentscotland.co.uk/publications-statistics/statistics/annual-participation-measure/?page=1&statisticCategoryId=7&order=date-desc>

Scottish Government- National Improvement Framework – Improvement Plan
<https://www.gov.scot/publications/2018-national-improvement-framework-improvement-plan/>

Local Government Benchmarking Framework
<https://www.improvementservice.org.uk/benchmarking/explore-the-data>