



## Item No: 23

Meeting Date: Wednesday 21<sup>st</sup> June 2017

### Glasgow City Integration Joint Board

**Report By:** Susanne Millar, Chief Officer, Planning, Strategy & Commissioning / Chief Social Work Officer

**Contact:** Mike Burns, Head of Strategy (Children's Services)

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#### GLASGOW CITY CHILDREN AND YOUNG PEOPLE INTEGRATED SERVICE PLAN 2017-2020

<b>Purpose of Report:</b>	To advise the Integration Joint Board of the Children and Young People Integrated Service Plan 2017-2020.
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<b>Recommendations:</b>	<p>The Integration Joint Board is asked to:</p> <ul style="list-style-type: none"><li>a) note the content of the Children and Young People Integrated Service Plan 2017-2020; and</li><li>b) note the requirement to produce and publish an annual report as described in paragraph 2.3 of the report.</li></ul>
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#### Relevance to Integration Joint Board Strategic Plan:

The Plan sets out the vision and 5 strategic priorities for children and young people services across the City.

#### Implications for Health and Social Care Partnership:

<b>Reference to National Health &amp; Wellbeing Outcome:</b>	All outcomes
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<b>Personnel:</b>	None
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<b>Carers:</b>	The plan sets out the strategic direction for children's services, including those related to supporting carers, such as kinship carers.
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<b>Provider Organisations:</b>	The plan sets out the strategic direction for children's services, including those delivered by provider organisations.	
<b>Equalities:</b>	The plan sets out the strategic direction for children's services and includes actions related to reducing inequality and promoting equality.	
<b>Financial:</b>	The plan sets out the key strategic direction for children's services and outlines how the partners would like to use resources differently, such as transforming the balance of care through re-focusing investment on prevention and early intervention and moving from high cost forms of care to family and community based forms of care and support for vulnerable children and young people.	
<b>Legal:</b>	Producing a Children and Young People Integrated Service Plan 2017-2020 is a legal requirement of the Children and Young People (Scotland) Act 2014: Part 3 Planning.	
<b>Economic Impact:</b>	Improving the life chances for children and young people should have a positive impact on the city in the longer term as the young people will be able to more fully contribute to Glasgow's economy.	
<b>Sustainability:</b>	None	
<b>Sustainable Procurement and Article 19:</b>	None	
<b>Risk Implications:</b>	<p>There are two risk implications of not publishing a Plan:</p> <ol style="list-style-type: none"> <li>1. The Health Board and Council would be in breach of the Children and Young People (Scotland) Act 2014 and may be subject to legal action.</li> <li>2. Stakeholders would not have a clear understanding of our key strategic priorities for children's services.</li> </ol>	
<b>Implications for Glasgow City Council:</b>	Legal requirement for the Local Authority to produce a children and young people integrated service plan.	
<b>Implications for NHS Greater Glasgow &amp; Clyde:</b>	Legal requirement for NHS GGC to produce a children and young people integrated service plan.	
<b>Direction Required to Council, Health Board or Both</b>	Direction to:	
	1. No Direction Required	✓
	2. Glasgow City Council	
	3. NHS Greater Glasgow & Clyde	
	4. Glasgow City Council and NHS Greater Glasgow & Clyde	

## 1. Introduction

- 1.1 The Plan was developed on requirement of the Children and Young People (Scotland) Act 2014: Part 3 Planning and Scottish Government guidance issued in December 2016.
- 1.2 The Children's Service Executive Group has overseen the development of the Plan and approved the Plan in April 2017. Scottish Government set a deadline to submit a Plan on or before 30 April 2017, Glasgow submitted this Plan on 28 April 2017.
- 1.3 The Plan was developed in collaboration with children's services planning partners and a systematic consultation process was undertaken to ensure colleagues in adult services and third sector organisations views could be included. A multi-agency group are currently developing a process to seek the views of children and young people in the city.
- 1.4 There is a requirement to ensure the plan is always current and reflects the activity of children's services and, therefore this enables us to review the Plan at any time. Following the recent Care Inspectorate's inspection of children's services the plan will be reviewed to take account of any recommendations for improvement.

## 2. The Children and Young People Integrated Service Plan 2017-2020

- 2.1. The Plan has been framed around the five strategic aims set out by the Children's Service Executive Group:
  - **Keep children safe** – Glasgow's children and young people are safe, free from harm, physical and sexual emotional abuse.
  - **Healthy and resilient children** – Glasgow's children and young people are healthy, nurtured and happy, have places to play and have fun and have an adult who they can trust to talk to.
  - **Family support and early intervention** – we will work with families and third sector organisations to build positive relationships, and to ensure the right measures are put in place to improve the families' circumstances and the wellbeing and development of the child.
  - **Raise attainment and achievement for all** – Glasgow's children and young people will leave school ready for further education or employment.
  - **Care experienced children and young people** – our care experienced children and young people will be given every opportunity to improve their life experiences and chances.

- 2.2 The Scottish Government Guidance indicated that the Plan should “tell a story” of how services work together and with families to safeguard, support and promote the wellbeing of children and young people. To focus on early intervention and prevention, to identify families most in need of assistance and support, to ensure they get a streamlined, coordinated response which is focused on improving outcomes. The “Glasgow story” has therefore been set out describe what is currently being done against each of our key priorities, described above.
- 2.3 There is a requirement to produce an annual report each year of the plan (around early April) to state:
- How children’s and related services have been provided in that one year period in accordance with the Children’s service plan, and that these services have achieved:
    - ✓ the aims of children’s service planning against the 8 wellbeing indicators, and
    - ✓ Outcomes in relation to the wellbeing of children in the area.

### **3. Recommendations**

- 3.1 The Integration Joint Board is asked to:
- a) note the content of the Children and Young People Integrated Service Plan 2017-2020; and
  - b) note the requirement to produce and publish an annual report as described in paragraph 2.3 above.



# **Glasgow City Children and Young People Integrated Service Plan 2017-2020**

15 May 2017




## Section 1 Introduction

Welcome to the Glasgow Integrated Children and Young People's Service Plan 2017-2020. This Plan sets out the strategic direction for the planning and delivery of services for children, young people and families in the City. The Children's Services Executive Group is responsible for the development of the Plan and provides leadership for children and families' services. This plan has been written in consultation with children, young people, parents/carers and staff from across partner agencies, to ensure everyone is working to and understands our vision, aims and priorities.

We recognise that parents, carers, and families have ultimate responsibility for ensuring that their children's needs are met. We are committed to working with children, young people and their families to ensure children get the best start in life. It is vital that we support families by building on their strengths to improve children's well-being and development.

The key drivers are:

- **Transforming Glasgow:** focus on transforming services to be more efficient and to make best use of our resources to resolve issues early, so that we can prevent crisis situations occurring.
  - **Community Planning Partnership and Thriving Places:** local partnership working across agencies and stakeholders to agree a shared plan to target specific areas of Glasgow identified as having consistent levels of inequality, in terms of child poverty, health and employment, relative to other parts of the city.
  - The **significant leadership and partnership working** that is demonstrated by Education Services, the Health and Social Care Partnership, Community Planning, the Police, Scottish Children Reporters' Administration, the third sector and the community itself. The integrated plan seeks to promote a new partnership with parents, carers, families, young people and children. The plan endeavours to strengthen the community assets and community capital and to shift the health and social care outcomes, for not only our most vulnerable citizens and communities but for all children and young people.
  - Working within the national framework of **Getting it Right for Every Child (GIRFEC)** we have forged good partnership relationships and working practices that are proven to work for children, young people and families. Our purpose is to ensure that every intervention contributes strongly to breaking the cycle of poverty, deprivation, poor life chances and poor outcomes. Our mission is to get it right for every child and we aim to act with every child's best interest at the heart of all that we do.
  - The implementation of the **Children and Young People (Scotland) Act 2014**, including developing the early intervention and prevention model around the Named Person, the significant changes to Corporate Parenting, Continuing Care and After Care
  - Responding to the potential recommendations from the recent **Care Inspectorate inspection of children's services** in the City.
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- This change is being undertaken collaboratively to improve outcomes for children and families, despite the **significant financial challenges** being confronted by local authorities, the NHS and third sector organisations. However, through this austerity has come the opportunity to take stock of what we are doing.

## Section 2 Our Vision and Strategic Priorities

### Our Vision

We have an ambitious vision for children and young people which sits firmly within the vision for Glasgow as a thriving, inclusive and resilient city. Our vision can only be achieved through good partnership working, building relationships with children, young people and families in their communities, to improve children's health, wellbeing and development and enabling the children and young people to be the best they can be.

**"We want every child and young person to achieve their full potential and contribute positively to their communities, throughout their lives"**

### Strategic Priorities

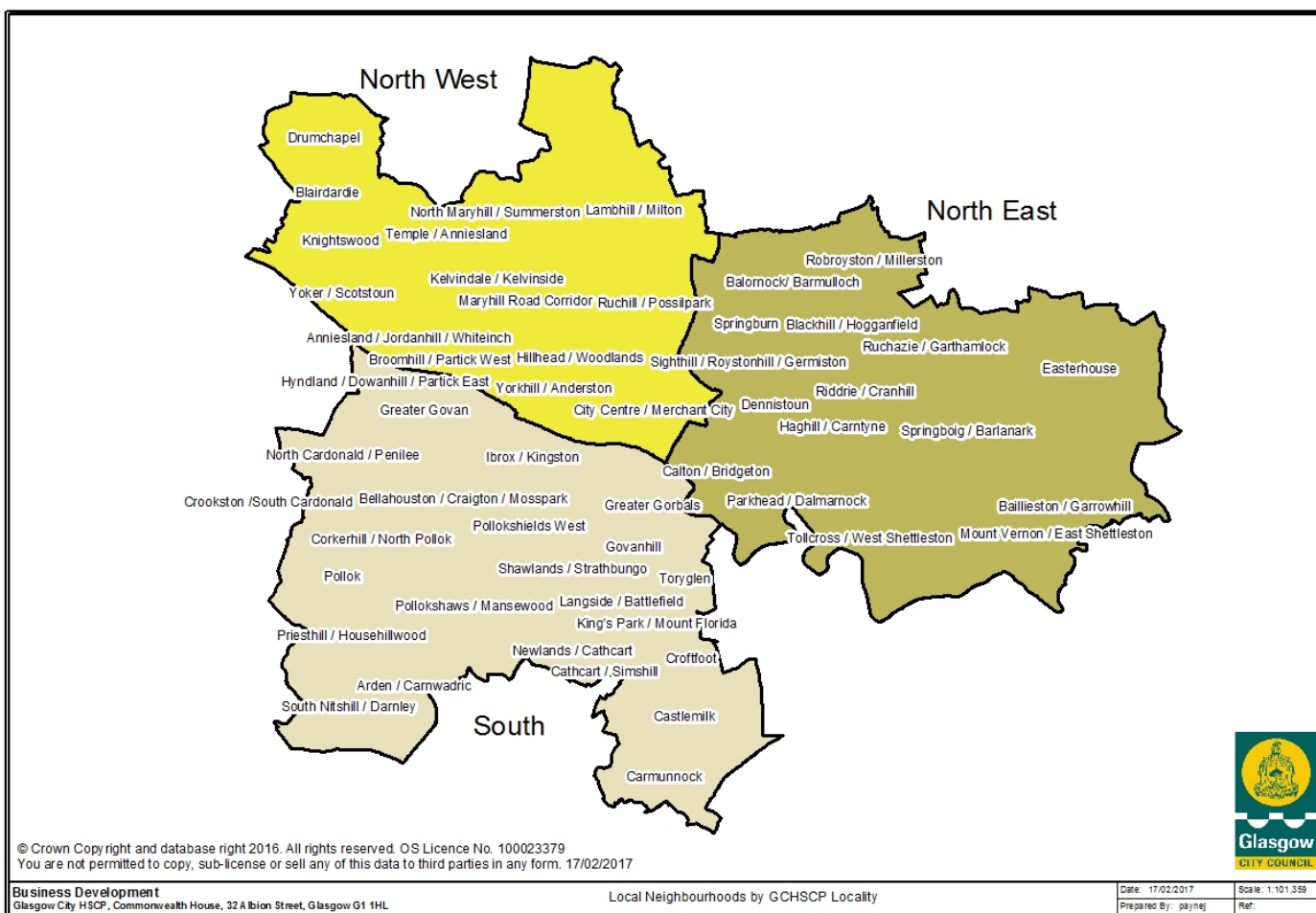
Our strategic priorities are based on the diverse needs of children and families in the City and underpinned by Getting It Right for Every Child and the Curriculum for Excellence. The priority areas are:

1. **Keep children safe** – Glasgow's children and young people are safe, free from harm, physical and sexual emotional abuse.
2. **Healthy and resilient children** – Glasgow's children and young people are healthy, nurtured and happy, have places to play and have fun and have an adult who they can trust to talk to.
3. **Family support and early intervention** – we will work with families and third sector organisations to build positive relationships, and to ensure the right measures are put in place to improve the families' circumstances and the wellbeing and development of the child.
4. **Raise attainment and achievement for all** – Glasgow's children and young people will leave school ready for further education or employment.
5. **Care experienced children and young people** – our care experienced children and young people will be given every opportunity to improve their life experiences and chances.





## Section 3 Glasgow City



Glasgow is the largest city in Scotland with a population of 606,340<sup>1</sup>. In population terms it is the third largest city in the United Kingdom, after London and Birmingham.

This map shows the three strategic localities of Glasgow City: North East, North West, and South. Each area has a range of distinct communities and a diverse population

It is worth noting that each locality has a larger population than many other Scottish local authorities.

The most recent release of the SIMD rankings show 13 out of 20 most deprived data zones are in Glasgow City.

More information about the three localities is available in the Health and Social Care Partnership's Locality Plans.

## Section 4 Glasgow's Children and Young People Population

<sup>1</sup> National Records of Scotland, Glasgow City Council, Demographic Factsheet (Updated 31/1/17)

Glasgow City's children and young people population aged 0 to 25 is **193,768**, which is **9%** of the national population of the same age group. The number of children aged 0 to 4 (35,346) and is equivalent to 12% of the national population of the same age group.

Table 1 below provides a further breakdown of the population by gender and age range, and highlights Glasgow's children and young people population as a percentage of the overall national population of the same age groups.

**Table 1**  
**Glasgow Children and Young People Population**

Table 1 Glasgow Children and Young People Population	Age	0-4	5-9	10-12	13-15	16-17	18-20	21-25	Total
Mid-2015 Estimated Population of Glasgow Children and Young People by Gender and Age.	Male	18,036	15,209	8,143	8,362	6,144	12,013	29,012	96,919
	Female	17,310	14,672	7,768	8,032	5,781	12,419	30,867	96,849
	Total	35,346	29,881	15,911	16,394	11,925	24,432	59,879	193,768
Population of Scotland		291,174	292,356	164,015	164,717	118,834	196,990	936,912	2,164,998
Glasgow population as a percentage of the national population		12%	10%	10%	10%	10%	12%	6%	9%

## Ethnicity

The population of children and young people in the City is changing and the percentage of those whose first language is not English is continuing to increase. In 2015/16 Glasgow education establishments had approximately 12,700 school pupils with English as an additional language; this is an upward trend from 8,984 in 2009, which represents more than an 80% increase over 5 years. In addition, there are currently 1,600 nursery children with English as an additional language. There are approximately 140 different languages spoken among our children and young people in Glasgow schools.

The health and wellbeing survey showed the ethnic profile of young people differs significantly by locality: South area had the highest proportion of Asian pupils (14%) and North East had the highest proportion of White Scottish/British pupils (87%).

## Section 4 Glasgow's Children and Young People Population

### Poverty, inequality and health

We are committed to reducing inequalities and improving health outcomes for children and young people as reflected in the Single Outcome Agreement and the Glasgow City Health and Social Care Partnership's strategic plan.

Glasgow has the highest rate of child poverty in Scotland with one in three children (approximately 36,000 children) living in poverty and this rises to half of the children<sup>2</sup> in some neighbourhoods. Glasgow has a higher proportion of low birth weight babies than Scotland as a whole. The estimated percentage of children living in workless households in Glasgow has fallen considerably, from 38.5% in 2006 to 20.1% in 2014. However, Glasgow still has a higher rate of children living in workless households than found nationally. For further child poverty neighbourhood statistics please refer to [Understanding Glasgow: The Glasgow Indicators Project](#).

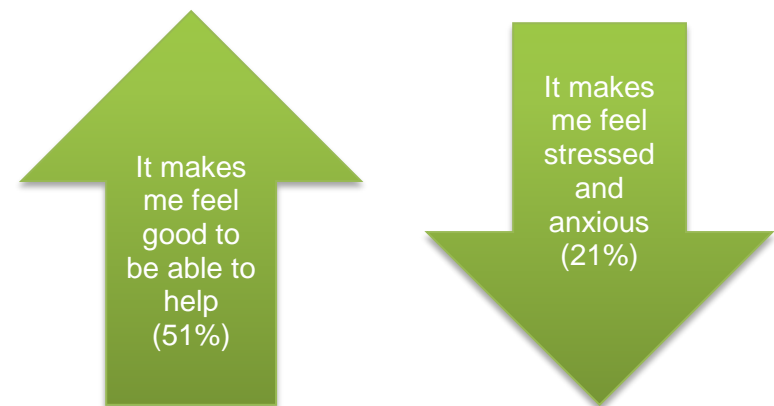
We are seeing a gradual reduction in women smoking during pregnancy, both in the general population and in the most deprived neighbourhoods. There has been an upward trend in overall breastfeeding rates and there has been an increase (27.4%) in the period October 2015 to September 2016 across all localities in the City.

We are able to monitor health, lifestyle and life choices data and trends of young people, through the biennial Glasgow City Schools Health and Wellbeing Survey. The most recent [Glasgow City Schools Health and Wellbeing Survey 2014-2015](#) found a reduction in the numbers of young people who report they smoke, drink or take drugs.

***Almost all pupils (97%) had someone they found easy to talk to about their worries***

**Young Carers** - In the recent survey 1,341 pupils stated they were carers for someone in their household. A third of these pupils told us that no one knows that they are carers. 41% of the young carers told us they looked after their family member every day.

**How I feel about being a carer**



## Section 4 Glasgow's Children and Young People Population

### Educational Attainment and Achievements

We have embedded a nurturing approach in our schools and nurseries, which takes account of the GIRFEC principles as we move towards our aspiration to be the Nurturing City. This approach allows us to nurture and care for those children and young people who need support at an early stage to help them flourish. There are 23 early year nurture corners in nurseries, 68 nurture groups in primary schools and 10 secondary school

<sup>2</sup> Understanding Glasgow. The Glasgow Indicators Project. <http://www.understandingglasgow.com/indicators/children/poverty/overview>

nurture bases. We have 3 Enhanced Nurture programmes. More nurture provision in primary and secondary schools and more enhanced nurture provision is being planned in 2017/18.

**Table 2: Glasgow Schools Population**

School Pupils	Numbers <sup>3</sup>	2015/16 Exclusions %	2015/2016 Attendance %
Primary School	40, 681	0.60	94.1
Secondary School	25, 025	3.38	91.1
Additional Support for Learning Primary and Secondary schools	1, 329	6.14	89.8

Exclusions continue to decrease and they are only used when there are no other options; wherever possible, restorative approaches are used to allow children to understand why exclusion is being considered. Attendance has remained relatively static for all schools since 2011 (refer to Table 2 above for current attendance percentages).

There are around 10,500 primary school pupils and 9,400 secondary school pupils recorded as having additional support needs across the City.

In the past ten years, the percentage of young people achieving one or more, three or more and five or more Highers by the end of S5 has more than doubled. Schools continue to promote activities, such as Duke of Edinburgh award and Young Ambassadors programme, to motivate children and young people to take part, improve their self-esteem, resilience and become leaders.

The MCR Mentoring Programme supports each young person to unlock their specific set of abilities and passions, to allow them to flourish in the arena that is right for them. In May 2016, the programme had 394 mentors either working with or being trained to support 347 young people in 10 secondary schools. 266 of these young people are care experienced.

Further information on attainment and achievement in our schools and nurseries is available in the [Education Standards and Quality Report](#)

## Section 4 Glasgow's Children and Young People Population

### Care Experienced Children and Young People

*At a recent event, children and young people told us they don't like to be called "looked after children" and would prefer to be called "Care Experienced Children or Young People".*

<sup>3</sup> School Census, September 2016

Glasgow City has responsibility for 3,290<sup>4</sup> children and young people currently being looked after away from home or at home. This is approximately, 22% of all care experienced children and young people in Scotland.

Table 3 below provides further detail of the age range and gender of our care experienced children and young people. It shows that there are 1,403 who are looked after away from home and 1,887 looked after at home.

<b>Table 3</b> Age range and gender of children and young people.	Age	0-4	5-9	10-12	13-15	16-17	18-21	Total
<b>Children and Young People looked After Away From Home</b>	Males	116	162	115	178	121	60	752
	Females	105	114	123	137	111	61	645
	<b>Total</b>	<b>221</b>	<b>276</b>	<b>238</b>	<b>315</b>	<b>232</b>	<b>121</b>	<b>1403</b>
<b>Children and Young People looked After at home</b>	Males	98	275	224	206	117	41	961
	Females	133	251	218	194	104	26	926
	<b>Total</b>	<b>231</b>	<b>526</b>	<b>442</b>	<b>400</b>	<b>221</b>	<b>67</b>	<b>1887</b>
<b>Total number of children and young people as at January 2017.</b>		452	<u>802</u>	<u>680</u>	<u>715</u>	453	182	<b>3290</b>

There are 1,284 children and young people in Kinship care (being looked after by relatives and friends).

There are many reasons for children and young people being cared for by Glasgow Health and Social Care Partnership. The most significant risk factors are:

<b>Lack of parental care</b>	<b>1,458</b>
<b>Child Protection</b>	<b>509</b>
<b>Parental Drug Misuse</b>	<b>431</b>
<b>Parental Alcohol Misuse</b>	<b>210</b>

Since 2014, Families for Children Service has recruited and approved 147 new foster carers and 127 adoptive parents to help provide essential support for the city's vulnerable young people.

A recent analysis of social work caseloads in children and families found that there are approximately 11,000 open cases. A review of South locality cases has shown that many of these families have a range of chronic and complex needs. Many of these children could be defined as “on the edge of care”.

Glasgow has the highest numbers of unaccompanied children asylum seekers, in Scotland. The Unaccompanied Children Asylum Seekers Team is working with 164 young people. Over the period April 2016 to February 2017 there were 49 new referrals to the team.

## Section 4 Glasgow's Children and Young People Population

### Child Protection

The number of children placed on the National Child Protection Register has shown a general upward trend from 2000– 2015. Figures for Glasgow have reflected this trend: in 2016, there were **598**<sup>5</sup> children on the register.

<sup>4</sup> Carefirst Report January 2017

<sup>5</sup> Carefirst Report as at 13 January 2017

Over this period there has been a downward trend in the numbers of children on the child protection register due to neglect. We can attribute the downward trend of neglect to the significant work undertaken to improve the identification of, and response to, children living with neglect in the City.

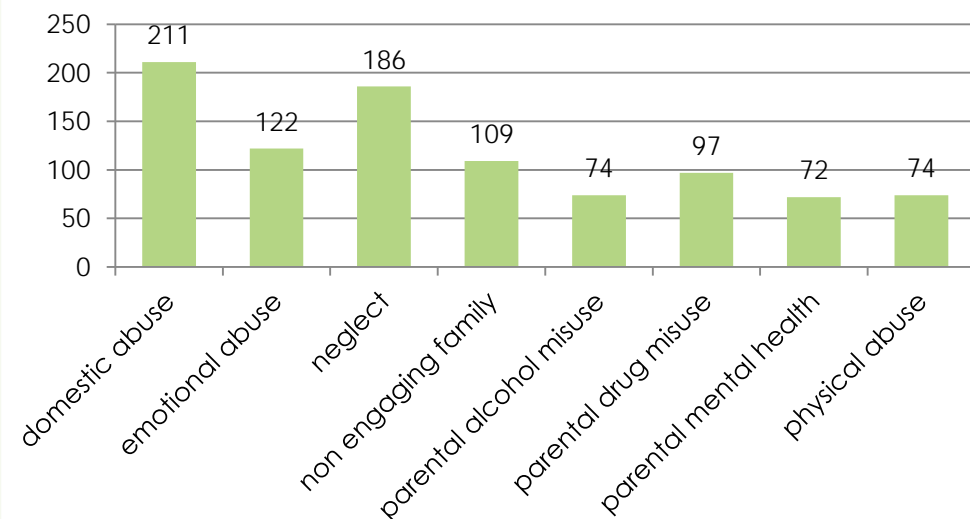
**Chart 1:** Outlines the significant risk factors for children being placed on the Child Protection Register. (Please note that a child may be placed against one or more child protection risk factors).

Addiction services are currently working with **6,118** service users who are known to have responsibility for children under the age of 16. There are approximately, **5,282** children and young people in the city affected by parental drug misuse.

There were **5,016** offences committed by under-18s in Glasgow last year, which is a fall of **12%** on the previous year and a drop of **50%** over a 9 year period.

**96%** of all under 18s in Glasgow did not offend at all in 2015/16. Of those that did offend, well over half committed only one offence

**Chart 1**  
**Main Child Protection Risk Factors**



## Section 5 Promoting the Participation and Engagement of Children and Young People.

*“sometimes older people (adults) think they are listening, but they are not listening”*

Children’s Services are committed to listening to children to improve and transform how we plan and deliver services in the city. Over the last 5 years, as well as day to day engagement with children, Glasgow has arranged a range of participation groups, events, consultations and activities to get children and young people involved.

Services use a wide range of engagement tools to gain the views of children and young people, particularly younger children, and those with a disability or communication difficulties. We have many examples of involving children and young people, for example, in the recruitment process for staff and helping us to design features of the new children’s hospital and the new children’s residential houses. Social Workers make good use of Viewpoint, an electronic programme used by children and young people aged five and above, to allow them to state how they feel when they go into care, at review

stage or when on the Child Protection register. Many third sector organisations provide advocacy and have excellent methods of engaging with children and young people.

*"It will be too stressful for me" (child's views about attending a Children's Hearing)*

We have undertaken virtual city-wide consultations with approximately 2,500 children and young people aged between 5 and 21, to focus on their understanding of Getting It Right for Every Child (GIRFEC) and "Know Your Rights" based on the United Nations Convention on the Rights of the Child (UNCRC).

The biennial Health and Wellbeing School Survey in secondary schools allows us to consider trends in young people's approach to health issues. Glasgow Youth Council has produced a Youth Manifesto with the support of Glasgow Life to support the engagement and active contributions of a wide range of young people. We are developing a Children and Young People Champions' Board approach in the city. This will provide a structure and network for care experienced children and young people to come together to discuss what matters to them and bring these concerns to decision makers in children's services.

A multi-agency group is considering how we consult with children and young people on this plan. We are consulting with the Youth Council, school children, and young people known to services to help us develop questions to ask young people about the plan. We will report on our progress in the annual report.

In partnership with young people from LGBT Youth Scotland we delivered a conference in March 2017 on LGBT Education and Health Inequalities. Leaders from children and young people's services who attended the conference were concerned by the finding that LGB young people are seven times more likely to experience mental health problems than other young people. LGBT young people shared their stories and experiences as well as their recommendations for how services and schools should work more positively to promote the inclusion of LGBT young people.

*"Think Carer" posters everywhere in hospital, but I am rarely asked if I am a young carer (aged 11)"*

## Section 6 Legislative Drivers

**Children and Young People (Scotland) Act 2014** has wide ranging powers and implementing the legislation is complex; as a result the Scottish Government have phased the implementation the Act. The Act applies not only to Children's Services but also places duties on Adult Services and has implications for service providers from the public, third, private and independent sectors. The Act:

- introduced the concept of **wellbeing** into legislation
- brought a duty to provide **early learning and childcare**
- introduced a **Named Person** service to all children under 18
- created a **Child's Plan** which all services will work to when targeted intervention is required.
- introduced responsibilities for public bodies in their role as **Corporate Parents**
- includes support for **Kinship Care**
- increased the duty on local authorities to provide **Aftercare** support;
- introduced a right to **Continuing Care** for young people who have been looked after away from home



- instructed requirement to prepare a 3 year **children's service plan**

**Carers (Scotland) Act 2016** will come into force on 1 April 2018. The Act aims to promote the rights of adult and young carers; it includes provision to:

- create an **Adult Carer's Support Plan**
- create **Young Carer's Statement**
- provide support based on the carer's identified needs based on local eligibility criteria

This Act sits within the wider national strategy including integration of health and social care, new social security powers and children's service's planning.

**Abusive Behaviour and Sexual Harm (Scotland) Act 2016** received Royal Assent on 28 April 2016. For the first time in legislation the Act addresses the issue of psychological harm as well as physical harm, with any intent to cause either or both as a form of aggravated assault. In addition to defining abuse and sexual harm the Act examines the disclosure of film and images of an explicit nature, looks at relationships and introduces a number of orders to protect the community and its members. The orders include:

- Sexual Harm Prevention Orders,
- Sexual Risk Orders and
- non-Harassment Orders..

Other governing legislation related to this plan is listed in **Appendix 1**

## Section 7 Planning Structure

The Children's Services' Executive Group is chaired by the Executive Director of Education Services and the membership includes senior management from a range of agencies, including third sector agencies. This group provides leadership and strategic direction for children's services through the development and implementation of the Children and Young People Services' Plan. The Children's Services' Executive Group regularly visits projects, teams and services to gain an understanding of the challenges staff face, discuss what works and what best practice looks like. Connections between the children's services' planning structure, community planning arrangements, the child protection committee, the Champions' Board, the health and social care partnership and Glasgow City Council's political process are well established.

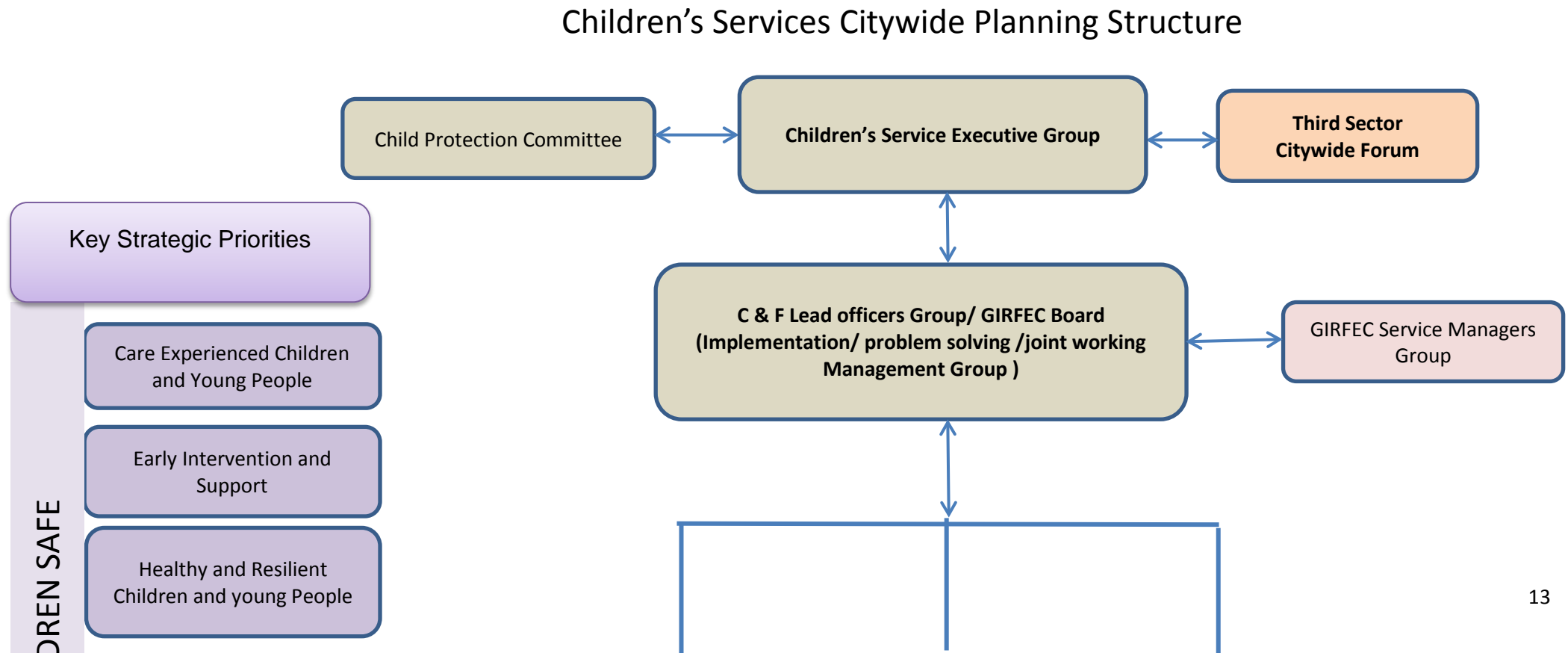
There is a wide-range of national and local third sector organisations working with children and families in the City. To enhance the third sector's participation in children's services' strategic planning, the "Children, Young People and Families City wide Forum" has been established to provide a more coordinated response to developments across the City. This Forum complements the Everyone's Children's Project and local third sector networks.

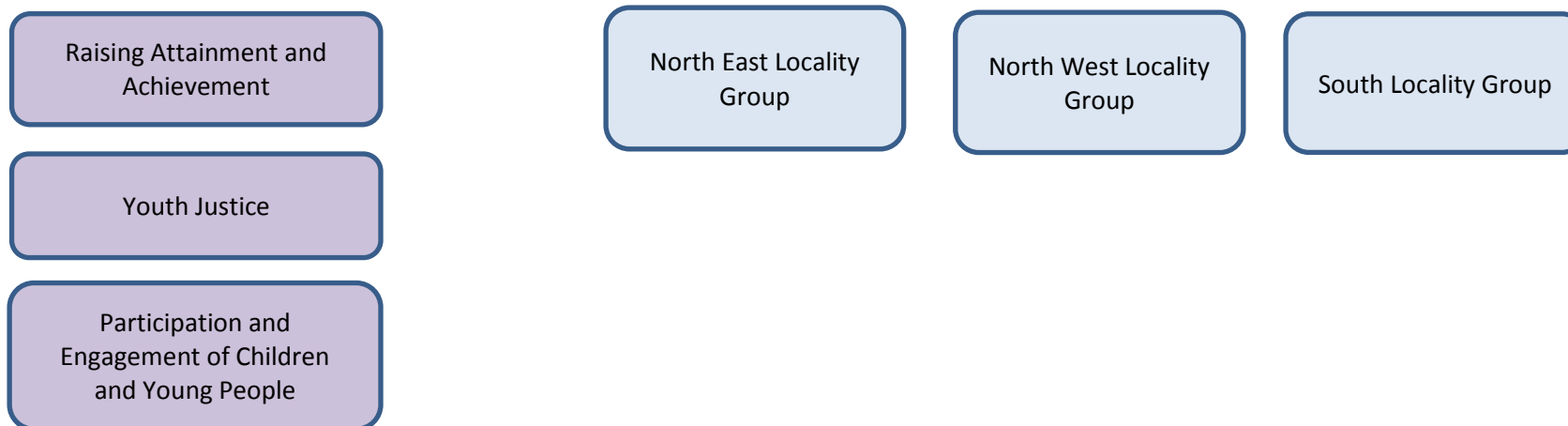
The multi-agency Children's Services' Locality Groups, based in each of the three areas of the city, implement the children's services' plan and improve collaborative working with agencies, including third sector organisations, while tailoring services to meet the diverse needs of children and families in their localities.



Each locality holds four multi-agency, child protection and looked after children Local Management Reviews per year. These discuss findings from research, audits and performance data in order to improve care and protection for children. They develop practice and protocols, using learning from significant case reviews and an overview of current performance and in this way have helped to ensure that children are safe.

Glasgow Children's Service Planning Structure shows clear links between strategy direction and operational input a locality level.





## Section 8 Key Challenges and Opportunities

In this plan we have set out how we propose to improve outcomes both for all children and for some of the most vulnerable children and young people. We continue to use self-evaluation, audits and inspection recommendations to inform how we improve our services. These improvements have to be set in the wider context of the challenges and opportunities which we face:

### Challenges

- Transforming children and family services in the city to focus on early intervention and support families to become resilient and self dependant
- The impact of austerity and of welfare reform on families living in the city and the increasing demand for services, especially as many neighbourhoods in Glasgow have very high rates of child poverty and multiple disadvantage.
- A substantial body of national policy and legislative changes that children's service partners must implement at a time when resources are tight; for example the Government's consultation proposals on changes to the governance of education services, the review of child protection and the review of the care system.
- Meeting the challenge of reduced funding and resources for the public and voluntary sector at a time of increasing demand for services, such as children moving into care and remaining in care longer.
- Improving the educational attainment and achievement of all care experienced children, including those cared for at home, away from home and those in placements living outside Glasgow.
- Defining how we will measure success in achieving better outcomes for children and young people, as opposed to measuring outputs.

- Developing more innovative strategies to engage with children, young people and their families when we are planning service developments.
- Ensuring that our care experienced children and young people who are placed outwith the city receive the same quality of experience , educational attainment support and specialist health support as they would if they are placed in the City.

## Opportunities

- Children's services planning partners are fully committed to do their best for all children and young people in Glasgow.
- There is a strong culture in children's services of placing the child at the centre of solution focused multi-agency working.
- Development of the third sector city-wide forum provides opportunities to improve partnership working on planning, commissioning, design and delivery of services.
- The breadth and depth of information we have on the needs and aspirations of children and young people and our growing knowledge of the evidence of what works to improve outcomes.
- Evidence that some of the work we have been doing to improve outcomes for children and young people is now bearing fruit, such as the reductions in school exclusions, improvement in educational attainment, reductions in young people smoking, misusing drugs and alcohol, the reduction in young people offending and the reduction in the teenage pregnancy rate.

## Section 9 How We Safeguard, Support and Promote the Wellbeing of Children and Young People in Glasgow

Children's strategic planning in Glasgow is based on the key risks affecting children, on-going assessments of children's needs, the findings from recent audits, evaluations and external inspections. Our planning process enhances partnership working through involving partners in regular development sessions and working groups, thereby promoting a shared understanding and consensus on current trends and a collaborative approach to how we progress future priorities. This activity is underpinned by guidance on legislation and national approaches to improve the delivery of children's services.

In Glasgow, we received an external inspection of children's services by the Care Inspectorate between November 2016 and February 2017. A report from the Care Inspectorate on its findings is expected in June 2017 and the recommendations for improvement will be included when we review this plan.

The Children and Young People (Scotland) Act 2014, Part 3: Planning Guidance, asks the partner agencies to "tell a story" of how services work together and with families to safeguard, support and promote the wellbeing of children and young people in Glasgow. The guidance asks us to focus on early intervention and prevention to identify families most in need of assistance and support, to ensure they get a streamlined, coordinated response which is focused on improving outcomes. In the following sections we will tell the "Glasgow story" by describing what we are doing against each of our identified key priorities; through how we are implementing early intervention and prevention, delivering a joint coordinated response and how we will improve outcomes for children, young people and families.

At the end of each strategic priority we have stated what we will do and placed these against the Wellbeing Indicators, (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included - sometimes referred to SHANARRI) and the relevant UNCRC articles.

While solid foundations have been developed, further whole system change is necessary to respond to the reduction in public and third sector funding and the need for public sector reform. This work underpins our approach to “shifting the balance of care”, where we will look to redesign processes, services and create flexibility where there are gaps in provision. We are working with CELCIS to look afresh at our current practice to identify how we can improve care for the children who we consider to be on the “edge of care” and, wherever possible, to intervene as early as possible to prevent them from moving into the care system.

Our aim is to significantly redirect funding from the higher cost placements that we purchase for individual children and that deliver poorer outcomes for young people, to invest in early intervention and family support services which prevent crisis situations arising. To achieve this we are working closely with third sector partners to provide long-term sustainable family support interventions.

## **Keep Children Safe: Every Child and Young Person has the right to feel safe and protected.**

### **Safe Outcome: Glasgow’s children and young people are safe, free from harm, physical, sexual or emotional abuse.**

In Glasgow, a key risk factor that often results in children being placed on the Child Protection Register is neglect. Neglect, is predominantly characterised by domestic abuse, alcohol or drug misuse, mental health problems and poor parenting. Research has found that neglect can have a damaging impact on a child’s life, even into adulthood, as it can affect their health, wellbeing and development. To identify children early the “Working with Neglect: Practice Toolkit” has been developed to aid staff in the assessment and early identification of children living with neglect. Training is being rolled out for all staff, including third sector organisations, to ensure the tool is now widely used across children’s services. A Neglect Summit was held in March 2017 to raise awareness of child neglect with our adult services colleagues as they are often able to spot the early signs of child neglect when they are supporting the parent or carer.

The Glasgow Child Protection Committee (CPC) is well respected as a significant contributor to child protection practice. The Child Protection Committee is there to challenge partners, to improve how they early identify and prevent children from living with abuse. The CPC continues to work with Police Scotland on child sexual exploitation investigations as each successive investigation provides valuable learning, which has resulted in the development of the “Glasgow Vulnerable Young Persons’ Procedures”. The procedures were produced to ensure staff from across agencies are aware of vulnerability and keeping children safe from sexual exploitation.

Police Scotland and the Health and Social Care Partnership have piloted a new process around Initial Referral Discussions to help protect children from harm. All Initial Referral Discussions are undertaken using teleconferencing to ensure agencies are fully engaged in information sharing, assessing risk and agreeing what actions are necessary to protect the child. All concerns to Police Scotland, and subsequent assessments and information sharing between agencies, are routed through Police Scotland’s “Risk and Concern Hub”.

Glasgow is one of the national “test of change” sites for “Stop to Listen”, which aims to establish a model of multi-agency working that supports, protects and responds to the needs of children and young people who are living with or who have lived with sexual abuse. The Child Protection Committee is working with Children 1<sup>st</sup> to develop the pilot that will commence summer 2017.

Further information is available in the Child Protection Committee Annual Report 2015/2016 (weblink to be added).

There is a small group of young people who present to services with a multi-faceted risk of harm to both themselves and others. This population is the most challenging and complex. The Intensive Support and Monitoring Service (ISMS) developed a multi-agency assessment that enables a structured level of assessment, risk management and intervention. The process incorporates forensic child and adolescent mental health service, Education and Social Work Services. The young people have benefited from this joint approach in accessing specialist health services, improved school attendance and educational attainment. As a consequence, secure care admissions continue to fall year on year. We have continued to advance our evidence based services over the past couple of years and this has enabled us to ensure these young people receive the right help at the right time. This work makes a valuable contribution to improving outcomes for children and communities. Click here for further information on the [Youth Justice Strategy](#).

## Keeping Children Safe Outcomes

Priority	What we will do:	Wellbeing Indicators/UNCRC Article
Early identification and freeing children and young people from Neglect	<ul style="list-style-type: none"> <li>Continue to work across all services and partners to improve our approaches to early identification of neglect.</li> <li>Ensure the Working with Neglect Practice Toolkit is used by all partners when there is a child at risk in the home.</li> <li>Continue to work with colleagues in adult services to raise awareness of children living with neglect.</li> </ul>	<ul style="list-style-type: none"> <li>SAFE, HEALTHY, ACHIEVING, NURTURED</li> <li>(3), (6), (12), (19), (27), (28), (29), (31), (39)</li> </ul>
Safe from Child Sexual Exploitation	<ul style="list-style-type: none"> <li>Continue to work with Police Scotland to improve responses to child sexual exploitation.</li> <li>Increase children and young people’s awareness of internet based abuse</li> </ul>	<ul style="list-style-type: none"> <li>SAFE, HEALTHY, ACHIEVING, NURTURED</li> <li>(3), (6), (12), (19), (27), (28), (29), (31), (34), (39)</li> </ul>
Safe from harm to themselves and others	<ul style="list-style-type: none"> <li>Continue to improve the multi-agency evidence based support to meet the complex needs of those young people affected by harm.</li> </ul>	<ul style="list-style-type: none"> <li>SAFE, HEALTHY, ACHIEVING, NURTURED</li> <li>(3), (6), (12), (19), (27), (28), (29), (31), (39)</li> </ul>
Improve the quality and	<ul style="list-style-type: none"> <li>Continue to provide training for staff on the effective use of</li> </ul>	<ul style="list-style-type: none"> <li>SAFE / (not applicable)</li> </ul>

recording of chronologies

chronologies.

- Support staff to feel confident using chronologies to identify otherwise invisible patterns of behaviour.

## **Healthy and Resilient Children – we will work with families to promote healthy lifestyle choices and help them better cope with life’s uncertainties and problems.**

**Healthy and Resilient Outcome: Glasgow’s children and young people are healthy, nurtured and happy, have places to play and have fun and have an adult they can trust to talk to.**

Glasgow continues to develop open spaces and access to play space for children. As part of the legacy of hosting the Commonwealth Games in 2014, sports facilities and opportunities for children to take part are widely available across the city. Glasgow Life is the lead agency for the delivery of the city’s [Play Strategy](#), which was developed in collaboration with third sector agencies. We will continue to support and grow the “Play Get Together Network”, deliver play sessions and support capacity building in the sector to ensure that all children have the opportunity to play. All children and young people are entitled to their Kidz Card and Glasgow Young Scot card, giving them free and discounted access to a range of activities and opportunities.

As well as access to play and sport we want children and young people to have positive relationships within their families, in school and in their communities and neighbourhoods as this is crucial to a child’s overall wellbeing and development of resilience. Glasgow Life’s Family Learning Team, Education colleagues and third sector organisations work well together to engage with families to support learning in the home and to encourage on-going participation in cultural and sporting activities that will help children to achieve in and out of school, and to participate fully in community and cultural life.

We know there are many children living in poverty and we want to break the cycle of poverty and poor outcomes for these children and young people. The Poverty Leadership Panel is leading on reducing the number of families experiencing poverty. The Child Poverty Group have worked on the Cost of the School Day and the Cost of the School Holiday that have had a significant impact on changing mind-sets and raising awareness of poverty and its impact on children. The Healthier, Wealthier Children approach undertaken by maternity and community child health services, is another good example of helping families to maximise their income, resolve housing tenancy issues, refer to employment services, obtain childcare, manage debt repayments and overcome fuel poverty. However, we are mindful that the full impact of welfare reform on families has still to be fully realised.

It is important that we identify children and young people, who may need assistance with their health, development or wellbeing as early as possible. We have developed a number of universal pathways to assist in the early identification of children in need of assistance:

- We have embedded the Ready to Learn (30 month) assessment undertaken by Health Visitors which focuses on the child's social, emotional, behavioural functions and communication skills.
- Health Visitors are key to Early Years Joint Support Team approach and this is explained in more detail in the Family Support and Early Intervention section of this plan.
- Our nurturing approach is well established in our schools and nurseries support children at an early stage to help them learn and become resilient individuals. The Raising Educational Attainment and Achievement section provides more detailed information on the nurturing approach.
- Third sector organisations are working with partners to deliver family support services, providing local support to keep families together and remain in their community.

Nurseries, schools and third sector organisations make good use of a wide range of health and wellbeing curricular materials to teach children about adopting healthy lifestyles now and in the future. The Glasgow City Schools Health and Wellbeing Survey 2014-2015 found that there have been reductions in the numbers of young people who report they smoke, drink or take drugs.

We know that as children and young people make transitions in their lives (between primary, secondary schools and into adulthood) it is helpful to have someone to talk to, to de-escalate any anxieties they may have. In partnership with education, specialist children's health services and third sector organisations, such as: 'Life Link' and 'Place2Be' we have initiatives that deliver classroom and family support, as well as one to one school based counselling support.

We are using the "One Good Adult" approach in Glasgow, as research has found that despite adversity in a child or young person's life, they can do well and be resilient, if they have a stable committed relationship with a supportive parent, carer or other significant adult in their life. This approach is being promoted in our parenting support framework, by Glasgow's Young Talent (MCR Mentoring Programme) and by community mental health services.

Child and Adolescent Mental Health Services provide mental health support for children with moderate to severe mental health difficulties. The teams are based in localities which enables them to be involved in the "Learning Community Joint Support Team" for children who require additional support for learning and provide timely, effective interventions that positively impacts on children and young people's mental health.

## Healthy and Resilient Children

Priority	What we will do:	Wellbeing Indicators/UNCRC Article
Promote healthy lifestyle choices	<ul style="list-style-type: none"> <li>Health Improvement, Education Services and third sector organisations providing family support will ensure children and families are well informed about healthy lifestyle choices in nurseries, schools and other settings.</li> </ul>	<ul style="list-style-type: none"> <li>HEALTHY, ACTIVE, RESPECTED</li> <li>(3), (6), (12), (24)</li> </ul>
Promote play, fun and sport	<ul style="list-style-type: none"> <li>Glasgow Life and third sector organisations will ensure care experienced children and young people have access to local facilities and clubs.</li> </ul>	<ul style="list-style-type: none"> <li>HEALTHY, ACTIVE , INCLUDED</li> <li>(3), (31), (27)</li> </ul>
Reduce the number of families living in poverty	<ul style="list-style-type: none"> <li>Continue the multi-agency approach to helping families with housing, debt to access employability support and employment and with income maximisation.</li> </ul>	<ul style="list-style-type: none"> <li>HEALTHY, RESPECTED, INCLUDED</li> <li>(3), (6), (18), (26), (27)</li> </ul>
Improve access to emotional and mental health services	<ul style="list-style-type: none"> <li>Help young people access counselling and mental health services when they need it</li> </ul>	<ul style="list-style-type: none"> <li>HEALTHY, RESPECTED</li> <li>(2), (3), (6), (13)</li> </ul>



**Family Support and Early Intervention – we will work with children and their families to build on the family strengths and improve the wellbeing and development of the child.**

**Family Support and Early Intervention Outcome: we will work with families to build positive relationships, ensure right measures are put in place to improve the family's circumstances and the wellbeing and development of the child.**

Early intervention and collaborative working to improve outcomes for children, young people and families is not a new concept in Glasgow. The One Glasgow approach was established in 2011 with the aim to re-design services through joint, streamlined working, reducing duplication and redirecting of resources to deliver improved outcomes. Our focus has been on families who are 'just coping'. 'Just coping' families could be described as those who are often invisible to statutory services; however, this invisibility makes it difficult to quantify exactly how many families in Glasgow may be experiencing difficulties.

Our approach is underpinned with the philosophy that we work in partnership with families to build on their strengths and to find local solutions to issues that have an effect on the family and child's wellbeing.

Children's services agencies are working together and with families, to build the capacity of families to be more resilient and self-reliable. It is our ambition that all nurseries become family learning centres: places where families feel they belong and can access support from community based services including local third sector family support. We are working in partnership with Glasgow Clyde College to support parents into employment, by accessing and gaining child care qualifications to assist them in a future career. Almost all the parents who participated either continued on to college, university or employment.

We have further developed our screening mechanisms and good practices to support the implementation of those parts of the Children and Young People (Scotland) Act 2014 related to the Named Person role and Child's Plan, as we already had a well-established staged intervention process for school aged children. These are the "Learning Community Joint Support teams" that are used when schools have exhausted all in-house approaches and require a collaborative discussion with other services to meet the needs of the child or assist a family. In the Learning Community Joint Support teams Education Services, Health and Social Care Partnership, and third sector agencies work together to find local solutions to assist or support the needs of the child or young person.

As part of the One Glasgow approach we decided to create a similar joint discussion process for early years, pre-school age children. A pilot "Early Years Joint Support Team" was established in the North West of the city during 2012/13. There are now 9 Early Years Joint Support Team in the city aligned to the Community Planning Partnership's "Thriving Places" neighbourhoods.

Universal services, including maternity services, health visitors, family learning centres (nurseries), third sector organisations and schools are instrumental in the early identification of children and families in need of assistance.

The Early Years Joint Support Team is the multi-agency meeting to discuss the needs of a family and child. The main partners in this approach are early years' education services, health visitors, third sector organisations, housing and, when required, addiction and other community services. Third sector organisations are crucial to this approach, as they are able to offer a wide range of assistance, such as parenting programmes tailored to meet the needs of families, family support, child minding and pathways into financial, housing and employment advice and support. Through this work we aim to secure positive outcomes for children by increasing the self-efficacy and resilience of families.

We have a rolling programme of validated self-evaluation to evidence the impact of the Early Years' Joint Support Team model. Initial findings have shown that professional relationships have been enriched by the model resulting in improved information sharing by services, reduced duplication, more effective referrals and improved access for families into services.

In 2012, we reviewed and made changes to our systems, practice and culture in order to fully comply with the requirements of Getting It Right for Every Child (GIRFEC). We enhanced our "Integrated Assessment Framework" and staff from education, social work and health were provided with Joint GIRFEC practice guidance and training. Today this joint assessment is called the "GIRFEC Assessment" and includes wellbeing indicators, the national practice model, chronologies, and frameworks for risk management and child's plan. The core information collated within the assessment is based on the minimum national core data set that is collected by each agency and some third sector agencies when completing single agency assessments. This enables quicker referrals to appropriate services, reduced duplication of effort, especially during transitions when the child may move between schools and/or to a different area in the City.

We continue to update and refine our current care pathways and multi-agency arrangements to ensure children receive the right support at the right time from the right agency. For more information on our approach please refer to the [GIRFEC Practice Guidance, January 2017](#). A training framework has been developed, which will be delivered in localities for all agencies in 2017.

Early identification of children's wellbeing needs is not only undertaken in the early years. We have already mentioned the Learning Community Joint Support teams and other examples of early intervention and good practice are:

- The Addiction Recovery team working with third sector organisations to support parents to address addiction issues and to promote recovery, with the needs of children at the centre of the approach. They undertake an Impact of Parental Substance Use Assessment, based on the GIRFEC wellbeing indicators, to enable staff to consider the full extent of the parent's substance use and lifestyle, and how this negatively impacts on the child's wellbeing.
- The Young Carers' Service offers targeted support for the whole family. The support is personalised, integrated and holistic and is tackling the underlying causes of inappropriate caring roles by young carers. A single point of access for young carers from schools into young carer services, delivered by third sector partners, has been developed alongside awareness-raising through schools.
- The Roma Team is a Glasgow City Health and Social Care Partnership initiative to assessing and supporting Roma children and their families at an early stage. Roma families can be suspicious of authorities and also have language barriers. Additionally the poor literacy of many of the adults has been a huge challenge and the team have worked hard to engage with families. The Roma team work in partnership with schools and third sector organisations.

Priority	What we will do:	Wellbeing Indicators/UNCRC Article
Fully implement the Named Person and Child's Plan Approach across the City	<ul style="list-style-type: none"> <li>Undertake the locality based joint Named Person and Child's Plan training for all staff, including third sector partners.</li> <li>Take into account national guidance, when it becomes available, in information sharing procedures.</li> <li>Improve the quality of planning for vulnerable children.</li> </ul>	<ul style="list-style-type: none"> <li>SAFE, HEALTHY, ACHIEVING, NURTURED, ACTIVE, RESPETED, RESPONSIBLE, INCLUDED</li> <li>(2), (3), (6), (12), (14), (16), (18), (24), (27), (28), (29), (30), (31)</li> </ul>
Develop a Family Support Strategy	<ul style="list-style-type: none"> <li>Continue to work with third sector agencies to improve the range of family support services that are sustainable for the long-term benefit of local children and families.</li> <li>Work with the Centre for Excellence for Looked After Children in Scotland (CELCIS) and the Robertson's trust to improve our approach to supporting children and young people on the "edge of care"</li> </ul>	<ul style="list-style-type: none"> <li>SAFE, HEALTHY, ACHIEVING, NURTURED, ACTIVE, RESPETED, RESPONSIBLE, INCLUDED</li> <li>(2), (3), (6), (12), (14), (16), (18), (24), (27), (28), (29), (30), (31)</li> </ul>
Improve the function and process of Early Year Joint Support Team	<ul style="list-style-type: none"> <li>Improve the functioning of the EYJSTs to reflect the findings from the validated self-evaluations.</li> </ul>	<ul style="list-style-type: none"> <li>SAFE, HEALTHY, ACHIEVING, NURTURED, ACTIVE, RESPETED, RESPONSIBLE, INCLUDED</li> <li>(not applicable)</li> </ul>
Review the use of Joint Support Teams in Primary and Secondary schools	<ul style="list-style-type: none"> <li>Using the learning from the EYJSTs, review and improve the use of JSTs to improve outcomes for children and families</li> </ul>	<ul style="list-style-type: none"> <li>(not applicable)</li> </ul>

**Raise attainment and achievement for all - We will improve outcomes for all children and young people to ensure that all are able to achieve their potential**

## **Raise attainment and achievement Outcome: Increasing proportions of Glasgow's children and young people will achieve high quality qualifications to enable them to achieve a sustained positive destination when they leave school.**

For several years we have focused on the same six priorities and we have reported on our progress in our annual standards and quality report. We have recorded notable successes in improving outcomes for our children and young people:

- Improved attendance
- Reduced exclusions
- More young people than ever before achieving Highers by the end of S5
- More young people staying on at school for S5 and S6
- Improved positive destinations, particularly the percentage of young people going to higher education

Attainment continues to be linked to deprivation with the young people living in the most deprived communities performing less well than those living in the least deprived communities. Importantly, however, attainment continues to increase which proves that we are continuing to raise the bar for all.

For several years Glasgow has been nationally recognised as a centre of good practice in relation to our work with nurture groups. It is our expectation for Glasgow to become a Nurturing City with staff in nurseries, primary and secondary schools trained to identify those children who would benefit from additional targeted support at an early stage. Research has evidenced that children who receive this nurturing support have good longer term outcomes. We will further develop the nurture approach across education establishments by increasing the numbers of staff trained in the nurturing principles and continue to work with third sector partners.

The Glasgow Improvement Challenge strategy 2015 to 2020 is a holistic approach to raising attainment and achievement for all children and young people. Originally, 119 primary schools were selected with over 31,000 children in the selected schools, of which nearly 21,000 live in most deprived postcodes. However, training and support have been provided to all schools who continue to be focused on closing the attainment gap. With the introduction of the Pupil Equity Fund in 2017/18, all schools in the city have developed individual improvement plans and training has been designed and delivered to allow us to build staff capacity to focus on raising attainment in literacy, numeracy and health and wellbeing to deliver positive outcomes for the children.

A wide range of third sector organisations work in partnership with local primary and secondary schools to help to close the attainment gap through family support and learning, play and peer mentoring schemes.

Although we are committed to providing the free-standing Additional Support for Learning provision, in recent years we have increased the range of specialist provision located in our mainstream primary and secondary schools. This approach offers flexibility and more choices for parents and provides more opportunities for children and young people to receive support and to learn alongside their peers as appropriate to their needs. As the quote below indicates, we can never be complacent and we need to listen to children to get it right for every child:

***“I am a special needs child and agencies who take decisions for me should make an effort to get me involved by explaining to me what is happening to me through the language I understand like sign/makaton and be patient with me because it might take time for me to understand and involve me in the decision making”.***

Parents and families of children with additional support needs or disabilities are supported by the well-established Additional Support for Learning Parents' Forum, where parents and officers meet to discuss aspects of education and support for families.

The Enhanced Vocational Improvement Programme provides valuable qualifications and learning pathways for young people who are at risk of disengagement with education. In partnership with colleges, we offer a wide range of options for S4 pupils which better suits their learning styles and aspirations; these include National 4 qualifications in mathematics and English.

"Glasgow's Young Talent" is a school based mentoring programme which provides young people with tailored one-to-one support from a carefully matched and trained volunteer adult for an hour each week for a minimum of a year but, ideally, two years. Secondly it provides a high quality process and structure that connects committed individuals and link organisations to provide pathways experiences and opportunities for the young people.

Since 2010 the "Young Parent's Support Base" has supported young people up to the age of 19 who are in school and older teenage parents who have left school. Since the service was established the base has worked with over 269 young parents. During 2015-16 52 young people were supported to remain or return to mainstream education, with some transferring to further education. This service is delivered in partnership with Education Services, Glasgow City Health and Social Care Partnership and third sector organisations.

The "Transitions to Learning and Work Programme" at Glasgow Kelvin College supports vulnerable young people, almost all with a care experience, to be included in college, to attain qualifications, achieve and to make a positive transition to adult life by providing youth work programmes, which develop their confidence and independence in tandem with tailored vocational training. It is expected that up to 80 young people per annum will benefit from this provision.

## Raise attainment and achievement

Priority	What we will do:	Wellbeing Indicator /UNCRC Article
Implementing Towards a Nurturing City	<ul style="list-style-type: none"> <li>Further develop our nurture support in education establishments across the City.</li> </ul>	<ul style="list-style-type: none"> <li>HEALTHY, ACHIEVING, NURTURED, RESPECTED, INCLUDED</li> <li>(3), (5), (6), (12), (18), (27), (28), (29),</li> </ul>

	<ul style="list-style-type: none"> <li>Continue to increase awareness and understanding of nurture across services.</li> </ul>	(30)
Improve educational attainment and achievement of care experienced children and young people	<ul style="list-style-type: none"> <li>Narrow the gap between the educational achievements of care experienced young people and their peers.</li> </ul>	<ul style="list-style-type: none"> <li>ACHIEVING, NURTURED, ACTIVE, RESPECTED, INCLUDED</li> <li>(3), (6), (12), (27), (28), (29), (30), (31).</li> </ul>
Extend MCR Pathways	<ul style="list-style-type: none"> <li>Extend to 30 secondary schools over the next two years.</li> </ul>	<ul style="list-style-type: none"> <li>HEALTHY, ACHIEVING, NURTURED, ACTIVE, RESPECTED, RESPONSIBLE, INCLUDED</li> <li>(not applicable)</li> </ul>
Implementing Glasgow Improvement Challenge	<ul style="list-style-type: none"> <li>Continue to raise attainment and achievement of all children and young people.</li> <li>Close the attainment gap for those children whose lives are affected by poverty by focusing on improving the literacy and numeracy of children and young people</li> </ul>	<ul style="list-style-type: none"> <li>HEALTHY, ACHIEVING, NURTURED, RESPECTED, INCLUDED</li> <li>(3), (5), (6), (12), (18), (27), (28), (29), (30)</li> </ul>

## Care Experienced Children and young people – we will care and support our care experienced children and young people to enable them to flourish

Care experienced children and young people Outcome: will be given every opportunity to improve their life experiences and chances.

Glasgow has the largest number of care experienced children and young people in Scotland. As Corporate Parents we have responsibilities for all care experienced children and young people; this includes children and young people who are living with foster carers, in residential care, in secure care, with kinship carers or who are looked after at home and disabled children and young people who are looked after for short periods of time.

Many of our children and young people have experienced abuse, trauma, violence, bereavement and loneliness. These experiences significantly impact on their health, education, social and emotional needs. Services need to work through these complex needs to ensure our care experience children and young people get the right type of support they need when they need it. In caring for our young people we must remember that they are individuals with their own personalities, likes and dislikes. We must ensure that we offer each of them a range of positive experiences to allow them to make individual decisions and choices to enable them to reach their potential and flourish.

Over recent years we have made major investments in moving our provision of accommodation away from large residential children's units to smaller, more "home-like" houses. In developing this approach children and young people met with designers to inform the refurbishment. We have changes to the type of care to promote more community based care settings, such as foster and kinship care.

We have developed robust permanency planning processes to improve the child's wellbeing, development and to secure positive outcomes. Key to this permanency work is having the right types of foster carers to change the child's life. Our award winning foster care recruitment campaigns have been very successful in recruiting those incredible individuals who undertake the important job of nurturing children and helping them to flourish. The current recruitment campaign is "The Grow Your Family Tree: Let Glasgow Children Flourish".

We have invested in developing the capacity and resilience of our kinship carers. Our support for kinship carers is based on the principle that they are equal partners with us. The Chief Social Work Officer meets with the chairs of the six kinship care groups on a monthly basis; in each locality a Service Manager has responsibility for kinship care issues. Education Services, Social Work and Family Addiction Support Services have undertaken consultation surveys and events with kinship carers to build relationships between third sector organisations and the kinship care groups.

We are proud of our commitment to unaccompanied asylum seeking children in Glasgow. We have the highest number of unaccompanied young people than anywhere else in Scotland. A specialist Social Work team has been in place for over ten years and over this time they have developed an expertise that other local authorities are keen to learn from. This team works in partnership with the Refugee Council and Freedom from Torture, to ensure that young people receive the highest quality support. This partnership was instrumental in developing the current national guidance on "Age Assessment Practice". We also developed a bespoke residential unit in partnership with the third sector for 18 unaccompanied young people, based on feedback from the young people.

Over a number of years the Champions' Board, chaired by an elected member, has made a pledge to use its position to improve the outcomes for children and young people. The Champions' Board members have visited children and invited them along to the Board meetings to listen to their views and have use this to shape how we improve support. The Champions' Board initiated a corporate parent event in 2015 to listen to children and young people speak about their experiences, to promote collaborative working amongst the corporate parents and to ask how they would fulfil their duty to pro-actively inform, assist, support and provide opportunities to care experienced children and young people..

The Children and Young People (Scotland) Act 2014 brought in a number of new duties, which includes "Continuing Care", which enables an eligible young person who cease to be looked after on or after the 16th birthday entitlement, to request Continuing Care. Aftercare refers to the advice, guidance and assistance provided to care leavers up to their 26<sup>th</sup> Birthday. We whole heartedly agree with these changes for young people and our challenge in Glasgow will be how we respond to effectively to the large number of young people this applies to and the possible impact this could have

on our existing accommodation and support capacity. To respond to the likely increase in demand we are reviewing our accommodation for vulnerable young people and will hold an event with providers in 2017 to identify what changes we will need to make to our current services

The Social Work Services, Leaving Care Services and Glasgow Housing Association Protocol has been in operation for the past ten years and is fully established as the agreed and successful route for obtaining tenancies for those care leavers who are ready to take on their own tenancy. In February 2016 a revised Statement of Best Practice was produced and circulated to all 63 Registered Social Landlords in Glasgow, requesting that they adopt the Care Leavers' Protocol by formally recognising care leavers as a priority for permanent housing in their allocation policies.

We know from research that there is a direct correlation between the number of families in Glasgow affected by poverty and deprivation and the high number of care experienced children. We are mindful that the impact of welfare reform on families has still to be fully realised and we have an ongoing monitoring process which identifies potential impacts and considers the additional support which may be needed.

## Care Experience Children and Young People

Priority	What we will do:	Wellbeing Indicators/UNCRC Articles
Ensure that accommodation is able to respond to the increasing demand from implementation of Continuing and Aftercare requirements of the CYP Act 2014	<ul style="list-style-type: none"> <li>Review accommodation and support requirements</li> <li>Work with providers to ensure we have the type of accommodation and support that meets the needs of some of our most vulnerable care leavers.</li> </ul>	<ul style="list-style-type: none"> <li>SAFE, HEALTHY, ACHIEVING, NURTURED, ACTIVE, RESPETED, RESPONSIBLE, INCLUDED</li> <li>(2), (3), (6), (12), (14), (16), (21), (24), (25), (27), (28), (29), (30), (31)</li> </ul>



Improve housing choices for young care leavers.	<ul style="list-style-type: none"> <li>Continue to work with housing providers and registered social landlords to offer choice and support to care leavers to help them sustain housing tenancy.</li> </ul>	<ul style="list-style-type: none"> <li>HEALTHY, NURTURED, RESPECTED, RESPONSIBLE, INCLUDED</li> <li>(3), (6), (12), (13), (16), (18), (27).</li> </ul>
Improve opportunities for children and young people looked after at home and those placed out with the City.	<ul style="list-style-type: none"> <li>Widen engagement with Corporate Parents to discuss collaborative working and engagement with care experienced young people.</li> </ul>	<ul style="list-style-type: none"> <li>SAFE, HEALTHY, ACHIEVING, NURTURED, ACTIVE, RESPETED, RESPONSIBLE, INCLUDED</li> <li>(2), (3), (6), (12), (14), (16), (21), (24), (25), (27), (28), (29), (30), (31)</li> </ul>
Improve the participation and engagement of young people	<ul style="list-style-type: none"> <li>Work with care experienced young people to develop a Champions' Board for young people</li> </ul>	<ul style="list-style-type: none"> <li>RESPECTED, RESPONSIBLE, INCLUDED</li> <li>(3), (12), (13), (16)</li> </ul>
More young people receiving continuing care have positive destinations on leaving school.	<ul style="list-style-type: none"> <li>Increase the number of care experienced young people achieving a sustained positive destination.</li> </ul>	<ul style="list-style-type: none"> <li>ACHIEVING, RESPECTED, RESPONSIBLE, INCLUDED</li> <li>(3), (12), (13), (16), (27), (28), (29), (30)</li> </ul>
Improve the experience of children and young people who are involved in the Children's Hearing	<ul style="list-style-type: none"> <li>Implement the Better Hearing's Standard and the Blueprint</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

## Section 10 Consultation on the Plan

This Plan has been consulted on with a wide range of partners from the initial draft framework stage through to this final version. Overall, people were happy with the vision, priorities and proposed outcomes for children and young people in the plan. Many of the issues raised have been included in the plan and we will work to address these over the life of the plan.

Guidance on the development of this Children's Services' Plan was issued by the Scottish Government in December 2016 and legislation places a duty on us to produce the Plan by April 2017. This is a very tight timeline, therefore, rather than completing a tokenistic consultation with children and young people, a decision was made to undertake a substantial consultation with children and young people during 2017 that will influence future reviews of the plan. However, we have included in the plan some of the views of children and young people that have been gathered from a range of recent engagement and participation undertakings. The Listening to Children and Young People Group, a multi-agency working group, is developing a participation process in collaboration with children and young people across the City.

A number of events have been undertaken with the third sector in relation to children's service planning, including a large scale consultation event in February, supported by the Everyone's Children project and the new city wide Forum. The delegates welcomed the proposed priorities for the Children's Services' Plan and the Health and Social Care Partnership's emphasis on transforming the balance of care from crisis care to investment in prevention, and the commitment to a new approach to involve the third sector, along with families and communities.

## **APPENDIX 1**

### **National LEGISLATION, STRATEGIES AND POLICIES**

Abusive Behaviour and Sexual Harm (Scotland) Act 2016  
Adoption and Children (Scotland) Act 2007  
Allegations against Residential Workers: Interim Guidance on How Agencies should respond March 2011  
Carers and Young Carers Strategy for Scotland 2010-15  
Children (Scotland) Act 1995  
Children and Young People (Scotland) Act 2014  
Children's Hearings (Scotland) Act 2011  
Curriculum for Excellence  
Domestic Abuse (Scotland) Act 2011  
Early Years Framework, 2009  
Education (Additional Support for Learning) (Scotland) Act 2004

Education (Scotland) Act 1980  
Forced Marriage etc. (Protection and Jurisdiction) (Scotland) Act 2011  
Further and Higher Education (Scotland) Act 2005  
National Guidance for Child Protection in Scotland 2014  
Residential Establishments - Child Care (Scotland) Regulations 1996  
Review of the Additional Support for Learning Act: Adding Benefits for Learners, 2010.  
Secure Accommodation (Scotland) Regulations 2013  
Social Care (Self Directed Support) (Scotland) Act 2013  
Social Work (Scotland) Act 1968  
Standards in Scotland's Schools, etc. Act (2000)

## **LOCAL STRATEGIES AND POLICIES**

Glasgow City Council Strategic Plan 2012-2017  
Glasgow Alcohol and Drug Partnership (ADP) Prevention and Recovery Strategy 2014-2017  
Glasgow's Community Learning and Development plan 2015-2018  
Corporate Parenting Policy 2007  
Glasgow Housing Strategy 2017-2020  
Glasgow Tobacco Strategy 2015-2017  
Glasgow Community Planning Single Outcome Agreement  
Glasgow Single Outcome Agreement 2013