

Children's Services Performance Update - Quarter 1 2025/26

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1. Key Performance Indicator Summary

KPI	Target	Actual	Period	RAG Status	Direction in Last 12 Months
Uptake of Ready to Learn assessments	95%	NE 88% NW 90% S 89%	June 25		NE & NW ↑ S ↔
% of Health Plan Indicators allocated by 24 weeks	95%	NE 96% NW 94% S 96%	Apr 25		NE ↑ NW & S ↓
% of permanence reviews completed at 6 months for under 5s	90%	54%	Q1		↓
% Scottish Children's Reporter Administration reports submitted by due date	60%	40%	Q1		↓
% young people receiving aftercare in employment, education and training	75%	74%	Q1		↓
No. out of authority placements	<25	22	Q1		↔
Measles Mumps Rubella vaccine uptake at 24 months	95%	90.7%	Q4 (24/25)		↑
Measles Mumps Rubella vaccine uptake at 5 years	95%	94.5%	Q4 (24/25)		↓

2. Performance Achievements & Areas for Improvement

Achievements

- Indicator 2: delivery of Health Plan Indicator assessment as part of full Universal Pathway, ensuring early intervention support
- Indicator 5: percentage of young people receiving aftercare in employment, education and training, achieving positive outcomes through building confidence and resilience
- Indicator 6: number of out of authority placements, reducing disruption to families by supporting children and young people in their homes and communities
- Indicator 8: Measles Mumps Rubella vaccine uptake at 5 years, contrasting with national trend and offering best protection through herd immunity

2. Performance Achievements & Areas for Improvement

Areas for Improvement

- Indicator 1: uptake of Ready to Learn assessments in the context of shifting population demographics. If a Ready to Learn assessment is completed at week 34, this is not counted
- Indicator 3: permanence reviews for under 5s, balancing work required to develop trusting relationships to offer the best possible chance of reuniting families
- Indicator 4: % of Scottish Children's Reporter Administration reports completed on time amid the challenge of incorporating meaningful, strengths-based engagement with families at a difficult time
- Indicator 7: Measles Mumps Rubella uptake at 24 months in the context of shifting demographics, vaccine hesitancy and challenge of updating vaccination records for the transitory families

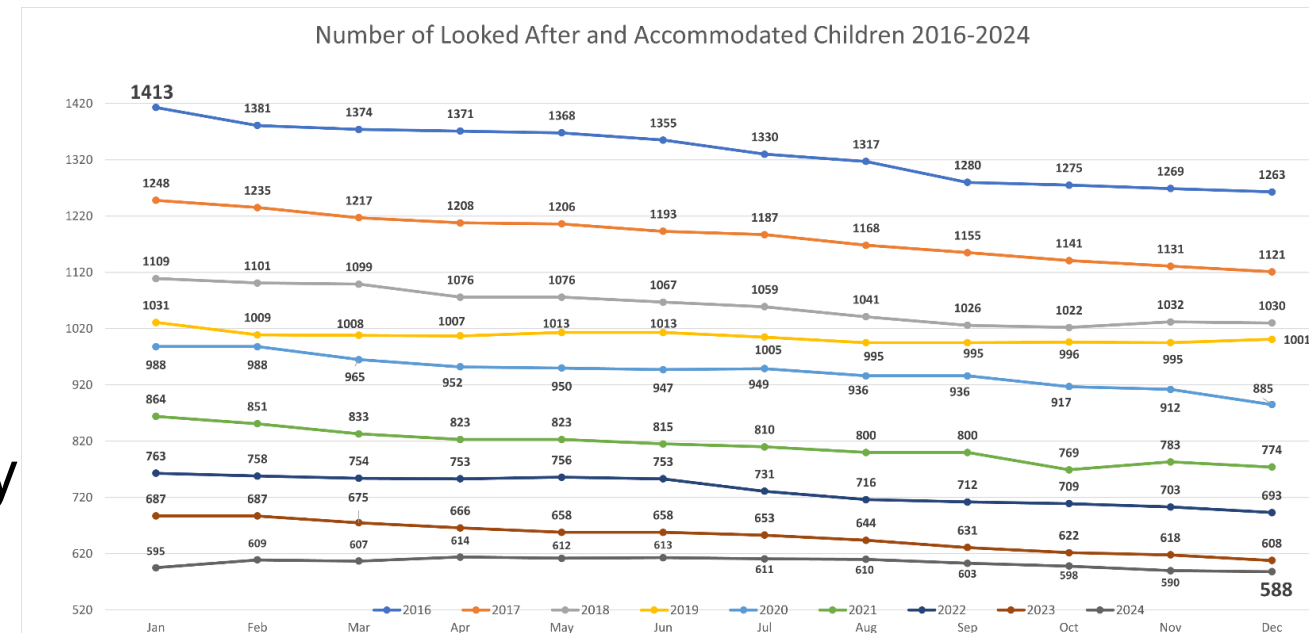
3. Taking Forward the HSCP Strategic Priorities

Prevention, Early Intervention and Wellbeing

- Revised Family Support Strategy (2024 – 30)

Focus on scaling up strengths-based and trauma informed approaches

- Locality and intensive family support - £6.7m investment in wraparound support
- Additional Whole Family Wellbeing Fund investment to increase focus on neurodiversity and increase Independent Reviewing Officer capacity
- Health visitor access to Section 22 & FS cited as an example of good practice in Joint Children's Services inspection for children at risk of harm (Aug 25)



3. Taking Forward the HSCP Strategic Priorities

Supporting People in their Communities

- Whole Family Wellbeing Family investment in additional Independent Reviewing Officer capacity and speech and language support to strengthen our approach to addressing families' neurodiversity needs
- Revision of Glasgow's Promise Action Plan 24 – 30
- Roll out of the Youth Health Service to 9 venues across the city
- Investment in digital platforms to provide 24-hour mental health support
- Targeted community support to address mental health needs across different cohorts, e.g. LGBTQIA+ children and young people, Black and Minority Ethnic communities, asylum seeking and refugee families, supporting parents of neurodiverse children etc.

3. Taking Forward the HSCP Strategic Priorities

A healthy, valued and supported workforce

- Inspection highlighted quality of our staff and genuine partnership working
- Citywide wellbeing sessions with managers
- Building resilience using peer support, particularly during the first two years of practice
- Active discussion with University of Glasgow regarding showcasing the range of opportunities available in Glasgow City
- Cultural competence work to develop a sensitive and inclusion approach for all communities, with recent success in attracting a more diverse workforce
- Review of effective approaches for retaining staff through professional development, opportunities for developing skills and specialisms, and succession planning

3. Taking Forward the HSCP Strategic Priorities

Building a sustainable future

- Working closely with Child Poverty Pathfinder team, using lived experience to create flexible employment, education and training opportunities for parents
- Promoting voice and inclusion of people with lived experience to ensure our service offer meets the needs of families
- 16+ service review, with support from Promise Design School to incorporate lived experience
- Children's Houses – continuous recognition of quality of nurture approach reflected in positive inspection outcomes
- Families for Children review, with refreshed recruitment campaign to grow our own pool of carers who reflect the diversity of the city
- Embed the improvements emerging from the joint children's services inspection (2025)

4. Future Service Plans and Challenges

Key partnership inspection outcomes – Action Plan

Strengths

- Family Support and Glasgow Intensive Family Support Service
- Poverty work
- Intensive support for young people with complex profiles
- Youth Health Service
- Smithycroft Parents' Base
- Leadership support and visibility

Areas for improvement

- Chronologies
- Assessment of care toolkit
- Ensuring audits are multi-agency
- Better demonstration of impact on outcomes