Glasgow Integrated Children's Services Plan 2023 to 2026

Annual Report 2023 to 2024

Introduction

Glasgow's 2023-26 Integrated Children's Services Plan (ICSP) was produced by the Children's Services Partnership. The partnership involves a range of statutory and third sector agencies committed to serving Glasgow's children, young people and families. The ICSP is a statutory requirement from the Children and Young People (Scotland) Act 2014.

The ICSP details how Glasgow Children's Services Planning Partnership intends to support children and young people. It spotlights children and young people's experiences of what it is like to live and grow up in Glasgow, and the current economic and policy context within which children's services must provide support.

To decide on which areas Glasgow will focus its efforts, the partnership engaged in a creative consultation process with more than 200 children and young people (from 2-18 years) to ask what was important to them. A creative engagement process was used to elicit children and young people's views about the priorities driving the Plan, which started with open questions about the issues which were most important to them. This was followed by art and drama workshops that supported young people to feed back on the 2020 – 23 priorities, and to identify any strengths and/ or gaps to develop the priorities for the current Plan. The partnership also canvassed its members and asked how they envisage their responsibilities will best be met over the coming three years. The hopes of our young people and the priorities of the partner agencies informed our 2023 – 26 Children's Services Plan, giving us clear priority areas on which we will focus, and actions through which we will deliver improvement in each area.

The 6 priority areas are:

PRIORITY 1: Children and young people are safe, protected and valued in their communities and neighbourhoods

PRIORITY 2: Children and young people's health and wellbeing is promoted and improved

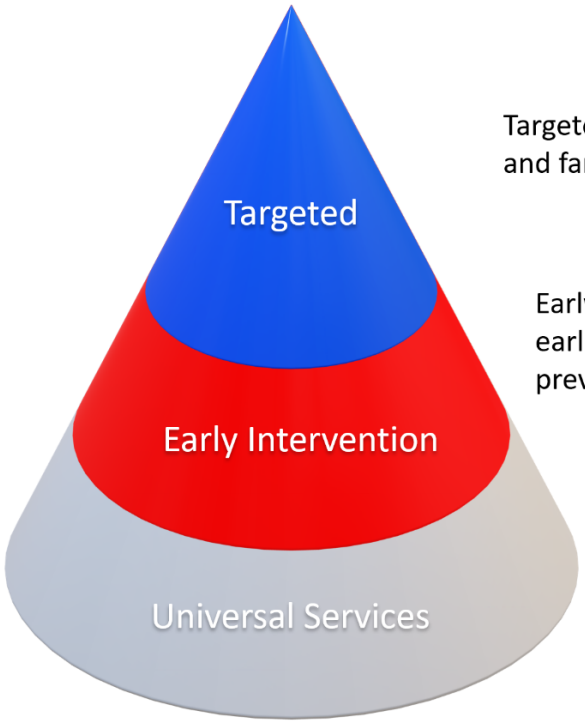
PRIORITY 3: Children, young people and their families receive flexible support to address the impact of poverty and the Cost of Living crisis

PRIORITY 4: Children and young people are well supported in their families and communities

PRIORITY 5: Children and young people are supported to achieve their full potential through excellent and inclusive education, employment and life opportunities

PRIORITY 6: Children and young people are involved and included and their views are influential in the development and delivery of services

Each priority area has its own section in the plan, along with accompanying actions. The actions in each priority come under the headings "Universal" (available to all), "Early Intervention" (for those needing extra help) and "Targeted" (for those identified as at the highest level of need and/or risk).



Targeted interventions provide support to children and families with the highest level of needs

Early intervention services provide support at the earliest opportunity to meet families' needs and prevent the need for more targeted services

Universal services are available to all children, young people and families

The priorities, actions and structure reflect the consideration, thought and planning given to supports and interventions offered to our young people. The Glasgow Partnership gives careful consideration to how, when and the extent to which we support our young people to achieve good outcomes. The

Children's Services Partnership in Glasgow involves hundreds of agencies and thousands of workers who are fully committed to making our children's lives better. This is demonstrated in the innovative, dedicated and compassionate work across the partnership. This first annual report will provide a snapshot of how we have strived to deliver on our current ICSP.

Priority 1: Children and young people are safe, protected and valued in their communities and neighbourhoods

Key strategic focus areas

- **Nurture:** trauma-informed nurture approach for children, young people and their families, focusing on the maintenance of relationships across the whole family, and with brothers and sisters, and expansion of the nurture programme across all of Glasgow's children's houses**.**
- **Strengths-based:** Strengths-based partnership work with parents and carers to develop nurturing, developmentally appropriate approaches to supporting children and young people from prenatal stage to adulthood.
- **Safe Communities:** safe and equal access to play, sport, culture and leisure within local communities.

Progress and Service Developments

There has been a range of activity taking place to deliver on these key strategic areas over the last year. We will provide a snapshot of some of these activities. Significant developments include:

- **Nurture roll out into Glasgow's Children's Houses**
- **Police Scotland "Not At Home" Policy**
- **Child Protection Guidance**
- **Domestic Abuse Strategy**
- **Safe & Together Training**
- **Meaningful involvement of families in permanence decisions**
- **Compassionate distress support**
- **Learning Community Joint Support Teams (JSTs)**
- **Redesign of 16+ model of care and accommodation services**
- **One Glasgow initiative**
- **Tackling Child Sexual Exploitation (CSE)**

Nurture in Children's Houses

ASSOCIATED ACTIONS (2023-26)
Continued expansion of the 'How Nurturing is our Children's House?' programme to support practitioners to understand children's developmental

needs in order to support and nurture children with a focus on relationships, care and love
Launch of the 'Nurture at Night' programme, a blended approach specifically for night shift carers and development of digital materials and training to support new staff
Nurture Leadership and Implementation events for House Managers and Senior Residential Practitioners so that they can reflect on their Nurture journey and continue to plan for further house development, with Nurture Coaching from the Educational Psychology team.
Roll out of the nurture programme in children's houses

- The Nurture programme in children's houses is supporting a consistent understanding of children's needs, linked to their developmental stage, promoting a culture of care and love across the houses.
- After a test of change indicated that the Nurture Framework could be successfully utilised to support and enhance the development of trauma-informed practice in Children's Houses, it has been implemented across all children's houses in Glasgow. It is having significant positive outcomes for both young people and carers, for example, material changes around practice including elevated levels of empathy, and a shift in focus from behaviour towards well-being. The Nurture Framework has a comprehensive 5-year implementation strategy to support its integration into practice.
- All 450 adults working in houses have been trained in nurture practice. Since then violent incidents across the houses have reduced by over a half, with the use of physical restraint being reduced by one-third. The success has led to the implementation team submitting an article on the implementation and impact of Nurture to the Scottish Journal for Residential Child Care. This is the first article that has reviewed the use of the Nurture Framework within a residential setting.
- Over the last 12 months, a review of the strategy has seen the development of the Nurture Through Leadership programme that has broadened teaching of theoretical frameworks that underpin nurture to include psychological theories and concepts such as containment and window of tolerance, which are vital to delivering trauma-sensitive care. Glasgow Educational Psychology Service now provides 6-weekly coaching to all of the children's houses to support the integration of nurture and help services to get it right for the children and young people they care for. The impact of Nurture on practice within the

houses has been identified by the Care Inspectorate and referenced in the reports for services that were inspected last year, with one service rated 6 (Excellent) and five services receiving grades of 5 (Very Good). To ensure continued improvement the service is currently developing a 'Nurture Charter' that will form the basis of a self-assessment tool, describing key measurable outcomes that underpin a nurturing children's house.

- Another key development over the last 12 months has been the recruitment of a senior learning and development officer who will deliver the Nurture @ Nights programme to nightshift teams within the houses. This will also be supported by the leadership teams within the houses who will further support the integration of the framework through onsite coaching and supervision.

Police Support to Young People in Children's Houses

ASSOCIATED ACTIONS (2023-26)
Continued expansion of the 'How Nurturing is our Children's House?' programme to support practitioners to understand children's developmental needs to support and nurture children with a focus on relationships, care and love
Nurture Leadership and Implementation events for House Managers and Senior Residential Practitioners so that they can reflect on their Nurture journey and continue to plan for further house development, with Nurture Coaching from the Educational Psychology team.
Roll out of the nurture programme in children's houses

- Police Scotland's 'Not at home' policy has established a protocol for children who have not returned to their Children's House placement by the agreed time, but their circumstances indicate they are not at risk and/or there are no wellbeing concerns, e.g. the young person has remained at their family's home address or are at the home of a friend. Between 2020 and 2024 there have been 1,001 recorded instances of children recorded as 'not at home' on Police computer and incident systems, which has meant fewer Police visits to Children's Houses, less interactions with care experienced children and has thereby significantly reduced criminalisation of these children for behaviour typical of others in their age group. This has helped Police to develop positive

relationships with care experienced children and the staff within Children's Houses.

- Police Scotland's Respect Programme further avoids unnecessary criminalisation of young people by preventing charges for minor offences or altercations within Children's Houses that would be unlikely result in police interaction in a traditional household (e.g. smashing an item in anger). Rather than report to Early Effective Intervention (EEI) or the Scottish Children's Reporter (SCRA), these minor incidents are now reviewed jointly by the children's house and Police to address the issue pragmatically via education or diversion.

Child Protection Guidance

ASSOCIATED ACTIONS (2023-26)
Implementation of the refreshed Child Protection Guidance, working in partnership with families to support parents and carers to safely care for their children, while addressing cumulative pressures and stress on families through the development of flexible Family Support.
Multi-agency training programme on the refreshed Child Protection procedures.

The centralised Child Protection (CP) Team has a strategic, practice and policy development role in relation to the protection of children and young people at potential risk of significant harm. Key functions include ensuring direction of flow between respective Child Protection Governance arrangements with locality teams; undertaking case reviews at the request of localities and the Child Protection Committee (CPC); and translating national policy and legislation into practice in a Glasgow context.

In 2021, the Scottish Government implemented National Guidance for Child Protection in Scotland, which was revised in 2023 and embodies the ethos of a strengths-based, trauma informed approach, focusing on children's rights and their voice, as well as highlighting the need for engagement and collaboration with families. The Child Protection Team are updating the Glasgow SWS Child Protection Procedures based upon the national guidance and findings from staff consultations. They will then be launched, with training and briefings put in place to support implementation and subsequent evaluation.

The CP Team have also led a multi-agency review of the current Glasgow Interagency Referral Discussion (IRD) guidance. The IRD is the start of the formal process of information sharing, assessment, analysis and decision-making, following reported concerns about abuse or neglect of a child or young person. A working group have completed the final draft of this guidance and will be presenting it via each agencies' governance structures and the CPC. The Team have also supported the joint review with Education and third sector representatives, of the current Notification of Concern (NoC) referral paperwork to support redrafting in line with the principles of early intervention and prevention, as set out in the HSCP's Family Support Strategy, aligned to GIRFEC.

Domestic Abuse Strategy

ASSOCIATED ACTIONS (2023-26)
The NORM service manages all new referrals from Police Scotland for children were there has been a domestic abuse incident. The service is delivered using a strengths-based approach with the aim of reducing the impact of domestic abuse on children. Staff are trained in the Safe and Together Model. Families are supported to engage with supports in their local communities where appropriate, and some families are referred to Children and Families Teams for longer term social work involvement. The service operates using a multi-disciplinary approach, working closely with Police Scotland, Health and Education colleagues.
Multi-agency shift in focus of intervention away from protective parent and towards harming parent in order to support meaningful change in the longer term.
Focus on working with fathers as part of the Safe and together pilot.
Evaluation of Safe & Together following pilot in South locality to establish if this model improves engagement and participation of families
Exploration of alignment with Direct Workbag and development of tools to support discussions with the harming parent, consistent with the Caledonian model and wider Justice work.

The Domestic Abuse Strategy for Glasgow (2023-28) was published in April 2023. Within the strategy, there are 80 commitments to tackling domestic abuse across the city. Of these 80 commitments, Children's Services have responsibility for implementing 20 actions.

A Domestic Abuse Operational Group was established to oversee implementation of the Domestic Abuse Strategy within Children's Services. Feeding into the Domestic Abuse Operational Group are four distinct subgroups each tasked with an area of focus in relation to Domestic Abuse:

- Domestic Abuse impacting young people under 12
- Domestic Abuse impacting young people over 12
- Working with those who harm
- Working with those who are harmed

Domestic Abuse Operational Group achievements to date:

- Roll out of the Safe & Together Training (South Locality) – which supports staff to adopt a new model of practice supporting families experiencing Domestic Abuse that seeks to reduce victim-blaming, increase accountability for those who are harming and improve outcomes for families.
- Nuffield Research involving practitioners in Glasgow - *"The Rethinking of Domestic Abuse in Child Protection; Responding Differently"*, with preliminary findings presented early this year to support practice discussion, with final research output anticipated in the summer of 2024.
- Domestic Abuse Work Bag which includes development of a Children's Tool bag for working with children that was created to support staff to have early trauma-informed conversations surrounding Domestic Abuse.
- Domestic Abuse and Family Group Decision Making to involve the whole family in developing a support plan.
- Service map of existing supports/programmes in the area working with those who harm (both court-mandated and voluntary-based), as well as broadening out the service map to also include early intervention services that support dads.
- Established lived/living experience group in partnership with Aberlour Bridges Project, to capture the views of those with experience of domestic abuse views to inform HSCP service provision to support families impacted by domestic abuse.

Safe & Together Training

ASSOCIATED ACTIONS (2023-26)
The NORM service manages all new referrals from Police Scotland for children where there has been a domestic abuse incident. The service is delivered using a strengths-based approach, with the aim of reducing the impact of domestic abuse on children. All staff are trained in the Safe and Together Model. Families are supported to engage with supports in their local communities where appropriate, and some families are referred to Children and Families Teams for longer term social work involvement. The service operates using a multi-disciplinary approach, working closely with Police Scotland, Health and Education colleagues.
Focus on working with fathers as part of the Safe and together pilot.

Safe & Together training has been delivered to Children and Families teams (South locality), and to an additional cohort of over 300 staff across Glasgow, including staff attending the city-wide MARAC, and all grades of staff from Justice services, NORM, ADRS, Police, Police Custody Health Care, Homelessness services, Adult services, Older People's services and Children's services. In addition to the half day of orientation training, over 100 places were offered specifically to South Children's Services teams for the 4-day core training, in addition to Justice Services in South, NORM and the Caledonian team. There was also manager training (3 days) involving 40 Service Managers in South Locality with specific responsibility for child protection practice. The Practice Audit team will evaluate the outcomes achieved, and the impact of the training on practice.

Meaningful involvement of families in permanence decisions

ASSOCIATED ACTIONS (2023-26)
Implementation of updated kinship procedures (pending approval) to improve support for kinship carers and improve processes and timescales for achieving permanent kinship arrangements for children and young people.
Development of consistently high-quality strengths-based and trauma-informed care practice within foster and adoption services, building on the feedback received from carers at the Fostering Summit

Permanence development work is based on the recognition that decisions and meetings around children being permanently cared for away from home is a distressing time for families who often feel powerless and overwhelmed by the processes and meetings that they find themselves involved in. The Permanence working group is looking to develop a trauma-informed approach to listening to and meaningfully involving families in this process.

Compassionate distress support

ASSOCIATED ACTIONS (2023-26)
Offer targeted support for care experienced young people through the Compassionate Distress Response Service

The compassionate distress support service offers immediate support to young people and is available in evenings and at weekends. The service supports with anxiety, self-harm and low mood, with case study examples included below.

CDRS Case Study 1

YP was referred into CDRS by her GP. She presented with low mood, feeling overwhelmed and stressed due to parental pressure over studies. She was also not eating or sleeping properly and had thoughts of 'not being here'. Distress Response Worker (DRW) provided compassionate listening which helped to alleviate her feelings of distress, and discussed different coping strategies, like journaling and listening to music, meditation, and time management. YP stated that she felt listened to as her own family were not listening, and later reported she had a better study-life balance, a more positive outlook on life and is trying to not let external factors (her parent's expectations) become a burden again. When YP revisited her GP, they noticed a difference in her; her mood appeared brighter, and she seemed more positive. During YP's final face-to-face session, she informed the DRW that she really feels talking has benefited her greatly. She left with a smile on her face and thanked the DRW.

CDRS Case Study 2

Individual who had been trafficked as a child into this country was referred into YPCDRS. He had phoned police after experiencing intense suicidal ideation and flashbacks caused by previous trauma. He engaged well with CDRS whilst awaiting support from the Complex Trauma Team. During CDRS calls, the Distress Response Worker (DRW) talked through strategies and online resources to help with managing distress.

Young person's feedback – "Thank you for all the support, this has helped me pass through the difficult time."

Learning Community Joint Support Teams (JSTs)

ASSOCIATED ACTIONS (2023-26)
Ensure education of the highest quality for the small number of children and young people who require alternative, individualised learning pathways
Continue to develop multiagency approach to supporting pupils who present with emotionally based school attendance issues to ensure that children and young people achieve positive outcomes.
Take forward the priorities of the National Improvement Framework

Education Authority-led Learning Community Joint Support Teams (LC -JST) are an integral part of the staged intervention model at LC level. They allow for a collaborative discussion to be held and a shared responsibility adopted between professionals involved in supporting a child or young person. This approach includes staff from Education Services, the HSCP and other associated partners to find the most inclusive local solutions to concerns about a child's/young person's wellbeing to achieve consistently high standards of practice and provision.

Every LC has a JST that addresses the wellbeing concerns of children/young people on the roll of every educational establishment comprising the LC, including those young people attending Additional Support for Learning (ASL) establishments. The LC-JST is accessed when additionality beyond establishment resources and/or support is being considered and where consultation with HSCP colleagues is required to support and promote wellbeing of a child or young person.

Redesign of 16+ model of care and accommodation services

ASSOCIATED ACTIONS (2023-26)
Conclude review of accommodation and support options for care experienced young people moving into adulthood, co-produced with young

people, the third sector and Registered Social Landlords to support the development of an appropriate range of accommodation options and support to meet spectrum of care experienced young people's needs and preferences
Continue the Housing First approach to provide permanent accommodation options for care experienced young people with complex needs.
Continue to improve transitions into aftercare services in order to prevent young people experiencing homelessness.
Work with Registered Social Landlords to develop supported accommodation in the community for young people with learning disabilities and complex needs.

In July 2022, we launched a review of our accommodation and support services that are available to young people who are ready to move onto more independent living. Young people, supported by our Promise Participation Workers, have been integral to this review and we are working in partnership with them and our accommodation providers to re-think and re-shape the options available. The team has worked with the Promise Design School to develop a shared understanding of the challenges associated with current accommodation options across all stakeholders – including young people and providers – before moving on to develop a solution.

YOUNG PEOPLE'S FEEDBACK ABOUT EXISTING SUPPORT

- "No matter what you're going through, the staff are always there for you. They make it a comfortable environment to live in, and will always watch a movie and do activities with you."
- "I built up the courage to trust the staff. If it wasn't for them, I wouldn't be here today."
- "There's always staff available 24/7, if staff aren't working there's always someone to call"

CURRENT SERVICE OUTCOMES

- Only half of young people exiting the service transition to their own tenancy or positive destinations (55 of 111 placements)
- Many young people opt to discontinue support and return home to family or partners, following a period of separation (49 of 111)
- Nearly 10% of young people commit offences and end up in custody (10 of 111)

- Young asylum seekers achieve the most favourable outcomes, with 67% progressing to positive destinations

EXAMPLES OF PROMISING PRATICE TO HELP INFORM THE NEW MODEL OF CARE

- Core and Cluster model is working well for young people. This approach gives young people consistency in relationships, with the same practitioners from their period in the core service supporting them to move on to supported tenancies. There is often the option for the young person to move back to the core service when they are in need of more support.
- Use of visual charts and timetables to support young people's daily organisation is particularly useful for young people with specific learning needs
- Encouraging relationship building in local communities through participation in local activities
- Understanding and tailoring support for young people who are neurodiverse
- Onsite counsellor, and in-house psychological support.

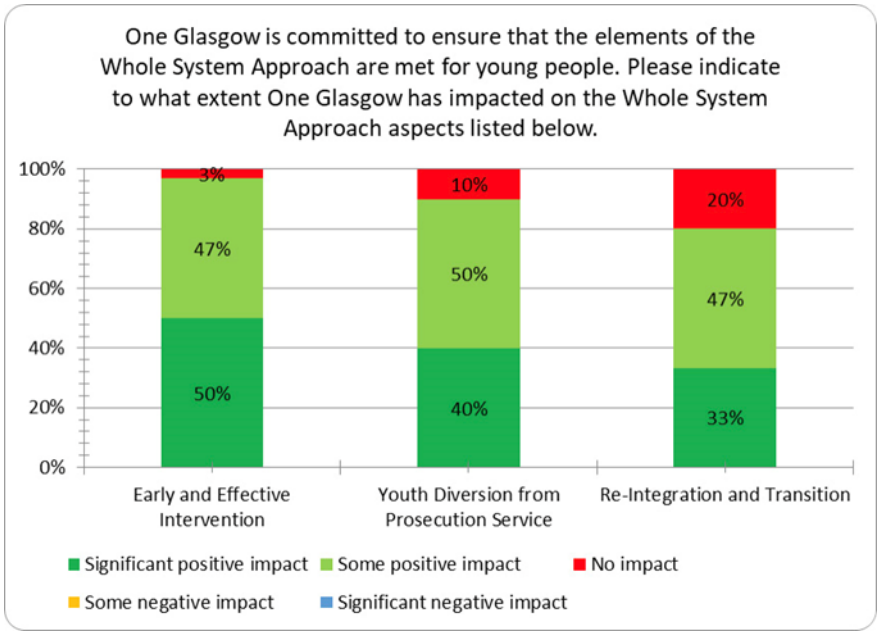
One Glasgow Initiative

ASSOCIATED ACTIONS (2023-26)
Continue the Housing First approach to provide permanent accommodation options for care experienced young people with complex needs.
Continue to improve transitions into aftercare services in order to prevent young people experiencing homelessness.

One Glasgow is a unique multi-agency partnership which is led by Police Scotland to co-ordinate and monitor a 'whole systems approach' for young people. Its focus is on supporting young people under 25 who are involved in, or at risk of becoming involved in, the criminal justice system. Following a period of significant development across the youth justice system in Scotland, the One Glasgow team commissioned an independent review of the service by Strathclyde University.

The review reported that One Glasgow has had a positive impact on the 'whole systems approach' with respondents indicating the service supports overarching

goals in Early Effective Intervention, Diversion from Prosecution and Re-Integration to the community following a period in prison or secure care.



Quotes from our partners on the impact of One Glasgow on services in the city:

"The communication and regular updates with One Glasgow allow us to have a better insight into our young people and their offending, providing a more in-depth knowledge."

"I feel that allowing external organisations to join meetings, learn more about the organisation, contribute and receive advice has been highly beneficial. Some groups tend not to allow external organisations access and I strongly believe that by allowing this you have provided us with an opportunity to develop a programme that benefits all."

"The partnership approach which pulls on the various strengths of partners is key and means the most complete picture is available."

"Having One Glasgow's input in our service has allowed us to meet the needs of the young people and support them to reduce or stop offending behaviour and divert them from serious and organised crime."

Tackling Child Sexual Exploitation

ASSOCIATED ACTIONS (2023-26)
Multi-agency approach to protecting young people, focusing on gathering evidence and reducing risk through Scottish Child Interview Model approach

and use of Stop to Listen to build relationships with young people; Referral Mechanism to protect young people from being criminalised; and consistent, nurturing relationships to support young people in children's houses

Greater Glasgow Sexual Harm and Exploitation Unit (SHEU) work alongside partner agencies and stakeholders to identify and investigate circumstances of exploitation impacting on the wellbeing and safety of young people in Glasgow. The SHEU worked closely with Social Work teams to identify the young people identified as at risk of sexual exploitation. The Scottish Child Interview Model team worked to understand the young people's circumstances and to provide support. Information was shared with Police Scotland, where local officer interaction and intelligence gathering provided sufficient evidence to arrest a suspect who was then charged with various sexual exploitation offences and is now remanded, pending trial.

PRIORITY 2: Children and young people's health and wellbeing is promoted and improved

Key strategic focus areas

- **Service Development** – Robust universal health services, with seamless pathways into additional supports when required and better integration of services, from prenatal stage to adulthood, with flexible whole family support to meet children, young people and families' health and wellbeing needs.
- **Mental Health** – Continued focus on development of support and information for parents and carers of children and young people experiencing mental health difficulties, including peer support, in line with the aspirations of the Whole Family Wellbeing Fund.
- **Neurodiversity** – Focus on building knowledge base, information and practice to supporting neurodiversity, with a focus on building a shared, consistent approach to meeting families' needs.
- **Sexual Health** – Development of multi-agency response to address young people's sexual health needs

Progress and Service Developments

There has been a range of activity taking place to deliver on these key strategic areas over the last year. We will provide a snapshot of some of these activities.

- **Community mental health supports**
- **Youth Health Service**
- **Children and Young People's Networking team**
- **Targeted mental health and wellbeing support**
- **Online mental health support**
- **Martha's Mammies**
- **Breastfeeding**
- **Physical activity and nutrition**
- **Oral health**
- **Supporting period dignity in schools**
- **Schools environmental projects**
- **Autism Spectrum Disorder: Test of Change**
- **Sexual health**

Community Mental Health Supports

ASSOCIATED ACTIONS (2023-26)
Design and commission high-quality mental health services and supports which respond to the full range of needs of Glasgow's children and young people, building on the learning from the Community Mental Health funded supports and services
Increase the confidence and skills of children, young people, parents and carers to identify and address early signs of mental health issues, and to access appropriate support through building awareness through schools and social media, raising awareness of anonymised online platforms for mental health support.

A number of tier 1 and 2 community level mental health supports have been developed to meet children and young people's mental health needs, particularly where these do not require targeted clinical intervention**.** This ongoing investment will continue to complement and strengthen current service responses, reflecting the aspirations of Getting It Right For Every Child and the current HSCP reform and change agenda, to deliver the *right help at the right time*. Furthermore, this investment will continue to align the preventative spend in the City, ensuring that the whole system operates effectively to deliver coordinated support to children, young people and their families, ensuring best value and maximising outcomes for children, young people and families. The services include the Youth Health Service, Children and Young People's Networking Team, Compassionate distress support service, and targeted and online mental health supports.

Youth Health Service

ASSOCIATED ACTIONS (2023-26)
Youth Health Service support for young people who are engaged in risk taking behaviours via a 12 week programme aiming to positively impact young people's life trajectory.
Continued work to achieve LGBTQIA+ Gold Status within the Youth Health Service to ensure the supports provided are meeting the specific needs of children and young people.

Ongoing comprehensive wraparound support by the Youth Health Service to connect young people and their families with a range of opportunities including financial inclusion and employability initiatives to mitigate the impact of poverty.
Develop volunteering opportunities, for example, through the Youth Health Service, to offer young people experience which contributes to accreditation such as the Youth Achievement Awards.

The Youth Health Service (YHS) continues to offer holistic, physical, social and emotional supports to young people aged 12-19 and is operational during the evenings in 9 venues across Glasgow City. Demand remains high post-pandemic, and additional investment has supported the service to respond (with a total of 1,712 referrals to YHS in 2023/24). The main referral sources are GPs, family and self-referrals. Most young people present with mental health and wellbeing issues; however, the cause is often complex and not immediately visible, leading to additional support for young people, including the complex needs service co-delivered with third sector partners.

YHS has collated and submitted evidence for all the 28 standards required to achieve the LGBT Gold Award from LGBT Youth Scotland, embracing an inclusive approach to ensure the health needs of this population group are met.

As a preventative service, young people exposed to risk-taking behaviours are engaged in a bespoke 12-week programme aligned to their individual risks (with a total of 127 young people assessed as having multiple risks supported by the service in 2023/24). As part of the HSCP's wider ambition to reduce the harm from drug and alcohol use, a two-year pilot with A&E departments across the City established a referral pathway for young people to the YHS. This concluded in March 2023 and the pathway remains embedded, with 27 referrals this year. To complement the suite of mental health and wellbeing support, initiated last year, the service is introducing online wellbeing modules and family support sessions.

Recruitment of a Youth Employability Coach is underway with funding from Young Person's Guarantee. In partnership with NHS GG&C Workforce Employability, a Modern Apprentice was recruited to the service in February 2023 and is currently working towards an SVQ (Level 3) in Business Administration. As a new development this year, the service aspires to offer young people a volunteering opportunity within the service.

Children and Young People's Networking Team

ASSOCIATED ACTIONS (2023-26)
Further testing and full roll out of Autism Improvement work in Health Visiting and Family Nurse Partnership teams to ensure that neurodiverse children and families receive the right support at the right time
Improved understanding of neurodiversity, and support the development of more consistent and effective range of responses, programmes and practices to address children and young people's needs, linked to the service development plan for the Autism Resource Centre.

The Networking Team offers support for children, young people and their families waiting on an Autism assessment and connects families into the range of tier 1 and 2 mental health and wellbeing supports. Support is also offered to professionals who are looking to identify appropriate supports to address children's mental wellbeing needs, and the Service is currently developing its approach to supporting families following diagnosis of Autism to ensure that the families receive access to the help they need, when they need it within their local communities. As well as improving the connectedness of services, this work is also helping to build an understanding of the range of children and young people's neurodiversity needs, which will help to further develop appropriate services, in line with GIRFEC (Getting It Right For Every Child) principles. Since January 2023 to March 2024, the Networking Team have received 393 referrals for children and young people who were awaiting an Autism assessment, which has resulted in their support of 831 family members with the holistic family approach support model.

Targeted mental health and wellbeing support

ASSOCIATED ACTIONS (2023-26)
Continuation of funding for a health and wellbeing service for LGBTQIA+ young people and their families with a focus on reducing social isolation, loneliness and inactivity; provision of mental health and emotional wellbeing support for those experiencing low mood, anxiety, stress and/or depression; and development and delivery of training for partners.
Collaborative health and social work collaborative project working with the Roma population to improve outcomes for children, with evaluation to inform future development of targeted service.

A number of services offer targeted support for specific groups of children and young people, including individual and group work support for LGBTQIA+ children and young people(Mental Wellbeing (Groupwork) Project[1], Creative Writing; Self-Care and Counselling & Therapy Workshops and Trans Counselling Service[2]), support for Roma, Refugee and Unaccompanied Asylum Seeking young people (Asylum Seeker & Refugee Project; Monthly Social Space for New Scots[3]), and community outreach and mentoring approach to support pregnant women under 24 (and under 26, if care experienced) whose children are at risk of accommodation or have experienced children having been removed from their care (see - **Martha's Mammies** project, below).

Young people's feedback:

''LGBT meetings have been my standing rock since I arrived in Glasgow. Being able to meet and be with different people who identify as me has given me a lot of comfort and confidence in my identity. The one to one support I receive has improved my mental health for the better. I will always be grateful to LGBT health and well-being for being there for me''.
"They were lovely, they provided great comfort and helped direct me to a couple different resources to help my current situation."
"… the chat was very helpful and friendly, just right for me."
"… yes, I now understand that my emerging feelings of freedom and yet fear of being unsafe are the same for many in my position."

Online mental health support

ASSOCIATED ACTIONS (2023-26)
Increase the confidence and skills of children, young people, parents and carers to identify and address early signs of mental health issues, and to access appropriate support through building awareness through schools and social media, raising awareness of anonymised online platforms for mental health support.

Online support platforms to improve mental health and wellbeing are now being provided for children and young people;18-25's are being supported

[1] https://www.lgbthealth.org.uk/event/writing-about-the-self/
[2] https://www.lgbthealth.org.uk/news/trans-counselling-service/
[3] chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.scottishrefugeecouncil.org.uk/wp-content/uploads/2021/01/New-Scots-integration-rights-and-communities-evaluation-2020.pdf

through *Togetherall*[4], and 10-15's through *KOOTH*[5]. They are both independently provided online services to provide anonymised support to our young people. The number of users continue to be small for the 18+ online service but are growing rapidly within the 10-15's service.

Martha's Mammies

Martha's Mammies is a multi-disciplinary service that works with birth mothers who have lost care of their children, either on a temporary or permanent basis. Prior to its implementation, women who had lost the care of their children in Glasgow had limited specialist support to help them cope with the grief and loss that inevitably followed. The service works with women towards emotional wellbeing, repair, and recovery, assisting them to find ways of making sense of their experiences and living with their loss of care of their children, and to identify support networks and help repair and rebuild supportive family relationships. Martha's Mammies has now been 'live' since November 2022 and in this time has received referrals for over **180** women and has engaged with over 1**00** women. At any one time the team supports around **60** women with a further **60-80** women on the waiting list. It has been found that **31%** of the women referred are care experienced, with a high percentage experiencing a range of issues including alcohol and/or drug misuse, mental health difficulties, or domestic or sexual abuse.

Breastfeeding

ASSOCIATED ACTIONS (2023-26)
Greater integration of maternity services, children's services and family support to provide the earliest intervention at an appropriate level of support for families.
Continue to build on success of UNICEF Gold Accreditation by implementing strategies that promote and support breastfeeding in our communities to encourage close bonding and loving relationships between all parents and babies.

[4] https://togetherall.com/en-gb/free-mental-health-support-for-your-community-in-scotland/
[5] https://www.kooth.com/

Glasgow City HSCP has successfully retained the UNICEF Baby Friendly Gold Award. This award celebrates excellent and sustained practice in the support of infant feeding and parent-infant relationships, helping services to embed baby friendly care in their workplace for the long term. The HSCP was highly commended for embedding UNICEF Baby Friendly Standards within the Integrated Children's Service Plan 2020-2023 and praised for its culture of valuing feedback from families and staff. The service will continue to monitor the standards achieved, submitting an annual performance report to UNICEF prior to its next revalidation in 2026.

HSCP Health Improvement staff support the national Breastfeeding Friendly Scotland Scheme (BFS). They have delivered Breastfeeding Friendly information sessions to over 130 organisations (including Tesco Silverburn and Glasgow Caledonian University), reaching over 5,700 staff. Also, the Breastfeeding Telephone Support Service has continued and Health Improvement have been working with partners - Breastfeeding Network (BFN) and the National Childcare Trust (NCT) Breastfeeding Buddies.

'I really struggled with breastfeeding at the start and was worried I would give up. Instead my Health Visitor spent hours with extra visits supporting and encouraging me to continue and succeed. She was incredible'

'The telephone service was so quick. Those early days were so hard and had I had to wait weeks for a call, I'd have really struggled'.

'I've thoroughly enjoyed attending the breastfeeding support group. Even at 10 months, we still take so much from it. The support network from the team and other mothers is lifeline. Attending has definitely extended our breastfeeding journey.'

Physical Activity and Nutrition

ASSOCIATED ACTIONS (2023-26)
Co-design initiatives with families and local partners to empower families to access health, financial, sport, leisure, cultural and social supports which meet their health and wellbeing needs.

Your Body Matters

Glasgow City Health and Social Care Partnership's (HSCP) Health Improvement Team worked with health and education colleagues across NHS Greater Glasgow and Clyde (NHSGGC) over the last year to update the *'Your Body Matters (YBM): A Primary Health and Wellbeing Curriculum Pack'* which seeks to encourage a whole school approach to encourage nutrition and physical activity. The pack is made up of teacher notes, lesson plans, activities and resources and will be made available across Glasgow and NHSGGC.

Thrive Under 5

Thrive Under 5 (Tu5) is a pre-5 early intervention whole systems approach to tackling healthy weight, which recognises the barriers in place to preventing families from providing a healthy lifestyle for their family, including low income, limited access to affordable healthy foods and physical activity opportunities, and a lack of skills/equipment to cook healthily at home. It has been in operation in Glasgow in three areas for a number of years and has secured £180,000 in the last year to expand its success across the Health Board.

Oral Health

ASSOCIATED ACTIONS (2023-26)
Co-design initiatives with families and local partners to empower families to access health, financial, sport, leisure, cultural and social supports which meet their health and wellbeing needs.

Childsmile, the national oral health programme and the GGC Health Board's Fluoride Varnish Programme in areas of relative disadvantage are improving oral health in Glasgow's children. 85% of early years establishments are currently implementing the daily toothbrushing programme, and 2708 received at least one application of fluoride varnishing in Glasgow. This has increased the number of P7 children in the most deprived areas with "no obvious signs of decay" from 60.7% in 2003 to 71.9% in 2023.

Supporting period dignity in schools

ASSOCIATED ACTIONS (2023-26)
Support Period Dignity in our Schools

Free period products are now available at 415 venues across the City, including 191 schools and nurseries. Period Dignity Month 5th February to 1st March had the theme around reusable period products. Education conducted an online and social media campaign with giveaway events in the community as well as events in schools.

Schools' environmental projects

ASSOCIATED ACTIONS (2023-26)
Co-design initiatives with families and local partners to empower families to access health, financial, sport, leisure, cultural and social supports which meet their health and wellbeing needs.

Glasgow Education Services support local environmental groups and conservation projects to provide nature-based learning opportunities for schools. This will involve arranging and delivering a school litter league across the City.

Autism Spectrum Disorder Test of Change

ASSOCIATED ACTIONS (2023-26)
Improved understanding of neurodiversity, and support the development of more consistent and effective range of responses, programmes and practices to address children and young people's needs, linked to the service development plan for the Autism Resource Centre.
Improved post-diagnostic support for families, parents, carers and professionals to ensure more consistent support for children and young people.

In 2021/22 a test of change was conducted in Glasgow's North-East locality to investigate potential service changes to support pre-school children (under-5) who presented with suspected autism. Currently, there is no consistent, formal training for Health Visitors or Family nurses in relation to autism and other neurodivergent conditions. Therefore, a Health Visiting team with a high proportion of children with suspected autism were selected for this quality improvement project. The health visitors undertook an education programme

to increase their knowledge, confidence and skills to support families with neurodivergent children before, during and after the neurodivergence diagnosis process. Following National Practice Model and GIRFEC principles, a new model of support to families was designed based on the child and family's needs, rather than any outcome of the assessment and diagnostic process. This involved new assessment (ASQ:SE-2) and record keeping processes (MyWorld Triangle), as well as training on how to communicate with children and families where autism was suspected. Training provided to Health Visitors was developed by Glasgow City HSCP Autism Resource Centre (ARC) and has been further developed in partnership with NHS Education for Scotland (NES).

Following the initial test of change, 75% of the first group of families received an improved and bespoke package of care that focussed on parental support, acceptance and adaptability.
Important lessons learned from the test of change have been used to inform the next phase of testing the new autism education package. In a short time there has been a significant and positive culture shift, away from onward referral, towards collaboration and requesting assistance from partner agencies and families themselves. Two more Health Visiting teams across the City are now testing out the updated education package, with the intention of expanding further. The Service Manager overseeing the project stated:

"The aim of the project is to increase Health Visitor/Family Nurse knowledge, confidence and skills in supporting families with neurodivergence, and to equip parents to understand their child's differences, move towards acceptance, and be able to adapt to their child's needs as they grow and develop. There is real potential to share this across services and we are keen to share our learning as wide as possible."

Sexual Health

ASSOCIATED ACTIONS (2023-26)
Multi-agency review of the range of indicators and research evidence on sexual health trends, and co-production of an action plan with key stakeholders, including young people, to improve young people's sexual health and relationships.

Develop cross-system response, building practitioners' confidence and competence to speak to young people about sexual health and to signpost to appropriate supports and services

Progress

In response to the sexual health research evidence presented in the last year, a multi-agency action plan was agreed. A range of staff groups were consulted from the Social Work Child Protection Team, Social Work Team Leaders, Children's Houses Managers, Children's Services area teams, Kinship Team Leaders, Through and Aftercare Team leaders, Secondary school teaching staff, Primary school teaching staff and Newly Qualified teachers (across Primary and Secondary), School nurse service, Youth Health Service, Children's Mental Health and Wellbeing strategic planning group and Health Improvement in Education group. Co-production of a Greater Glasgow and Clyde strategic action plan will require input from senior managers across all relevant services and is still to be actioned.

Care Experienced Sexual Health Toolkit

In the last year, a Toolkit has been developed by the Health Improvement Team to meet care experienced children and young people's sexual health needs. The toolkit includes videos and other materials accessible to children and young people, with content tailored to age-and-stage from 0-18 years. It provides staff and carers with resources to discuss early experiences of pregnancy, abortion care, early parenthood and sexually transmitted infection, as well as issues around emerging sexuality, gender and children keeping themselves safe from the earliest stages through improved education. The toolkit also addresses resilience and the ability to identify and avoid unhealthy relationships and sexual exploitation.

Over the last year, 28 secondary school teachers, 69 primary school teachers and 216 newly qualified teachers have been trained to implement Relationships Sexual Health and Partnership (RSHP) learning in the classroom. Staff training for all Children's Houses Managers and staff teams has been scheduled for 2024/25, starting with Managers and Assistant Managers in April-June. There has been one Supported Carers course (12 carers) so far and more will be offered. Host families to Young Unaccompanied Asylum Seekers have also been offered training. Families for Children (FFC) have a long history

of supporting foster carers and adoptive parents by incorporating sexual health learning and support into their training. FFC and Sandyford will develop a refreshed training package this year. RSHP training for nurses is also scheduled for later this year.

Practice development work to facilitate closer working between the school nurse service and Sandyford's young people nurse specialists is taking place on 24th April and 1st May. The Social Work Kinship Team leaders have been offered a bespoke support package for kinship carers, which will be provided by third sector partner organisations.

PRIORITY 3: Children, young people and their families receive flexible support to address the impact of poverty and the Cost of Living crisis

Key strategic focus areas

- **Support families in poverty** - through flexible funding and alignment of Child Poverty, Whole Family Wellbeing and Employability initiatives to ensure holistic, strengths-based support to improve families' income, outcomes and resilience
- **Support with Fuel Poverty, Employability and Parental Employment** – through Parental Employment Support Fund, Glasgow Helps, and collaborative work with schools (e.g. Eligible 2s programme and Financial Inclusion Support Officer in schools)
- **Develop robust pathways and transitions** – through Adult Services, Health and Social Care Connect and Maximising Independence to address families' needs as early as possible
- **Integrated and seamless financial and family support** - through building consistently high quality, strengths-based and trauma informed practice
- **Expand the use of data** - to proactively identify families at risk of poverty to flexibly respond to families' needs and to inform service delivery and improvement.

Progress and Service Developments

There has been a range of activity taking place to deliver on these key strategic areas over the last year. We will provide a snapshot of some of these activities.

- **Child Poverty Pathfinder**
- **Health Visitor provision of financial support**
- **Health Visitors and Family Nurse Partnership provision of Section 22 funds**
- **Financial Inclusion Support Officer in Schools**
- **Free School Meals and Footwear and Clothing Grant**
- **Supporting Holiday Food and Activity Programme**
- **Support School Food Growing, Waste Reduction and Recycling**
- **Employability: Project Search and FNP Employability Coach**
- **Police Scotland Public Health Approach**

Child Poverty Pathfinder

ASSOCIATED ACTIONS (2023-26)
Continue to deliver full range of supports, including Child Poverty Pathfinder, Financial Inclusion Support Officer, Digital Support, Fuel Poverty, Employability and Parental Employment Support Fund, Glasgow Helps, and collaborative work with schools (e.g. Eligible 2s programme), with a focus on building seamless support and pathways into innovative employability opportunities

Work is ongoing with partners across the Children's Services Planning Partnership and Scottish Government to align policy and funding to achieve seamless pathways of support to achieve the best outcomes for families. Given the continuing impact of poverty on families in Glasgow, we are working to build families' readiness to engage with support by addressing immediate sources of stress and distress, which are often exacerbated by the impact of poverty. We have developed a tool to identify areas of the City with families living in deep poverty and are working to develop an aligned approach across the Child Poverty Pathfinder and Whole Family Wellbeing Fund to build consistently high quality, strengths-based and trauma informed practice models, which incorporates the recommendations of the Promise.

Health Visitors and Family Nurse Partnership provision of Section 22 funds

ASSOCIATED ACTIONS (2023-26)
Health staff access to Section 22 funding and infant feeding pathway
Authorisation for flexible Section 22 payments extended to Health Visiting and Family Nurse Partnership Service to provide greater access to direct funding for families in need.

Health Visitors and Family Nurse Practitioners now have direct access to financial support for families to alleviate the immediate effects of poverty for families in crisis. Section 22 funding has been increased to support families with the cost of baby milk, food, nappies and clothes. Out of 34 families that received Section 22 payments in 2023-24, 74% (25) agreed that their family had directly benefitted from receiving the money in some way, with 66% (21)

acknowledging that the money had specifically been used to help them provide food for their families.

During the last year, 502 families have been supported by Early Intervention and Prevention Family Support (EIPFS), 157 by 0-5 Health Visiting Family Support pathway and 281 by Glasgow Intensive Family Support Service (GIFSS) to access to funds to alleviate immediate crisis.

Financial Inclusion Support Officer in Schools

ASSOCIATED ACTIONS (2023-26)
Continue to deliver full range of supports, including Child Poverty Pathfinder, Financial Inclusion Support Officer, Digital Support, Fuel Poverty, Employability and Parental Employment Support Fund, Glasgow Helps, and collaborative work with schools (e.g. Eligible 2s programme), with a focus on building seamless support and pathways into innovative employability opportunities
Support to kinship carers to address issues around cost of living increases, cost of school day, and digital exclusion, ensuring early financial assessment of kinship carers and appropriate and timeous financial support.

- The primary purpose of Financial Inclusion Support Officer (FISO) project in schools is to support families and alleviate poverty, by providing one to one support to parents and families in the fields of welfare rights and debt reconciliation.
- The programme has continued to expand. After a 12 month pilot with 4 secondary schools, the programme is currently operating in 13 secondary schools in the city with the aim of rolling it out to the remaining 17 secondary schools over a 12 month period. To test potential future provision, 2 primary schools and 1 assisted learning school are also piloting the service. Over the course of Phase 1, 790 families engaged with the service and 257 of these families are now known to be in a better financial position.
- Within the FISO programme, there is a direct referral pathway to employability support, such as the Parental Employability Support Fund (PESF) that has been introduced, offering parents access to training and education, help to start their careers or a move towards better paid employment.

Free School Meals and Footwear and Clothing Grant

ASSOCIATED ACTIONS (2023-26)
Continue to address the impact of the Cost of the School Day through a number of initiatives, in partnership with the Poverty Leadership Panel.
Support affordable and accessible school uniforms, including uniform banks and lease and hire schemes

- Glasgow schools continue to deliver Free School Meals for all primary school children who are entitled.
- GCC are providing funding to support eligible families over the Spring break for all children and young people who are in receipt of Free School Meals (FSM)
- Education Services has carried out a data gathering exercise to cost FSM expansion, and when funding is secured it will be a priority project for Glasgow schools.
- Through the support of the Financial Inclusion Support Officer (FISO) programme, there has been an increase in uptake of free school meals.
- Families on low incomes may be eligible to receive a School Clothing Grant award of £120 for a Primary-aged child or £150 for a Secondary-aged child. The award is given annually to assist with the cost of purchasing essential school clothing for families who are on a qualifying benefit.
- The Scottish Child Payment is now available for eligible children up to the age of 15.

Supporting Holiday Food and Activity Programme

ASSOCIATED ACTIONS (2023-26)
Ongoing implementation of the holiday food and activity programme.
Implementation of Playschemes and the Street Play Initiative to deliver Holiday Programme activities aimed at children, young people, and families, contributing to the holiday activity and child care initiative and providing safe, accessible, and affordable options for families.

The Glasgow Children's Holiday Food and Activity Programme enables community organisations to provide nutritious food to children and young people using their services during school holiday periods. The Programme is for children and young people 0-18 years of age. The programme will be funded through 2024/25 with £2M from Glasgow City Council and will be under the oversight of Glasgow City Council's Chief Executive's Department.

Support School Food Growing, Waste Reduction and Recycling

ASSOCIATED ACTIONS (2023-26)
Develop collaborative, multi-agency approaches to offer more seamless support to alleviate the impact of poverty

Education Services contribute to the Glasgow City Food Plan. It is a 10-year plan for Glasgow to be recognised for its good food and as a city where tasty, healthy, affordable food is accessible to everyone. Education Services deliver and monitor Good Food Group Actions, with a pilot ongoing in a limited group of schools to improve environmental sustainability and enable families to eat healthy, affordable, culturally appropriate food.

Employability

ASSOCIATED ACTIONS (2023-26)
Coordination of the Young Person's Guarantee by a Young Person's Employability Coach, collaborating with employers, key partners and young people to embed the principles of No One Left Behind and support young people into a range of positive destinations, including volunteering.
Continue to deliver full range of supports, including Child Poverty Pathfinder, Financial Inclusion Support Officer, Digital Support, Fuel Poverty, Employability and Parental Employment Support Fund, Glasgow Helps, and collaborative work with schools (e.g. Eligible 2s programme), with a focus on building seamless support and pathways into innovative employability opportunities

Project Search

The HSCP's Supported Employment Service has a team of job coaches who support people with learning disabilities and/or autistic spectrum conditions to find and keep full time jobs. The Supported Employment Service is one of the main partners in delivering Project Search offering a work experience programme for young people aged between 18 to 29 years with learning disabilities and/or autistic spectrum conditions. To mark the anniversary, a

video was produced focusing on the journey of the interns and the positive outcomes they achieved.

User/Parent/Staff Feedback

'I highly recommend Project Search to all who are thinking of doing it. They really helped me understand my strengths' (Service User).

'Before he joined the programme, he was struggling. He was withdrawn and had difficulty with most tasks and social interactions. Going on Project Search was like flipping a coin – he became more sociable, confident and he seems so much happier.' (Parent)

'We're very proud of the young people who completed Project Search this year. All of them have already secured employment before the end of the programme.' (Staff Member)

Family Nurse Partnership - Youth Employability Coach

Following an initial successful test of change, an employability service was established within the Family Nurse Partnership in 2023. They offer employability referrals and support to young parents at a time that is right for them. The employability coach currently has a caseload of 60 young people. The impact of the service on participations has been shown in the quarter of clients progressing onto education and employment.

Police Scotland Public Health Approach

ASSOCIATED ACTIONS (2023-26)
Develop collaborative, multi-agency approaches to offer more seamless support to alleviate the impact of poverty
Continue to increase knowledge and understanding of the impact of poverty on children and young people's mental health

As part of Police Scotland's Public Health Approach, they were committed to enhancing their collaborative working and data sharing with partners. In March 2023, a referral pathway was established to share information between Police

Scotland and Glasgow Helps. Glasgow Helps is a third sector organisation supporting individuals in poverty, mental health, and overall wellbeing. Between March 2023 and December 2023, Police Scotland have referred 131 individuals to the service. Officers regularly attend incidents where they support members of the public in their own homes. If there are vulnerabilities and concerns highlighted around financial wellbeing, poverty or deprivation officers made a referral for further support. This increases opportunities for effective supports and helps build positive relations between Police and the communities they serve.

PRIORITY 4: Children and young people are well supported in their families and communities

Key strategic focus areas

- **Partnership approach –** the Children's Services Planning Partnership collaborate to strengthen joint working to promote holistic, consistent, wraparound support
- **Pathways of Support -** develop effective pathways to ensure support is available when needs first emerge
- **Strengths-Based –** provide a consistent approach and seamless pathways of support to families, aligned with Child Poverty Pathfinder, Whole Family Wellbeing Fund and Employability Services
- **Children with disabilities** – improved support to enable children and young people to live at home with their families and to thrive

Progress and Service Developments

There has been a range of activity taking place to deliver on these key strategic areas over the last year. We will provide a snapshot of some of these activities.

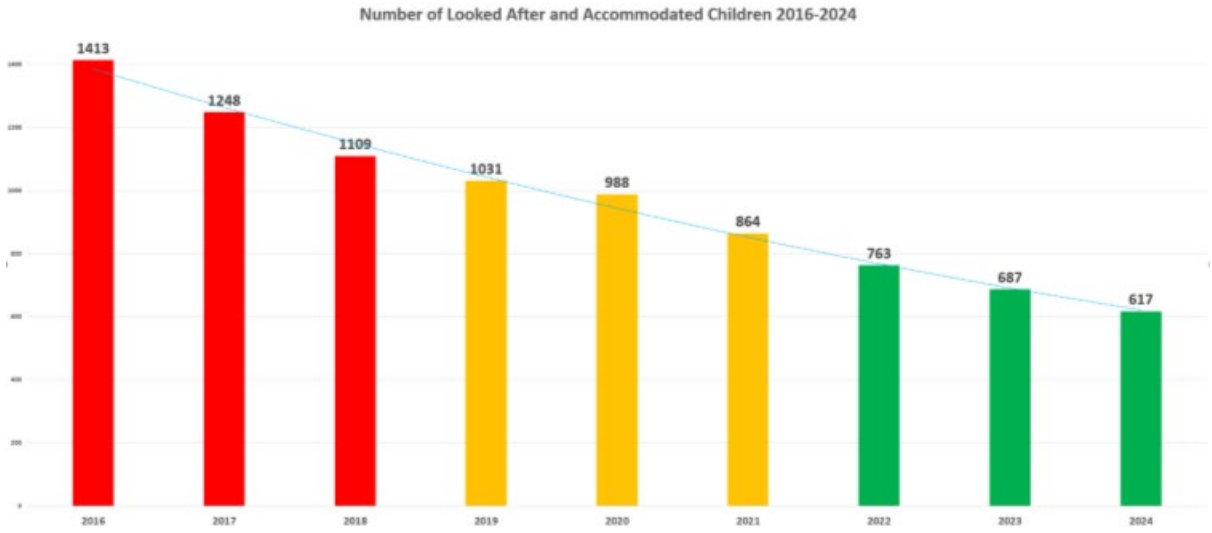
- **Children's Services Transformation Programme**
- **Family Support Strategy**
- **Glasgow Intensive Family Support Service /Early Intervention & Prevention Family Support**
- **Family connections**
- **Carers' Service**

Children's Service Transformation Programme

ASSOCIATED ACTIONS (2023-26)
Continued development of a partnership approach between the Health and Social Care Partnership and third sector organisations to deliver effective intensive support that meets the needs of children and young people at risk of accommodation.
Strengths-based needs assessment and care planning in co-production with families and relevant third sector/statutory service partners to ensure consistent and collaborative approach.

A review of the current services framework will be undertaken to ensure that services are designed to meet the needs of families and their children.

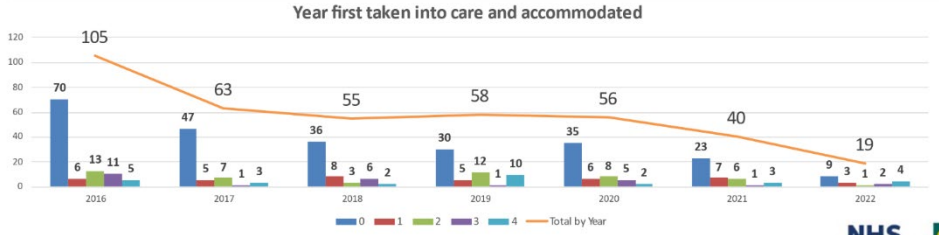
The reform of the care system for children and young people in Glasgow City has led to a substantial reduction in the number of looked after children, more than halving the number of children accommodated away from their families since 2016. As at April 2024, the number of looked after and accommodated children in the City has reduced from 1413 in January 2016 to 617, representing a reduction of 56%.



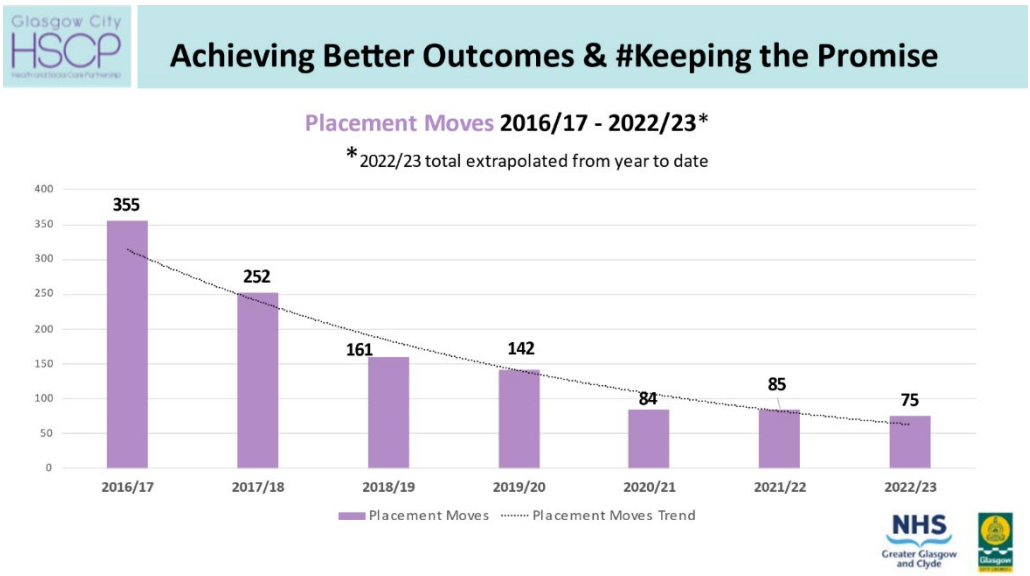
In addition, there has been an 82% reduction in the number of admissions of children under 5 into care since 2016 (from 105 in 2016 to 19 in 2022):

Year first taken into care and accommodated

Age at Accommodation	2016	2017	2018	2019	2020	2021	2022	Total by age
0	70	47	36	30	35	23	9	250
1	6	5	8	5	6	7	3	40
2	13	7	3	12	8	6	1	50
3	11	1	6	1	5	1	2	27
4	5	3	2	10	2	3	4	29
Total by Year	105	63	55	58	56	40	19	396



There has also been a significant reduction in the number of placement moves. However, it is recognised that some placement moves are positive, particularly where related to the reunification of brothers and sisters, and in response to a request from a child/ young person. This data is therefore being reviewed to build in positive placement moves.



This trend has been supported by a system wide focus on working in partnership with families to support meaningful change, using strengths-based approaches and recognising that families are experts in their own lives:

> "The Transformation programme for children's social care in Glasgow has resulted in almost fewer than 500 children in foster and residential care, a third of the total in 2016, and a 60% reduction in the numbers of children entering care. A spin off has been a remarkable 70% reduction

> in placement moves for children in care. These changes have been accompanied by and have facilitated a doubling of expenditure on family support. **This has been based on a recognition that services were too focused on moving from risk to removal, rather than on reducing risk while maintaining existing relationships."**
> (Bywaters, P., Featherstone, B., & Child Welfare Inequalities Project Team. (2020). The Child Welfare Inequalities Project; emphasis added)

The importance of supporting families to live together in their homes and communities is also demonstrated in the proportion of young people who choose to return to their family home after their period of accommodation ends. In line with national research, around two-thirds of young people in Glasgow live with their families after their period of accommodation, with the associated impact of disrupted relationships within their family, peer and community networks. Increasing resource to "reduc[e] risk while maintaining existing relationships", as described by Bywaters, Featherstone and colleagues, is therefore a key element of the transformation programme.

Family Support Strategy

ASSOCIATED ACTIONS (2023-26)
Development of networks of family support, integrating the Whole Family Wellbeing Fund, Child Poverty Pathfinder and Employability initiatives
Continued development of a partnership approach between the Health and Social Care Partnership and third sector organisations to deliver effective intensive support that meets the needs of children and young people at risk of accommodation.
Development of closer links between Social Work and the Third Sector to ensure that services are developing alongside identified needs.
A review of the current services framework will be undertaken to ensure that services are designed to meet the needs of families and their children.
Development of a consistent practice model for family support, providing responsive, flexible, strengths-based support based on the needs and preferences of families.
Strengths-based needs assessment and care planning in co-production with families and relevant third sector/statutory service partners to ensure consistent and collaborative approach

A refreshed family support strategy will be developed following a programme of engagement in early 2024. Our aim has been to protect as much resource as possible for frontline practitioners to work with families, supporting them to stay together and thrive and during 2023 – 2024 we have developed and commissioned the next iteration of our model of Family Support Services. Using learning from previous processes, feedback from families and the experiences of current service providers, we developed a robust service specification which will allow us to work collaboratively with providers to offer early intervention and intensive Family Support for up to 7 years (potentially until June 2031) with an associated investment of £44.8m.

In 2023-2024, we have embedded the Family Support offer to those with young children (pre birth – 5 years) within our Health Visiting and Family Nurse Partnership teams. Health Visitors and Family Nurses are well placed to recognise when families might be struggling and can now access third sector Family Support directly via the multi-agency Early Years Family Support Teams within Localities. This new pathway has already evidenced improved outcomes for families.

Glasgow Intensive Family Support Service /Early Intervention & Prevention Family Support

ASSOCIATED ACTIONS (2023-26)
Strengths-based needs assessment and care planning in co-production with families and relevant third sector/statutory service partners to ensure consistent and collaborative approach.
Strengths-based needs assessment and care planning in co-production with families and relevant third sector/statutory service partners to ensure consistent and collaborative approach.
Continued development of a partnership approach between the Health and Social Care Partnership and third sector organisations to deliver effective intensive support that meets the needs of children and young people at risk of accommodation.
Development of closer links between Social Work and the Third Sector to ensure that services are developing alongside identified needs.
A review of the current services framework will be undertaken to ensure that services are designed to meet the needs of families and their children.

Development of a consistent practice model for family support, providing responsive, flexible, strengths-based support based on the needs and preferences of families.
The views of children and their families will inform all aspects of service delivery and improvement going forward.

GIFSS/EIPFS

During the last year, 502 families have been supported by EIPFS, 157 by 0-5 HV pathway and 281 by GIFSS. A range of positive outcomes from these services have been identified through service monitoring as illustrated by the feedback below.

Activity/ performance impact

Types of activity undertaken by both the EI and GIFSS service to support families comprises:

- Home based practical support to promote stable and secure home environment
- Financial help and supports to mitigate poverty
- Support with health/ emotional wellbeing
- Focused therapeutic/ trauma informed support
- Support with parenting skills and confidence around parenting ability
- Activities and support to promote family relationships
- Support to engage with statutory/ universal services
- Signposting to specialist advocacy and advice
- Support to grow positive social networks in the community/ access recreational activities

Reduction in levels of harm, neglect or vulnerability

A review of the outcomes achieved for families supported by these services carried out for 2023/24 indicated that 95% families were feeling supported towards achieving the goals they set for their families, and this has led to the deregistration of children from the Child Protection Register and Young People's Support and Protection procedures.

Children and young people are demonstrating greater emotional regulation and awareness of the impact of their own behaviour. Safety plans are in place to support families impacted by domestic abuse or parental substance misuse, with

evidence that the parent/ carer can provide appropriate supervision to ensure their children are safe. In addition, GIFSS intensive support, available in the evenings and at weekends, is working well to keep families together with only 13 placement breakdowns and the vast majority of young people being sustained at home or within their current placement.

Increased confidence in parenting ability

Healthy family routines are being established using boundaries & strategies to build parents' confidence in their parenting abilities. One carer reported that:

"I was able to reset & be stronger & have faith in myself and my decisions oppose to second guessing my every move. I had got to a stage where I was riddled with anxiety, I was afraid of everything & getting it wrong. GIFSS played a huge part in helping repair my relationship with my daughter. I didn't believe we could ever get to where we are now." -GIFSS

Enhanced engagement with education/ employment/ training

Improved school/college attendance and family members progressing into employment / training. For example, a worker reported;

"(Child) now has a structured school timetable, and he has been engaging well and attending daily" - EIPFS

Financial circumstances have improved/ Family has greater resilience to mitigate poverty

Families reporting fewer financial worries; improved budgeting and homemaking skills; increased household income and parent/carer progressing into employment/ training and suitable accommodation. Social worker reported:

"The service has benefitted by encouraging our families to reach out and accept help and advice of agencies which can support in the local community retraining, making progress towards employment. Family is now accessing community supports, foodbanks. Barriers to work, childcare, transport have been overcome or reduced, etc. food banks, clothing banks, welfare rights, local housing, has educated families to what is in their local community and reduce anxiety in this area. By explaining that many families are in the same situation helps to elevate some worries and enabled our family to be able to reach out as and when required" EIPFS

Glasgow Early Intervention Family Support Service Case Study

The family were introduced to the Early Years Family Support Team (EYFST) through health visiting to support the parents with the additional support needs of their children. The family unit consisted of both parents and four pre-school aged children.

All of the children were born prematurely, and one had complex health needs and has frequent and unpredictable hospital admissions. In addition, the youngest child had also spent a significant amount of their first year in hospital.

The parents had separated and were sharing the care of the children. Numerous hospital appointments were challenging to manage along with prolonged stays when the children were admitted. The stress within the home and parental availability began to affect the children who were struggling with school/ nursery and friendships.

The Health Visitor actioned support from the EYFST who identified a worker that met with the family to address their needs.

The Early Intervention Family Support worker meets with the children during school hours to assist with learning on a 1 to 1 basis and attends the home for after school sessions to provide support with homework. Mum has found this particularly helpful and is pleased the children have formed a trusting relationship.

Outcomes included:

- The home environment is calmer, and relationships are less fraught.
- Children are provided with support for learning, this eases maternal anxiety around education.
- Parents have been able to prioritise time to support the children with additional needs, learning to undertake medical tasks at home and therefore are less reliant on community nurses.
- Mum has been able to complete a college course.

Emotional wellbeing, parental mental health, engagement with learning, health needs for youngest child all have been positively impacted through the provision of support from the EYFST service.

Family Connections

ASSOCIATED ACTIONS (2023-26)
Strengths-based needs assessment and care planning in co-production with families and relevant third sector/statutory service partners to ensure consistent and collaborative approach.
A review of the current services framework will be undertaken to ensure that services are designed to meet the needs of families and their children.
Strengths-based needs assessment and care planning in co-production with families and relevant third sector/statutory service partners to ensure consistent and collaborative approach.

Development of practice in relation to maintaining connections with brothers, sisters and people that are important to children and young people. The Family Connections Assessment and Plan (FCAP) is designed to support child centred, relationship-based practice with children and young people that helps us to plan effectively for children who are a part of a wider sibling group, whether they live together on not. It is designed to be a dynamic tool that social workers can use at the point that children become care experienced to help map out brother/sister and other important relationships that need to be maintained. This work also then paves the way for more focussed Life Story work and allows for evidence of decision making and a record of children and young people's views as we support children and their families on their care experience journey. The FCAP requires that all information related to brothers and sisters is recorded along with their care arrangements and views, with a section for then planning how to support these relationships if safe to do so. There are also a variety of direct practice tools which workers are encouraged to use including sibling maps, genograms and family trees. We have also created practice guidance to support this process, and have shared our practice in this area with several other local authorities at their request, as well as at the national Brothers and Sisters Community of Practice.

Carers' Service

ASSOCIATED ACTIONS (2023-26)
Continued development of a partnership approach between the Health and Social Care Partnership and third sector organisations to deliver effective

intensive support that meets the needs of children and young people at risk of accommodation.
Development of a consistent practice model for family support, providing responsive, flexible, strengths-based support based on the needs and preferences of families.
Strengths-based needs assessment and care planning in co-production with families and relevant third sector/statutory service partners to ensure consistent and collaborative approach

In 2023-2024, the Glasgow Carers Support Service were able to offer a Young Carers' Statement to 195 young carers. A Young Carers Statement is a plan to help any child or young person who cares for someone else. It helps young carers to work out how caring responsibilities affect their life. This number was made possible by the increase in capacity afforded by the Young Carers' tender. This tender invited agencies to partner with the HSCP to provide inclusive and holistic support to carers within Glasgow to maintain their quality of life, health and wellbeing through the provision of a range of person-centred, coordinated, outcome focused services. As well as young carers, the total number of parent carers looking after someone under the age of 18 that accepted the offer of a carer support plan in 2023/24 was 667.

The Carers Support Service delivered an awareness session at Glasgow Virtual School's inclusion conference for headteachers in Glasgow. The young carer education workers' session raised awareness amongst headteachers around how they can create #YoungCarer inclusive environments in schools and the community.

PRIORITY 5: Children and young people are supported to achieve their full potential through excellent and inclusive education, employment and life opportunities

Key strategic focus areas

- **Raising attainment** – across all schools and pupil demographics.
- **Towards a Nurturing City programme –** embedding nurture across all education establishments, and support expansion to other services including children's houses
- **Participation –** continue to improve approaches to participation, building on the success of the Glasgow Schools Forum.
- **Parental Involvement –** continue to support improvement in parental involvement, parental engagement and family learning through the development and provision of a range of learning approaches and opportunities for families, practitioners and partners

Progress and Service Developments

There has been a range of activity taking place to deliver on these key strategic areas over the last year. We will provide a snapshot of some of these activities.

- **Attainment in Schools**
- **Wider Achievement**
- **Positive Destinations**
- **North East Hub Apprenticeships**
- **Attendance and Exclusions**
- **Early Years**
- **Support to Pupils with Additional Support Needs**
- **Care Experienced Pupils**
- **Gaelic Schools**

Attainment in Schools

ASSOCIATED ACTIONS (2023-26)

Review, Develop and implement a refreshed city Literacy Strategy and Mathematics and Numeracy Strategy
Review, Develop and implement a refreshed city Literacy Strategy and Mathematics and Numeracy Strategy Framework and Local Government Benchmarking Framework (LGBF) Indicators
Strengths-based needs assessment and care planning in co-production with families and relevant third sector/statutory service partners to ensure consistent and collaborative approach.
Develop volunteering opportunities, for example, through the Youth Health Service, to offer young people experience which contributes to accreditation such as the Youth Achievement Awards.

Glasgow's commitment to raising attainment and improving life chances for all children and young people has seen significant progress in our city:

- Following a post-COVID dip, there has been an increase in the percentage of primary school pupils achieving the expected levels in literacy and numeracy in 2022/23;
- The latest SQA latest data shows the percentage of Glasgow's school leavers leaving school with 1 or more award at SCQF Level 6 or better has increased; and
- When allowing for deprivation, Glasgow's senior pupils outperform the national cohort for academic attainment.
- Education Services have increased the delivery and attainment of accredited personal awards in our secondary schools. There are more opportunities for school leavers and young people who have not been attending school to attain Personal Development Awards. They continue to develop a system that recognises the achievement of all children and young people with additional support needs in both mainstream and Additional Support for Learning sectors.

Positive Destinations

ASSOCIATED ACTIONS (2023-26)
Through the Towards Better Futures Strategy deliver Glasgow's aspiration of 100% positive destinations embedding skills for learning, life and work
Increase the number of young people within the School Leavers Follow Up (SLFU) progressing to Higher or Further Education.

Increase the number of young people participating in Foundation Apprenticeships and the number of young people leaving school to a Modern or a Graduate Apprenticeship

- "Towards Better Futures" is Education Services Employability Strategy, aspiring to 100% of Glasgow's school pupils leaving to a positive destination, with targeted support to sustain this.
- Leavers' data published in February 2024 shows the percentage of school leavers moving on to a positive destination has increased again, up to 97.7%. This is a 0.6% increase from previous year and above the national average of 95.9%.
- Skills Development Scotland data shows more 16-19 year olds are participating in education, training or employment. The participation rate in 2023 was 92.5%, a slight increase compared to 91.2% in 2022.
- Through Developing the Young Workforce, young people can connect with more employers
- Through our partnerships with colleges in the cityx, pupils can select a vocational course as one of their subject options, alongside their school-based qualifications.
- MCR Pathways mentoring scheme continues to expand opportunities for care experienced young people. Police Scotland (G Division) have recruited 27 new mentors (up to 44) and their successful recruitment model has been replicated across Scotland. They now offer taster sessions for young people interested in joining Police Scotland.

Parkhead Hub Apprenticeships

ASSOCIATED ACTIONS (2023-26)
Continue to develop multiagency approach to supporting pupils who present with emotionally based school attendance issues to ensure that children and young people achieve positive outcomes.
Increase the number of young people participating in Foundation Apprenticeships and the number of young people leaving school to a Modern or a Graduate Apprenticeship

As part of the Social Value commitment of the Parkhead Hub, a number of Foundation Apprenticeships were offered and supported by BAM Construction UK in partnership with Glasgow HSCP. Young people from two local

secondaries were recruited for two cohorts of Foundation Apprenticeships, with the second cohort of 12 young apprentices completing in 2023. The young people were taught a breadth of construction skills and management. They went on to build an outdoor learning area for a secondary school. From the Foundation Apprenticeships they will have opportunities to move on to further apprenticeships and great a strong foundation for helping secure future employment. Further details on the wider range of community benefits can be found here.

Attendance and Exclusions

ASSOCIATED ACTIONS (2023-26)
Continue to develop multiagency approach to supporting pupils who present with emotionally based school attendance issues to ensure that children and young people achieve positive outcomes.
Ensure education of the highest quality for the small number of children and young people who require alternative, individualised learning pathways
Continue to review the continuum of support across all sectors to facilitate the inclusion of as many children and young people as possible in mainstream settings.

Attendance levels in schools have fallen since the pandemic. Between 21/22 and 22/23 primary school attendance decreased by 0.4% and secondary by 0.3%. This is currently a focus for Education Services and improvement in attendance is part of Glasgow's Stretch Aims (see Report to Operational Performance and Delivery Scrutiny Committee , March 2024). A slight increase in exclusions was recorded between 2021/22 and 2022/23 (primary from 1.8 per 1000 to 1.9 per 1000 and secondary 15.2 per 1000 to 16.9 per 1000). However, there has been a notable reduction over the past 10 years particularly in the secondary sector (70.6 per 1000 in 2012/13 to 16.9 per 1000 in 2022/23). With respect to exclusions, when compared to the last national dataset (published 2020/21) Glasgow's exclusions rate has remained lower than the national rate.

Early Years

ASSOCIATED ACTIONS (2023-26)

Continue to facilitate delivery of the expanded early learning and childcare hours, reviewing and improving flexibility where possible

To support children in early years, Education Services are using whole establishment approaches to embedding nurture and supporting wellbeing across all early learning and childcare centres. The service is developing and implementing professional learning focused on embedding the ambitions of 'Birth to 3 Guidance" and "Realising the Ambition: Being Me" across GCC funded provider nurseries. They continue to facilitate delivery of the expanded early learning & childcare hours. Education also continue to use a social media campaign to attract applications, and are working with HR on staffing realignment in response to data.

Support to Pupils with Additional Support Needs

ASSOCIATED ACTIONS (2023-26)
Review and refresh Glasgow's Every Child is Included and Supported guidance to take account of the recommendations of the Morgan review, the Promise and changes to GIRFEC implementation
Continued partnership working with providers and establishments to implement the provision of counselling and other mental health supports in schools.
Ensure education of the highest quality for the small number of children and young people who require alternative, individualised learning pathways
Continue to review the continuum of support across all sectors to facilitate the inclusion of as many children and young people as possible in mainstream settings.

A working group has been reviewing current Additional Support Needs (ASN) planning processes, including Wellbeing Assessment and Plan and Coordinated Support Plans. A Deputy Heady Teacher has now been seconded to take this work forward and will develop an implementation plan to deliver Wellbeing Assessment Plan training across Learning Communities. Further, Education Services continue to grow pupil voice engagement, especially those who are currently under-represented. Three pupil forums for Primary and BME are now established monthly and are well supported, and ASN school representatives also attend.

Care Experienced Pupils

ASSOCIATED ACTIONS (2023-26)
Improve achievement and attainment for care experienced young people in literacy and numeracy
Access to Virtual School, Care Experienced Team, Outdoor Resource Centre, MCR Pathways & Skills Development Scotland to support educational engagement for looked after and accommodated children and young people.
Representation of Glasgow Virtual School on Glasgow Intensive Family Support Service Screening Group with a key link into Education Services where there is risk of family disruption in order to ensure that young people are being supported to sustain opportunities related to learning, life and work.
Promise Participation Workers to support care experienced young people to access arts and culture groups across the City.
Partnership working with schools to provide educational and social support to looked after and accommodated children and young people.
Continue to review the continuum of support across all sectors to facilitate the inclusion of as many children and young people as possible in mainstream settings.

Glasgow Virtual School was established in August 2021 to provide support to care experienced children and young people, including those at the edge of care, and disrupted learners whose education has been impacted through health reasons or other exceptional reasons. The Virtual School offers one-to-one tuition to care experienced young people to improve their engagement, achievement and attainment. Since its inception a higher proportion of care experienced young people in Glasgow now stay on at school and are achieving qualifications; 79% of care experienced young people in Glasgow stayed on from S4 to S5 in 2023 compared with 68.5% nationally. In turn, increasing numbers of care experienced pupils are leaving school with 1 award at SCQF level 6. This remains well below the level of the school population as a whole but efforts to address this are ongoing.

Gaelic schools

ASSOCIATED ACTIONS (2023-26)

Improve attainment measures against the National Improvement Framework and Local Government Benchmarking Framework (LGBF) indicators
Champion equality and equal access to culture, leisure and sport through continued partnership work between museums, arts, music and cultural initiatives and venues to improve health and wellbeing and support accessible educational and social opportunities

We continue to expand Gaelic Medium Education (GME) provision. Glasgow is the largest provider in Scotland except for Western Isles and Highland Councils. Education Services are developing a Gaelic Schools Learning Community Model to improve professional support across the estate in relation to the development of the curriculum, pedagogy and transitions. We have also established a Glasgow-wide parents' group supported by the Quality Improvement Officer for Parent Councils.

PRIORITY 6: Children and young people are involved and included and their views are influential in the development and delivery of services

Key strategic focus areas

- **Equal opportunities for all children and young people –** across all areas of the City, ages and developmental stages, to participate in the full range of activities available across the Partnership, with consideration of the specific needs of children and young people with protected characteristics.
- **Co-production –** development of innovative methods and tools to support engagement with children and young people which meets their diversity of needs and preferences

Progress and Service Developments

There has been a range of activity taking place to deliver on these key strategic areas over the last year. We will provide a snapshot of some of these activities.

- **Equalities in Schools**
- **My Meeting My Plan model**
- **Children's Rights Service**
- **Direct Work Bag**
- **Relational Writing**
- **Promise Participation Workers**
- **Badgernet – Identifying Parents with Care Experience**
- **Independent Reviewing Officers**
- **Police Scotland Youth Volunteers**
- **Parkhead Hub and Arts Strategy programme**

Equalities in Schools

ASSOCIATED ACTIONS (2023-26)
Promotion of UNCRC principles across all Partnership work
Annual Youth Health Service survey for young people and parents to ensure the delivery model is appropriate, accessible and meets the range of young people's needs, with a co-production approach to service developments, and

use of marketing materials and social media to ensure engagement and participation.
Engagement with children and young people with protected characteristics, enabling and building their skills and confidence to identify need, shape services, influence spend to develop more active, healthier, inclusive and connected communities.

- The Education Equalities Working Group work to put equity policies into practice.
- Three areas of Equalities practice identified as key focus are LGBT Inclusive Education, Disability and Anti-Racism

We are working with partners to increase the number of schools with Rights Respecting School Awards.

My Meeting My Plan model

ASSOCIATED ACTIONS (2023-26)
Involve care experienced young people in the development of a consistent, strengths-based approach to including children and young people in the decisions that affect them, in line with the recommendations of the Promise
Increase the accessibility of policies, strategies and plans to children, young people and their families and involve children and young people in identifying gaps in service provision, working in collaboration with key agencies to address these

My Meeting, My Plan involves devising trauma informed meeting spaces for families; the goal is to bring this into all meetings chaired by Assistant Service Managers and Independent Reviewing Officers, including child protection meetings, with a focus on capturing decision-making and evidence in a way which ensures that families fully understand the process and implications. The model itself recognises the trauma that children and birth families have experienced, acknowledging that HSCP meetings and services can be quite intimidating for families. This is part of the wider shift towards strengths-based practice, seeing families as experts in their own lives. A parallel process is in place to improve the LAC review process and Care First recording. The My Meeting/My Plan for care experienced children and young people focuses on key participation principles, including the IRO meeting the child/young person in advance, agreeing a meeting time and space that suits them, and devising

the agenda by taking into account the things that are important to them (and not the agenda of adults), paperless meetings, minimal adults in the room and a personalised My Plan written to the child/young person after their meeting.

Children's Rights Service

ASSOCIATED ACTIONS (2023-26)
Promotion of UNCRC principles across all Partnership work
Provision of advocacy services to support children, young people and their families
Involve care experienced young people in the development of a consistent, strengths-based approach to including children and young people in the decisions that affect them, in line with the recommendations of the Promise.

The Children's Rights Service (CRS) supports children and young people to give their views and have their voices heard by providing information on rights and advocacy. The service supports children and young living with residential or foster carers, as well as those in continuing care and aftercare, with the numbers of young people supported rising in the last year. The CRS appointed a new Principal Officer in November 2023 and as with previous recruitment, young people were involved in the process by creating questions, marking assessments and sitting on the interview panel.

Young people's feedback about the service:

'You really get where I am coming from why can't other people get it.'

'You explain it and it's understandable and to the point.'

'It's been a long road, thank you for all the support you have provided me.'

The CRS has also involved 3 young people in redesigning their practitioner Children's Rights Briefing and Discussion sessions. The young people took the lead in defining what they wanted workers to know, how they want young people to feel, informed by a rights-based approach, and the young people involved have committed to delivering these sessions alongside the CRS throughout 2024.

Young people involved in the process reported that:

‘The input from other young people was amazing, they are just so knowledgeable’.

’I really want to be part of the delivery’.

‘It’s important that they know what matters to us.’

In the 1st year, the CRS has also invited young people to meet with the service to discuss their rights and health. Two sessions were organised, covering topics such as emotional and mental health, and social and physical health. Health issues which are important to young people have been identified and plans developed to share them with social workers, carers, teachers and other people involved in their care.

Direct Work Bag

ASSOCIATED ACTIONS (2023-26)
Use of direct workbag to gather children’s views.

A practitioner led “Communicating with Children” group has created a number of tools and activities that workers can use with children and young people to support discussions about a range of topics. The group also run a series of workshops on a number of topics requested by practitioners, for example, neurodiversity, domestic abuse, sectarianism etc. Every HSCP Children and Families team has a “Direct Work Bag” of practical things such as pens, balloons, toy animals, Play-doh etc. to assist children and young people to fully participate and share their views. Following recent feedback from practitioners, work is underway to ensure that every Children and Families practitioner has own their wallet sized pack with 10 core activities and the equipment that they need to deliver a suite of tools to support participation, in line with children and young people’s preferences.

Relational writing

ASSOCIATED ACTIONS (2023-26)
Review the language used in policies and procedures to ensure accessibility and representation of children’s voices

Work is currently focusing on language and relational writing, with a test of change involving three sub-teams, the Promise Design School and Promise

Participation Workers. The focus of this test is to create records for the adults that children will become, focused on supporting individuals to understand their care journey, and incorporating the recommendations of the Promise in relation to language, relationships and strengths-based and trauma informed approaches. In their exploration, the group has recognised that relational writing requires cultural change and that this is part of a longer-term journey, with more focus on defining and supporting the development of consistent strengths-based and trauma informed practice.

Promise Participation Workers

ASSOCIATED ACTIONS (2023-26)
Develop the role of the Promise Participation Workers to support the delivery of transformational change to promote consistently high quality strengths-based support for children and young people
Involvement of Promise Participation Workers in providing support and guidance to implement the Promise Action Plan and to support improvements across the service.
Use of social media to connect accommodated children and young people with their brothers and sisters and other family members and friends.
Development of robust feedback loops from children, young people and families to inform service improvements, modelled on the type of system in place for the Glasgow Intensive Family Support Service, where families' feedback is used to continuously improve and develop the framework for practice.

The Promise Participation Workers (PPWs) have been successfully recruited and appointed. The PPWs provide a feedback loop from children, young people and frontline practice to the leadership team to support decision making and service improvement. They have also supported the re-establishment of the Glasgow Young Champs Group in early 2024. The Young Champs provide links between children accommodated in all of the 19 Children's Houses, and the House managers, with advocacy a key part of the role.

The PPWs have been involved in drafting the HSCP kinship and foster team process with links to the Family Group Decision Making, providing support to staff and influencing practice.

Young people are also being supported by the Family Nurse Partnership staff to influence the development of maternity services by consulting on the draft of the new midwifery questionnaire for care experienced young mothers.

Badgernet – Identifying Parents with Care Experience

ASSOCIATED ACTIONS (2023-26)
Continue Family Nurse Partnership programme to ensure that all young women aged 19 and under and pregnant with their first baby are offered FNP support from early pregnancy until the child's 2nd birthday with the aim of improving pregnancy outcomes, improving child health and development, ensuring that children are 'ready to learn' and supporting economic self-sufficiency within the household.
Involvement of Promise Participation Workers in providing support and guidance to implement the Promise Action Plan and to support improvements across the service.
Continue to develop perinatal and parental mental health services, focusing on mental and emotional wellbeing in homes and communities, and improvement in the way in which families are supported where a child is identified as having complex health issues in pregnancy.

A national scoping exercise highlighted that none of the Scottish Health Boards using the Badgernet midwifery record system were able to effectively gather information on people's experiences of being in care. However an innovation in Greater Glasgow and Clyde Health Board has led to a change in the way the Badgernet national system works. Midwives will now ask about pregnant individuals' experiences of how and by whom they were cared for when they were growing up. This will increase midwives' opportunities to signpost those most in need to appropriate resources and support, and thereby make a significant difference to their parenting journey. A working group including Promise Participation workers, FNP staff, digital midwives and care experienced young people have influenced a change in the questions asked and information recorded on the Badgernet system. The group has also supported the development of information sessions delivered to maternity staff throughout GGC on how to routinely and sensitively enquire with patients about childhood experiences. This work is primarily intended to ensure that

young people with care experience are supported to access services/benefits to which they are entitled, including Family Nurse Partnership

Independent Reviewing Officers

ASSOCIATED ACTIONS (2023-26)
Engagement with children and young people with protected characteristics, enabling and building their skills and confidence to identify need, shape services, influence spend to develop more active, healthier, inclusive and connected communities.
Increase the accessibility of policies, strategies and plans to children, young people and their families and involve children and young people in identifying gaps in service provision, working in collaboration with key agencies to address these
Development of robust feedback loops from children, young people and families to inform service improvements, modelled on the type of system in place for the Glasgow Intensive Family Support Service, where families' feedback is used to continuously improve and develop the framework for practice.
Involve care experienced young people in the development of a consistent, strengths-based approach to including children and young people in the decisions that affect them, in line with the recommendations of the Promise

Independent Reviewing Officers are responsible for whole family groups so that they can keep family connection in mind if brothers and sisters cannot live with one another, and ensure that relationships are maintained, in line with children and young people's wishes.

Police Scotland Youth Volunteers

ASSOCIATED ACTIONS (2023-26)
Promotion of UNCRC principles across all Partnership work
Continue to develop a range of fora for engagement, building on the success of the Glasgow Schools Forum and Glasgow Youth Council, including support to former Glasgow Youth Council members in creating an alternative Youth Voice structure to represent the views of young people and influence decision making across the City.

Police Scotland Youth Volunteers (PSYV) strive to provide young people with opportunities which encourage good citizenship, fulfil personal aspirations and support positive outcomes regardless of personal circumstances. PSYV are groups of up to 24 young people aged from 13 to 18 based across Scotland, each supported by adult volunteers and led by a police constable. Glasgow has six PSYV groups, supporting 140 young people and regularly attend events both locally and nationally. PSYV groups within the Glasgow area have contributed 2,437 hours of volunteering at various community and national events including Race for Life, the Men's 10k, TRNSMT and the Royal Edinburgh Military Tattoo.

Parkhead Hub and Arts Strategy programme

ASSOCIATED ACTIONS (2023-26)
Promotion of UNCRC principles across all Partnership work
Increase the accessibility of policies, strategies and plans to children, young people and their families and involve children and young people in identifying gaps in service provision, working in collaboration with key agencies to address these
Continue to develop a range of fora for engagement, building on the success of the Glasgow Schools Forum and Glasgow Youth Council, including support to former Glasgow Youth Council members in creating an alternative Youth Voice structure to represent the views of young people and influence decision making across the City.

The Arts Strategy for the Parkhead Hub was launched to integrate both (i) therapeutic art and design into the capital development of Parkhead Hub alongside (ii) ongoing activity that is inclusive and relevant to the local community. It seeks to engage groups at risk of marginalisation including care experienced young people, minority ethnic groups, carers, and children, young people and their families to raise awareness of the Hub, and associated services/supports within the local community. Views of community groups were collated to:

- gather feedback about how the Hub can/should operate to best serve the local community (e.g. access to community rooms; identifying requests for a wide range of health and wellbeing services such as oral hygiene for autistic children, emergency support services for financial crisis, dietary and nutritional information amongst others);

- help design the commissioned artworks for the Hub that helps build ownership of the space by the local community
- help reach populations at greatest risk of systemic discrimination and connect them into wider network of community supports
- bring together a wide range of different teams and service providers around the artwork and foster partnership working.

Examples of these creative engagement activities include:

- A weekly play cafe for pre-schoolers and parents/ carers, led by creative practitioners with a wide variety of themed activity including the outdoors and Gaelic alphabet
- Weekly Saturday Sewing group with peer learning across a wide age range from children and young people to older adults
- Children's Mental Health Week design workshops with 50+ young people, which included designing wallpaper for their youth club
- Involvement of young people in the design of the wallpaper for the children's area.