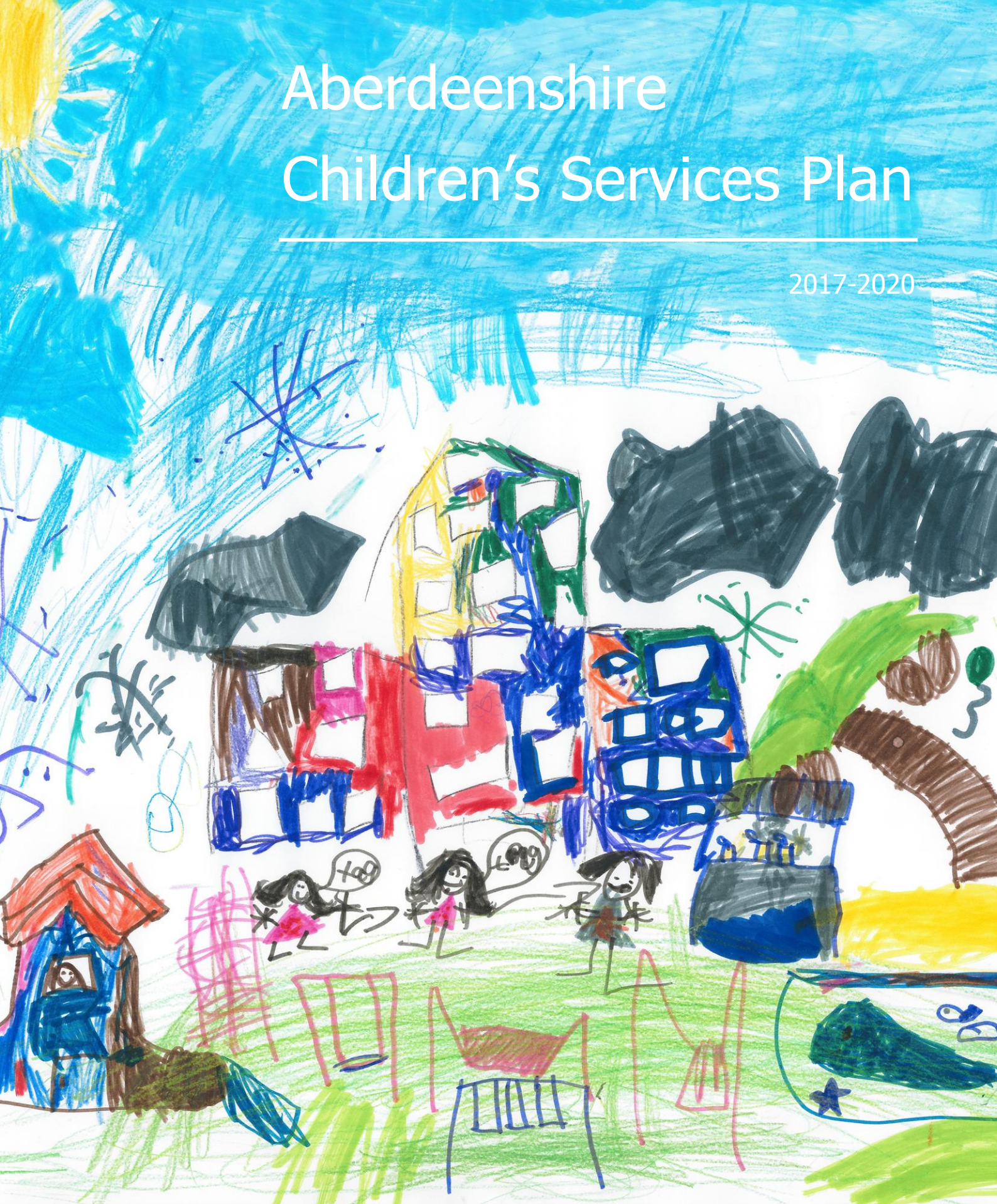


Aberdeenshire Children's Services Plan

2017-2020



Aberdeenshire's Children's Services Plan is effective as from 1st April 2017.

Front cover picture: Abisola, age 6.

Back cover picture: Reilly, age 11.

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Any enquiries to: Bryony Revell, Service Transformation Manager (GIRFEC).

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Executive Welcome

Welcome to Aberdeenshire's fifth Children's Services Plan, which covers the period from 2017-2020. Our plan is for children and young people aged 0 to 18 years old (and beyond in some circumstances), and places them at the very heart of what we do over the next three years. We want all children in Aberdeenshire to have the best possible childhood, to grow up in a nurturing and positive community, and receive any support they need, when and how they need it.

Our plan is overseen by the Chief Officer's Group for Children. This includes the Chief Executives of Aberdeenshire Council, NHS Grampian, Aberdeenshire Voluntary Action, Chief Superintendent of Police Scotland, and Lead Senior Officer, Scottish Fire and Rescue Service. This Group, which I chair, plays a key role in scrutinising strategic planning, to assure itself of continued public confidence in services. We do that by taking steps in each of our organisations to ensure we all work to the plan.

With a drive and focus on delivering improved outcomes for all children and young people, we know it is important to invest time in looking at what improvements we are making, but also to understand how services contribute to this individually and as a local partnership.

Over the past year, Aberdeenshire's Community Planning Partnership has reflected on our learning from a number of developments and events, which include:

- The Launch of Aberdeenshire's Health and Social Care Partnership in April 2016
- Revised GIRFEC governance arrangements from July 2016
- Implementation of the Children and Young People (Scotland) Act 2014
- Feedback from our Joint Inspection of Children's Services in October 2015.

I acknowledge the commitment and dedication across local organisations in working together to achieve our vision over the period of this plan and beyond, and would like to extend my thanks to all partners involved in the development and production of this plan, including parents, carers, children and young people. This partnership means that from mountain to sea, Aberdeenshire's public, private and Third Sector services are high quality, efficient, and responsive to the needs of our local communities, and the children, young people and families who live within them.



Jim Savege

Chief Executive, Aberdeenshire Council
Chair of Aberdeenshire's Chief Officers Group for Children



Introduction

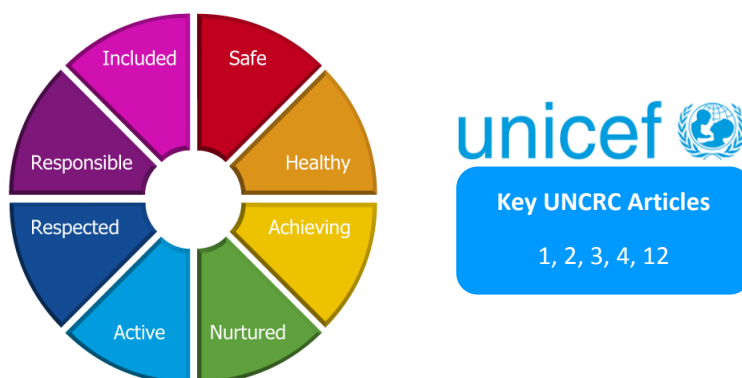
Aberdeenshire's fifth Children's Services Plan is our very first under new requirements set out in the [Children and Young People \(Scotland\) Act 2014](#)¹. The Plan is based around the Getting It Right For Every Child (GIRFEC) philosophy, and builds on progress and themes reflected in previous [Plans](#)².

Under these new arrangements, every Children's Services Plan must deliver on The Scottish Government's overall aim to:

'Safeguard, support and promote the Wellbeing of children and young people'

Aberdeenshire's Plan sets out clearly our shared vision, values and priorities over the next three years. It has been developed taking into account feedback from frontline workers, the views and experiences of children, young people, parents and carers, consultation and engagement responses, and what service representatives have told us.

Our approach places Children and Young People's Rights at the heart of everything that we do, and bases service planning and delivery in Aberdeenshire around Wellbeing, connecting it to the United Nations Convention on Rights of the Child (UNCRC) Articles throughout, using the logos below.



We have strengthened partnership at the frontline, strategic, and leadership levels, preparing us well to face the challenges of the years ahead, with a clear focus on improving outcomes for children and families.

The Act places elements of the GIRFEC approach into law, and outlines new duties for a number of public bodies and the Third Sector. The local authority and health board have shared responsibility for Children's Services planning, delivery and reporting, which includes promoting participation by those who use services, and engaging with partner agencies, community organisations, and social landlords.

Our Vision

The GIRFEC Strategic Group have set out the following ambitious and compelling three-year vision for all Aberdeenshire's children and young people.

'Our commitment to Aberdeenshire's children and young people, is to provide them with the right support, in the right place, at the right time. In helping them reach their individual potential and goals, we will work together to make Aberdeenshire the best place in Scotland to grow up'

This vision reflects a shared commitment to GIRFEC at the highest level across the Community Planning Partnership. Our determined approach to children's services planning, supports continued provision of high quality, inclusive services which promote resilience and wellbeing, and mitigate against the impact of inequality, poverty and disadvantage.

Effective planning will be achieved and supported through our reorganised GIRFEC arrangements. These act to provide robust mechanisms of governance, quality assurance and scrutiny, with services delivered by a dedicated and motivated workforce united in pursuit of our common goal: To improve outcomes, and Get It Right for every child and young person in Aberdeenshire.

Our Values

Families in Aberdeenshire are supported to live in safe, nurturing homes, and vibrant communities, free from any prejudice and discrimination.

All children, young people, parents and carers, are supported to access the services they require, with support based on need.

Early intervention and prevention will promote wellbeing and help manage risk.

Children and young people are equal partners, and are supported to actively participate and engage in the development of Children's Services Planning.

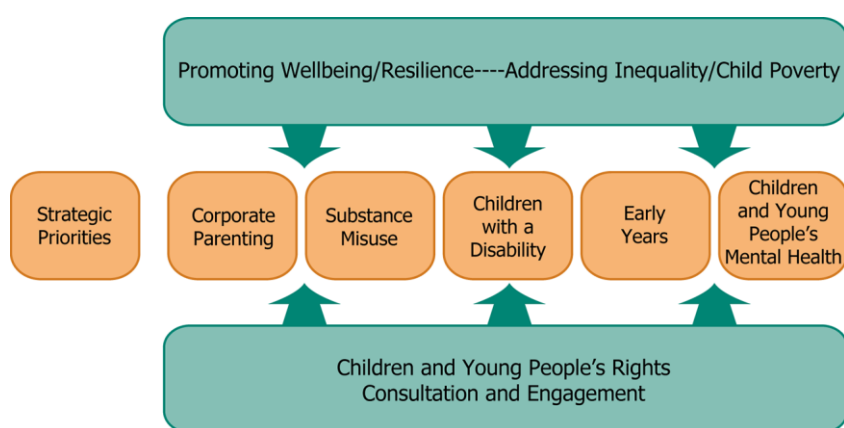
The views of our children, young people, parents and carers will be actively sought, listened to, and kept at the centre of decisions which affect them.

We will promote equality and inclusion, and increase opportunities for participation in education, employment, community and leisure activities.

Our Priorities

Five key priorities have been identified for our Plan, which draws on expertise and knowledge from partner organisations, frontline practitioners, service feedback, and importantly, the views of children, young people and families. This included a review of existing priorities, consultation with parents, carers and professionals, and a series of engagement sessions, which over 340 children and young people participated in across Aberdeenshire.

Rather than setting a wide-ranging number of priorities, our very deliberate approach instead focuses on a specific and limited number. The diagram below shows these five priorities, which are the areas in which we think we can make most difference by working together, and provides strategic direction for services over the next three years.



For each priority: Corporate Parenting, Substance Misuse (including that by parents and carers or by children and young people), Children with a Disability, Early Years, and Children and Young People’s Mental Health; a multi-agency action plan (Appendix A) details key aims and what specific actions will be taken over the next three years to improve outcomes. We will measure and report on progress each year.

Multi-agency Thematic Subgroups lead the work around each priority area. Each Thematic Subgroup is chaired by an identified lead shown in the table below, who oversees progress of the action plan and reports to the GIRFEC Strategic Group.

Thematic Subgroup	Lead/Chair
Corporate Parenting Leads	Education and Children’s Services (Social Work)
Substance Misuse	Aberdeenshire Drug & Alcohol Partnership/Child & Family Protection Committee
Children with a Disability	Education and Children’s Services (Additional Support Needs)
Early Years	Health and Social Care Partnership (Health and Wellbeing Lead)
Children & Young People’s Mental Health	Education and Children’s Services (Secondary Education)

Joined Up Working

Public authorities, partner providers and Third Sector organisations are responding to a very challenging financial climate of rising demand for public services, amidst increasing pressure on resources. Aberdeenshire's Children's Services Plan therefore shows how we will continue to develop our service infrastructure in a way which continues to move away from crisis intervention, and invests resources based on the evidence of 'what works', in line with the four aims of Children's Services Plans:

Early Intervention & Primary Prevention	Any action needed is taken at the earliest opportunity, and in many cases prevents need arising
Integration	Action is coordinated from the point of view and experiences of children and their families
Best Value	Services ensure best use of available resources through jointly assessing need
Wellbeing	<i>Related Services</i> , such as those supporting parents, carry out their work in a manner which also safeguards, supports and promotes child wellbeing

Telling the story of our local area and community, the Plan sets out how services in Aberdeenshire will work together to improve wellbeing. It does this in two ways; firstly by showing how our local arrangements support partnership in planning and delivering services. And secondly; by outlining how a coordinated and tiered GIRFEC approach at the right time, ensures the appropriate services provide the right support to individual children and young people.

This means continuing efforts to design services in Aberdeenshire, in a way which strengthens the resilience of families and communities, and increasing our focus of resources on prevention and early intervention. This embeds the firm and shared commitment by the GIRFEC Partnership to tackle inequality through delivering support which leads to better outcomes and improved life chances for Aberdeenshire's children and young people.

The Plan sets out how partnership activity will deliver on our strategic priorities, delivered from a foundation of promoting children and young people's Rights, and reflects the range of services in Aberdeenshire providing support to children, young people and their families. It outlines support provided by Universal Health and Education Services to all children, as well as services which provide more targeted support, collectively contributing to our overarching aim of *Promoting Resilience and Wellbeing*, and *Addressing Inequality and Child Poverty*.

The Plan explains our organisational structure, showing how we intend to achieve our aims, and what action we will take over the next three years to address some very specific issues.

Who We Are

The GIRFEC Partnership

The GIRFEC Partnership involves a range of public authorities, strategic partnerships and individual agencies who work with children, young people, parents and carers across Aberdeenshire.

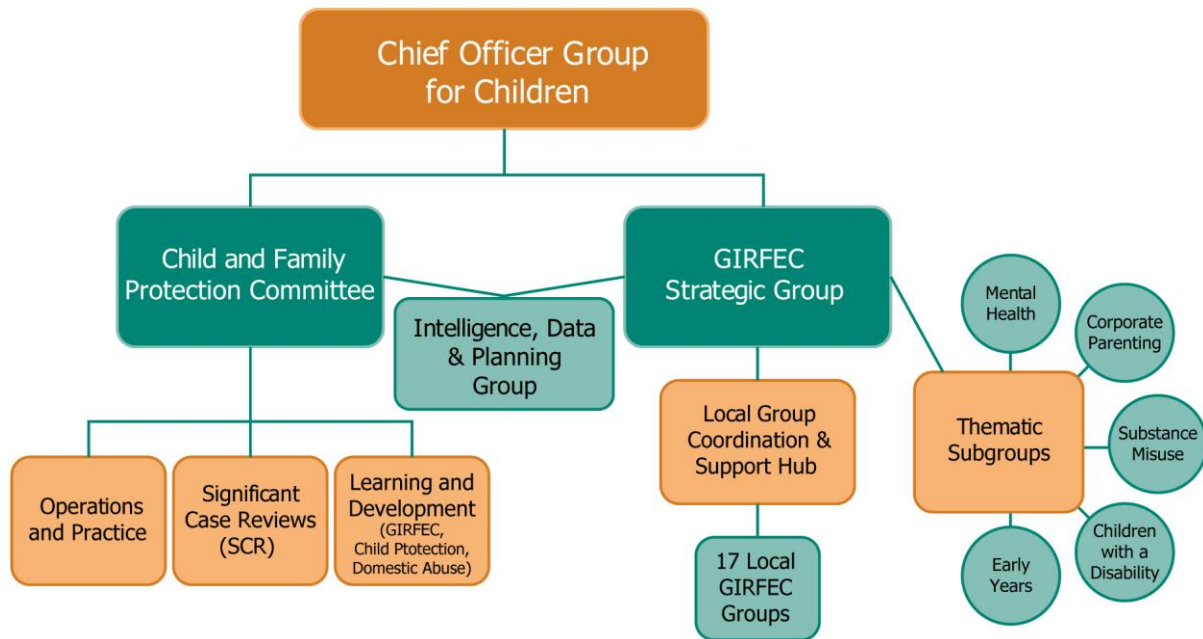


Aberdeenshire's GIRFEC governance arrangements were revised in 2016 following feedback from self-evaluation events at the Leadership, Strategic and Operational levels. This structure supports all our partners to plan and deliver services in a more strategic and collaborative way, with improved channels of communication and decision-making. We recognise the importance of ongoing organisational, practice and culture change through ensuring we support confident and competent practitioners ready to deliver services to our children and young people.

Our revised GIRFEC arrangements help services to individually and collectively:

- Reinforce strategic priorities
- Promote collaboration on multi-agency initiatives
- Ensure a consistent and effective approach across agencies
- Maximize staff resources and reduce duplication
- Collect and analyse multi-agency information and performance data
- Provide a framework which supports coordinated responses to national initiatives.

Within Aberdeenshire, Community Planning Partnership (CPP) accountability for planning and delivery of Children’s Services is devolved via our GIRFEC partnership arrangements. The diagram below illustrates how this structure provides clear direction in coordinating GIRFEC activity in Aberdeenshire. Each level of the structure has a unique contribution and role to play.



The Chief Officers Group for Children:

Has specific accountability for scrutiny and reassurance that services are delivering in line with statutory responsibilities, and can request action be taken to address any barriers. It acts to ensure appropriate checks and balances are in place at the most senior level of each organisation.

The GIRFEC Strategic Group:

Leads on strategic and organisational planning and delivery, providing the strategic direction for children’s services. With responsibility for overseeing the development and delivery of this Plan, this group takes service level decisions around commissioning/decommissioning, agrees development activity, and endorses approaches for upscaling interventions.

The Intelligence, Data & Planning Group:

Supports collection, analysis and use of multi-agency information and service data which helps inform our understanding of community need, also helping verify ‘what works’. They will play a key role in developing a performance measurement framework which informs our annual reporting on the progress of the Plan and how action is contributing to improved outcomes.

Thematic Subgroups:

Chairs report directly to and make recommendations to the GIRFEC Strategic Group around multi-agency interventions and service developments. Subgroups lead multi-agency development activity focused on each strategic priority of the Plan, utilising support from Local GIRFEC Groups and services as required.

A Committed and Confident Workforce

Local GIRFEC Groups play a key role encouraging local ownership of Children's Services, by supporting effective partnership working at the local level. Based in 17 community areas across Aberdeenshire, Local GIRFEC Groups build on existing community and professional networks and support local implementation of GIRFEC approaches and practice. With a key focus on promoting improved outcomes for children, young people and their families, the groups provide a multi-agency forum to promote a local culture of learning, sharing good practice and strengthening local networks. Each group shares key information locally with colleagues, Early Years Forums, Local Learning Community Partnerships and Health and Social Care Hubs.

The Coordination and Support Hub coordinates and provides support to the Local GIRFEC Groups. Strengthening the link between operational practice and strategic development, the Hub ensures consistency across the 17 Groups, shares information, and collates feedback on any emerging trends. This allows escalation of any barriers to partnership working to the GIRFEC Strategic Group for resolution. The Coordination and Support Hub is responsible for updating GIRFEC material on the website, reviewing Multi-Agency practice guidance, and coordinates any support required from Local GIRFEC Groups to inform development activity lead by the Thematic Subgroups.

There are also 17 **Early Years Forums** across communities in Aberdeenshire. Supported by the Early Years Strategy Group, these bring local professionals and organisations together, to agree and deliver on locally identified priorities. With a specific focus on the pre-birth to 8 years old age range, Early Years Forums play a key role in delivery of the Early Years Action Plan.

Multi-Agency Learning and Development

Aberdeenshire's [Learning and Development Sub-Group](#)³ provides learning opportunities across three key areas of multi-agency practice; GIRFEC, Child Protection, and Domestic Abuse and reports to the Child and Family Protection Committee and GIRFEC Strategic Group on GIRFEC Modules. This reflects the range of assessment and support provided to children, young people and their families. Training sessions for the three practice areas are developed, delivered and reviewed by a group of practitioners from across the Partnership. Evaluations of GIRFEC Modules have been positive, with 2 additional sessions developed over 2015/2016, and others adapted in line with updates on the Children and Young People (Scotland) 2014 Act. Further expansion of the programme in 2017 will include development of a Children's Right's module, involving young people in the design and delivery of this.

GIRFEC Website

Aberdeenshire's GIRFEC Website brings together resources on all aspects of GIRFEC in Aberdeenshire in a single virtual space, reflecting the collaborative ethic of GIRFEC in practice. It launched successfully on 31st March 2015 and makes information available to a wide audience, including children, young people, parents and carers, Public Authorities, Private and Third Sector practitioners, community planning partners, local communities, and members of the wider public. The website includes information and policies on Child Protection, Multi-Agency Guidance and a Practitioners Toolkit, with further development in 2016 including a range of information on Corporate Parenting.

The GIRFEC Website can be found at: www.girfec-aberdeenshire.org.



Andrew, age 9

Children's Services Plans: The Context

The Organisational Landscape

Aberdeenshire's 2017-2020 Children's Services Plan is set against a changing organisational landscape, with the integration of Health and Social Care services resulting in significant changes in how many adult services are managed and delivered. Aberdeenshire's [Health and Social Care Partnership](#)⁴ launched on 1st April 2016, and reports jointly to Aberdeenshire Council and NHS Grampian. It is managed by The Integration Joint Board (IJB), which includes elected members.

Membership of the Chief Officers Group for Children, GIRFEC Strategic Group and Child and Family Protection Committee, supports clear communication with members of the IJB and wider Community Planning Partnership Board. In this way, key messages regarding child wellbeing are communicated to Adult and Community Services planners, policy makers and practitioners, to inform any action required in line with national and local developments.

Appendix B provides an overview of the wider organisational and partnership planning landscape in Aberdeenshire, within which our GIRFEC arrangements are located.

Legislative and Policy Background

Our strategic priorities are set against a background where GIRFEC approaches have been embedded in practice in Aberdeenshire over a number of years, with a wider legislative and policy context at the local and national level (Appendix C). The diagram below illustrates how Aberdeenshire's Children's Services Plan provides interconnectedness between national policy and legislation, local service plans and strategic partnership plans, through providing a common purpose of promoting children and young peoples' Wellbeing.



*eg. NHS Grampian Child Health 2020; Aberdeenshire Council Education and Children's Services Service Plan

The Children and Young People (Scotland) Act 2014, defines services in Children’s Services Plans, as those which are provided by the local authority or health board, or on their behalf, by Partner Providers or Third Sector organisations. Some of these are services which all children and young people will use, and others are services provided to children and families with specific needs. There are two main types:

Children’s Services Provided only to children, or mainly for their benefit.

Related Services Although not a Children’s Service, still capable of having a *significant effect on children’s wellbeing*.

Types of Services:	Children’s Services	Related Services
Examples:	Schools, Nurseries, Health Visitors, Youth Groups, Child & Adolescent Mental Health Services (CAMHS), Disability Services, Children & Families Social Work, Community Paediatric Services, Befriending, Fostering and Adoption services etc.	Includes services available to parents or carers such as Drug, Alcohol, and Mental Health services, Criminal Justice Social Work, Parenting supports, Care Management etc, and community based services such as Council Leisure & Recreation Services, Housing and Libraries.

Through day to day support provided to children and families, and multi-agency action plans addressing our agreed priorities, all services contribute individually and collectively to three key National Outcomes from the Scottish Government [National Performance Framework](#)⁵:

- Our children have the best start in life and are ready to succeed
- Our young people are successful learners, confident individuals, effective contributors, and responsible citizens
- We have improved the life chances for children, young people and families at risk.

Our priorities and approach also mutually supports the key priorities endorsed by the Community Planning Partnership Board for Aberdeenshire’s Local Outcomes Improvement Plan (LOIP):

- Reducing child poverty in Aberdeenshire
- Changing Aberdeenshire’s Relationship with Alcohol
- Connected and cohesive communities.

Our Community

Aberdeenshire's Chief Officers Group for Children commissioned our first Joint Strategic Needs Assessment (JSNA) in 2016. This aimed to provide services with an evidence base to help inform and prioritise future developments. It also provided a snapshot of the context and experiences of Aberdeenshire's children and young people, and how local services promote wellbeing.



Oma, age 5

The findings of the JSNA supported our strategic priorities, and highlighted issues relevant to service planning and practice. These include:

- Addressing poorer outcomes arising from deprivation, or particular individual needs
- Reducing barriers to ensure equity of opportunity, and access and use of services
- A focus on early intervention across the pre-birth to young adult age-range
- Building family and community capacity through promoting wellbeing and resilience
- A continued need for integration and close partnership working
- Use and analysis of shared data which informs us of the needs of children in our communities, and helps evidence improved outcomes.

Aberdeenshire's Children's Services Plan will therefore be dynamic and evolving, as it responds over time to the changing needs of our children and young people in Aberdeenshire's communities.

Profile

Aberdeenshire is a predominantly rural area in North East Scotland covering a wide geographical area of 6,313 square miles (approximately 8% of Scotland's territory). This includes farming and fishing settlements, commuter towns and more remote rural villages, including both coastal and mountainous areas.

Aberdeenshire is made up of 19 multi-member wards across 6 Areas: Banff and Buchan, Buchan, Formartine, Garioch, Kincardine and Mearns, and Marr. The community is served by over 70 local Councillors who represent the needs of local constituents, and are available in local communities in a variety of ways for example online, or through running local surgeries.

Population

The 2016 mid-year whole population estimates for Aberdeenshire were 261,960, roughly 4.9% of Scotland's total population.

At the last census (2011) 1.5% of Aberdeenshire's population were from an ethnic minority group with 0.8% 'Asian', 'Asian Scottish', or 'Asian British' and 0.7% identifying as 'Other'. Of these, 30% of the ethnic minority population were children.

Aberdeenshire Children and Young People Population 2016

Age Group	Male population	Female population	Total population	% of total population
0 - 15	24,575	22,473	48,048	18.4%
16 - 18	4,605	4,164	8,769	3.63%
19 - 21	4,503	3,935	8,438	3.2%
All ages	33,683	30,572	65,255	25.23%

(<http://www.aberdeenshire.gov.uk/media/17709/aberdeenshire-profile-2016.pdf>)

Aberdeenshire Children and Young People Projected Population Increase

Age Group	2014 (base year)	2016	2018	2020	2022
0 - 15	47,777	48,048	48,993	49,879	50,589
16 - 18	8,890	8,769	8,182	8,154	8,507
19 - 21	8,873	8,438	8,270	7,847	7,440

Aberdeenshire's child population (aged 0-15 years old), is above the Scottish average and growing steadily, with a predicted further 13.8% rise over the next 25 years to 2037. Inward migration accounts for 9.4% of this increase, with large numbers of families moving from Eastern Europe moving to work in the fish and meat processing industries.

There has been a 1.9% increase in the number of births recorded between 2014 and 2015, reflecting the demographics of Aberdeenshire’s population, with age groups where births and pregnancies are higher. There is a declining population trend seen in the 16-21 year old age range, which may be due to young people leaving the area to attend further or higher education, or seeking employment.

Aberdeenshire will also have Scotland’s highest proportion of older people by 2035, with the number of people aged over 85 years expected to rise by 198% from 5,009 in 2010, to 14,953 in 2035. The geographical layout of the region, coupled with an increasing and ageing population, provides challenges to planning and delivering services through the Health and Social Care Partnership to meet this growing need. Improving outcomes and life chances for our children is of key importance in helping to build an increasingly resilient and healthy future population ([National Records of Scotland, 2016⁶](#)).

Family Household Composition in Aberdeenshire: by number of dependent children

☺	☺☺	☺☺☺+
44.5%	41.1%	14.2%

(Source: Scotland’s 2011 Census)

Employment

Traditionally dependent on the Agriculture, Forestry and Fishing sectors, the majority of employees now work within the service sector, predominantly in Public Administration, Education and Health. Over the past 40 years, development of the oil and gas industry has repositioned Aberdeenshire’s economic focus, contributing to a rapid population growth of 50% since 1975.



Matangi, age 9

However, recent falls in oil prices have contributed to fresh challenges for many businesses and families in Aberdeenshire, which could significantly shape and change the area over the years to come. While Aberdeenshire has comparatively low levels of unemployment at around 2.7% (2016 Office for National Statistics), there has been a 0.3% increase in those looking for work between 2014 and 2016. Employment levels for 16-24 year olds at 68.5% in Aberdeenshire, sits above the Scottish average of 56.2%. The Fairer Scotland Fund has also supported a number of young people age 16-20 to participate in training opportunities in Aberdeenshire with an increase from 270 in 2014 to 505 young people in 2015.

Poverty and Inequality

Aberdeenshire remains a relatively affluent area of Scotland, however pockets of deprivation and rural isolation nevertheless exist. The Scottish Index of Multiple Deprivation (SIMD) identifies different domains of multiple deprivation across Scotland, in data zones (small areas of around 500-1000 people) and [Aberdeenshire](#)⁷ has six data zones in the most deprived 20% in Scotland. These tend to be concentrated in the North of the authority area. Some areas reflect higher than Scottish average levels of drug-related deaths and infant mortality.

Aberdeenshire's Joint Strategic Needs Assessment identified a growing trend similar to those noted UK wide, with the majority of those households living in poverty experiencing 'in-work poverty', that is, households in which at least one adult works. The 2016 Income gap in gross pay for full-time workers residing in Aberdeenshire, varies from £311 per week at the 10th percentile to £1271 per week at the 90th percentile.

The Child Poverty Action Group defines Child Poverty as growing up in families, "*without the resources to obtain the type of diet, participate in activities and have the living conditions and amenities which are the norm in 21st century Scotland*". Aberdeenshire figures from October to December 2015, show the percentage of children aged under 18 living in poverty at 8% before housing costs, and 13.09% after housing costs. This is approximately 7,386 children and young people living in households earning less than 60% of the median household income.

This matters, because we know that inequality and poverty negatively affect outcomes for children and young people. Evidence continues to highlight that children living in deprived areas have poorer outcomes and wellbeing levels in comparison to their non-deprived peers. [SIMD 2016](#)⁸ research cautions however, that two out of three deprived people do not live in deprived areas, so a number of children and young people experiencing poverty, with a level of unmet need will be living in relatively affluent communities or rural or remote locations.

In 2015, around £1 million Fairer Scotland funding was made available by the Tackling Poverty & Inequalities Strategic Group, to support delivery of information and advice services. Aberdeenshire trends indicate increased demand for money and debt advice, and employability support as a combined result of the impact of Welfare Reform and an economic downturn in the North East oil and gas sector.

From 2014 to 2015 this saw an increase from 1,517 to 52,062 financial issues handled by advice services, with an associated client financial gain which tripled from £3 million to £9.6 million. Increasing household income has a direct impact on reducing poverty which emphasises the benefit of such services in helping to tackle Child Poverty.

Households

There are approximately 112,000 dwellings in Aberdeenshire. Of these, 68% are owner occupied (10% higher than the Scotland average), 15% rented from the local authority or housing associations, 12% privately rented and 4% in other tenures. In Aberdeenshire, the average house price in 2015 was £212,182, compared to the national average of £159,198. This reflects a higher cost of living in this area and the importance of support provided to young people and families, in preventing homelessness, addressing child poverty and mitigating against the impact of Welfare Reform.

[Aberdeenshire's Local Housing Strategy](#)⁹ (2017 to 2022 strategy under review) will continue to build on close partnership working locally, to ensure continued provision of quality, affordable, inclusive, sustainable, accessible and energy efficient housing. Providing financial inclusion advice, support to tackle fuel poverty, expanding council housing stock, and working with social landlords will be an important part of this work. There is recognition of the need for diversity in housing provision to meet the needs of a range of people, including those with identified particular needs.

Transport

Availability and affordability of transport remains a barrier for many children, young people and their families in Aberdeenshire, and is a key consideration informing development of infrastructure and services to maximise access. The Office of Rail Regulation reflected annual increase in passenger numbers over the period from 2010 to 2015, with the re-opened Laurencekirk Railway Station in 2009 impacting positively.

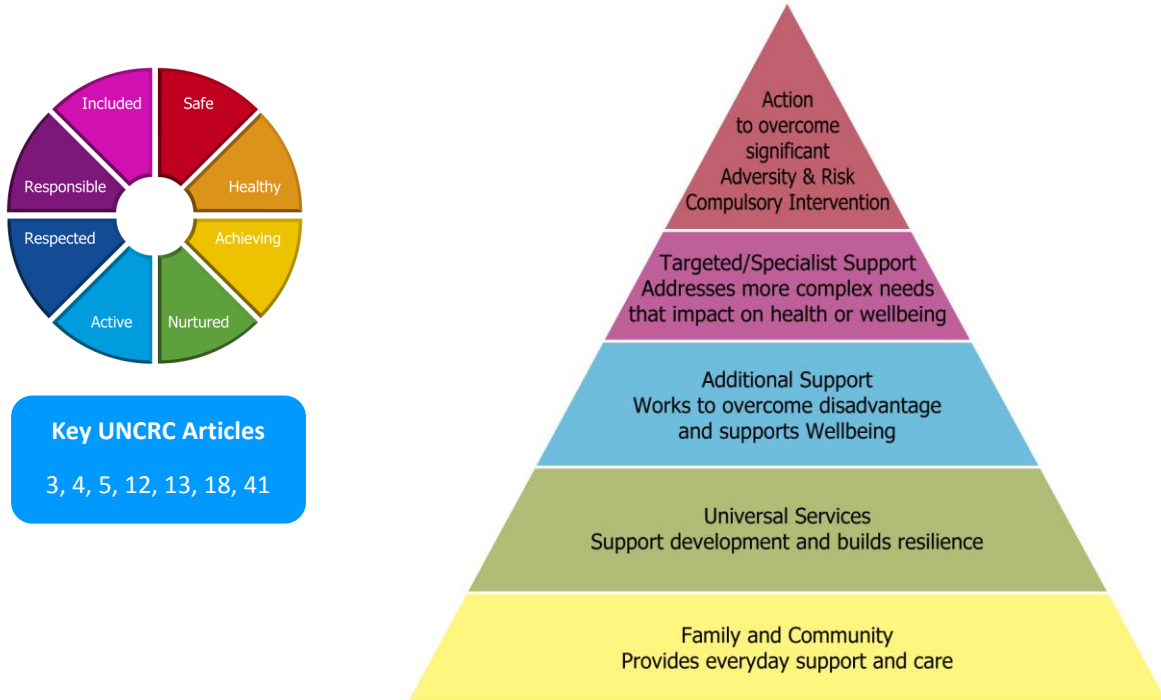


Ben, age 9

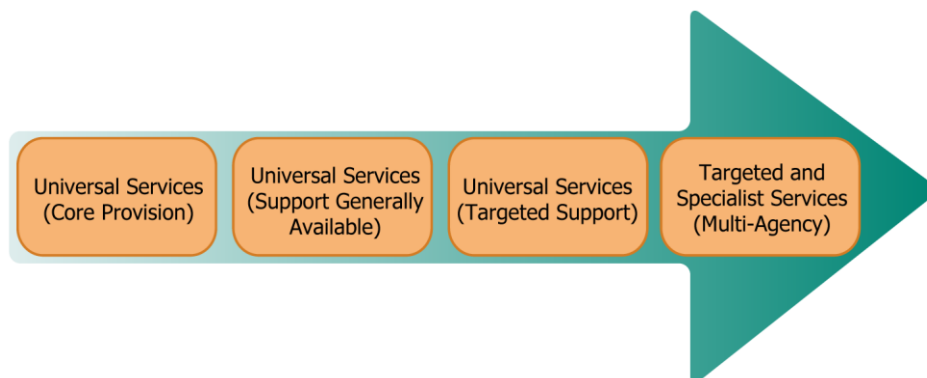
The 2016 Bus Passenger Satisfaction Survey recorded decreased annual satisfaction levels, dropping from 91% to 80%. This may reflect travel across Aberdeenshire as being expensive and time-consuming, especially for families without access to private transport. Aberdeen Western Peripheral Route is a major road infrastructure project, which on completion aims to improve road travel conditions and reduce travel time.

Achieving Improved Outcomes

Around 70-80% of children and young people make their way from birth to young adulthood, and need nothing more than help provided by their families, communities, and support generally available from Universal Services. For a smaller minority of the population, more acute levels of need or risk are present, and these children and young people may require higher levels of targeted support, coordinated on a multi-agency basis.



The GIRFEC approach ensures children and young people are provided with a range of support which is proportionate and put in place to meet assessed need. This is reflected in a staged approach to assessment and planning for individual children and young people, shown below.



This tiered approach makes sure services in Aberdeenshire provide children, young people, parents and carers, with the right support, at the right time, by the right services.

Wellbeing

Wellbeing of children and young people sits at the heart of the Getting it right for every child approach. Eight Wellbeing Indicators, shown below, outline the aspirations for all Scotland’s children and young people.

The [Wellbeing Indicators](#)¹⁰ are central to the National Practice Model, and are used by all practitioners as a framework for any assessment and [Child’s Plan](#)¹¹. The aims and actions in our Children’s Services Plan are also aligned to these Wellbeing Indicators.



Key UNCRC Articles
3, 4, 5, 41

Safe	Children and young people in Aberdeenshire will be protected from abuse, neglect, sexual exploitation and harm by others at home, at school and in the community.
Healthy	Children, young people and pregnant women in Aberdeenshire will enjoy the highest attainable standards of physical and mental health, with access to suitable healthcare and support.
Achieving	Children and young people in Aberdeenshire will have access to positive learning environments and opportunities to develop their skills, confidence and self-esteem to their fullest potential.
Nurtured	Children and young people in Aberdeenshire will live within a supportive family setting with additional assistance if required, or where this is not possible, within another setting ensuring a consistent, positive and rewarding childhood experience.
Active	Children and young people in Aberdeenshire will be active with opportunities and encouragement to participate in play and recreation and sport.
Respected	Children and young people in Aberdeenshire will be supported to be actively involved in decisions that affect them, and have their voices heard.
Responsible	Children and young people in Aberdeenshire will be encouraged to play an active and responsible role in their communities.
Included	Children and young people in Aberdeenshire (as well as their parents and carers) will have access to high quality services and be assisted to overcome the social, educational, physical, environmental and economic barriers that create inequality.

Wellbeing: What Children and Young People told us matters

Safe



Healthy



Achieving



Nurtured



Partnership with Families

It is recognised that most children and young people grow up happily and healthily supported by their families, and it is families who know their own situations best. All practitioners in Aberdeenshire work in a way which actively encourages children, young people and their parents or carers to be fully involved as partners, in any decisions that affect them, including throughout any assessment, action-planning or intervention. Parental engagement and feedback from children and young people who use services is seen as key to their development.



Megan, age 8

Creating relationships of trust based on transparency, inclusion and respect, is the basis of positive working relationships with children, young people and their families. This includes recognition and awareness of differing cultures and backgrounds, which may have an impact on, or be important to that child or young person's situation.

The Children and Young Person (Scotland) Act 2014 means practitioners must seek out the views of children, young people and their families, as part of any assessment and in drawing up a Child's Plan. Principles of open and honest communication apply equally to anyone who is involved with a child or young person's situation, including Adult Service workers supporting parents/carers. All practitioners have a responsibility to use their professional skills, knowledge and expertise to find creative ways to gather and seek out children and young people's views at all stages of involvement.

Families will be provided with information and support to understand any action which might need to be taken to support a child, and will be given clear explanations in those minority of circumstances where information may need to be shared without consent. Families will be made aware of additional avenues for advice if this is needed.

In many situations, the key contact for advice and guidance will be somebody working in Health or Education already known to the child, in their role as a [Named Person](#)¹². This is a service made available to every child in Scotland in line with Scottish Government Policy.

Key UNCRC Articles

2, 3, 5, 12, 13, 16, 18

In circumstances where a Lead Professional is required to coordinate a Child's Plan, a close working relationship between the Lead Professional and Named Person, working together with the family, will help put in place supports to improve a child or young person's situation and promote their wellbeing.

The GIRFEC Approach

Universal Services of Health and Education provide core support to all children and young people in Aberdeenshire. Prevention and early-intervention is key to positive outcomes, as by providing support at an early stage, most difficulties are prevented from escalating.



Named Person

One way the Scottish Government has decided this should be taken forward, is making a **Named Person**¹³ available to every child and young person in Scotland on a policy basis.

Key UNCRC Articles
1, 2, 3, 4, 5, 12, 41

The Named Person role involves three core functions (where needed):

- Providing advice, information or support
- Helping the child, young person, or their parent/carer, to access a service or support
- Discussing or raising a wellbeing concern about the child or young person.

The role is designed to support (if this is needed) children or young people from birth to age 18 and beyond in certain specific circumstances, in a variety of situations. This is not just about wellbeing concerns or risk, and The Named Person is the key point of contact if a child or young person needs a bit of additional help. This might include for example, short-term additional support when a child is ill or experiencing bereavement, or might involve signposting a parent to a source of support for themselves. The Named Person is somebody familiar and with whom the child already has a relationship through their day-to-day professional role.

From birth up until school entry, the Health Visitor (or where appointed, Family Nurse Practitioner up to a child's second birthday) will be their Named Person. The Education Service then provides the Named Person Service for all children on entry to Primary One, until aged 18 (or beyond where a young person remains at secondary school). In Aberdeenshire the Named Person will be either the Primary Head Teacher or Deputy Head Teacher and in secondary school, that young person's allocated Principal Teacher of Guidance (with a few exceptional circumstances). Over 2015/2016 preparation and training has been provided to ensure a Named Person is available to every child in Aberdeenshire and that staff in Health and Education are supported to undertake this role.

National Practice Model

If there is need for an assessment to gather information on a child or young person's wellbeing needs, this would be done using the [National Practice Model](#)¹⁴. This looks at areas of strength and need using GIRFEC tools including a chronology of key events the [My World Triangle](#)¹⁵, [Resilience/Vulnerability Matrix](#)¹⁶, and Wellbeing Indicators. The Scottish Government created the National Practice Model as a framework in which children, families and practitioners use a shared language to holistically consider and assess need, and plan support.

Child's Plan

Where a child or young person needs one or more targeted interventions (which are those supports not generally available through Universal Services), the benefit of a [Child's Plan](#)¹⁷ will be discussed with them and their family. The Child's Plan will identify any affected wellbeing indicators, outlines what action will be taken by the child, their family and professionals, and details how supports will help the child overcome any difficulties. Timescales are set for any actions and a review date is agreed to look at progress of the plan. A copy of the plan will always be given to parents/carers, where appropriate to the child/young person, and to any involved professionals. A Lead Professional will be identified to coordinate the Child's Plan.

Supporting Children and Young People at Risk of Becoming Looked After

Part 12 of The Children and Young Person (Scotland) Act 2014 outlines a new duty to ensure that appropriate and effective services are provided to families where children and young people (including unborn babies) are 'at risk of becoming looked after' by a local authority. These services are defined as the provision of information, advice or counselling, or taking action to help address a matter.

Practice principles of prevention and early intervention, and supports such as Named Persons, will help us identify those children and families in need of support as early as possible. Partnership working will ensure appropriate support is put quickly in place for individual children or young people where needed, to promote wellbeing and improve outcomes.

Children and Young People's Rights

Aberdeenshire's GIRFEC Partnership are deeply committed to promoting children and young people's Rights. This was highlighted in our 'Very Good' rating for 'Participation of children, young people, families and other stakeholders', in the [2015 Joint Inspection of Children's Services](#)¹⁸, which concluded that, "*Services recognised and highly valued the contributions of children young people and their families*".



The Children and Young People (Scotland) Act 2014, strengthens Children's Rights and places duties on local authorities, health boards and partner agencies, starting from 1st April 2017. This means public authorities have to publish a report every 3 years, on what progress they've made in relation to Children's Rights and to:

'Give better or further effect within its areas of responsibility to the United Nations Convention on the Rights of the Child (UNCRC) 1989 requirements'

Public services must:

- Consult with children and young people regarding their Rights
- Ensure children are actively consulted and participate in Children's Rights reporting
- Promote wider understanding of the [UNCRC](#)¹⁹ by public authorities (Appendix D)
- Raise awareness amongst the workforce, communities, parents/carers, children and young people themselves, on the new Children's Rights reporting duty.

Aberdeenshire's 2017-2020 Children's Services Plan is based on a firm foundation of Children's Rights, and a commitment to actively seek out and listen to the voices of children and young people to influence future service development. Joint Inspection recognised our examples of good practice (Appendix E), and particular strengths in overcoming barriers to participation facing minority or marginalised groups. The Joint Strategic Needs Assessment highlighted the importance of partnership approaches in continuing to support the engagement and participation of children and young people.

To support development of this Plan, engagement sessions in Autumn 2016 took place across Aberdeenshire, involving over 340 children and young people from a diverse range of groups. This included representatives from Primary Schools, Youth Action Groups, Youth Forums, Syrian refugees, a Lesbian Gay Bisexual Transgender (LGBT) Group, young people with Autism, Aberdeenshire Youth Council and Pupil Voice (representing 16 out of 17 Secondary Schools, and 1 Special School).

Each session was based around the Wellbeing Indicators with two themes:

- **Service Provision:** What things do we do that children and young people value, and feel helps them and their families, and, what things do children worry about or need more support with.
- **Children/Young People’s Voices:** what are the key messages for adults and Services. How do children and young people want us to treat them, and what opportunities and behaviours help them feel listened to.

Artwork used throughout this Plan reflects what it means to children and young people to grow up in Aberdeenshire, with their words echoed in Wellbeing quotes.

Here’s what Aberdeenshire’s children and young people told us makes them feel respected:



The GIRFEC Partnership is making five promises, which guide us to progress Children’s Rights over the period of our Plan, and to meet duties under the Act. Specific Actions are detailed in the multi-agency action plan (Appendix A).

- We will take a Rights-Based approach to Children’s Services Planning, reporting annually on our progress, and showing how services have consulted, engaged and raised awareness of Children’s Rights
- We will improve our use of multi-agency information on Children’s Rights
- We will work collaboratively to create Aberdeenshire’s Children and Young People’s Charter
- We will give explicit consideration to UNCRC Articles and Children’s Rights within our service planning
- The GIRFEC Partnership will promote and support Children’s Rights in all decision making.

Health and Wellbeing

Promoting health and wellbeing in children to give them the best start in life is the first step on the road to health and wellbeing in adulthood and old age, requiring ongoing commitment, communication, and investment from public, private and third sector organisations across Aberdeenshire.

To support this radical change, NHS Grampian's Public Health Directorate outlines four key commitments in [Improving Children's Wellbeing: Everyone's Business](#)²⁰:

- Strengthening participation and sharing intelligence about health
- Informing partnership decision-making through sharing evidence-based practice or generating local evidence where this is lacking
- Championing health and wellbeing issues in local and national forums
- Maximising opportunities to influence policy and strategy which could improve health.



Aeryn, age 9



NHS Grampian's [Child Health 2020](#)²¹ sets out how NHS Grampian will focus its efforts from now until 2020 to optimise children and young people's health. Working in line with The Scottish Government's [Healthcare Quality Strategy for Scotland \(2010\)](#)²², this has 6 key themes, which are integral to the activities and strategies in the Community Health Partnership Children's Plan, underpinning health service contributions to Aberdeenshire's 2017-2020 Children's Services Plan.

These themes are:

1. Putting children, young people and their families at the heart of what we do
2. Acting early and intervening at the right time
3. Safe and sustainable services
4. Integration and Partnership
5. Workforce, education and training
6. Knowledge and evidence.

Early Years

Support to families in a child's early years, is recognised as vital to give children in Aberdeenshire the best start in life. As early as conception there is a chance to improve health in children; as we know that early access to antenatal care improves health outcomes, offering women a chance to review, consider and adapt health behaviours which have an impact on their developing child's health e.g. smoking, alcohol, nutrition and emotional issues such as stress.

Key UNCRC Articles

3, 4, 5, 6, 12, 16,
18, 24, 25, 33

The [Early Years Collaborative](#)²³ focuses on shifting the balance of public services towards early intervention and prevention, with key themes including: early pregnancy support, promoting nurture and attachment, child development, increasing confidence in parenting skills, and family engagement to support learning and play. The Early Years Strategy Group leads on multi-agency actions for the Early Years priority (Appendix A), with implementation of parenting support as a core component. Early Years Forums play a central part in supporting local delivery across Aberdeenshire.

Aberdeenshire is developing an environment supportive of breastfeeding for any woman who chooses to do so, removing pressure on individual women and focusing on removing social, cultural and practical barriers to successful breastfeeding. This includes training peer supporters and developing local community breastfeeding groups, as well as taking forward a 'Breastfeeding Welcome Scheme' to make sure nursing mums can feed their infants with confidence in local shops and cafés.

The Core Home Visiting Programme, is a Universal Health Visiting Pathway offered to all families in Scotland by Health Visitors, which acknowledges their unique contribution through a home visiting role. Adopting a person-centred and supportive approach to assessing and responding to identified wellbeing needs, 11 home visits are offered (8 within the first year), including three formal child health reviews at key developmental stages. These take place at 13-15 months, 27-30 months and at age four prior to starting school, covering a child's antenatal to pre-school period.

As Named Persons for all children within this age-group, Health Visitors (and up to a child's second birthday, Family Nurse Practitioners where appointed) play a key role, acting as a gateway to services when additional support is required. This early engagement provides the basis for Health Visitors to build strong relationships with children and their parents, upon which they can appropriately support families.

Childsmile teams also work closely with health visiting teams, nurseries and primary schools to support families to meet their child's oral and dental health needs. Childsmile is a government funded national programme and part of ensuring children have the best start in life, by considering positive oral health alongside other wellbeing factors.

Pregnancy and Parenthood in Young People

Pregnancy in young people is often a cause and consequence of social exclusion, with reducing levels of pregnancy in young people in turn helping reduce the likelihood of poverty and deprivation recurring from one generation to the next. The national [Pregnancy and Parenthood in Young People Strategy \(2016\)](#)²⁴ aims to increase opportunities for young people, and empower them with a sense of control over their own futures.

Aberdeenshire has a lower rate of pregnancies among young people (aged under 20 years) at 26.8 per 1,000 compared to the Scottish average of 34.1 per 1,000. Despite a decline over the last 10 years, a strong link between deprivation and pregnancy among young people remains. In 2015, young women who live in the most deprived areas of Aberdeenshire are 4 times more likely to become pregnant compared to those living in the least deprived areas (SIMD). Those in deprived areas are more likely to have experienced at least one previous pregnancy, and birth rates in these areas are 12 times higher.

In addressing wider determinants of pregnancy and parenthood in young people through tackling the associated cycle of deprivation, Community Planning Partners have a key role to play in ensuring local delivery of actions and designing services to meet the challenges of reducing pregnancies in young people, and supporting those who may become young parents at an early age. Supporting positive engagement with education and learning is vital in helping reduce the risk of pregnancy, and to support young parents back into school or other learning environments.

Healthy Lifestyles

There is already extensive partnership working that aims to reduce the proportion of children outwith a healthy weight range. Examples include: healthy food choices in nurseries and schools, 'Grow Well Choices' where children learn the importance of making healthy choices, and creating opportunities for increased physical activity.

Aberdeenshire has a lower than national average number of children outwith the 'child healthy weight' category, at risk of being either underweight (0.7% compared to 1.1%) or overweight (11.9% compared to 12%) and reflect the national average for risk of obesity (9.8%). Child healthy weight is monitored routinely as part of developmental milestone health reviews and assessments, and in primary and secondary schools by School Nurses.

The Aberdeenshire Active Schools Team works across primary and secondary schools to coordinate activities that encourage children and young people to take part in a sport and build physical activity into their daily lives, with Active Schools complementing [Curriculum for Excellence and Health Promoting Schools](#)²⁵. Delivery and engagement with Active Schools is good, with 801 volunteers and 58 paid individuals delivering sessions across Aberdeenshire.

13,862 activity sessions were delivered in 2014, with a year on year increase. There appears to be equal engagement between males (48%) and females (52%) and high engagement by children with additional support needs.

The parks, green spaces, forests, National Trust for Scotland sites, coastal areas, mountains and visitor attractions across Aberdeenshire, help families to remain active, as do community resources such as sports centres, swimming pools, community centres, town halls, museums and libraries, which also encourage being active.



Bronwyn, age 11

Smoking, Alcohol and Substance Misuse

Smoking in pregnancy rates in Grampian are amongst the lowest in the country (13.6%). Engagement of women in antenatal care means issues such as smoking and substance misuse can be tackled in a non-stigmatising way across Aberdeenshire, with timely referral to appropriate services and support.

Although alcohol-related hospital admissions are lower in Aberdeenshire compared with Scottish averages, variation is concealed across communities. Data suggests younger men and women (16-24 years) in Aberdeenshire are more likely to drink harmfully or dependently. Research tells us children or young people with parents or carers who abuse substances may be more likely to experience poorer health and educational outcomes, risk of neglect and abuse, child poverty, social isolation and lack of community involvement. There is also strong evidence to suggest that parenting style has a strong influence on risky drinking in adolescents.

Evidence around use of substances in children and young people is recorded in the [SALSUS](#)²⁶ (Scottish Schools Adolescent Lifestyle and Substance Use Survey), In Scotland, regular use of substances (tobacco, alcohol and drugs) has fallen and is now at an all-time low.

Comparative figures for Aberdeenshire are lower than the national average, with around 12% of 15 year olds who have used one substance (compared to 19%) and 6% who were using more than one (compared to 8%). Use of New Psychoactive Substances (NPS) previously referred to as 'legal highs' have also been recorded in areas across Aberdeenshire.

Mental Health and Wellbeing

Deprivation, non-attendance at school and poor physical health are all predictors of poor mental health in children and young people. Alongside targeted support provided by the Child and Adolescent Mental Health Service (CAMHS) in Aberdeenshire, mental health capacity is being built into the community. A number of interventions can be delivered by primary mental health care workers. Mental health improvement capacity is also being built through interventions such as Scottish Mental Health First Aid and stress awareness.

We are focusing on further developing early intervention and prevention approaches which promote positive mental health and wellbeing, and Children and Young People's Mental Health and Wellbeing is one of the strategic priorities identified in our Plan. This builds on the launch of [Aberdeenshire's Mental Health and Wellbeing Strategy](#)²⁷, aiming to support all children and young people in Aberdeenshire to be mentally flourishing. Multi-agency development work around this priority is led by the Mental Health and Wellbeing Group (Appendix A).

Health Services

Health support to Aberdeenshire's children and young people is also provided by a range of auxiliary and primary care health teams including:

General Practitioners:	43 GP Surgeries across Aberdeenshire
Midwifery:	Inpatient and Community Support, Perinatal Mental Health, Substance Misuse and Breastfeeding support
Aberdeen Maternity Hospital:	Induction and Labour Wards and maternity services
Aberdeen Royal Children's Hospital:	Inpatient and Children's A&E (up to age 18)
Mental Health Services:	Child and Adolescent Mental Health Service (CAMHS) and Young People's Department (YPD) (Royal Cornhill Hospital)
Therapy Services:	Such as Occupational, Speech and Language, and Physiotherapy
Nurse Specialist Practitioners:	including Diabetic, Epileptic, and Oncology support
Sexual Health Services:	Provision of advice, education and support on Sexual Health, Contraception and Unplanned Pregnancy, overseen by NHS Grampian Sexual Health and blood-borne viruses managed care network
Dental Services:	Aberdeenshire has 10 Public Dental Services practices and 32 General Dental Services practices.

Aberdeenshire NHS Community Child Health

Budget 2017 (approximate)	£3.5 million
Staff	60-70 Health Visitors/Nursery Nurses 19 School Nurses (band 5 and 6) 2 Family Nurse Practitioners 1 School cluster Mental Health Nurse Practitioner

Key NHS Grampian developments in Aberdeenshire over 2016/2017 include:

- 2 Family Nurse Partnership Practitioners who provide support to 40 young pregnant women (weekly or fortnightly visits continue until a child's second birthday)
- Funding agreed for 8 Trainee Health Visitors per year in recognition of increased levels of service provision
- New growth assessment protocol and Grampian 'Movements Matter' information aimed at reducing still births
- Appointment of a Public Protection Midwife
- Refurbishment of Peterhead Community Maternity Unit (CMU) and new CMU being built at Inverurie (due 2018)
- NHS Grampian is the only Health Board to have a dedicated Perinatal Mental Health Midwife.



Tyler, age 9

Learning and Education

The belief that learning is a lifelong experience is at the heart of education services provided in Aberdeenshire. These aim to improve learning and ensure an inclusive culture which supports the development of resilient, sustainable communities. Education is the largest expenditure for Aberdeenshire Council's [Education and Children's Services Directorate](#)²⁸, supporting approximately 40,000 children in Pre-school, Primary and Secondary learning and education.



Amara, age 5

In 2016 there were:

- **4679** children in Early Learning and Child Care placements
- **152** Primary Schools with **20,686** children enrolled
- **17** Secondary Schools with **14,376** young people enrolled
- **4** Special Schools with **230** children and young people enrolled.



In 2016, full provision of 600 hours Early Learning and Childcare entitlement was successfully delivered for all eligible two, three and four year olds across Aberdeenshire, by 86 nurseries and 79 private and third sector partner providers. In acknowledgment of the importance of giving children the very best start in life, Early Years is one of our Strategic Priorities (Appendix A).

Educating Aberdeenshire

Educational Outcomes for Aberdeenshire's children over 2015/2016 compare favourably in many ways to national comparators. ([2016 ScotXed collection](#)²⁹):

- 96% Attendance rate for Primary School children
- Just under 96% of young people secure positive post-school destinations in work, training, volunteering or further/higher education
- Of the 6 HMI school Inspections, 100% were positive (satisfactory or better)
- 48.6 % of young people achieved 5+ awards at SCQF level 5 by S4
- 38.1 % of young people achieved 3+ awards at SCQF Level 6 by S5
- 32.0 % of young people achieved 5+ awards at SCQF Level 6 by S6.

Core educational provision is delivered through [Curriculum for Excellence](#)³⁰, which has transformed all aspects of the curriculum, providing a broad general education up to the end of S3. This focuses on inter-disciplinary learning, skills development and encouraging personal achievement. Level 1-7 National Qualifications provide flexibility, and emphasises real-life application of skills. The Senior learning phase runs from S4 to S6.

Achievement is celebrated in its broadest sense, looking beyond formally assessed learning, to recognise activities like volunteering and participation in arts, sports and community-based programmes. This approach complements the nurturing and aspirational outcomes of GIRFEC and our aim to overcome inequality by [Raising Attainment for All](#)³¹ promoting Equity and Excellence in schools, and Closing the Gap.

Schools work in a way which supports parents and carers in their vital role helping children and young people's learning, choices and life chances, through a firm commitment to parental engagement and participation. Regular updates give parents information about their children's achievements in literacy, numeracy, and performance across the curriculum, and identifies where help at home may be beneficial to support progress.

Educational Psychology Service

The Educational Psychology Service's (EPS) ongoing self-evaluation demonstrates that good progress was made during 2015/2016 in its four priority areas, with aims to:

- Raise attainment and achievement of all children and young people
- Improve learning in the early years
- Build capacity for inclusive culture and practices in all schools
- Strengthen the EPS as a learning organisation.

Key UNCRC Articles

3, 4, 5, 13, 15,
18, 28, 29

Teachers and school leaders have been supported to develop evidence-based approaches to improve learning and teaching. Educational Psychologists have worked closely with the Additional Support Needs team to build capacity in all schools to meet a wide range of support needs. Exclusion rates nationally in Scotland for children with Additional Support Needs are four times higher than those without. Deprivation too plays a role in increased likelihood of exclusion, at a rate six times greater for those living in areas with the worst 20% of SIMD deprivation compared to those with the least 20%.

In particular, the service is working towards the authority's ambition that all schools should be nurturing, autism friendly and dyslexia friendly. They have helped develop a range of classroom practices and professional development initiatives, and contributed to the development of an authority-wide model of nurturing schools.

Standards of Customer Service Excellence continue to be met, with a trend for an increasing number of areas of good practice being recognised through the annual assessment process. In 2016 the service's ethos of reflective self-evaluation and continuous improvement was highlighted.

Community Learning and Development

The [Community Learning and Development Service](#)³² (CLD) works to reduce inequalities in Aberdeenshire by improving life chances for individuals and families. This is done by supporting community groups and organisations in building strong and resilient communities and through targeted work with young people, adults and communities. Our work with young people seeks to ensure access to inspirational and life enhancing learning experiences and opportunities which help them to reach their full potential as individuals, and as active citizens and members of their community.

Last year CLD delivered **148** different projects, involving **2535** young people. **607** achieved externally accredited awards, such as Dynamic Youth Awards. Current CLD projects include 72 youth work and 29 transitions projects and CLD is often involved in contributing to tailored Flexible Learning support for young people in Secondary education.

Family Learning is another strand of CLD work which seeks to empower parents as individuals and within the family unit and "*... aims to encourage family members to learn together, as or within a family... (to) include opportunities for intergenerational learning and, wherever possible, lead both adults and children to pursue further learning*" ([Family Learning within the Early Years Framework – HMIE](#)³³). **711** people took part in targeted Family Learning sessions last year with **70** Family Learning Projects delivered across Aberdeenshire.

Family ESOL (English for Speakers of Other Languages) sessions helping parents and children improve their language skills, are one example of the CLD approach in Aberdeenshire. Some group members have excellent English and others very little, but groups help to meet identified needs in terms of social isolation as well as in bilingual parenting, navigating the school system and other elements of living in a different culture.



Aboyne ESOL

CLD staff deliver a range of training programmes to support families and parents including nationally recognised programmes such as the Positive Parenting Programme (Triple P) and the Peers Early Education Programme (PEEP). Tailored local programmes such as Family Cooking Sessions; Teenage Mental Health Awareness Workshop (Parents) and 'Living with Your Teenager' sessions have also been delivered.

Investing in Future Learning Estates

Over 2015 and 2016 a number of improvements and new buildings were successfully completed in Aberdeenshire. A number of additional investments continue over 2017 and beyond with contribution from The Scottish Futures Trust supporting development. This ensures our children and young people continue to be provided with the best available learning environments:

- **Ellon Community Campus**
- **Hillside, Uryside and Midmill Primary Schools**
- **Inverurie Academy Community Campus/St Andrews**
- **Drumoak Primary School**
- **Alford Community Campus (Primary and Secondary)**
- **Markethill Primary School.**



Ria, age 10

Future Challenges for our Education Services:

- Recruitment of teaching staff continues to be a challenge for Aberdeenshire Council
- Full implementation of the revised Early Learning and Childcare (ELC) staffing model by August 2018
- Requirement to consider flexible arrangements for Early Learning and Childcare provision
- Ensuring continued high quality, sustainable, accessible services including rural provision
- Scottish Government requirements for increased ELC provision to 1140 hours by 2020.

Aberdeenshire Council Education & Children's Services	
Budget (approximate including Sport & Leisure)	Total - £ 303 million (£1,156.67 per head of population) £18.5 million Early Learning & Childcare £97.5 million Primary Schools £96.7 million Secondary Schools £27.2 million Special Schools £4.3 million Community Learning and Development
Teaching and CLD Staff (not all posts Full Time Equivalent)	44 Early Learning & Childcare 1,326 Primary, 1,192 Secondary, 51 Special School 50 Centrally Employed (Visiting Specialists/ Supply/ Peripatetic) 30 Educational Psychology Team 17 Senior CLD Workers, 54 CLD Workers 89 Sessional CLD Staff

Children's Services Social Work



Heidi, age 6

Community Support Social Work teams deal with difficulties experienced by children and families in our communities. There are diverse reasons why social work become involved with a family, but it's usually because the needs of children aren't being met in their home and community. Social Workers, Family Support Workers, Local Area Coordinators and Respite Workers provide emotional and practical support to children and their carers in a variety of ways; undertaking assessments to make sure families are given the help they require, when they need it.

Supports include:

- Working individually, or in groups, to address difficulties people are experiencing
- Working with parents or carers to improve their abilities to look after their children
- Working with children where parental substance misuse exists or where children are at risk of harm
- Providing assessment and support through Family Centres
- Preventing Crisis and Family Breakdown support
- Out of Hours emergency services
- Working with children and young people in need of protection through the Children's Hearings system.



Social Work teams in Aberdeenshire also provide a range of services including Fostering and Adoption support, working with Kinship Carers, providing Throughcare/Aftercare support to young people leaving care, and residential childcare workers who support children living in our three Children's Homes (based in Inverurie, Peterhead and Fraserburgh) and young people in Taizali Supported Accommodation.

Children's Services Social Work Budget	Social Work Staff (not all Full Time Equivalent)
£10 million Community Support	5 Social Work Managers
£7.1 million Family Placement	350 staff total
£1.6 million Family Centres	
£557,000 Youth Services	
£2.1 million Residential Care	
£8 million Out of Authority Placements	

Working Together to Protect Our Communities

The [Community Safety Partnership](#)³⁴ (CSP) is a multi-agency partnership consisting of key council colleagues (Education, Criminal Justice Social Work, Community Planning, Housing) and external partners such as Scottish Prison Service; NHS Grampian, Aberdeenshire Drug & Alcohol Partnership; AVA and colleagues from Fire and Police services. Members of the CSP feed into other thematic areas e.g. through the Gender Based Abuse Group to the Child and Family Protection Committee, and via NHS colleagues to the Health & Social Care Partnership.

The CSP tackles a range of Community Safety related issues, which are based on evidence from a wide range of data sets. It has a number of working groups who drive forward initiatives and projects under the four thematic areas of Anti-Social Behaviour (ASB)/ Violence, Road Safety, Gender Based Abuse and Unintentional Injury.



Ria, age 10

The Community Safety Partnership provides strategic direction on developing joint services across Aberdeenshire and reports annually into the Community Planning Partnership (CPP) Board. It works alongside the [Community Justice Partnership](#)³⁵ (CJP), established in response to the Community Justice (Scotland) Act 2016, and introduces a new model for community justice in Scotland, designed to deliver community solutions which achieve improved outcomes for community justice; prevent and reduce further offending; and support desistance. The new model places planning at a local level, enabling decisions to be made by the people who know their area best.

A legal duty has been placed on a set of statutory community justice partners to engage in this planning process: locally this includes Aberdeenshire Council, NHS Grampian, Police Scotland North East Division, Scottish Fire and Rescue Service, Skills Development Scotland, Aberdeenshire Integration Joint Board, Scottish Courts and Tribunals Service, the Scottish Prison Service and the Crown Office Procurators Fiscal Service. Together, these partners have developed Aberdeenshire's first [Community Justice Outcomes Improvement Plan](#)³⁶, which sets out the approach the CJP will take to achieve the vision and national outcomes for Community Justice, mindful of the specific needs of the Aberdeenshire area.

Police Scotland, North East Division

The Partnerships and Events strand of the [North East Division](#)³⁷ has been designed and built taking cognisance of the already strong partnership ethos which has long existed across the North East. An extension to this work was the creation of Partnership Co-ordination Unit (PCU) which encompasses and co-ordinates all aspects of vulnerability, from child concerns to Domestic Abuse and Case Conference co-ordination. This ensures that available resources are used in the most effective way possible, linking in with the most appropriate partner agencies to enable, support and intervene as required, improving service delivery.

The Police Risk and Concern Hub works alongside partners to meet public protection responsibilities and provide high quality services. It acts to triage information received in the Vulnerable Person Database, considering Domestic Violence, Adult Protection and Child Protection through a coordinated Risk and Concern Project. This identifies risk to children, young people and vulnerable adults, ensuring services respond with support at an early stage.

Developments in 2016 included creating a single point of contact through a specialist Sergeant for Initial Referral Discussions (IRD) to agree the need for a Child Protection Investigation. This has created a more consistent and efficient response to referrals, further building expertise of the Risk and Concern Hub staff across a range of vulnerability and risk.

Work is ongoing to establish a Community Safety Hub in Aberdeenshire mirroring those already operating elsewhere in the Division. The hub model is regarded as an exemplar in Partnership working; with co-located resources from all spectrums of the partnership, for example Scottish Fire and Rescue Service, working together on a daily basis to tactically address those issues with most detrimental impact on local communities.



Key UNCRC Articles

1, 2, 3, 4, 18, 19, 38

Aberdeenshire Fire and Rescue Service

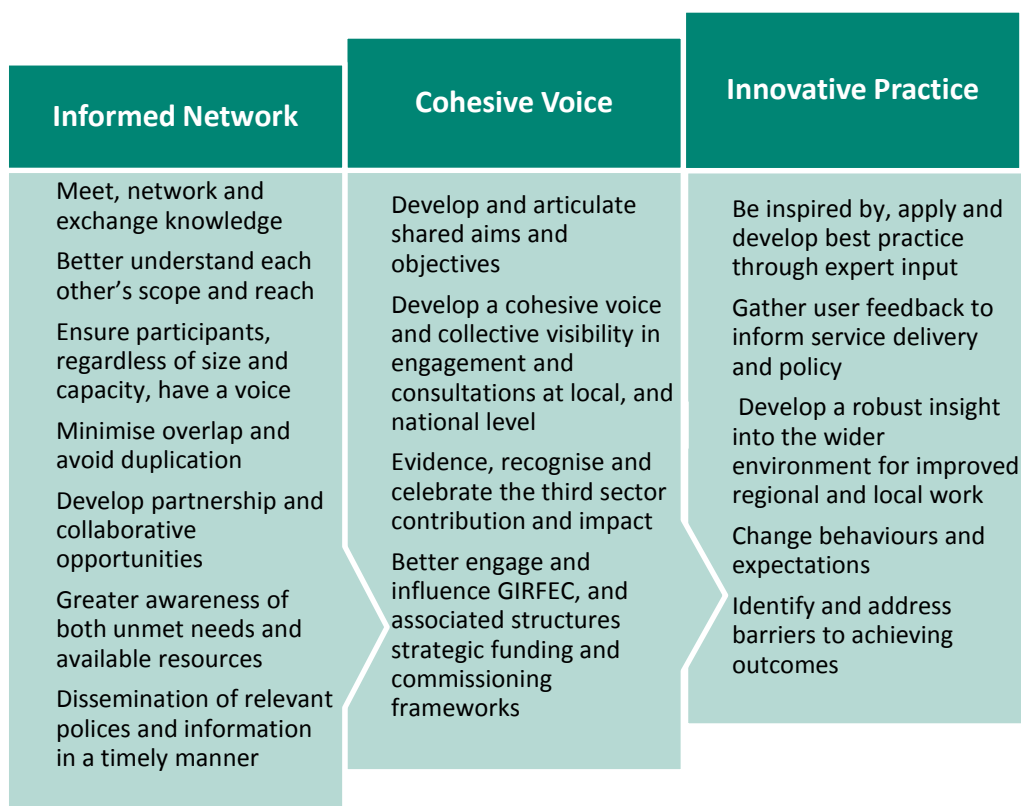
The delivery of Aberdeenshire's Fire and Rescue services is reflected in the local Fire and Rescue Plan, with [6 Ward Plans](#)³⁸ as the mechanism through which their identified priorities are delivered to meet agreed needs of local areas. This considers factors such as Risk Management and Preparedness, Reduction of Accidental Dwelling Fires, Deliberate Fires, Fires in Non-Domestic Property and Secondary Fires; Reduction in Fire Casualties and Fatalities, Casualties from Road Traffic Collisions, Flooding and Reduction of Unwanted Fire Alarm Signals. Youth engagement courses on Fire Skills are an example of support provided children and young people, which aim to develop skills for learning, life and employment, whilst promoting the role of the fire service and raising awareness of the risks created by fire related Anti-Social Behaviour. A series of modules covering themes such as Health and Safety, Drill Ground activities, ASB and Road Safety, can be adapted for local use.

Third Sector Organisations

The Third Sector, which is made up of community groups, voluntary organisations, charities, social enterprises, co-operatives and individual volunteers, deliver a range of services for children, young people and their parents and carers in Aberdeenshire. Universal and targeted services range from early intervention and prevention to ongoing and crisis support.

Aberdeenshire Voluntary Action (AVA) is an umbrella support organisation for the third sector in Aberdeenshire, and is one of 32 Third Sector Interfaces in Scotland. AVA works in partnership, acting as the key point of contact within Aberdeenshire’s GIRFEC arrangements for the third sector, with an emphasis on enhancing communication, engagement, consultation and collaborative working across all sectors.

Facilitated by AVA, the Aberdeenshire Third Sector Children and Families Forum comprising 23 organisations, is a developing platform for voluntary, community and charitable organisations active in delivering children and families services in Aberdeenshire, to network, collaborate and inform best practice. The Forum is working to achieve three overarching objectives:



Supporting Children and Young People to Achieve

Aberdeenshire's third sector also supports young people into volunteering, enabling the development of vital skills to help equip them for independent living and future employment. This includes the Saltire Awards, a Scottish Government accredited awards scheme for 12-25 year old volunteers designed to recognise contribution and prove commitment to a volunteering role. In 2016, a total of 1714 young people in Aberdeenshire were registered on the Saltire programme and the Young Aberdeenshire Volunteering Award (YAVA) Scheme for children aged 5-12.



Victoria, age 11

Key UNCRC Articles

2, 3, 4, 5, 12,
18, 23, 27, 31

Key Third Sector developments during 2016/17 include:

- The launch of the Children and Families Third Sector Forum, comprised of 23 organisations
- The launch of the Third Sector Mental Health Forum
- A successful bid to be part of the National Third Sector GIRFEC Project during 2016/2017
- Survey to assess the learning needs of the Third Sector to create baseline GIRFEC training.

Future challenges include:

- Supporting communication between Third Sector representatives and the wider Third Sector as a whole
- Reporting centrally collated data on the overall impact of Third sector services on outcomes for children and young people
- Continuing roll out of GIRFEC engagement tools to enable organisations to promote and support the wellbeing of children and young people.

Children in Need of Targeted Support

For a smaller minority of children and young people, their situation will need assessment and support to be put in place by more targeted and specialist services, which address higher thresholds of risk and need. This might include children on the Child Protection Register, children who are Looked After and accommodated, children in secure accommodation, high risk young offenders, children with complex physical or mental health needs, or young people who need highly targeted educational packages.

Children with a Disability

Children's Services continue to strengthen approaches in meeting Additional Support Needs in health and education services and beyond, through providing universal, targeted and specialist supports for children and young people. Support for children and young people with disabilities, was something parents told us was really important to them.

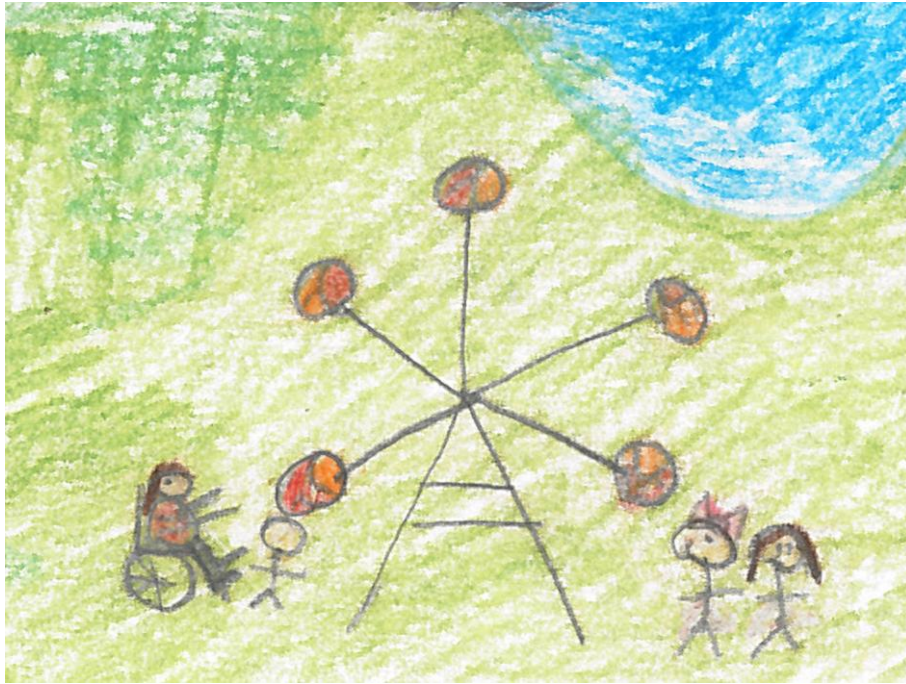
The specific needs of children with disabilities is reflected as one of our priorities for this Plan. Led by the Children with a Disability Thematic Subgroup Appendix A outlines what action we will take to support closely integrated services, alongside development of multi-agency policy, procedure and best practice, which ensures that those children and young people who need it, receive appropriate additional support to reach their potential.

The Enhanced Provision Model sees each school cluster having a Primary and Secondary Enhanced Provision Centre, and each Area has a Community Resource Hub. This aims to provide support to all learners in their local schools where possible, promoting equity of access to local services and the presumption of mainstreaming and inclusive education. Aberdeenshire Council's [Additional Support Needs](#)³⁹ team has strengthened team capacity with an increasing focus on strategic development, inclusion, consistency and improved peer-to-peer and school-led quality improvement processes.



[Key UNCRC Articles](#)

2, 3, 4, 5, 6, 12, 15,
16, 23, 24, 28, 31



Ria, age 10

Development of creative practices and learning opportunities via Flexible Learning Pathways also helps contribute to reducing inequalities, through targeted resource allocation. Promoting the voice of children and young people is a key area for action, both in individual assessment and service planning, and policy development. The revised Additional Support Needs Training Strategy provides career long professional learning for Teaching and Non-teaching staff, and helps support a confident workforce.

The Wrap-Around Care model is rolling out to three further areas in Aberdeenshire, to improve support available to young people with complex needs in a safe environment. NHS Grampian are working together with schools to develop centres of excellence in total communication, and outreach service models for Specific Language Impairment.

Aberdeenshire currently has 189 active Self Directed Support (SDS) Plans in place, which coordinate care packages for children and young people with a disability. A further 45 care packages are currently in the process of moving over to SDS Support Plans following assessment completed by Social Work staff.

Keeping Our Children Safe: Child Protection

Aberdeenshire Child and Family Protection Committee⁴⁰ is the strategic partnership responsible for the development, publication, implementation and evaluation of child protection and domestic abuse policy and practice across Aberdeenshire's public, private and third sectors.

[Key UNCRC Articles](#)

3, 4, 5, 6, 11, 12, 18, 19, 33, 34, 35, 36, 41

Established in 2013, membership is drawn from all key public services: Social Work, Education and Legal Services, NHS Grampian, Police Scotland, the Scottish Children's Reporters Administration and the Third Sector. In this way it ensures all agencies work together to improve outcomes for children and young people, by making sure they are protected from abuse, neglect and harm, and get the help they need to keep them safe, when they need it.

Some of the work of the Child and Family Protection Committee is developed and undertaken on its behalf by the three supporting subgroups detailed in the diagram on the right.

Task groups progress agreed actions, and draw on frontline practitioner knowledge and expertise across services.



The work of the Committee, has operated with very strong links to GIRFEC arrangements and Aberdeenshire Gender Based Abuse Partnership over the 2015/2016 period. This allows any areas of overlap to be addressed, and ensures clarity over which forums will progress specific activity. It reports to Aberdeenshire's Chief Officers Group (COG) for Children, which both supports the Committee's work and takes appropriate action as needed to address any unsatisfactory performance.

The Committee is an integral part of Aberdeenshire's Getting it Right for Every Child structure and the wider local framework of Public Protection arrangements, working with both victims and perpetrators in Aberdeenshire. This includes those working in adult protection, offender management/Multi-Agency Public Protection Arrangements (MAPPA), Community Safety, Community Justice and Aberdeenshire Alcohol and Drug Partnerships and the Health and Social Care Partnership. In this way it supports communication and decision-making on matters impacting on the wellbeing of children and young people and an overall aim of prevention of harm to vulnerable groups.

The [National Guidance for Child Protection in Scotland \(2014\)](#)⁴¹ provides the national framework for agencies and practitioners working together locally to safeguard and protect children. It describes the collective responsibilities for Child Protection as the “functions” of a Child Protection Committee, namely:

- **Continuous Improvement** (policy, procedure and protocols, learning and development, promoting good practice, audit and self-evaluation)
- **Strategic Planning** (communication, collaboration and cooperation with other planning fora)
- **Public Information and Communication** (raising public awareness, involving children, young people and their families).

The Committee has made key contributions to implementation of GIRFEC in Aberdeenshire. Expansion of the GIRFEC website made a wide range of information and resources available to families, practitioners and the public, on topics such as domestic abuse, substance misuse, bullying, child trafficking and forced marriage. Development of strategies supports both practitioners and families to identify and address new and emerging forms of harm, such as prevention and tackling Child Sexual Exploitation (CSE) in line with the national guidance and updated [National Action Plan](#)⁴², Female Genital Mutilation, and risks posed by advancements in use of online technology and social media.

Initial Case Reviews (ICR's) have informed key practice improvements including: a review of Initial Referral Discussion (IRD) processes, improved midwifery and health-visitor recording, review of pre-birth practice, development of an Aberdeenshire Vulnerable Pregnancy Protocol (2016), and a Review of the Social Work Duty Service process.

The Committee's Multi-Agency Learning and Development Sub-Group oversees and develops Aberdeenshire's multi-agency training programme. It delivers newsletters which collate information on workforce development opportunities, local and national training events, and provides links to learning and practice resources. The Committee helps ensure that child protection training articulates with multi-agency training related to GIRFEC and Gender Based Abuse. Over 450 practitioners attended training opportunities in 2015 with a range of learning opportunities provided in 2016.

This included a “Confidence in Practice” event in November 2016, which focussed on effective home visits and application and principles of the National Risk Framework. Delivered in conjunction with the Committees of Moray, Aberdeen City and The Robert Gordon University, this was attended by 152 delegates, 53 of whom were from services within Aberdeenshire. In 2017 we will continue to attempt to identify the financial resources to enable a new Aberdeenshire training and development post, to increase capacity to deliver Child Protection Training.

A number of the Child and Family Protection Committee's Priorities for 2016/2017 reflect the continued strong connection with GIRFEC activity.

This will include local consideration of the national Child Protection Improvement Programme, and Child Protection Systems Review findings, helping to build further on the robust foundation recognised in the findings from Aberdeenshire’s 2015 Joint Inspection of Services for Children, that:

‘Children who were at risk of immediate harm, including unborn babies, were kept safe as a result of prompt assessment, planning and action taken by staff.’

The Child and Family Protection Committee workplan includes actions which contribute directly to the Substance Misuse priority in Aberdeenshire’s 2017-2020 Children’s Services Plan (Appendix A) along with those led by [Aberdeenshire’s Alcohol and Drug Partnership](#)⁴³.

Children and Young People subject to Child Protection Activity

Over the period from April 2015 to March 2016, 521 Child Protection referrals were made in Aberdeenshire. Child Protection Investigations are carried out to establish the nature and extent of any child protection concerns raised about a child or young person, and are multi-agency in nature.



The Child Protection Register (CPR) provides a central resource for practitioners and is an administrative process to alert significant professional concerns about a child. Following a Child Protection Investigation, the decision to place a child’s name on the register will be made on a multi-agency basis at a Child Protection Case Conference, where it is believed that a child has suffered or will suffer significant harm from abuse or neglect. When a child’s name is placed on the register, a multi-agency Child Protection Plan is put in place to protect and support the child and their family.

The North East of Scotland Child Protection Register for Aberdeen City, Aberdeenshire and Moray, is located in and managed by Aberdeen Council on behalf of the North East area. A North East Child Protection Register Management Report is provided quarterly and provides the foundation of statistics and information on Child Protection in Aberdeenshire.

Number of Children on Aberdeenshire Child Protection Register				
Year (as on 31 st March)	2013	2014	2015	2016
Number of Children on Register	54	73	76	87

As of 31st July 2016, there were 247 children on the North East Scotland Child Protection Register, compared to 233 in the same period in 2015. This number remains fairly stable, and reflects identified need throughout that time period.

The National Scottish Child Protection Registrations report advises of '*variability in numbers of children on the child protection register at a local authority level. In many cases, there are no obvious reasons for changes, although sibling groups entering the system has led to increasing numbers*' (Children's Social Work Statistics Scotland, 2014/15).

Number of children on Aberdeenshire Child Protection Register: By gender and age group			
31 st March 2016	Male	Female	Total
Unborn			4
0 – 4 years	22	12	34
5 - 10 years	15	17	32
11 - 15 years	10	6	16
16+ years	1	0	1
Total	48	35	87

Aberdeenshire Case Conferences per Year (to 31 st March)			
	2013/14	2014/15	2015/16
Initial (including pre-birth)	71	84	78
Reviews	132	150	176
Total	203	234	254

From the 1st April 2015 to 31st March 2016 there were 155 new registrations and 109 de-registrations following Case Conference decisions made in Aberdeenshire.

Risk factors in Child Protection Registrations

Fourteen risk factors are identified for children subject to child protection registrations. Young Carer and Disability have been removed, with Child Sexual Exploitation and Trafficking introduced as newly identified risks.

Risk Factors influencing Aberdeenshire registration (as of 31 st July each year)				
	2013	2014	2015	2016
Domestic Abuse	41%	19%	25.5%	40%
Parental Drug Use	42.5%	29%	25.5%	43%
Parental Alcohol Use	15%	9.5%	9%	23%
Parental Mental Health	24%	12%	22%	25%
Sexual Abuse	0%	0%	0%	0%
Physical Abuse	17%	14%	15.5%	17%
Emotional Abuse	54%	53%	43%	49%
Disability	0%	1%		
Non-engaging family	13%	16%	19%	34%
Child Placing Self at Risk	7%	4%	0%	3%
Neglect	31%	27%	37%	37%
Child Exploitation	7%	0%	0%	0%
Young Carer	0%	0%		
Child Sexual Exploitation				0%
Trafficking				0%
Other Concern	4%	7%	5.5%	11%

Since 2013, emotional abuse remains the most common risk factor for Aberdeenshire’s children, with a noted increase in non-engaging families. In 2016 the ‘Toxic Trio’ (a term collectively describing issues of domestic abuse, mental ill-health and substance misuse, identified as common to families where harm to children has occurred) remain prevalent as reasons for Child Protection Registration in Aberdeenshire.

Parental Drug Use was evident in 43% of cases, Domestic Abuse in 40% and Parental Mental Health in 25%. Aberdeenshire statistics reflect Scottish national averages over the same time period.

Corporate Parenting

As corporate parents, all services in Aberdeenshire must ensure the ways in which we work, alone and in partnership, enhance the wellbeing and outcomes achieved by the care experienced young people we support. Corporate Parenting duties apply to all looked after children, regardless of the legal route by which they came into care, or their placement type when in care, and also extend to care leavers. These duties signify that corporate parents should listen to the needs, fears and wishes of children and young people, and be proactive and determined in their collective efforts to address these.



Key UNCRC Articles

3, 4, 5, 9, 12, 19, 20, 21,
22, 41

Part 9 of the Children and Young People (Scotland) Act 2014 outlines a range of duties for corporate parents across Scotland, which directs their attention and resources on the task of safeguarding and promoting wellbeing. This includes requirements that corporate parents are alert to and assess need, promote interests, seek opportunities and take action in respect of Looked After children and care leavers.

Corporate Parenting is one of the key Priorities identified within Aberdeenshire's 2017-2020 Children's Service Plan. The [Corporate Parenting Leads Group](#)⁴⁴ sets the direction for the planning, development, and delivery of integrated services for Looked After children in Aberdeenshire, and reports on its progress to the GIRFEC Strategic Group. In doing so, the Corporate Parenting Strategy Group commits to:

'Promote the welfare and rights of children and young people who are looked after and ensure the role of the corporate parent is achieved across agencies.'

The Corporate Parenting Plan (Appendix A) provides a framework for all Corporate Parenting partners, identifying specific actions to close the gap between outcomes for current and formerly Looked After Children, Young People, and their peers, focused on 5 key areas:

- Voice of the child
- Placement stability
- Health of looked after children & care leavers
- Education
- Care leavers

Care experienced young people tell us that to be successful they need people who are genuinely interested in and care about them, have high aspirations for them and who offer continuity and stability. As Corporate Parents, it is our job to ensure that care experienced young people are listened to, and offered nothing less than we would offer our own children.

This means commitment to providing the right support and encouragement at the right time, and to find opportunities for participation and achievement whilst in our care. As they leave home, we must ensure they are prepared with the right support, skills and knowledge to live full and independent lives.

Two [Children's Champions](#)⁴⁵ have been appointed for Aberdeenshire's looked after children and care leavers, who are Councillors for Aberdeenshire (North and South). The Champions have a particular responsibility for promoting and raising awareness of corporate parenting across the council; have an overview of how the council is meeting its corporate parenting responsibilities; and meet with young people to hear about the successes and challenges for looked after children and care leavers. Aberdeenshire is proud to recognise a number of achievements in our Corporate Parenting Responsibilities (Appendix F).

Looked After Children and Young People

Aberdeenshire's statistics reflect a continued trend of a significant number of children and young people who require the additional protection, care and support offered through being looked after. This echoes wider national research which shows a direct correlation between the number of families affected by poverty and deprivation, and numbers of Looked after children.

Characteristics of Aberdeenshire's Looked After Children and Young People

Looked After Children By Age Group			
	Sept 2014	Sept 2015	Sept 2016
Under 1	9	14	13
1-4	74	64	61
5-11	128	150	154
12-15	137	128	132
16-17	60	253	49
18	3	6	10
19-21	0	0	0
Total	411	412	419

Looked After Children By Gender			
	Sept 2014	Sept 2015	Sept 2016
Boys	210	215	228
Girls	201	197	191
Total	411	412	419

Total numbers of referrals to SCRA			
	2009/2010	2013/2014	2015/2016
Number of Referrals	1,124	333	231

Aberdeenshire has a notably high rate of conversion at 55% (meaning referrals which have led to the Reporter convening a Hearing), over double the Scottish national average of 21.2%. Annual data from the Scottish Children’s Reporters Administration (SCRA) shows the number of referrals to the Children’s Reporter in Aberdeenshire has continued to fall over recent years. Together these statistics suggests that practitioners in Aberdeenshire are skilled and knowledgeable in using the Children’s Hearings System, with agencies making appropriate referrals to the Reporter in line with multi-agency guidance. This significant reduction in referrals has been attributable to a number of practice developments in Aberdeenshire, including:

- Multi-agency commitment to prevention and early intervention, and effective use of Child’s Plan meetings in planning support for individual children on a voluntary basis
- Successful implementation of the Whole Systems Approach, increasing diversionary work with young people involved offending and anti-social behaviour
- Positive impact of awareness raising, training and timely support provided to children and young people at risk of exposure to domestic abuse and Child Sexual Exploitation.

Information from [Scottish Children’s Reporter’s Administration](#)⁴⁶ (SCRA), shows a relatively steady number of Compulsory Supervision Orders (CSO’s) in Aberdeenshire over the previous year, with 214 referrals made between November 2015 and October 2016.

254 children and young people were on CSO’s as at 31st October 2016. The main reason for non-offence referrals to the Children’s Reporter over that period was ground a) ‘Lack of Parental Care’, with 190 referrals made on this basis. Numbers of children and young people looked after at home have also continued to fall, dropping from 190 in 2010, to 117 in 2014 and dropping again to 99 in 2016.

Total numbers of Looked After Children			
	Sept 2014	Sept 2015	Sept 2016
In the Community	354	363	359
Residential	57	49	60
Total	411	412	419

Numbers of Kinship placements (those living with family or friends) have also remained fairly consistent since 2010, accounting for around one third of all Looked After children in Aberdeenshire. As of 31 December 2015, the Kinship Team was supporting 124 Kinship Care placements (for 171 children) with 61 Looked After Children in Kinship Care Placements in September 2016.

Aberdeenshire's [Family Placement Service](#)⁴⁷ received 200 referrals for foster placements over 2015, with 103 children and young people placed with local foster carers. 50% of these placements were made on a planned basis. As of September 2016, 186 children and young people were looked after in foster placements 10 of whom were placed with prospective adopters.

Looked After and Accommodated Children & Young People in Residential Accommodation			
	Sept 2014	Sept 2015	Sept 2016
In local authority home	13	14	15
In voluntary home	12	9	13
In Residential School	30	26	32
In Secure Accommodation	2	0	0
Total	57	49	60

Continuing Care

Parts 9 (Corporate Parenting), 10 (Aftercare) and 11 (Continuing Care) of The Children and Young Peoples (Scotland) Act 2014, enhance and extends social, emotional and practical support available to currently Looked After and care experienced young people. This is done in a number of ways including, encouraging young people to remain Looked After for longer, accessing Continuing Care until age twenty-one, beginning earlier Throughcare support (preparation for leaving care) and extending young people's entitlement to Aftercare advice, guidance and support until they reach age twenty-six.

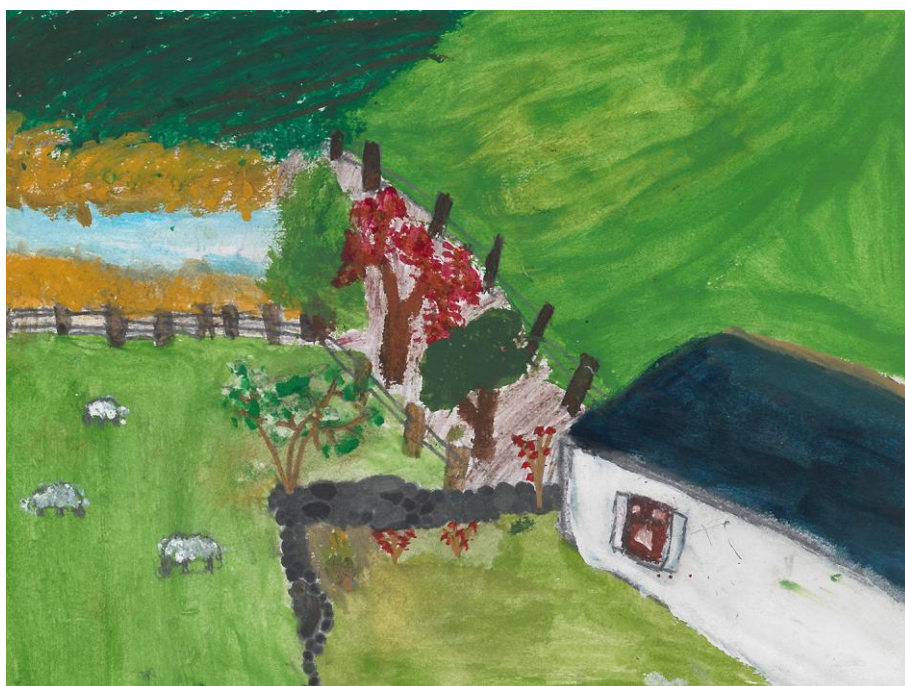
'Continuing Care' took effect in April 2015, in recognition many young people now remain living at home with their parents for longer, receiving material and emotional support from their family as they move into adulthood and beyond. Care experienced young people may not have similar levels of family support, and Continuing Care means they can request (subject to certain criteria) to remain in their current kinship, fostering or residential care placement until their twenty-first birthday.

As they move towards adulthood young people will continue to receive the same level of support as when they were Looked After, provided by those people with whom they have developed trusting and significant relationships.

A Pathways Assessment and Plan will assess and coordinate any support provided to these young people and the [Throughcare and Aftercare Team](#)⁴⁸ provides ongoing support to eligible young people.

A number of Looked After young people in Aberdeenshire are eligible for Continuing Care. Although it is difficult to predict how many will wish to request this in the years to come, we would expect an upward trend in the number of young people aged between 16 and 21 who either remain Looked After, or request Continuing Care as they become eligible.

Continuing Care Placements are supported through extended registration categories for existing Kinship and Foster Carers.



Arran, age 12

Increased Accommodation Options

Ongoing development of Aberdeenshire's Throughcare/Aftercare accommodation options will continue over the period of this plan, helping to widen the choice available for young people leaving care. This includes making an Independence Flat available which provides a supported experience of living in a flat for up to 3 weeks, to help prepare young people moving out of our Children's Homes. It can also be used for crisis respite, individual or group independence work, or as part of an assessment for Taizali Supported Accommodation.

Taizali is new Throughcare/Aftercare Supported Accommodation, which opened in February 2016. It has supported 7 young people so far in their transition from being Looked After.

In 2016, a renewed publicity campaign, Facebook Page and recruitment drive for additional [Supported Lodgings](#)⁴⁹ Carers has also aimed to increase the number of placements available to young people in Aberdeenshire through this scheme.

Improving Life Chances for Children & Young People: Preventing Offending

The Scottish Government's [Whole Systems Approach](#)⁵⁰ (WSA) was introduced in 2011, aimed at better addressing the needs of young people involved in offending.

It is underpinned by GIRFEC principles of early and effective multi-agency intervention, and recognises that young people are still growing in maturity and have a better chance of changing behaviour if they are offered timely and appropriate support. Research shows that long term outcomes for young people involved in offending can be improved by diverting them away from statutory measures, court prosecution and custody, an ideology in keeping with the principles of the [Children's Hearings System](#)⁵¹.

[Key UNCRC Articles](#)

1, 2, 3, 4, 5, 12, 16,
25, 33, 37, 40, 41

The Youth Services Strategic Group (YSSG) leads on multi-agency actions in this Plan, and operates with strong links to the Community Safety and Community Justice Partnerships, to work providing advice, guidance and support with an aim of reducing the risk of young offending and anti-social behaviour. The YSSG is also developing links with the Serious and Organised Crime Group to intervene effectively with any young people who are at risk of exploitation and involvement with organised crime.

The key focus of the Youth Services Strategic Group is:

- Whole Systems Approach
- Youth Justice

Reducing exclusions and providing increased flexible opportunities for engagement with learning and active citizenship is an important aspect of this work.

Youth Services Kickstart and The Scottish Fire and Rescue Service FIREs Programme (Fire Setter Intervention and Re-education scheme) are examples of tailored learning experiences for young people, which positively impact on the likelihood of reoffending, and contribute to increased levels of confidence, personal responsibility, and a sense of achievement.

The aim of this support, is to reduce reoffending through diversionary and early and effective intervention activities, and target individual intervention in line with the Community Justice Strategy '*Preventing offending*' with priority themes of advancing the Whole Systems Approach, improving life chances, developing capacity and improvement (Appendix A).

Aberdeenshire has implemented the Whole Systems Approach on a multi-agency basis since 2012, with a positive impact and reduction in youth offending.

From the period between 2012 and 2016 this has seen:

- Youth offences and Crime Files for children and young people decrease by 43%
- Numbers of juveniles involved in offending decrease by 42%
- Numbers of 8-15 year olds diverted from prosecution by Police Direct Measures increased 28%
- Numbers of young people referred to the Procurator Fiscal, considered for diversion from prosecution increase by 11%.

Aberdeenshire provides a designated Court Support Worker for young people, and between 2014 and 2016, support to 65 young people has been offered by this service.

Care and Risk Management

Where children and young people display sexually harmful or seriously violent behaviours, the Care and Risk Management Process (CARM) assists with early identification, assessment and management of children. In Aberdeenshire, CARM meetings are coordinated and chaired by a Review Manager in Children's Services Social Work. CARM adopts a proportionate and Rights-based approach placing the child at the centre of decision-making, considering any risks and need holistically. As part of the Child's Plan process, CARM provides children and young people posing a risk of serious harm, with the support and opportunities they need to enable them to develop and reach their full potential. It identifies safety factors which reduce risk and ensures effective risk management strategies are in place, including interventions aimed at minimising the level of risk presented by the child or young person, and reducing the likelihood of further harm. Over 2016, 8 young people in Aberdeenshire were managed through CARM.

Young Carers



Young carers⁵² are children and young people, aged 18 and under, who provide care, help or support on an ongoing basis to someone in their household who can't manage independently. This may include physical, practical and/or emotional support and be due to a family member's mental or physical health needs, disability, or substance misuse. The Carers Trust estimates over 100,000 young carers are in Scotland, suggesting around 3,000 Aberdeenshire

young carers. 27 Primary School children and 129 Secondary School young people are recorded as having an Additional Support Need of 'Young Carer' on the Aberdeenshire Seemis Education system, as of December 2016, and it is difficult to get accurate figures due to the hidden nature of caring. The Aberdeenshire Young Carers Toolkit helps professionals to identify and support young carers.

Caring for a family member can be very rewarding, but also hard work. Young carers often have to look after themselves too, and can find it difficult to keep up with school work, see friends and stay healthy. Sometimes they feel different from other children and young people, and can be very isolated. Young carers also recognise positive aspects from taking on a caring role, like helping them grow in confidence and developing important life skills.

For those children or young people assessed to be carrying out a 'significant caring role' Quarriers are commissioned to provide a Young Carers support service in Aberdeenshire, including completion of a carer's assessment. The number of Young Carers receiving support from Quarriers over 2016 was 181 children and young people, with 29 Young Carers engaged in Quarriers learning opportunities from December 2015 to June 2016.

Key Achievements in Supporting Aberdeenshire's Young Carers:

- Family Wellbeing Workers assess and enable all those with caring roles within the family to address their own needs using Wellbeing Indicators as a framework
- Quarriers developed links with Pittodrie Football Club who developed a programme with the Young Carers Strategy Group taking on young Carers as volunteers, providing respite from their caring role and opportunities to earn a Volunteer Award
- Quarriers made successful bids for additional funding to NHS Grampian and Shared Care Scotland, to increase funding for respite which meets individual Young Carer needs
- Learning opportunities were developed with Young Carers and local providers, including confidence building, living with autism, coping with epilepsy, confidence to cook, and mindfulness
- 9 Aberdeenshire Young Carers attended the National Young Carers Festival providing an opportunity for their voices to be heard by national decision makers
- Carers Facebook page set up.

In Aberdeenshire, the Young Carers Strategy Group locally implements the national strategy ([Getting it Right for Young Carers](#)⁵³), working in partnership to achieve the best results for our young carers. Appendix A shows actions aiming to improve outcomes for Young Carers.



"I feel responsible when...I'm helping round the house (I don't mind) to help my mum and dad who are disabled"

Gypsy/ Travellers

There is one authorised seasonal Gypsy/ Traveller site run by Aberdeenshire Council, based at Greenbanks in Banff with a further 3 authorised private sites in the area, as well as one unauthorised development which is currently going through the planning process. Figures from the Site Managers Association on Unauthorised Encampments in 2016, reported that of local authority respondents to the survey, Aberdeenshire Council had the highest number of encampments (61).

A dedicated Gypsy/ Traveller Liaison Officer is employed with a key role in engaging with the [Gypsy/ Traveller](#)⁵⁴ Community and supporting their participation and engagement with services in Aberdeenshire. This involves creating positive relationships to help reduce their risk of disadvantage and mental health/isolation issues through encouraging reporting of any instances of discrimination and harassment. Gypsy/ Travellers are a recognised and protected minority ethnic group as noted within an authority-wide commitment to [Equalities](#)⁵⁵.

A number of Gypsy/ Traveller children experience interrupted school education, so to meet their needs as sensitively as possible, supports may be needed to encourage families to engage with education and other available supports. Outreach work has continued to improve engagement with Gypsy/ Traveller Families through the CLD Big Blue Bus project, working with families over the summer holiday period. Parents are particularly keen on accessing learning opportunities for primary aged school children with CLD staff further developing this work with Gypsy/ Traveller families in south Aberdeenshire. Fortnightly support at the North Esk site since September 2016 has seen CLD staff engage with approximately 30 families and 180 children (aged 0 – 16).

In June 2016, the 'What a Voice' exhibition raised awareness of the North-East's Gypsy, Roma and Traveller community, heritage and culture, on display at Aberdeenshire Council's Headquarters, as part of Gypsy, Roma and Traveller History Month. This challenged negative stereotyping, prejudices and discrimination against the community, and was supported by the Scottish Government, Young Gypsy/ Travellers Lives, Article 12 and the National Lottery.



Key UNCRC Articles

2, 3, 4, 5, 8, 12,
15, 24, 27, 28,
30, 31, 32, 41

Further development work for 2017 includes:

- Heritage Funding to develop a Social Area for children and young people on the Green Banks site in Banff
- Aberdeen City/Aberdeenshire/Moray developing a joint plan to support educational provision options with an event to highlight this
- Planning consent was granted for a 10 pitch Gypsy/ Traveller stopover site at Aikey Brae, Old Deer, which will provide a base for Education Engagement Programmes
- Article 12 and Grampian Regional Equality Council are working in partnership on stakeholder engagement events to be held during Gypsy/Traveller History Month in June 2017. This will include talks from two young Gypsy/ Travellers who will focus on the links between heritage and modern issues that impact on these communities, including site provision, education and discrimination.

The Gypsy/ Traveller Interagency Group meets to review and update a Grampian wide Gypsy/ Traveller Action Plan, liaising with colleagues in Aberdeenshire, Moray and Aberdeen City on cross-cutting issues for the community. This involves a remit to improve planning by partner organisations to anticipate and plan to meet, the future needs and aspirations of Gypsy/ Travellers in North East Scotland.

Progress and Achievements

Over 2016 there have been a number of achievements and developments across Aberdeenshire's GIRFEC Partnership, a selection of which are reflected below.



Permanence and Care Excellence (PACE): The PACE project won its second award at the Scottish Government Quality Improvement Awards for 'Outstanding Contribution to Improving Outcomes for Children, Young People and their Families.' Aberdeenshire Council and partners are now multi award winners in reducing drift and delay in achieving permanence for children and young people, through working systemically and 'smartly' towards reduced timescales for some of our most vulnerable children.

Excellence in Educating: Ellon Academy was a finalist at the Scottish Education Awards for "Creativity Across the Curriculum" also reaching the finals of the "Enterprise and Employability Across Learning Award (Secondary)" category, Scottish Education Awards. Mintlaw Academy has been recommended to receive the prestigious "Customer Excellence Service" award after a full assessor visit.

Improving Literacy: NHS Grampian Speech and Language Therapy Service and Aberdeenshire Council launched a joint Total Communication Policy with the Education Psychology Service, also launching revised Aberdeenshire literacy materials.

Supporting Parents: 72 families across Aberdeenshire participated in PoPP Triple P Programme sessions in 2016, targeting families with children aged 3 or 4 displaying challenging behaviour.

Developing Early Years Forums: The appointment of an Early Years Improvement and Development Manager has helped to support strategic planning and continuous improvement through the 17 Early Years Forums.

Aberdeenshire Third Sector Mental Health Forum: Launched in September, representatives of over 20 organisations collectively committed to develop an agenda enabling collaboration within and across the sector to support learning, development and best practice. The Forum both informs and contributes to the National Third Sector GIRFEC Project.

Children and Young People's Views: After winning the Scottish finals in 2016, national recognition has been given to 'My Voice', a tool used to gain children and young people's views and inform Child's Plan meetings. My Voice has been shortlisted in the National finals for the Excellence in Public Procurement Awards 2017/18.

Aberdeenshire's Alcohol and Drug Partnership (ADP): The ADP's Development plan was recognised as good practice at the national level.

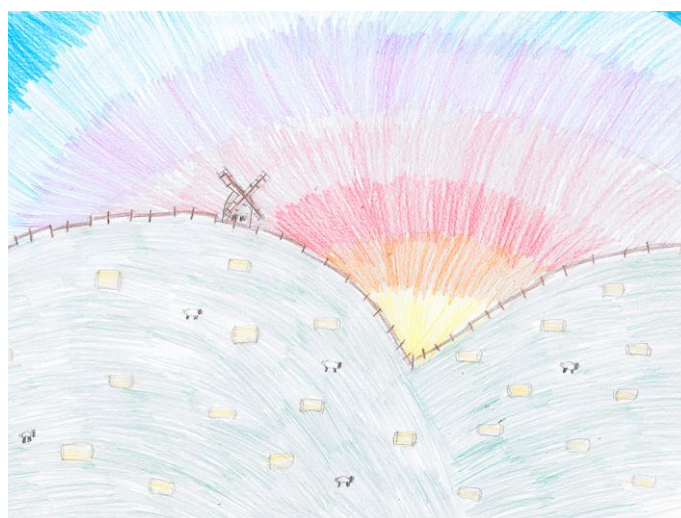
Excelling in Sports, Learning and Creativity at local, regional and national arenas:

- Three Aberdeenshire concert bands achieved Gold or Platinum awards at the North East Scottish Concert Band Festival and all 3 gained Gold Awards at the Scottish Concert Band Festival finals
- Top ten finalist in the Scottish Book Trust's "What's Your Story?" competition
- Four gold medals won in Belfast at the Celtic Cup Diving Competition in Belfast and Scottish Junior Champion in the 800 freestyle at the Scottish Championships. Achievements were made at the final of the Scottish Schools Snowsports Association's Alpine event and competing at the European Table Tennis competition
- Success for young people at the Career Ready National Awards Ceremony London, National Young Scot Award, Mathematical Olympiad for Girls, and winning Top Chemistry Student in Scotland.

Improving Aberdeenshire's Health:

- King Edward Primary School were awarded a Good Care in Diabetes Award from Diabetes Scotland, being one of only 2 schools in Scotland to meet the criteria, and the first primary school
- The Partnership in Practice Award was won by Kat Burke, Health Improvement Officer, at the GRAFTA NHS awards. This celebrates the dedication and achievement of staff teams and recognised her contribution to Partnership Working between NHS Grampian, Aberdeenshire Council and Partners, to improve local health outcomes for our children and young people.

Launching Aberdeenshire's Mental Health and Wellbeing Strategy: An audience of guests at Pittodrie Stadium including health and sports professionals, council staff, councillors, Third Sector organisations, parents and carers; viewed two short films as part of the launch in March. The films were made by groups of young people from Kincardine and Mearns as part of a project with charity 'Fixers' to highlight mental health issues and how young people might be stereotyped.



Dana, age 11

Future Challenges



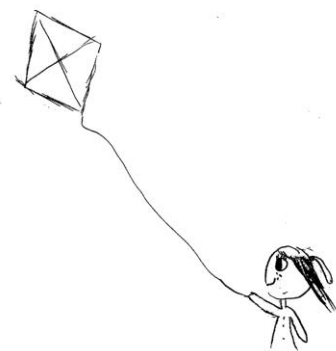
Charlotte, age 11

As well as celebrating our successes, it is important to consider the broader context and challenges faced in Aberdeenshire over the coming three years covered by our Children's Services Plan.

The current economic climate has brought increased pressures on individual and collective service budgets. This means a proactive approach to planning, resourcing, and provision of services for children and young people, is increasingly necessary to ensure sustainability.

In doing so we recognise the following context:

- Specific to Aberdeenshire's Community Planning Partnership, is a vast geographical area which provides challenges in terms of varied local need and dispersed service provision
- The need to ensure high quality service provision and consistency of practice approaches
- Significant financial challenges faced by public service providers
- The projected needs of children with significant disabilities or complex care needs
- Increased use of multi-agency data to inform performance measures and reporting on progress
- Supporting and developing communication between partners to the Children's Services Plan and ensuring cohesion with other local planning forums and plans, including: Aberdeenshire's Local Outcomes Improvement Plan, Health and Social Care Strategy, Community Justice Outcomes Improvement Plan and Locality Plans.



Naomi, age 8

Measuring Success

Part 3 of The Children and Young People (Scotland) Act 2014 requires every authority area in Scotland to report annually on progress in relation to their Children's Services Plans. Our first reporting period ends on 31st March 2018.

Aberdeenshire's Children's Services Plan provides the strategic direction to inform both the work of individual partner organisations, and that of the GIRFEC Partnership. It does this by coordinating our responses to national and local developments, and by collectively delivering improvements which mean better outcomes for Aberdeenshire's children, young people and their families.

Our annual reporting will be underpinned by data which evidences how we are improving, with specific focus on our strategic priorities. Some progress is a result of one-off developments and achievements, such as a developing a new service, or agreeing a new process or guidance. Other measures of progress are more longitudinal and relate to the cumulative effect over time as a result of positive change brought about by individual organisations and partnership groupings, tracked against specific performance measures. An example of this would be % of young people with a positive post-school destination.

The Intelligence, Data and Planning Group will play a key role in supporting the GIRFEC Partnership's analysis and use of data, to help identify any trends and support improved tracking of outcomes for children and young people. There are number of ways in ways in which we will measure our success and monitor progress of our Plan:

- Identifying examples of good practice and 'what works' to inform effective use of our resources
- Self-Evaluation information and reporting on progress against actions and measures detailed in our Multi-Agency Action Plans (Appendix A)
- Collating and analysing key performance information from partner organisations
- Listening to what children, young people, parents and carers tell us
- Using feedback from partner organisations and frontline practitioners.

Collectively this information will help us report on the progress of our Plan, and to show how this contributes to improved outcomes for children, young people, and their families.

We will also support consistent quality improvement by drawing on learning and use of improvement methodologies and [The 3-Step Improvement Framework for Scotland's Public Services](#)⁵⁶. For example, approaches by [The Children and Young People Improvement Collaborative](#)⁵⁷ (CYPIC) support schools and services for children and families, to improve outcomes and life chances throughout a child's journey, based on evidence of what works. [The Maternity and Children Quality Improvement Collaborative](#)⁵⁸ (MCQIC) focuses on improvement in maternity, neonatal and paediatric healthcare.



Alix Jane Hogg, age 7

Appendix A: Multi-Agency Action Plans

The following section contains the Thematic Subgroup Action Plans and reflects partnership activity over the next three year period of our Children's Services Plan. These detail what multi-agency actions will be taken to make specific improvements against our strategic priorities, what we will report on and how we will measure progress.

- GIRFEC Governance Arrangements
- Children's Rights

Strategic Priorities: Thematic Subgroups

- Early Years
 - Children and Young People's Mental Health and Wellbeing
 - Children with a Disability
 - Substance Misuse
 - Corporate Parenting
-
- Whole Systems Approach/Youth Justice
 - Young Carers

GIRFEC Governance Arrangements						
Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1	<p>Establish processes which embed the Joint Strategic Planning Framework using performance information</p> <p>a) Develop and establish a reporting format and framework where multi-agency and individual service information contributes to annual review and reporting on outcomes of the Children's Services Plan.</p> <p>b) Establish baseline data from which to measure progress.</p>	<p>Reporting format agreed by GIRFEC Strategic Group and in use.</p> <p>Reporting framework established and agreed.</p> <p>Baseline data set agreed.</p>	<p>Intelligence Data and Planning Group/ Thematic Subgroups</p> <p>Intelligence, Data and Planning Group</p>	<p>By October 2017</p> <p>By December 2017 (First reporting due 31 March 2018)</p>	Responsible Achieving	3,4,42,43-54
2	<p>To implement and promote the collective vision of the Children's Services Plan across Aberdeenshire</p> <p>a) Promotion of Children's Services Plan within respective agencies.</p> <p>b) Wider promotion to the public via ongoing use and development of the GIRFEC website/media.</p> <p>c) Series of promotional events for practitioners in all 17 community settlements.</p> <p>d) Review and ensure clear reporting links from other multi-agency groups as relevant/current (Gypsy Traveller Group, Whole Systems Approach, Young Carers etc.).</p>	<p>Awareness of Children's Services Plan amongst workforce and public</p> <p>Survey</p> <p>Website traffic</p> <p>Events delivered.</p>	<p>GIRFEC Strategic Group (via all services)</p> <p>Coordination & Support Hub/Local GIRFEC Groups</p>	<p>From April 2017 onwards</p> <p>By April 2018</p> <p>By April 2018</p>	<p>Included Respected Responsible Achieving</p>	1,3,4,12,17,42
3	<p>Embed a cycle of joint self-evaluation which demonstrates commitment to continuous improvement</p> <p>a) Develop and create a consistent self-evaluation framework across the revised GIRFEC arrangements.</p> <p>b) Agree a self-evaluation timetable.</p>	<p>Evaluation framework in place.</p>	<p>GIRFEC Strategic Group supported by Intelligence Data and Planning Group</p>	<p>By December 2017</p> <p>Annually (by March 2018)</p>	Responsible Achieving	3,4,42,43-54

Children's Rights						
Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1	To give further and better effect to Children's Rights in Aberdeenshire	<p>a) Children's Rights Reporting in annual CSP report.</p> <p>b) Children's Rights data sources identified. Consultation review completed.</p> <p>c) Contained within every action plan explicitly.</p> <p>d) Charter completed and available.</p>	<p>GIRFEC Strategic Group</p> <p>Intelligence, Data & Planning Group</p> <p>Thematic Subgroup Chairs</p> <p>GIRFEC Strategic Group/Coordination and Support Hub</p>	<p>Annually (31st March 2018)</p> <p>(31st March 2018)</p> <p>From April 2017 – reported annually</p> <p>March 2018</p>	Included Respected	1-54
2	Effectively utilise the GIRFEC governance arrangements in respect of specific responsibilities for Children's Rights	<p>a) Develop GIRFEC Module on Children's Rights.</p> <p>b) Promote Children's Rights responsibilities via Chairs meeting.</p> <p>c) Review Records of Meetings to identify local action.</p> <p>Review annual report on Children's Rights progress.</p>	<p>Learning and Development Subgroup</p> <p>Coordination and Support Hub/Local</p> <p>GIRFEC Groups</p> <p>GIRFEC Strategic Group/COG</p>	<p>Annual Review (first reporting 31st March 2018)</p>	Included Respected	1-54

Early Years						
Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1	Develop and Support the Early Years Forums (EYF's) to deliver Improvement Plans (IP's) on the shared Early Years Priorities / Outcomes	<p>a) % of EYFs with active IPs.</p> <p>b) Active IPs and their outcomes aligned to EYSG Action Plan, Wellbeing Indicators and UNCRC.</p> <p>c) Evidence of upscaling Models of good practice.</p>	Early Years Strategy Group	Bi-annual IP performance reports – September and March Annual Report	Nurtured Active Healthy Achieving Included	3, 5, 18, 24, 31
2	By the time children start school, they will have developed the language and communication skills to support them become confident communicators and successful learners (Building children's communication and language to close the gap)	<p>a) Review the data available to more fully understand the communication skills attainment gap in pre-school children.</p> <p>b) Good practice guidance and training is developed for early years practitioners so that children requiring support to develop their language/ communication skills are identified and their families supported.</p> <p>c) Develop a universal pathway (pre-birth onwards) so that consistent advice is available to parents / carers on language and communication skills development and how they can nurture these.</p> <p>d) Support the development of communication/ language rich environments.</p>	Early Years Language and Communication Skills Sub Group	Dec 2017 annual April 2019 April 2018 April 2018	Nurtured Achieving	3, 5, 18

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
2 cont	<p>e) Support and promote programmes/ opportunities that encourage early literacy, language and communication skills e.g. Book Bug, Before Words.</p> <p>f) Parents and carers will be made aware of where to find information about social opportunities in their local environment and receive support to access these.</p>	<p>Feedback</p> <p>Numbers of parents/ carers accessing online information (info from web analytics).</p>	Early Years Language and Communication Skills Subgroup	<p>Annual (ongoing to 2020)</p> <p>Annual (ongoing to 2020)</p>		
3	<p>Families are connected into local support, groups and activities within their community to promote their child's wellbeing and develop lifelong learning (Community Connectiveness)</p>	<p>a) Promote the wide range of community services and opportunities for parents/ carers to support family wellbeing.</p> <p>b) Actively seek parents/ carers and children's involvement in, service design and delivery and identifying future improvement priorities.</p> <p>c) Raise awareness of EY practitioners of the support services/ organisations available to ensure that families on low incomes have access to the correct information, support to access benefits and entitlements.</p>	Early Years Strategy Group	<p>Annual (ongoing to 2020)</p> <p>April 2018</p>	Healthy Included Nurtured Achieving	3, 5, 18, 27

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
4 Parents and carers are able to develop loving, secure and reliable relationships with their child/ren (Parenting Support)	<ul style="list-style-type: none"> a) Implement the Parenting Strategy and Pathway (Pre Birth – 8 years). b) Collaborative workforce planning and training to support parents/carers to receive timely and proportionate support. c) Co-ordinate and implement evidence based parenting support across Aberdeenshire (e.g. PEEP, Mellow Bumps, Triple P, and Infant Massage). d) Develop multi agency guidance to inform successful transitions. e) Parents / carers will be advised of the information and support available to them to support their child's wellbeing. 	<ul style="list-style-type: none"> % children within each SIMD quintile reaching all developmental milestones at 27-30 months. Numbers of Early Years practitioners trained. Number of parents participating in parenting programmes and qualitative feedback. Outcomes programme specific measures e.g. Strengths and difficulties questionnaire). 	Early Years Family Nurture & Parenting Sub Group	<ul style="list-style-type: none"> Annual reporting Annual (ongoing to 2020) September 2018 Annual (ongoing 2020) 	Healthy Nurtured Included Respected	3,5,18,24
5 All children are able to play daily (Play)	<ul style="list-style-type: none"> a) Support the Play Forum to implement Aberdeenshire's Play Policy and approach to play. b) Develop best practice guidance to develop environments for informal play – indoors/ outdoors/ EY Settings. c) Develop the knowledge and skills of EY Practitioners/ parents/ carers on age and stage appropriate play. d) Support and promote programmes/opportunities that encourage play e.g. Play@home. e) Support the identification and development of therapeutic play support for families requiring additional support. 	<ul style="list-style-type: none"> % of children within each SIMD quintile will reach developmental milestones at 27-30 months. Play forum set up with active representation. % of parents/ carers reporting (via annual survey) improved awareness and skills in supporting appropriate play. Number of practitioners trained. % children accessing outdoor spaces to play in EY Settings daily. Number of practitioners and settings utilising the active schools play bags. Number of families receiving therapeutic play support. 	Early Years Play Sub Group	<ul style="list-style-type: none"> Annual reporting December 2017 Annual (ongoing to 2020) Annual (ongoing to 2020) April 2019 	Healthy Active Nurtured	3,5,18,31

Children and Young People's Mental Health and Wellbeing						
Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1. Children and young people have a voice in improvements that impact on their mental health and wellbeing	a) Establish formal communication links with existing Youth Forums (e.g. YPOC, Young Carers, Youth Participation & Voice Forum) in order to consult with children and young people about MHWB priorities, and service improvements at both targeted and universal level (e.g. MHWB curriculum).	Aberdeenshire Youth Forums will report an awareness of the work of the MHWB Strategy Group, and a belief that their views are taken into account. There will be evidence of the voice of children and young people influencing strategic MHWB priorities, and service improvements, through a circular feedback loop between Youth Forums and the MHWB Strategy Group. Evidence will include survey responses and focus group feedback and how these have been responded to.	Dave Martindale Head Teacher, Kat Burke Health Improvement Officer	By end June 2017 By end June 2017	Respected Responsible Included	3,12,13,17
2. To work in partnership with parents and carers to promote positive mental health and wellbeing	a) Establish formal communication links with existing parent forums (e.g. Aberdeenshire Parent Council Chairs; Parent Support Networks) in order to consult with parents about MHWB priorities, and service improvements at both targeted and universal level (e.g. MHWB curriculum).	Aberdeenshire Parent Forums will report an awareness of the work of the MHWB Strategy Group, and a belief that their views are taken into account. This will be sampled annually using appropriate methodology. There will be evidence of the voice of parents influencing strategic MHWB priorities, and service improvements, through a circular feedback loop between Parent Forums and the MHWB Strategy Group. Evidence will include survey responses and focus group feedback and how these have been responded to.	Calvin Little Public Health Co-ordinator, Emma Cameron- Third Sector Rep, Malcolm Grant- Active Schools Coordinator	Annual review (ongoing up to 2020)	Healthy Nurtured Respected Included	3,4,6,18,24, 25

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
3 There is a culture of Capacity Building and Continuous Professional Development for all those supporting children and young people in promoting positive mental health and wellbeing	<p>a) Develop a training matrix including recommended minimum standards of MHWB Professional Development for all employees who come into contact with children and young people specific to job role.</p> <p>b) Support and promote the use of evidence-based interventions (e.g. self-harm, internet safety, anti-bullying/youth commission, substance misuse, young carers) and approaches (e.g. champion model) across Aberdeenshire. A digital newsletter will be produced every 6-12 months highlighting evidence-based practice on a specified MHWB topic.</p>	<p>Training Matrix produced. Minimum standards included in induction and professional development policies across all services. Increased confidence levels of employees in supporting the mental health and wellbeing of children and young people. Pre and post sampling exercise using survey data. The digital newsletter will be cascaded to employees in all agencies. It will be a standing agenda item at local GIRFEC group meetings. Feedback will be sought from the local GIRFEC groups on the extent to which it has been used to inform single or multi-agency improvement planning.</p>	<p>Carron Douglas-Depute Principal Educational Psychologist, Elexas McAlpine-Social Work Manager, Kat Burke-Health Improvement Officer</p>	<p>Completion June 2018 By October 2018 By January 2020 Commence October 2017 and ongoing to 2020</p>	<p>Healthy Achieving Nurtured Respected Responsible Included</p>	<p>3,4,6,18,24, 25,39</p>
4 There is strong and purposeful leadership around the development of mental health and wellbeing demonstrated at all levels	<p>a) Develop and promote a presentation and multi-media film on the role of leadership at all levels within mental health and wellbeing.</p> <p>b) Investigate the feasibility and potential impact of developing a Mental Health and Wellbeing Champion at area / local level.</p>	<p>Presentation and multi-media film is produced. Presentation and multi-media film is shared across all agencies and cascaded to all levels. Presentation and multi-media film is embedded within induction and professional development policies within all agencies. Feasibility report produced and actioned as appropriate.</p>	<p>Jason Carrigan-Police Inspector, Malcolm Grant- Active Schools Coordinator</p>	<p>March 2018 June 2018</p>	<p>Safe Healthy Achieving Active Responsible Included</p>	<p>3,4,6,18,19,24,25,29</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
5. The culture of self-evaluation is embedded in practice to bring about continuous improvement in mental health and wellbeing	<ul style="list-style-type: none"> a) Develop and embed a tool for agencies to self-evaluate the quality of their contribution to the mental health and wellbeing agenda. b) Create an Action Plan template for areas / teams to implement Mental Health and Wellbeing Strategy. 	<p>Completion of self-evaluation tool.</p> <p>Pilot self-evaluation tool, review, then roll out to all agencies through local GIRFEC groups.</p> <p>Awareness raising through workshops.</p>	Dave Martindale, Head Teacher Carron Douglas, Depute Principal EP	November 2017 By and ongoing to January 2020	Safe Healthy Nurtured Respected Included	3,4,5,12,18,19,25.
6. Appropriate services and supports are available through a staged intervention process to promote positive mental health and wellbeing	<ul style="list-style-type: none"> a) Mapping out available opportunities and supports across Aberdeenshire, ranging from universal to targeted services, and including 3rd Sector. b) Promote staged intervention model and associated support with a view to ensuring that children and young people get the right support at the right time. 	<p>Completion of mapping exercise and identification of gaps in provision.</p> <p>Employees across all services will understand the staged intervention model and their role within this in relation to mental health and wellbeing. A sampling exercise will be used to assess progress.</p>	Hazel Robertson-Operational Lead Nurse C&F, Kevin Dawson, Adult MH & CAMHS Service Manager, Emma Cameron, Third Sector	By June 2018 ongoing to 2020 By December 2018 Ongoing to 2020	Safe Healthy Achieving Nurtured Active Respected Responsible Included	3,4,6,12,18,19,24,25,31,39
7. Monitor the impact / outcomes of the actions at population level.	<ul style="list-style-type: none"> a) Develop a sustainable data monitoring system regarding the number of children and young people at each stage of the staged intervention model for mental health reasons. b) Develop a sustainable data monitoring system for sharing CAMHS referral data over time, including appropriate and rejected referrals. 	<p>Data trends will be used to inform strategic planning, and for reporting purposes.</p> <p>Data trends will be used to inform strategic planning, and for reporting purposes.</p>	Simon Hilton-Consultant, Public Health Medicine Dave Martindale, Head Teacher Kevin Dawson, Adult MH/CAMHS	January 2018 and ongoing	Safe Healthy Achieving Nurtured Active Respected Responsible Included	3,4,6,12,18,19,24,25,31,39

Children with a Disability

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1.1 Increase awareness of key stakeholders around issues of child protection and disability	<ul style="list-style-type: none"> a) Assess current understanding practitioners of the issues and use of the Disability Toolkit through self-evaluation / bespoke framework. b) Assess current awareness of public stakeholders of issues through survey and FGDs. c) Create briefing materials for practitioners. d) Develop social media campaign and informational materials for public. e) Deliver a programme of awareness orientation events for: Partner organisations: independent and Third Sector providers. Individuals: parents/carers, Personal Assistants and children/young people. 	<ul style="list-style-type: none"> Completion of self-evaluation bespoke framework at 3 GIRFEC locality groups. Range of public stakeholders having completed the awareness survey. No. of tailored materials/programme for specific stakeholder groups. No. of hits on public communication campaign through social media. No. of awareness orientation events for partner organisations: independent and Third Sector providers. No. of awareness orientation event for individuals: parents/carers, Personal Assistants and children/young people. 	<ul style="list-style-type: none"> Chair Children and Family Protection Committee Learning & Development group CFPC L&D group Chair / CFPC Lead Officer CFPC L&D group 	<ul style="list-style-type: none"> Year 1 Year 1 Year 2 Year 2 Year 2 	<ul style="list-style-type: none"> Safe Nurtured Respected 	<ul style="list-style-type: none"> 2, 3, 4, 5, 8, 12, 13, 14, 16, 18, 19, 25, 27, 33, 34, 36

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1.2 Strengthen skills of frontline practitioners and managers to identify and respond to concerns of children protection and disability	<p>a) Develop and deliver a multi-agency programme of workshops to raise awareness and develop practice: Team/establishment managers Frontline practitioners</p> <p>b) File audit to identify awareness and practice in Child Protection processes, pre (Y1) and post (Y3) intervention</p>	<p>No. of multi-agency trainings for team/establishment managers.</p> <p>No. of multi-agency trainings for frontline practitioners. Evidence of increased awareness and improved practice through file audits.</p>	<p>CFPC L&D group</p> <p>CFPC O&P group</p>	<p>Year 2</p> <p>Year 1 and Year 3</p>	<p>Safe Nurtured Respected</p>	<p>2, 3, 4, 8, 12, 13, 14, 16, 18, 19, 25, 27, 33, 34, 36</p>
1.3 Review partnership policy and practice to ensure key principles of child protection and disability are addressed	<p>a) Review of single-service policy, practice guidance and processes to ensure issues around child protection/disability are appropriately identified and addressed.</p> <p>b) Review of current training with CP training calendars to consider 'mainstream' key messages about CP/disability</p> <p>c) Review of all procurement and commissioning arrangements around individual and groups of children and young people to ensure appropriate policy and practice</p>	<p>Service policy, practice guidance and processes identify and address issues around child protection/disability.</p> <p>CP training calendars 'mainstream' key messages about CP/disability.</p> <p>Procurement and commissioning arrangements subject to regular review to maintain practice standards.</p>	<p>Single agency leads</p> <p>CFPC L&D sub group</p> <p>Commissioning officer</p>	<p>Year 3</p> <p>Year 2</p> <p>Year 3</p>	<p>Safe Nurtured Respected</p>	<p>2,3,4,5,8, 12,13,14, 16,18,19, 25,27,33, 34,36</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
<p>1.4</p> <p>To ensure the voice of the child and young person with disabilities is heard in child protection processes</p>	<p>a) Review scope and efficacy of current methods of gaining views of disabled children and young people in child protection processes.</p> <p>b) Develop and deliver training to ensure frontline practitioners have the specialist understanding, knowledge and skills to ensure the voice of the child is heard in child protection processes.</p> <p>c) To develop, pilot and roll-out My Voice tool to ensure the voice of children and young people informs child protection processes.</p> <p>d) Evaluation of tool including stakeholder engagement and small test-of-change project.</p>	<p>Scoping paper on scope and efficacy of current methods.</p> <p>No. of trainings for frontline practitioners.</p> <p>No. of children/young people giving views through My Voice tool to inform child protection processes.</p> <p>Report on test of change project and stakeholder surveys.</p>	<p>SWICS Project group on participation/ Children with a Disability Subgroup</p> <p>CFPC L&D group</p> <p>Chair / Business Systems Officer</p> <p>Educational Psychology Service Rep</p> <p>Child Rights Officer</p>	<p>Year 1</p> <p>Year 3</p> <p>Year 3</p> <p>Year 3</p>	<p>Safe</p> <p>Responsible</p> <p>Respected</p> <p>Included</p>	<p>2, 3, 4, 8, 12, 13, 14, 16, 18, 19, 23, 33, 34, 36</p>
<p>2.1</p> <p>To map current identification, diagnostic and care/support processes and pathways for ASD (at individual and systemic levels), identifying commonalities, variations, gaps and changes required</p>	<p>a) A multi-disciplinary /multi agency steering group will be established to map: Current early identification / intervention pathways. Current diagnostic process. Current post-diagnostic support. services Identification of gaps in above.</p> <p>b) Gather views of children/young people and families will be sought as well as professionals by consulting on above mapping, through FGD / workshops.</p>	<p>Partnership representation in steering group.</p> <p>Report to Leadership team of partnership agencies, including mapping of processes/services.</p> <p>No. of children/young people giving views.</p> <p>No. of parents/carers giving views.</p>	<p>NHS Allied Health Professionals Rep</p> <p>NHS AHP Rep</p> <p>EPS Rep</p>	<p>Year 1</p> <p>Year 1</p>	<p>Healthy</p> <p>Nurtured</p>	<p>3, 5, 6, 24</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
2.2 To develop multi-agency pathway framework for ASD (at individual and systemic levels); early identification; assessment; intervention/support; ongoing monitoring and review.	<p>a) Develop pathway for early identification/intervention, and assessment/diagnosis of autism at individual service user and systemic levels through improvement event/activity.</p> <p>b) In collaboration with Third Sector and children/young people and parent/carer representatives, develop shared early identification / intervention policy/practice framework, adaptable to single agency contexts, including menu of supports.</p>	<p>Report on improvement event including pathway.</p> <p>Stakeholder survey feedback. Participation of children/young people and parent/carer in process</p>	<p>NHS AHP Rep EPS Rep</p> <p>NHS AHP Rep EPS Rep Third Sector Rep</p>	<p>Year 2</p> <p>Year 3</p>	<p>Healthy Nurtured Included</p>	<p>3, 5, 6, 23, 24</p>
2.3 To develop awareness and capacity of universal and targeted/specialist service practitioners to support children and young people with ASD and their families through training and information sharing	<p>a) Identify training needs for universal and targeted / specialist staff.</p> <p>b) Develop and implement action plan for multi-agency CPD programme to address those needs, including signposting staff to existing resources.</p> <p>c) Development and dissemination of information/materials online resource bank for universal service practitioners and targeted/specialist service practitioners, including learning event to launch pathway and resource bank for practitioners (multi-agency / multi-disciplinary).</p>	<p>Audit of capacities and skills for frontline practitioners at universal, targeted and specialist levels.</p> <p>Action plan for CPD programme for multi-agency training:</p> <ol style="list-style-type: none"> No. of universal practitioners (health/education) accessing training. No. of targeted/specialist practitioners (health/education/SW) <p>Pre and post-training survey demonstrated improved practitioners awareness, behaviour and skills.</p> <p>No. of practitioners accessing resource bank. No. of practitioners expressing satisfaction with available information/material.</p>	<p>NHS Rep Children's SW Rep</p> <p>NHS Rep Children's Services SW Rep</p> <p>NHS Rep Children's SW Rep</p>	<p>Year 2</p> <p>Year 3</p> <p>Year 3</p>	<p>Healthy Nurtured Respected Included</p>	<p>2, 3, 5, 6, 17, 23, 24</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
2.4 To ensure the voice of the child and young person with ASD and their families is heard in multi-agency (diagnostic) pathways as partners in the process	<p>a) Review scope and efficacy of current methods of gaining views, including views of children/young people in multi-agency pathways.</p> <p>b) Develop, pilot and roll-out My Voice tool to gather children/young people's views in multi-agency pathways.</p> <p>c) Evaluation of tool including stakeholder engagement and small test-of-change project.</p>	<p>Scoping paper on scope and efficacy of current methods. No. of young people giving views through My 2. Voice tool to inform multi-agency pathways.</p> <p>No. of young people indicating satisfaction that their views informed multi-agency pathways.</p> <p>Staff will be confident in using the above tool, but also in seeking the views of children with ASD using other methods.</p>	<p>Chair / Business Systems Officer</p> <p>Chair / Business Systems Officer</p> <p>EPS Rep Child Rights officer</p>	<p>Year 1</p> <p>Year 2</p> <p>Year 3</p>	<p>Respected Responsible Included</p>	<p>2, 3, 4, 8, 12, 13, 14, 16, 18, 23</p>
2.5 To establish a system for post-diagnostic information and support for parents, and children and young people with ASD through peer-to-peer models, particularly hard-to-reach groups (in partnership with Third Sector)	<p>a) Recruit representative group of key stakeholders (parents/carers, children/young people, practitioners and partners, including Third Sector) and initiate data gathering and analysis activities on current post-diagnostic information and support.</p> <p>b) Rapid improvement event to: 1 Develop project charter. 2 Provide training to relevant stakeholders. 3 Carry out root cause analysis. 4 Develop improvement plan and process.</p> <p>c) Test of change model for improvement plan and process in providing post-diagnostic supports and services.</p> <p>d) Development of online and accessible toolkit of information and resources to complement above plan and process.</p>	<p>Report of data gathering and analysis. Development and publication of: Project Charter and plan. Report of Test-of-Change model/project with pre and post project survey demonstrating more children/young people and parents/carers expressing increased access to and confidence in post diagnostic support. No. of stakeholders accessing resource bank. No. of stakeholders expressing satisfaction with available information /material.</p>	<p>Chair Improvement officer</p> <p>Chair Improvement officer</p> <p>Chair NHS Rep EPS Rep</p> <p>Chair to identify</p>	<p>Year 1</p> <p>Year 2</p> <p>Year 3</p> <p>Year 3</p>	<p>Healthy Nurtured Respected Included</p>	<p>2, 3, 5, 6, 17, 23, 24</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
3.1 To develop multi-agency (Senior Phase) pathways for vulnerable groups of young people with disabilities, at risk of negative post-school destinations	<p>a) Consultation with young people and parents/carers to determine 'lived experience' of Senior Phase and post-school transitions.</p> <p>b) Develop practice guidelines and protocols for multi-agency 'bridging' programmes for Senior Phase pupils with ASN: pre-activity agreements; and activity agreements.</p>	<p>No. of young people sharing views.</p> <p>No. of parents/carers sharing views.</p> <p>No. of Senior Phase pupils accessing bridging programme making positive, sustained destinations.</p>	<p>Chair Opportunities for All Rep</p> <p>Chair OfA Rep</p>	<p>Year 1</p> <p>Year 2</p>	<p>Achieving Active Responsible Included</p>	<p>3, 6, 12, 23, 28, 29, 31</p>
3.2 To develop multi-agency protocols and processes with clear milestones for young people with disabilities transitioning from children's to adult's services (education, health and social work)	<p>a) Rapid improvement event to:</p> <ul style="list-style-type: none"> (i) Review single agency protocols and processes from children's to adult's services. (ii) Identify key milestones in multi-agency processes. (iii) Consider roles and responsibilities in multi-agency processes. (iv) Identify multi-agency and single-agency training needs. <p>b) Consult with young people and their families to understand their 'lived experience' of transitioning from children's to adult's services.</p> <p>c) Develop a multi-agency communication passport to support young people in transitions from children's to adult's services.</p> <p>d) Develop a 'charter' for young people transitioning from children's to adult's services with key commitments from partner agencies.</p>	<p>Report on multi-agency transition processes rapid improvement event.</p> <p>No of young people and parents sharing views.</p> <p>No. of young people with disabilities with multi-agency communication passport.</p> <p>Young people's charter.</p>	<p>Chair / ECS Improvement Officer</p> <p>EPS/Community Learning and Development</p> <p>Speech Learning Therapy Rep</p> <p>Chair</p>	<p>Year 1</p> <p>Year 1</p> <p>Year 2</p> <p>Year 3</p>	<p>Healthy Included</p>	<p>3, 6, 23, 24</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
3.3 To progress implementation, review and evaluation of multi-agency post-school transitions practice framework for education and employability, with specific reference to young people with disabilities (Phase 2)	<p>a) To roll out policy and practice framework (Phase 1) to all partners, practitioners and stakeholders.</p> <p>b) Stakeholder survey and engagement events to inform policy and practice framework (Phase 2) development process.</p> <p>c) Data analysis workshop with multi-agency partners to identify key issues in post-school transitions for young people with disabilities.</p> <p>d) Policy and practice framework (Phase 2) development workshop(s).</p> <p>e) Drafting and launch of policy and practice framework (Phase 2).</p>	<p>Launch event and training programme on policy and practice framework (Phase 1):</p> <p>(i) No. of practitioners.</p> <p>(ii) No. of stakeholders.</p> <p>No. of stakeholder surveys completed.</p> <p>No. of young people and parents/families engaging in FGDs.</p> <p>No. of partner agencies represented in data analysis workshop.</p> <p>Report on key issues as identified through data analysis.</p> <p>No of partner agency and stakeholders involved in workshop.</p> <p>Draft policy and practice framework on post-school transitions for young people with disabilities.</p> <p>Launch event and training programme on policy and practice framework (Phase 2):</p> <p>(i) No. of practitioners.</p> <p>(ii) No. of stakeholders.</p>	EPS / OforAll Rep	Year 1	Achieving Including	3, 6, 23, 26, 27, 28, 29
			EPS / OforAll Rep	Year 1		
			EPS / OforAll Rep	Year 2		
			EPS / OforAll Rep	Year 2		
			EPS / OforAll Rep	Year 3		

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
3,4 To ensure the voice of the disabled young person and their families is heard in transition planning processes to inform decision-making	<p>a) Review scope and efficacy of current methods of gaining views, including views of children/young people on their experiences of transitioning from children's to adult's services and post-school destinations.</p> <p>b) Develop, pilot and roll-out My Voice tool on Transitions for children with communication and language needs.</p> <p>c) Evaluation of tool including stakeholder engagement and small test-of-change Project.</p>	<p>Scoping paper on scope and efficacy of current methods.</p> <p>No. of young people giving views through My Voice tool to inform multi-agency pathways.</p> <p>No. of young people indicating satisfaction that their views informed transition planning processes.</p> <p>Staff will be confident in using the above tool, but also in seeking the views of children with ASD using other methods. Staff feedback</p>	<p>Chair / Business Systems Officer</p> <p>Chair / Business Systems Officer</p> <p>EPS Rep Child Rights officer</p>	<p>Year 1</p> <p>Year 2</p> <p>Year 3</p>	<p>Respected Responsible Included</p>	<p>2, 3, 4, 8, 12, 13, 14, 16, 18, 23</p>

Substance Misuse

Aims	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
<p>1</p> <p>Enhance our risk assessment practices, particularly through informed use of the National Risk Framework (NRF)</p>	<p>a) Promote use of the National Risk Framework 2012</p> <p>b) Survey staff needs</p> <p>c) Where relevant update guidance and deliver multi agency workshops</p> <p>d) Audit files for evidence of informed use of the framework</p> <p>e) Use feedback from the review to inform revisions of guidance and the basis for multi-agency workshops</p> <p>f) Joint Investigative Interview Training (JIIT)- contact the North East Training JIIT Group to discuss disability awareness/toolkit</p> <p>g) Undertake a corporate communications led initiative around awareness of child protection and disability www.of.the.disability.sub.group</p>	<p>NRF Event delivered</p> <p>Feedback Info</p> <p>Local Workshops Feedback info</p> <p>Review info from audit</p> <p>Workshops to reflect changes to guidance and issues regarding practice confidence.</p> <p>JIIT Group consider inclusion.</p> <p>Communication delivered</p>	<p>Child & Family Protection Committee Gill Kitching</p>	<p>December 2017</p>	<p>Safe Respected Nurtured</p>	<p>3,4,6,12, 19,27,33, 34,36,37</p>
<p>2</p> <p>Better understand the incidence of and our response where domestic abuse, mental distress or drink and drug dependency are prevalent, particularly on the service for infants</p>	<p>a) Undertake a multi-agency scoping and self-evaluation.</p> <p>b) Undertake a multi-agency questionnaire and focus groups of key staff and stakeholders.</p> <p>c) Review current multi-agency practice with regard to processes, procedures and paperwork.</p> <p>d) Increase awareness through communication strategy, staff knowledge, and update guidance as appropriate.</p>	<p>Scoping exercises/Audit focus</p> <p>Questionnaire and focus groups completed</p> <p>Review completed</p> <p>Staff feedback/ communication delivered</p>	<p>Child & Family Protection Committee David O'Neill</p>	<p>December 2017</p>	<p>Safe</p>	<p>3,4,6,12, 19,27,33, 34,36,37</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
3	<p>Increase understanding of the toxic trio* risk factors (domestic violence, mental health, substance misuse) and the interaction between children's services and those that are now governed within the Integrated Joint Board (IJB)</p>	<p>a) Review current organisational structure within new Health and Social Care Partnership areas and ensure that staff across both statutory services and partner agencies are aware of the structure and key personnel</p> <p>b) Review current processes and practice between children's services and adult services through audits of adult files and "cross" reference with a sample of children's services</p> <p>c) Review Procedures around risk assessment through file audit specifically looking at assessment and intervention processes, extended across partner agencies, including Third Sector and health develop a workforce training plan based on workforce needs assessment and consultation with service users</p> <p>d)</p>	<p>File audits completed</p> <p>Focus groups completed</p> <p>Workforce plan developed</p>	<p>Child & Family Protection Committee</p> <p>Dawn Leslie</p>	<p>By December 2017</p> <p>Annual Review</p>	<p>Safe</p> <p>3,4,6,12, 19,27,33, 34,36,37</p>
4	<p>Ensure ADP commissioned services ensure a balance between Prevention/Early intervention and support and recovery, compatible with GIRFEC and the Children's Services Plan.</p>	<p>a) Scope a review outlining drug and alcohol services commissioned by the ADP for GIRFEC Strategic Group consideration and mandate - Includes services who support children and young people (aged 16-18 and beyond in some circumstances)</p> <p>b) Incorporate requirements of GIRFEC/Children's Services Plan into the specifications of ADP commissioned services to ensure best value.</p> <p>c) Update the current ADP service monitoring template to reflect GIRFEC/ Children's Services Plan interests.</p> <p>d) In consultation with the Chair of the GIRFEC Strategic Group, ensure that the ADP is appropriately represented in various elements of Aberdeenshire's GIRFEC arrangements.</p>	<p>Review of provision provided to GIRFEC Strategic Group for consideration</p> <p>GIRFEC Strategic Group to approve relevant part of any specifications</p> <p>Monitoring template updated</p> <p>Proposal brought to GIRFEC Strategic Group</p>	<p>ADP Commissioning and Finance Group (ADP)</p> <p>Commissioning and Performance Manager/ GIRFEC Substance Misuse Group</p> <p>GIRFEC/ADP Substance Misuse Group</p>	<p>By Oct 2017</p>	<p>Safe</p> <p>Healthy</p> <p>Achieving</p> <p>Nurtured</p> <p>Active</p> <p>Respected</p> <p>Responsible</p> <p>Included</p> <p>3,5,6,18, 19,24, 27,31, 33, 34</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
<p>5</p> <p>Ensure staff possess the knowledge and skills required to work addressing the effects of parental* substance misuse, and children and young people's use of substances</p> <p>(NB: In line with the CYP Act, this includes consideration of Parents/Carers and other significant adults, who may be non-resident, but whose substance misuse has potential impact on a child or young person's Wellbeing)</p>	<p>a) The learning and development needs of Named Persons, Universal and Targeted children's services staff in relation to drug and alcohol awareness and interventions will be assessed.</p> <p>b) The learning and development needs of Addictions Service staff in ADP commissioned services will be assessed to inform and enable access to appropriate opportunities re promoting Children's Rights, GIRFEC and addressing Wellbeing issues</p> <p>c) C&FPC Learning and Development Subgroup & ADP Strategic Development Officer to liaise and agree Addictions Service contribution to Aberdeenshire Multi-Agency Training Modules.</p> <p>d) Key relevant updates/resources shared through GIRFEC/ADP networks</p>	<p>Staff Survey findings published for GIRFEC Strategic Group</p> <p>Staff Survey findings published for GIRFEC Strategic Group</p> <p>Attendance records at GIRFEC Modules</p> <p>L&D Subgroup Agenda reflects ADP contribution</p> <p>Staff feedback</p> <p>Annual review of information</p>	<p>GIRFEC/ADP Substance Misuse Group</p> <p>ADP workforce development group (ADP Strategic Development Officer)</p> <p>GIRFEC/ADP Substance Misuse Group</p>	<p>By 2018</p> <p>By 2018</p> <p>By August 2017</p> <p>Annual Review</p> <p>Annual Review (first March 2017)</p>	<p>Safe Healthy Achieving Nurtured Active Respected Responsible Included</p>	<p>3,5,6,18,19,24,27,31,33,34</p>
<p>6</p> <p>Improve outcomes for Children and Young People whose Wellbeing is affected by alcohol or other drug use by ensuring access to services and interventions designed to support and divert them from harm</p>	<p>a) Conduct a review of existing provision of support for children and young people at risk of substance use which a) identifies best practice approaches in Early Intervention/Prevention and Targeted Support, and b) identify any gaps in service provision or staff practice.</p> <p>b) Undertake a review of the impact of agreed interventions through evaluation</p>	<p>Briefing paper to inform GIRFEC Strategic Group of suitable choice of interventions for potential upscale</p> <p>% of Child's Plans with agreed interventions in place</p> <p>Feedback from staff, parents children/young people on services/interventions</p> <p>Reduction of Referrals to SCRA/School exclusions where alcohol/substance misuse has been a factor</p>	<p>GIRFEC/ADP Substance Misuse Group</p> <p>GIRFEC/ADP Substance Misuse Group</p> <p>GIRFEC/ADP Substance Misuse Group (SCRA/ECS data)</p>	<p>Dec 2017</p> <p>Annually from April 2017</p>	<p>Safe Healthy Achieving Nurtured Active Respected Responsible Included</p>	<p>3,5,6,18,19,24,27,31,33,34</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
7 Ensure Parents/Carers have access to contemporary evidence-based guidance on how to keep their children safe from alcohol and other drugs	<p>a) Promote and support plausible parental strategies in responding to young people involved with alcohol and other drug use</p> <p>b) Review and update the range of information offered to parents and carers such as the "You, Your Child and Alcohol" leaflet.</p> <p>c) Guidance and information is readily available to enable Children's Services staff to signpost and/or refer parents to drug and alcohol services.</p>	<p>An agreed range of evidenced based information is available to parents and carers</p> <p>Information on GIRFEC Website</p> <p>Increase in the number referrals relating to parental alcohol or drug use</p> <p>Staff feedback via Local GIRFEC Groups</p>	<p>GIRFEC/ADP Substance Misuse Group (Early Intervention and Prevention Group -Alcohol and Drugs Health Improvement Officer)</p> <p>ADP Service Delivery Group (ADP Strategic Development Officer)/GIRFEC Substance Misuse Group</p>	<p>Dec 2017</p> <p>Reviewed Annually</p> <p>By Jan 2018</p>	<p>Safe</p> <p>Healthy</p> <p>Achieving</p> <p>Nurtured</p> <p>Active</p> <p>Respected</p> <p>Responsible</p> <p>Included</p>	<p>3,4,5,6,1</p> <p>8, 24, 33,</p>
8 Ensure family inclusive approaches by substance misuse services, identify and minimise risk to children and young people by always considering/ assessing potential Wellbeing needs (NB: In line with the CYP Act, this includes consideration of Parents/Carers and other significant adults who may be non-resident, but whose substance misuse has potential impact on a child or young person's Wellbeing)	<p>a) Guided by Child and Family Protection Committee Audit, a random sample of min 10 case files to assess quality and consistency will be drawn from ADP Commissioned Substance Misuse Services, to gain assurance that Children and Young People's Wellbeing needs are considered in every case.</p> <p>b) We will review the effectiveness of contraception advice and provision to female substance misuse service users.</p> <p>c) We will review the provision of antenatal and postnatal support to women using alcohol or drugs to ensure baby gets the best start in life</p> <p>d) Following the introduction of the DAISy (Drug & Alcohol Information System) system, an annual report on the rate of improved outcomes for the Recovery Outcome 'Children' will be provided</p>	<p>File audit completed and reported to ADP Service Delivery Group and GIRFEC Strategic Group.</p> <p>Level of LARC uptake in SMS services</p> <p>Frequency of drug maternity cases/Frequency of Foetal Alcohol Spectrum Disorder diagnoses</p> <p>Annual report on DAISy 'Children' Outcome provided to the GIRFEC Strategic Group.</p>	<p>ADP Service Delivery Group (ADP Strategic Development Officer)/GIRFEC Substance Misuse Group</p> <p>ADP Service Delivery Group Specialist</p> <p>Substance Misuse Midwife for Gramplan</p> <p>ADP Commissioning, Performance and Finance Group (ADP C& Performance Manager)</p>	<p>By April 2018</p> <p>From April 2018 Annually</p> <p>From April 2018 Annually</p> <p>Nov 2019</p>	<p>Safe</p> <p>Healthy</p> <p>Nurtured</p> <p>Active</p> <p>Respected</p> <p>Responsible</p> <p>Included</p>	<p>2,3,5,6,1</p> <p>8,</p> <p>19,24,27,</p> <p>31,33,34</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Article
<p>9</p> <p>Families affected by substance misuse will be able to access support, and have a voice and opportunity to contribute to service development</p>	<p>a) We will improve advertising for families affected by substance misuse so that they know where to turn to access services that can help them.</p> <p>b) We will ensure the existence of peer support groups for families affected by alcohol or drug misuse in Aberdeenshire</p> <p>c) We will hold two conversation cafes to gather insights from people with lived experience to inform how we secure the best outcomes for:</p> <p>(i) Families affected by substance misuse (ii) Children and young people affected by parental substance misuse.</p> <p>d) We will ensure views of children/young people and parents/carers are captured to inform service development</p>	<p>Rate of Aberdeenshire use of the Scottish Families national helpline</p> <p>To – explore whether data gathered at point of contact with services can establish how service users became aware of service existence</p> <p>Number of Family support groups</p> <p>Conversation cafe findings</p> <p>Service User feedback</p>	<p>ADP Service Delivery Group (ADP Strategic Development Officer)/GIRFEC Substance Misuse Group</p> <p>ADP Senior Community Engagement Officer</p> <p>ADP Senior Community Engagement Officer/</p> <p>GIRFEC/ADP Substance Misuse Group</p>	<p>Dec 2017</p> <p>Annual review by 31st March</p> <p>By April 2018</p> <p>Annual reporting from March 2018</p>	<p>Safe Healthy Nurtured Active Respected Responsible Included</p>	<p>2,3,5,6, 18,19,24 ,27,31, 33,34</p>

Key: Being Alert Assessing Needs Promoting Interests Seeking opportunities Taking Action							
Corporate Parenting							
	Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1.1	Young people will have a safe place to live.	a) Young people will be asked if they feel safe where they live via Pathways Reviews, LAC Reviews or MAAPMs b) Monitoring forms will be reviewed to ensure they capture this information for care leavers as well as looked after children	Percentage of children who said they felt safe where they live	Corporate Parenting Leads Group – Leigh Jolly	Annually December	Safe & Nurtured	19
1.2	Young people will be supported to move on from care at the right time to appropriate accommodation which will reduce homelessness and offending behaviour and improve opportunities for employment and better health and well-being.	a) A suite of accommodation and support options will be developed to support young people to move into independence. b) Development of a Panel/Forum around housing for care leavers. c) Work will continue to remove the need for care leavers to present as homeless to access accommodation options	Number of young people accessing support and accommodation through Taizali, Langstant Supported Tenancies, Supported Lodgings or other supported accommodation options. Number of young people sustaining own tenancies Number of young people in B&B accommodation. Number young people closed to TC Team having achieved independence	Kirsty Theodoreson Social Work Manager Lynn Whyte Team Manager Through Care Team Alison Mackinnon SDO Housing	Annually December Bi annually June & December Quarterly Report available: End of July, Oct, Jan & May	Safe & Nurtured	19, 27
1.3	Young people will be cared for by competent, confident skilled carers who are able to meet their needs.	a) Rigorous assessment, training and support of carers, including post adoption support b) Monitoring of young people's views from fostering and LAC Reviews	Number of new carers recruited annually for: a) Adoption b) Permanent fostering c) Short/Long term fostering Feedback from carers and young people collated from fostering reviews.	Morven Campbell/Elaine Dickson/Elaine Bremner Family Placement Team managers	Annual reporting January	Safe & Nurtured	3,5,18, 19,

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1.4 All looked after children and young people will have access to someone they trust, children's rights, social worker, teacher etc	<ul style="list-style-type: none"> a) All newly looked after young people are sent information about the Children's Rights Service. b) All looked after children receive the Children's Rights Newsletter. c) All looked after young people will have an allocated social worker 	<p>Percentage of looked after children and young people who have used Children's Rights service</p> <p>Number of new looked after children accessing the Children's Rights service/Who Cares Scotland.</p> <p>Percentage of children with an allocated social worker</p>	<p>Kate Ramsden/Lynne Williamson Children's Rights Officers</p> <p>Leigh Jolly Social Work Manager</p>	<p>Annual Reporting March/April</p> <p>December</p>	<p>Safe & Nurtured</p>	<p>1,3,4,12</p>
1.5 Reduce the number of care leavers experiencing homelessness, poor health and substance misuse.	<ul style="list-style-type: none"> a) Use of a taster flat in Peterhead to assist young people in developing independence skills b) Young people approaching independence will have a robust pathway assessment and plan. 	<p>Number of young people accessing the taster flat</p> <p>To be developed:</p> <p>Number of young people with an assessment and plan prior to leaving care</p> <p>Percentage of care leavers with plan addressing health needs.</p> <p>Percentage of care leavers engaged in education and employment</p>	<p>Serena Edwards, Strategic Development Officer/ Pam Forbes Sue Willing Review Manager Pathways</p> <p>Sam McNeill Business System Officer</p>	<p>Annually December</p>	<p>Safe & Nurtured</p>	<p>3, 19, 27</p>
1.6 To enable young people to remain in continuing care arrangements up until 21 years of age.	<ul style="list-style-type: none"> a) Action plan in place to develop service to be able to meet the needs of young people eligible for continuing care. 	<p>Number of children eligible for continuing care.</p> <p>Number of YP over 18 remaining in their placement under continuing care</p>	<p>Kirsty Theodoreson Social Work Manager</p> <p>Serena Edwards Strategic Development Officer</p>	<p>Annually December</p>	<p>Safe & Nurtured</p>	<p>4, 5,19,27</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1.7 Care leavers will know how to access support and what will be available to them particularly where they have disengaged from services.	<ul style="list-style-type: none"> a) T/C A/C team will send letters 6 monthly to disengaged care leavers reminding them of the service available b) A working group will develop a briefing for all Corporate Parents to raise awareness of their responsibilities towards looked after young people and care leavers. This will provide a framework on which all corporate parents can base training and awareness raising for their own staff. c) Work will be done to determine whether the Interim Vulnerable Persons Data base can be updated to allow identification of care leavers. Interim Vulnerable Persons Data base will be updated to allow identification of care leavers. 	<p>No of disengaged young people returning to service for support</p> <p>To be developed</p> <p>To be developed</p>	<p>Paul Murray Employee Development Officer</p> <p>Insp Colin Taylor Police Scotland</p>	<p>To be completed by April 2017</p> <p>Annually December</p>	<p>Safe & Nurtured</p>	<p>3,4,17, 18</p>
1.8 Care leavers will have access to After Care support up until 26 years of age	<ul style="list-style-type: none"> a) Action plan in place in via Through & After Care Team. 	<p>Number of care leavers accessing support up until age of 26</p>	<p>Lynn Whyte Team Manager Through Care</p>	<p>Annually December</p>	<p>Safe & Nurtured</p>	<p>4,18,</p>
2.1 Health needs of looked after children and young people are prioritised	<ul style="list-style-type: none"> a) Health assessments are always carried out at point of accommodation b) LAC status is flagged for all NHS referrals and is clear in electronic patient records to ensure enhanced follow up and monitoring of health outcomes of this vulnerable group 	<p>% of Children and young people referred to the looked after children's nurse within 7 days of becoming looked after</p> <p>% of 'Did Not Attend's' referred to LAC nurse</p>	<p>Caroline Clark Clinical Nurse Manager</p>	<p>Annually in December.</p>	<p>Healthy</p>	<p>3,6,24</p>
2.2 Mental health needs of LAC are identified and prioritised	<ul style="list-style-type: none"> a) Mental health screening rolled out within health assessment 	<p>Strength & Difficulties Questionnaire (SDQ) in place within all LAC health assessments.</p> <p>% of MH screenings that require a referral to CAMHs as a result of screening.</p>	<p>Caroline Clark Clinical Nurse Manager</p>	<p>Annually in December</p>	<p>Healthy</p>	<p>3,6,24</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
3.1 Looked After Children and Young People will have one key adult in school who will protect, promote and safeguard their needs	Aberdeenshire approaches to the Named Person service to be designed with the needs of Looked After Children and Young People at the fore.	% of young people who are Looked After who can identify their key contact in school.	Dawn Lynch Depute Rector, Inverurie Academy	Annual Report October	Achieving	4,18,28, 29
3.2 Looked After Children and Young People are aware of the supports accessible through school in their local area.	Best practice guidance relating to transitions within education to be developed which supports a robust induction to a learning setting for a Looked After Child.	% of schools who have a specific plan for induction of LAC pupils.	Dawn Lynch Depute Rector, Inverurie Academy	Annual Report October	Achieving	4,18,28, 29
3.3 Regular planning takes place for care experienced young people to determine whether a CSP is required, and to ensure that their educational needs are being met.	Clear guidance and examples of best practice to be circulated to all schools regarding the responsibility of planning at individual level to meet the needs of care experienced young people.	% of care experienced young people who have a SAAP, IEP, MAAP, FLP, CSP or other planning document which is valid.	Dawn Lynch Depute Rector, Inverurie Academy	Annual Report October	Achieving	4, 18, 28, 29
3.4 Key information is prepared and shared at times of transition between schools for all care experienced young people	A checklist of key information to be developed and passed on by lead professional at transition points.	% of transition checklists which are prepared and shared for young people transitioning between Aberdeenshire Secondary Schools. Improved confidence of LAC contacts within academies in relation to understanding and meeting the needs of their new pupils.	Dawn Lynch Depute Rector, Inverurie Academy	Annual Report October	Achieving	4,18,28, 29
3.5 High expectation of attendance rates of Looked After Children and Young people is promoted and safeguarded.	All schools to report on attendance rates of care experienced young people. All schools to implement revised approaches to attendance management.	Average % attendance rate for young people who have become Looked After for any reason other than non-attendance to match or exceed Aberdeenshire Average.	Dawn Lynch Depute Rector, Inverurie Academy	Annual Report October	Achieving	4,18,28,29

3.6	Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
3.6	Attainment data of care experienced young people is not significantly different to that of their peers.	a) A system of tracking actual attainment vs SQA estimates and MidYIS data to be developed.	Attainment gap narrows for senior phase students. Consider BGE approaches for future.	Dawn Lynch Depute Rector, Inverurie Academy	Annual Report October	Achieving	4,18,28,29
3.7	Care experienced young people will make a successful transition into post school life.	a) Ensure care experienced young people are identified as a high priority to SDS careers advisors. Initial introductions to take place during S3. b) Care experienced young people who are not able to sustain a positive post school destination are supported to access services through SDS c) Widen range of Flexible Learning Pathways opportunities available.	Number % of care experienced young people in positive destinations post school % children and young people engaged with Through care and Aftercare service who are in training, education or employment % of care experienced school leavers not in education, employment or training engaging with SDS Advisors	Liz Petchey Skills Development Scotland Advisor Sam McNeill Jaqueline Dinnes Dawn Lynch Lynn White Team Manager Through Care	Annually January	Achieving	4,17,18,28, 29
3.8	Care leavers will have a wider range of options in accessing learning institutions that are local to them or that suit their ambitions without compromising on support needs.	a) Corporate Parents to raise awareness of the range of supports available to support care leavers to declare their status and access support in Further Education/Higher Education.	% of care leavers successfully completing college or university courses.	Dawn Lynch Depute Rector, Inverurie Academy	Annually October	Achieving	4,18,28,29
4.1	Looked after children and care leavers have access to leisure activities, promoting wellbeing and good physical health up until 21 years of age.	a) Support and promote access to generic leisure activities via free access to leisure and other alternative options.	Percentage of children and young people who said they exercised, played sport or did activities at least 2 times a week	Leigh Jolly Social Work Manager	Annually December	Active	3, 23, 51
5.1	Looked after children and care leavers will have their successes celebrated and promoted	a) Regular updating of a corporate parenting website where young people's successes can be celebrated. b) To be developed) Section on 'successes' to be incorporated into child & young person's assessment report.	Website updated Percentage of reports with successes included	Laura Stewart Children's Rights Officer Leigh Jolly Social Work Manager	Reported on quarterly March June September December To be confirmed.	Respected Responsible	3,12

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
5.2	<p>Looked after children & care leavers will be supported in their communities by corporate parents who understand their duties and responsibilities as well as the needs of looked after children</p> <ul style="list-style-type: none"> a) Add YPOC resources to ALDO for all services. b) Promote ongoing use of YPOC resources. c) Corporate parenting training module to be incorporated into staff induction d) Clarify framework of key professionals for care experienced young people for use by partner agencies so roles and responsibilities are clear. e) Include Corporate parenting awareness raising on NQSW course. 	<p>ALDO training is available to all. Monitor stats of those participating. % of colleagues participating in corporate induction Framework will exist NQSW will have an understanding of corporate parenting.</p>	<p>Helen Milne / Working Group, Kate Ramsden Children's Rights Officer, Pete Matthews HR Advisor, Dawn Lynch Depute Rector, Inverurie Academy Yvonne Bestwick Team Manager, Workforce Development</p>	<p>Review in a year Quarterly: March June September December Being explored Review in Sept 17 Annually December</p>	<p>Respected Responsible</p>	<p>3,4,5, 12, 18, 19</p>
6.1	<p>Children and young people help to design services by sharing their own experiences of being looked after and what could have been better to ensure they achieved better outcomes for all looked after children and young people in Aberdeenshire</p>	<p>Feedback from YPOC & Champions Board. Feedback from LAC Champions</p>	<p>Kate Ramsden Children's Right's Officer Leigh Jolly Social Work Manager</p>	<p>Quarterly update March June September December</p>	<p>Included</p>	<p>3,4,5, 12, 18, 19</p>
6.2	<p>Key, skilled Champions will promote, advocate for and support workplace opportunities within the council.</p>	<p>Number of Our Family Firm Champions.</p>	<p>Jacqueline Dinnes Strategic Development Officer</p>	<p>Report bi-annually June & December</p>	<p>Included</p>	<p>3, 4, 6, 18</p>
6.3	<p>Young people will access flexibility and support in bespoke placements Increased availability of work placements and job opportunities with more young people gaining work experience via the scheme</p>	<p>Number of Our Family Firm placements available Number of young people accessing placement via Our Family Firm</p>	<p>Jacqueline Dinnes Strategic Development Officer</p>	<p>Report bi-annually June & December</p>	<p>Included</p>	<p>3, 4, 6, 18</p>

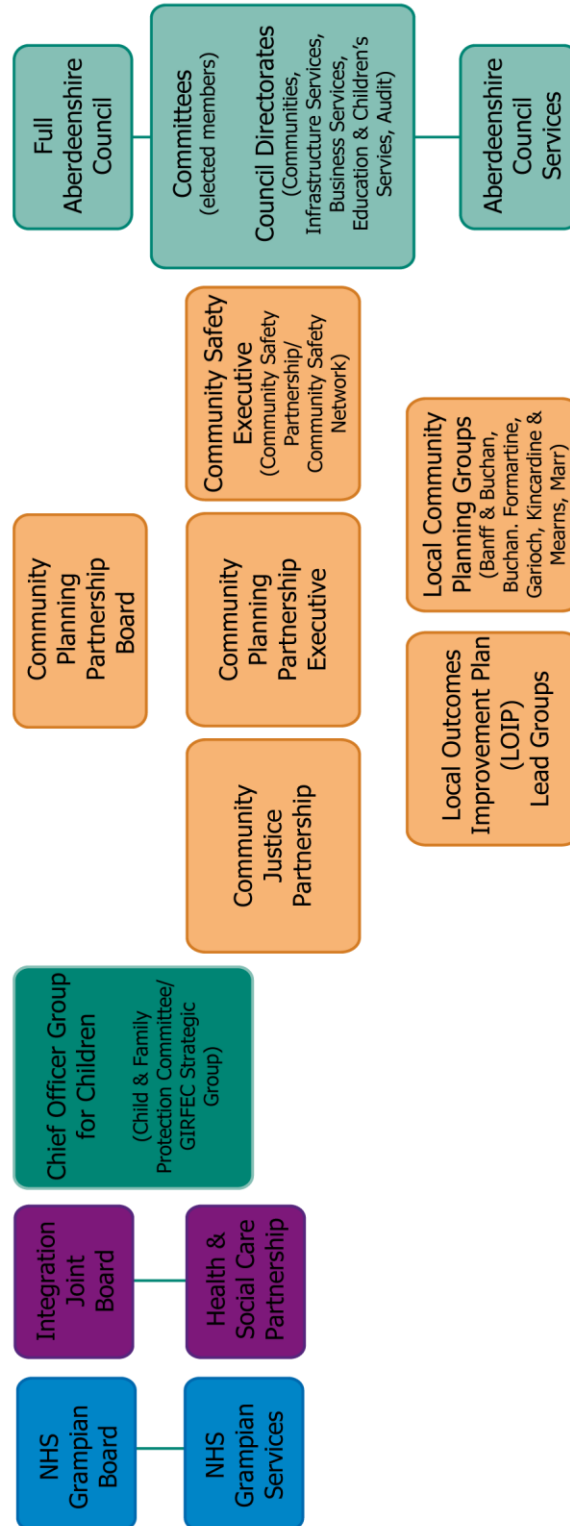
Whole System Approach/Youth Justice

Aims	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1 To work with youth justice partners (in both Children's and Related Services) to raise awareness and support staff skills around WSA, Wellbeing and preventative approaches to youth justice in line with the national strategy for Community Justice and early and effective intervention to children and young people involved with or at risk of offending behaviour	<p>a) Make WSA online training available</p> <p>b) Consider need for WSA awareness raising event across Aberdeenshire partnerships</p> <p>c) Input by YSSG on relevant partnership agendas to maintain WSA profile, and identify any WSA/Wellbeing workforce/practice development needs</p> <p>d) Evidence of National Practice Model/Asset/ informing assessments for under 18's</p>	<p>Whole systems approach training material available on Aldo as an online learning package</p> <p>Numbers of staff completing WSA Aldo training Learning and Development Agenda/Action Plan</p> <p>Event delivered (if needed)</p> <p>Input delivered and evidenced in minutes of Community Justice Partnership/ Community Safety Executive Meeting/Coordination and Support Hub</p> <p>File Audit to be completed (including cases where key professional is children's/adult service workers)</p>	<p>Youth Services Strategic Group (YSSG)</p> <p>YSSG/ L&D Subgroup</p> <p>YSSG</p> <p>YSSG</p>	<p>Annual</p> <p>Annual Review – as and when required</p> <p>Annual</p> <p>2018-2019</p>	<p>Safe</p> <p>Nurtured</p> <p>Included</p> <p>Respected</p>	<p>2, 3, 5, 6, 3, 7, 40, 42</p>
2 To keep children and young people out of the criminal justice system where possible	<p>a) Continued use of Effective Early Intervention</p>	<p>Number of children/young people referred to SCRA on offence grounds</p> <p>Number of young people with Care & Risk Management plans</p> <p>Number of children/young people referred on offence grounds not already on CSO where Reporter makes decision to proceed to a Hearing</p> <p>Number of young people receiving Direct Police Measures</p> <p>Number of young people aged 16-17 dealt with by formal adult warning or fixed penalty notice</p> <p>Number of children aged 8-15 dealt with by Police Direct measures (verbal or written restorative justice/police warning/referral to SW/BAYI)</p> <p>Number (and referral original) of children and young people referred to BAYI for effective Early intervention</p>	<p>YSSG - WSA Data/YJMU</p> <p>Barnardo's BAYI</p>	<p>Annual Reporting (from 31st March 2018)</p>	<p>Included</p> <p>Responsible</p>	<p>1, 3, 9, 17, 18, 37, 40, 42,</p>

Aim	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
3	<p>Increase positive destinations post-school for young people involved in youth offending</p> <p>a) Promote use of activity agreements for young people involved in offending behaviour who are not in a positive destinations</p> <p>b) Increase availability of information to young people and practitioners on Aberdeenshire opportunities for employability provision available</p> <p>c) Review of Options for all Newsletter circulation list</p>	<p>% of school leavers involved in offending with positive post-school destinations</p> <p>Number of activity agreements in place</p> <p>Number of CLD interventions programmes delivered</p> <p>Review completed</p>	<p>Activity Agreement Coordinator</p> <p>CLD</p> <p>YSSG/Options for All Coordinator</p>	<p>Annually (from 31st March 2018)</p>	<p>Achieving Included</p>	<p>1,2,3,5,6,15,17,28,29,30,32,40,42,</p>
4	<p>Continued implementation and advancement of the Whole System Approach in Aberdeenshire to reduce reoffending</p> <p>a) Offer of court support worker to all young people on daily court list/released on an undertaking</p> <p>b) To review and develop data gathering processes which supports robust reporting on youth justice outcomes, including meaningful measures (ie for reoffending)</p>	<p>YIMU Data on number of young people aged 8-15 and 16-17 committing crimes</p> <p>Numbers of young people offered court support worker</p> <p>Court Support Worker Exit Questionnaire data</p> <p>Numbers of young people retained on CSO beyond age 16</p> <p>Number of young people whose case is remitted from court to a Children's Hearing for advice or disposal</p> <p>If appropriate revised/new Performance measures agreed and in place (including Police, Scottish Court and Tribunals Service, PF, Aberdeenshire Partnerships)</p>	<p>YSSG Court Support Worker</p> <p>Court Support Worker SCRA</p> <p>YSSG/ supported by Data Planning & Intelligence Group</p>	<p>Annually (from 31st March 2018)</p> <p>Annually (from 31st March 2018)</p>	<p>Included Nurtured Responsible</p>	<p>2,3,5,6,37,40,42</p>
5	<p>Increase opportunities for children & young people to express views on service planning and provision</p> <p>a) To seek views on how children involved in youth offending or youth justice services can participate and be included/considered in representation and engagement strategy</p>	<p>Specific Work stream to consider this and contribute to wider Children and young People's engagement and participation strategy</p> <p>Seek service user feedback following intervention (All)</p>	<p>Youth Services Strategic Group</p> <p>YSSG</p>	<p>Annually (from 31st March 2018)</p> <p>Annually</p>	<p>Included Respected</p>	<p>1,2,3,4,8,12,13,14,18,26,40,42,</p>

Young Carers						
Aims	Actions	Performance Measures	Lead	Timescale	Wellbeing Indicators	UNCRC Articles
1 To provide a Coordinated approach to Young Carers	a) To create an Aberdeenshire Carers Strategy, to include Young Carers	Strategy Completed	Young Carers Strategy Group	January 2018	Respected Included	4, 17, 18
2 To improve identification of Young Carers and enhance service provision to enable statutory services to meet their obligations in relation to the Carers Act	<p>a) Technology initiative to be implemented, involving working with teenage and young adult Carers to utilise technology in innovative ways to identify and support hidden young carers</p> <p>b) Continued leverage of additional funding to address identified gaps in provision, including bid to Carers Information Strategy to reinvigorate the Young Carers Toolkit to ensure early and consistent identification of young Carers in schools.</p> <p>c) Implementation of How Good is Our Carers Service evaluation tool</p> <p>d) Targeted interventions in area where there are low numbers of young Carers identified (linked to the Toolkit initiative)</p> <p>e) Development of Career Ready programme to better meet needs of young Carers</p>	<p>Development of technology app to identify young carers</p> <p>Use of technology by Young Carers for support</p> <p>No of Awareness raising sessions delivered re Toolkit</p> <p>No's of newly identified Young Carers</p> <p>Completed HGIOCS self-evaluations</p> <p>Number of Young Carers engaged in Career Ready programme</p>	Young Carers Strategy Group	<p>Feb 2018</p> <p>Annual Review</p> <p>Annual Review</p> <p>Dec 2017</p> <p>August 2017 Annual review (from March 2018)</p>	<p>Included Nurtured Achieving Respected</p>	3, 4, 8, 18, 27
3 To ensure the voices of Young Carers are actively engaged with and heard	<p>a) Development of young Carer steering group who will be skilled up and lead on ongoing consultation with Carers to ensure service design and provision best meets their needs.</p> <p>b) Young Carers to lead on a Short Film Project which aims to capture young Carers stories.</p>	<p>Steering Group is set up</p> <p>Film Project Completed</p>	Young Carers Strategy Group	August 2017	Included Respected Achieving	3, 4, 5, 12, 13, 17, 30

Appendix B: GIRFEC Arrangements and Aberdeenshire's Organisational/Partnership Landscape



*NHS Grampian and Aberdeenshire Council are reflected as the organisations with joint statutory responsibility for Children's Services Planning, alongside partners.

Appendix C: Legislative and Policy Context

Child Protection	<p>The National Guidance for Child Protection Committees for Conducting a Significant Case Review March 2015</p> <p>National Guidance for Child Protection in Scotland (Scottish Government, May 2014).</p> <p>Aberdeenshire Initial Case Review Operating Protocol 2016</p> <p>Child Sexual Exploitation - Working Together to Keep Aberdeenshire's Children & Young People Safe – 2015</p> <p>Aberdeenshire Vulnerable Pregnancy Protocol</p> <p>Aberdeenshire Multiagency CSE Strategy (2015)</p> <p>Aberdeenshire FGM Multi-agency Practice Guidelines 2016</p> <p>NHS Grampian Child Protection Escalation Reporting and Case Review Policy, July 2016</p> <p>National Framework for Child Protection Learning and Development in Scotland 2012</p> <p>National Risk Framework to support the Assessment of Children and Young People (2012)</p> <p>Child Protection Guidance for Health Professionals: Protecting Children and Young People: The responsibilities of all Doctors</p> <p>Vulnerable Witnesses (Scotland) Act 2004 – Information Guide</p> <p>Prohibition of Female Genital Mutilation (Scotland) Act 2005</p> <p>Responding to Forced Marriage: Multiagency Practice Guidelines (Scottish Government) 2011</p> <p>Forced Marriage (Protection and Jurisdiction) Scotland Act 2011</p> <p>Forced Marriage Scotland</p> <p>Sudden Unexplained Death in Infants - SUDI Scotland Toolkit – for Professionals</p> <p>Protection of Children and Prevention of Sexual Offences (Scotland) Act 2005</p> <p>Under-age Sexual Activity: Meeting the needs of Children and Young People and Identifying Child Protection Concerns (Scottish Government)</p> <p>The Children's Charter</p>
Children's Rights	<p>UN Convention on Rights of the Child 1989</p> <p>Children and Young People (Scotland) Act 2014. Statutory Guidance for Part 1 (Children's Rights) 2016.</p> <p>7 Golden Rules for Participation – Children and Young People's Commissioner Scotland (2013). Framework for Standards</p>
Community Learning and Development	<p>Aberdeenshire Council School Enhanced Provision Model, including wrap around care</p> <p>Aberdeenshire Council Flexible Learning Pathways Guidance</p> <p>Community Learning and Development Standards Strategic Guidance for Community Planning Partnerships: Community Learning and Development (2012)</p> <p>Community Learning and Development Regulations (2013)</p> <p>Community Empowerment Act (2015)</p> <p>Curriculum for Excellence (2010)</p> <p>Equalities Act (2010)</p> <p>Education (Additional Support for Learning) (Scotland) 2004 as amended 2009</p> <p>For Scotland's Children (2001)</p>
Corporate Parenting and Looked After Children	<p>Children and Young People (Scotland) Act 2014 (the Act) Parts 9 (Corporate Parenting) 10 (Aftercare) 11 (Continuing Care)</p> <p>Section 17(6) of the Children (Scotland) Act 1995</p> <p>Adoption and Children (Scotland) Act 2007</p> <p>We are the Bairns' –A guide to corporate parenting by looked after children for their corporate parents YPOC Group (March 2014)</p> <p>Guide to Meetings – Be Happy, Know Your Rights (YPOC Group 2011)</p> <p>These are Our Bairns" (Scottish Government 2007)</p> <p>Our Family Firm (2011) Scottish Government</p> <p>Supporting young People Leaving Care in Scotland: Regulations and Guidance on Services for Young People Ceasing to be Looked After by Local Authorities (2004).</p> <p>Staying Put Scotland 2013.</p> <p>Children's Hearings (Scotland) Act 2011</p> <p>Aftercare (Eligible Needs) Order</p>

Support and Assistance of Young People Leading Care (Scotland) Amendment Regulations 2015
 Getting It Right For Children in Residential Care (Audit Scotland) 2010
 Housing Options Protocol for Care Leavers

Disabilities	<p>Child protection and the needs and rights of disabled children and young people; a scoping study</p> <p>Scottish Good Practice Guidelines for supporting Parents with learning Disabilities</p> <p>Equalities Act (2010)</p> <p>Education (Additional Support for Learning) (Scotland) 2004 as amended 2009</p> <p>Disability Discrimination Act 1995</p>
Domestic and Gender based abuse	<p>Working with families affected by Domestic Abuse – Aberdeenshire Multi-Agency Strategy 2014</p> <p>National Strategy to Address Domestic Abuse (2000)</p> <p>Safer Lives, Changed Lives: A Shared Approach to Tackling Violence against Women in Scotland (2009)</p> <p>With Scotland (2012) Checklist for Violence Against Women Partnerships and Child protection Committees</p> <p>National Domestic Abuse Delivery Plan for Children and Young People</p> <p>Criminal Justice and Licensing (Scotland) Act 2010 (relevant to the offence of stalking)</p> <p>Protection of Vulnerable Groups Scotland Act (2007)</p>
Early Years	<p>Aberdeenshire Early Years Strategy</p> <p>Play Strategy for Scotland</p> <p>Early Years Framework (2008) Scottish Government</p> <p>Early Years Taskforce Shared Vision and Priorities (2012)</p> <p>National Care Standards framework</p> <p>Pre-Birth to Three: Positive Outcomes for Scotland's Children and Families</p> <p>Children and Young People (Scotland) Act 2014</p> <p>Children and Young People Improvement Collaborative</p> <p>Review of the Scottish Early learning and Childcare Workforce and Out of School Care Workforce</p> <p>A Blueprint for 2020 - The Expansion of Early Learning and Childcare in Scotland (Consultation)</p> <p>Raising Attainment for All</p> <p>Growing up in Scotland</p> <p>Maternity and Children Quality Improvement Collaborative (MCQIC) 2013</p> <p>Universal Health Visiting Pathway</p>
Education	<p>Aberdeenshire Council School Enhanced Provision Model, including wrap around care</p> <p>Aberdeenshire Council Flexible Learning Pathways Guidance</p> <p>Aberdeenshire Council Additional Support Needs Career-Long Professional Learning and training strategy (2016-17)</p> <p>Aberdeenshire Council Educational Psychology Service self-evaluation framework better relationships, better learning, better behaviour</p> <p>Education Scotland How good is our school? 4</p> <p>Delivering Excellence and Equity in Scottish Education - A Delivery Plan for Scotland</p> <p>Customer Service Excellence standards</p> <p>Curriculum for Excellence (2010)</p> <p>Education (Additional Support for Learning) (Scotland) 2004 as amended 2009</p> <p>The Standards in Scotland's Schools etc. Act (2000)</p> <p>Scottish Schools (Parental Involvement) Act 2006</p> <p>For Scotland's Children (2001)</p> <p>Education (Scotland) Act 2016</p>
Health	<p>Child Health 2020, A Strategic Framework for Children and Young People's Health</p> <p>Improving Child Wellbeing: It's Everybody's Business. Annual Report 2015/2016 (Directorate of Public Health NHS Grampian) (2016)</p> <p>NHS Grampian Guidance to manage care of infants in the hospital setting who require closer observation and/or supervision of the carer and child contact, July 2016</p> <p>Aberdeenshire CHP Children's plan - May 2014</p> <p>Universal Health Visiting Pathway in Scotland, Pre-birth to Pre-School, October 2015</p>

Equally Well (2008)
 The Healthcare Quality Strategy for Scotland (The Scottish Government, 2010)
 A New Look at Hall 4 (2011)
 NHS Quality Improvement Scotland (QIS) framework
 Scottish Intercollegiate Guidelines Network (SIGN)

Mental Health	<p>Aberdeenshire Mental Health & Wellbeing Strategy 2016 - 2019</p> <p>Suicide Prevention Strategy</p> <p>Suicide Prevention for Looked After Children and Young People SCSWIS (2011)</p> <p>The Mental Health of Children and Young People: A framework for promotion, prevention and care</p> <p>Working with Children and Adults who may be at risk of self-harm: Practice Guidance on information sharing, protection and confidentiality</p> <p>The National Patient Safety Agency Rapid Response report</p> <p>Cyberbullying – Safe to Learn: Embedding anti-bullying work in schools</p> <p>Mental Health (Care and Treatment) (Scotland) Act 2003</p>
Substance Misuse	<p>A New Framework for Local Partnerships on Alcohol and Drugs (2009)</p> <p>Changing Scotland’s relationship with Alcohol: Getting our Priorities Right (2012)</p> <p>Supporting the development of Scotland’s alcohol and drug workforce (2010)</p> <p>National Drug Strategy: The Road to recovery</p> <p>Getting Our Priorities Right (2012)</p>
Young Carers	<p>A Toolkit for Supporting Young Carers in Aberdeenshire Secondary Schools</p> <p>Universal Guidance Notes on Young Carers – Education</p> <p>Caring Together and Getting It Right for Young Carers: The Young Carers Strategy for Scotland 2010-2015</p> <p>The Carers (Scotland) Act 2016 – due for implementation 01 April 2018</p> <p>Education (Additional Support for Learning) (Scotland) Act 2004-2009</p> <p>The Children and Young People (Scotland) Act 2014</p> <p>The Social Care (Self Directed Support) (Scotland) Act 2013</p>
Youth Offending	<p>Framework for Risk Assessment Management and Evaluation (FRAME) Planning for Local Authorities and partners: For Children and Young People Under 18 (Scottish Government, September 2011)</p> <p>Preventing Offending by Young People – Framework for ACTION (2008)</p> <p>Working With Children and Young People Displaying Sexually Harmful Behaviour: Practice Guide (The North East of Scotland Child Protection Committee, May 2012)</p> <p>National Guidance for Child Protection in Scotland (Scottish Government, May 2014).</p> <p>Youth Justice National Guidance (NDT, 2013 – specifically Chapter 7)</p> <p>Risk Assessment Tools Evaluation Directory (Risk Management Authority, 2007).</p> <p>Getting it Right for Children and Young People who Present a Risk of Serious Harm (Scottish Government, 2008)</p> <p>National Accommodation Strategy for Young People Who Display Sexually Harmful Behaviour</p> <p>National Strategy for Community Justice</p> <p>Preventing Offending: Getting it Right for Children And Young People (Youth Justice Strategy for Scotland 2015-2020) Scottish Government 2015</p> <p>Whole System Approach, Scottish Government</p> <p>Multi-Agency Public Protection Arrangements Section 10 of The Management of Offenders etc. (Scotland) Act 2005.</p> <p>Community Justice (Scotland) Act 2016</p>
Other	<p>Child Poverty Strategy for Scotland (2011)</p> <p>Shifting the curve (2016)</p> <p>The National Performance Framework (Scottish Government)</p> <p>Community Empowerment (Scotland) Act 2015</p> <p>Getting it Right for Every Child (Scottish Government)</p> <p>Children and Young People Act (Scotland) 2014</p>

Appendix D: Summary United Nations Convention on the Rights of the Child (UNCRC) 1989

<p>Article 1 (definition of the child)</p> <p>Everyone under the age of 18 has all the rights in the Convention.</p>	<p>Article 2 (without discrimination)</p> <p>The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.</p>	<p>Article 3 (best interests of the child)</p> <p>The best interests of the child must be a top priority in all actions that affect children.</p>	<p>Article 4 (implementation of the convention)</p> <p>Governments must do all they can to make sure every child can enjoy their rights by creating systems and passing laws that promote and protect children's rights.</p>	<p>Article 5 (parental guidance and a child's evolving capacities)</p> <p>Governments must respect the rights and responsibilities of parents and carers to provide guidance and direction to their child as they grow up, so that they fully enjoy their rights. This must be done in a way that recognises the child's increasing capacity to make their own choices.</p>	<p>Article 6 (life, survival and development)</p> <p>Every child has the right to life. Governments must do all they can to ensure that children survive and develop to their full potential.</p>	<p>Article 7 (birth, registration, name, nationality, care)</p> <p>Every child has the right to be registered at birth, to have a name and nationality, and, as far as possible, to know and be cared for by their parents.</p>
<p>Article 8 (protection and preservation of identity)</p> <p>Every child has the right to an identity. Governments must respect and protect that right, and prevent the child's name, nationality or family relationships from being changed unlawfully.</p>	<p>Article 9 (separation from parents)</p> <p>Children must not be separated from their parents against their will unless it is in their best interests (for example, if a parent is hurting or neglecting a child). Children whose parents have separated have the right to stay in contact with both parents, unless this could cause them harm.</p>	<p>Article 10 (family reunification)</p> <p>Governments must respond quickly and sympathetically if a child or their parents apply to live together in the same country. If a child's parents live apart in different countries, the child has the right to visit and keep in contact with both of them.</p>	<p>Article 11 (abduction and non-return of children)</p> <p>Governments must do everything they can to stop children being taken out of their own country illegally by their parents or other relatives, or being prevented from returning home.</p>	<p>Article 12 (respect for the views of the child)</p> <p>Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. This right applies at all times, for example during immigration proceedings, housing decisions or the child's day-to-day home life.</p>	<p>Article 13 (freedom of expression)</p> <p>Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.</p>	<p>Article 14 (freedom of thought, belief and religion)</p> <p>Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights. Governments must respect the rights and responsibilities of parents to guide their child as they grow up.</p>
<p>Article 15 (freedom of association)</p> <p>Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from enjoying their rights.</p>	<p>Article 16 (right to privacy)</p> <p>Every child has the right to privacy. The law should protect the child's private, family and home life, including protecting children from unlawful attacks that harm their reputation.</p>	<p>Article 17 (access to information from the media)</p> <p>Every child has the right to reliable information from a variety of sources, and governments should encourage the media to provide information that children can understand. Governments must help protect children from materials that could harm them.</p>	<p>Article 18 (parental responsibilities and state assistance)</p> <p>Both parents share responsibility for bringing up their child and should always consider what is best for the child. Governments must support parents by creating support services for children and giving parents the help they need to raise their children.</p>	<p>Article 19 (protection from violence, abuse and neglect)</p> <p>Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.</p>	<p>Article 20 (children unable to live with their family)</p> <p>If a child cannot be looked after by their immediate family, the government must give them special protection and assistance. This includes making sure the child is provided with alternative care that is continuous and respects the child's culture, language and religion.</p>	<p>Article 21 (adoption)</p> <p>Governments must oversee the process of adoption to make sure it is safe, lawful and that it prioritises children's best interests. Children should only be adopted outside of their country if they cannot be placed with a family in their own country.</p>

<p>Article 22 (refugee children)</p> <p>If a child is seeking refuge or has refugee status, governments must provide them with appropriate protection and assistance to help them enjoy all the rights in the Convention. Governments must help refugee children who are separated from their parents to be reunited with them.</p>	<p>Article 23 (children with a disability)</p> <p>A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community. Governments must do all they can to support disabled children and their families.</p>	<p>Article 24 (health and health services)</p> <p>Every child has the right to the best possible health. Governments must provide good quality health care, clean water, and a clean environment and education on health and well-being so that children can stay healthy. Richer countries must help poorer countries achieve this.</p>	<p>Article 25 (review of treatment in care)</p> <p>If a child has been placed away from home for the purpose of care or protection (for example, with a foster family or in hospital), they have the right to a regular review of their treatment, the way they are cared for and their wider circumstances.</p>	<p>Article 26 (social security)</p> <p>Every child has the right to benefit from social security. Governments must provide social security, including financial support and other benefits, to families in need of assistance.</p>	<p>Article 27 (adequate standard of living)</p> <p>Every child has the right to a standard of living that is good enough to meet their physical and social needs and support their development. Governments must help families who cannot afford to provide this.</p>	<p>Article 28 (right to education)</p> <p>Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child. Discipline in schools must respect children's dignity and their rights. Richer countries must help poorer countries achieve this.</p>
<p>Article 29 (goals of education)</p> <p>Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.</p>	<p>Article 30 (children from minority or indigenous groups)</p> <p>Every child has the right to learn and use the language, customs and religion of their family, whether or not these are shared by the majority of the people in the country where they live.</p>	<p>Article 31 (leisure, play and culture)</p> <p>Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.</p>	<p>Article 32 (child labour)</p> <p>Governments must protect children from economic exploitation and work that is dangerous or might harm their health, development or education. Governments must set a minimum age for children to work and ensure that work conditions are safe and appropriate.</p>	<p>Article 33 (drug abuse)</p> <p>Governments must protect children from the illegal use of drugs and from being involved in the production or distribution of drugs.</p>	<p>Article 34 (sexual exploitation)</p> <p>Governments must protect children from all forms of sexual abuse and exploitation.</p>	<p>Article 35 (abduction, sale and trafficking)</p> <p>Governments must protect children from being abducted, sold or moved illegally to a different place in or outside their country for the purpose of exploitation.</p>
<p>Article 36 (other forms of exploitation)</p> <p>Governments must protect children from all other forms of exploitation, for example the exploitation of children for political activities, by the media or for medical research.</p>	<p>Article 37 (inhumane treatment and detention)</p> <p>Children must not be tortured, sentenced to the death penalty or suffer other cruel or degrading treatment or punishment. Children should be arrested, detained or imprisoned only as a last resort and for the shortest time possible. They must be treated with respect and care, and be able to keep in contact with their family. Children must not be put in prison with adults.</p>	<p>Article 38 (war and armed conflicts)</p> <p>Governments must not allow children under the age of 15 to take part in war or join the armed forces. Governments must do everything they can to protect and care for children affected by war and armed conflicts.</p>	<p>Article 39 (recovery from trauma and reintegration)</p> <p>Children who have experienced neglect, abuse, exploitation, torture or who are victims of war must receive special support to help them recover their health, dignity, self-respect and social life.</p>	<p>Article 40 (juvenile justice)</p> <p>A child accused or guilty of breaking the law must be treated with dignity and respect. They have the right to legal assistance and a fair trial that takes account of their age. Governments must set a minimum age for children to be tried in a criminal court and manage a justice system that enables children who have been in conflict with the law to reintegrate into society.</p>	<p>Article 41 (respect for higher national standards)</p> <p>If a country has laws and standards that go further than the present Convention, then the country must keep these laws.</p>	<p>Article 42 (knowledge of rights)</p> <p>Governments must actively work to make sure children and adults know about the Convention.</p>
<p>Article 45</p> <p>Unicef can provide expert advice and assistance on children's rights.</p>						

Optional Protocols

There are three agreements, called Optional Protocols, that strengthen the Convention and add further unique rights for children. They are optional because governments that ratify the Convention can decide whether or not to sign up to these Optional Protocols. They are: the Optional Protocol on the sale of children, child prostitution and child pornography, the Optional Protocol on the involvement of children in armed conflict and the Optional Protocol on a complaints mechanism for children (called Communications Procedure).



For more information go to www.unicef.org.uk/crc/op

Appendix E: Children and Young People’s Rights, Good Practice Examples

2016 Go Customer Engagement Awards 2016 for ‘My Voice: This laptop/tablet tool was developed for gathering the views of children who were Looked After or on the Child Protection Register. A care experienced Young Person was involved in the design and delivery of the tool which has now been expanded for use by children with Additional Support Needs to support them to express their views at meetings.

Children’s Rights Service: This service supports looked after and care experienced children and young people, responding to 136 out of 141 referrals within 3 days of receipt, and attending 108 meetings in 2016 to help children and young people express their views. Three training sessions on Children’s Rights were also delivered by the service.

Child Rights Launchpad: This free, interactive resource was developed by UNICEF UK as part of their partnership with the Glasgow 2014 Commonwealth Games, and helps children and young people to explore their rights under the UNCRC in a game-style format. Children from Monymusk Primary School heard that UNICEF were looking to record the voices of children across Scotland reading the case studies, and contributed script readings that will be added as voiceovers to Articles 22 and 24.

(YPOC) Group: This group of care experienced young people aged 12 and over, provides the opportunity to share views and experiences of being looked after, so agencies can improve services. They also looks for ways to help more young people have a voice, by campaigning and highlighting issues that affect young people who are looked after away from home. Key achievements included publishing ‘*We are the Bairns*’ (2014) and ‘*Guide to Meetings*’ (2011). In 2016, they launched their new campaign about supporting ‘*Looked After Children in Education*’ with the DVD ‘*Don’t Judge, We’re no different to you*’.

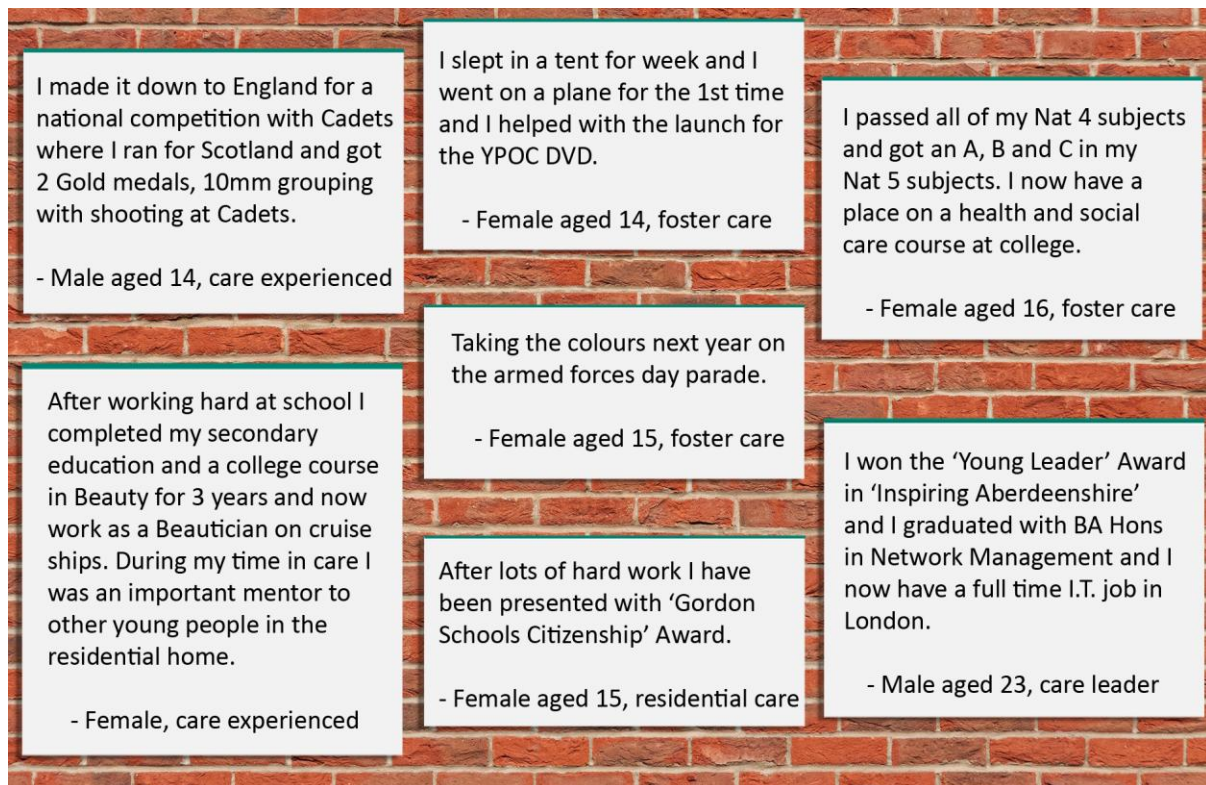
Aberdeenshire Rights Respecting School Awards (RRSA): A number of Aberdeenshire’s schools are registered as Rights Respecting Schools, with an increase from 2015 to 2016 in those at Level 2.

Aberdeenshire Rights Respecting School Awards (RRSA)

	2014/2015		2015/2016	
	Schools	%	Schools	%
Registered	115	68%	81	47%
Recognition of commitment	34	20%	32	19%
RRSA Level 1	23	14%	18	11%
RRSA Level 2	8	5%	13	8%

Appendix F: Corporate Parenting Achievements

Celebrating Success: An achievement wall on the Corporate Parenting section of the GIRFEC website recognises and celebrates the achievements of care experienced children and young people.



Source: <http://www.girfec-aberdeenshire.org/home/corporateparenting/achievements-2>

Our Family Firm: As part of wider Corporate Parenting responsibilities, this aims to provide care leavers with experience of the work place, in order to help better equip them for adulthood. Key to the success of Our Family Firm are Aberdeenshire "Champions"; colleagues from Council services who help ensure we collectively maximise opportunities available to Looked After young people and care leavers. Our Family Firm currently has 9 Champions from a range of council services, with the Council coordinating a total of 1670 work placement opportunities in 2016. 405 work placements are Council provided, with the remaining 1265 provided by other public, private and third sector organisations. 114 have been identified and specifically developed as being particularly appropriate for young people requiring support.

Champions Board: The Aberdeenshire Champion's Board is all about 'Championing' the needs of looked after and previously looked after children and young people. It does this by providing a platform for looked after children and young people to engage with their 'corporate parent' and make their needs known. The young people, a group with care experience, refer to themselves as 'The LAC Factor', and meet monthly with their supporters to share and develop ideas to present to the full Champions Board. This brings together young people and their supporters and Senior Officers from the local authority, Elected Members, NHS and Voluntary Sector as equal members, to discuss and make decisions on an agenda set by the young people.

Appendix G: Glossary of Terms

Aberdeenshire Community Planning Partnership: The local community planning partnership for Aberdeenshire, comprising key representatives from agencies and organisations in the public, community, voluntary and private sector. The partnership works together to plan and deliver services in Aberdeenshire. Local authorities and their community planning partners have been given the autonomy to use their combined resources to accelerate progress in tackling poverty and deprivation in local communities.

Aberdeenshire Learning and Development Online (ALDO): Online learning and development resource providing material on a wide range of topics, relevant to practitioners, volunteers, groups within particular Services, and wider partner agencies.

Additional Support Needs (ASN): A child or young person is said to have Additional Support Needs if they need more, or different support to what is normally provided in schools or pre-schools to children of the same age. It applies to children and young people who have long-term physical or learning difficulty or disability, but may also include needs arising from emotional or behavioural difficulties, illness or long-term conditions, young carers and Looked After Children.

Adult Services: The Health and Social Care Partnership and third sector organisations deliver high quality person-centred care and support to enhance adults' independence and wellbeing in their own community. This can be in relation to criminal justice, learning disabilities, mental health, substance misuse, physical disabilities, sensory impairment, older people and dementia.

Aberdeenshire Alcohol and Drug Partnership (ADP): This body is accountable to Scottish Government and locally to the Community Planning Partnership, and GIRFEC Strategic Group in relation to outcomes for children and young people. The ADP has a lead role in contributing to local responses to issues of alcohol and drug misuse.

Autism: A lifelong developmental disability that affects how people perceive the world and interact with others. It is a spectrum condition with three key areas of difficulty: Social Communication, Social Interaction and Social Imagination.

The Care Inspectorate: The body which regulates and inspects care services in Scotland to make sure they meet agreed national standards. They also jointly inspect with other regulators to check how well different organisations in local areas work to support adults and children.

Care Leavers: Young People aged 25 or under, who have been looked after by a local authority for at least 13 weeks since the age of 14; and who were looked after by the local authority on their school-leaving age, or after that date.

Care Package: Services put in place following an assessment of need, to support an individual's independence, or support their family to care for them due to multiple, complex and enduring health or social care needs arising from disability, accident or illness.

Child Sexual Exploitation (CSE): A specific type of sexual abuse where children and young people in exploitative situations and relationships are groomed and given something such as gifts, money or affection as a result of involvement in sexual activities.

Child Poverty: A child is considered to be living in poverty if they live in a household with less than 60% of the average household income. Contributing causes to Child Poverty are low wages, unemployment, and inadequate social security benefits. The impact of growing up in poverty means children may live in unheated houses, go hungry, face health difficulties, struggle to reach their potential at school, or be unable to join in activities with friends.

Child Protection Investigation: The multi-agency process of investigating and establishing facts, following a concern being raised by a member of the public or professional, that a child or young person is at risk of, or has experienced, significant abuse or harm.

Children's Hearings System: Scotland's unique care and justice system for children and young people which aims to ensure their safety and wellbeing. Decisions are made by a laypersons tribunal called the Children's Panel, who agree whether legal measures are required for the child's care and protection (for example a Compulsory Supervision Order).

Children's Reporter: The Children's Reporter's primary function is to receive referrals for children and young people who are believed to require compulsory measures of supervision for their welfare and protection. The Reporter investigates referrals and decides whether a child or young person should be referred to a Children's Hearing.

Compulsory Supervision Order: A legal order which means that the local authority (called 'the implementation authority') is responsible for providing support to the young person. It can contain measures that say where the young person must live, or other conditions which must be followed, for example around contact arrangements between a child and their family.

Children's Rights: These are basic and fundamental freedoms and entitlements that every child should have. These rights are listed in the UN Convention on the Rights of the Child 1989. Almost every country in the world has signed up to and agreed to protect these rights.

Child Trafficking: This is the action or practice of illegally procuring and relocating children, typically for the purposes of forced labour or sexual exploitation.

Chronologies: A chronology is a document reflecting significant positive or negative events impacting on a child or young person's life, reflected in date order. It is used to aid understanding of a child's experiences, and to analyse patterns in family circumstances which impact on a child's wellbeing as part of wider assessment. Chronologies may be single service or multi-agency using information shared by Health, Social Work, Education, Police and partner agencies.

Community Safety Partnership (CSP): A statutory partnership of organisations who work together to create strategies and practical interventions to reduce crime and disorder in their local area.

Consultation: The process of seeking views and feedback from the general public, service-users, practitioners or agencies on a specific matter (such as service development, law or policy)

Corporate Parenting: The role and responsibilities undertaken by public bodies in relation to promoting outcomes for children and young people who are Looked After.

Direct Measures: Alternatives to prosecution in the courts, an option made available to Procurators Fiscals and police under summary justice reform.

Domestic and Gender Based Abuse is any act of gender-based abuse that results in, or is likely to result in, physical violence, sexual, or psychological harm or suffering. This includes threats, coercion or arbitrary deprivations of liberty, whether occurring in public or in private life.

Dyslexia: A learning difficulty that primarily affects the skills involved in accurate and fluent word reading and spelling. The person's brain has trouble processing letters and sounds and they can experience difficulties with verbal memory and processing speed. Dyslexia does not affect general intelligence.

Early Learning and Childcare (ELC): Education and care for pre-school children delivered in caring and nurturing settings. This includes nurseries, nursery classes in schools, playgroups, or child-minders. These may be provided by the local authority or partners in the private and third sector.

Elected Members: Also known as Local Councillors, together elected members represent the people in their local community jurisdiction. Councillors are directly voted in to represent the people, and therefore have to consider not just the interests of their local electorate, but those throughout the whole area to create a harmonious local environment. Elected members provide a key role in support, scrutiny and approval of policy, strategy, funding and service decisions by local authorities.

Employability Support: These are services which meet the needs of unemployed people and employers providing opportunities to develop and utilise skills and help people find fair work.

Engagement: The process of developing and sustaining a working relationship between one or more public, private or third sector body and one or more community (geographic or interest) group, to help them both to understand and act on relevant needs or issues.

Female Genital Mutilation: Procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons. Sometimes referred to as female genital cutting or female circumcision.

File Audit: An internal or external formal review and inspection of a service or organisation's records.

Forced Marriage: Where one or both of the parties is married without his or her consent or against his or her will. A forced marriage differs from an arranged marriage, in which both parties consent to the assistance of their parents, or a third party (such as a matchmaker) identifying a spouse.

Foster Care: Offers children and young people a safe, secure and nurturing place to live when their birth family is unable to care for them. Children are placed within family homes in the community on an emergency, short-term or long-term basis.

Getting It Right For Every Child (GIRFEC): The Scottish Government's policy approach to making sure that all children and young people in Scotland get the right help they need, when they need it. This is underpinned by the Children and Young People (Scotland) Act 2014, which places certain aspects of GIRFEC into law.

Health and Social Care Hubs: Multi-agency groups of practitioners in Integrated Health and Social Care Teams delivering services in local communities across Aberdeenshire.

Juveniles: Another term for children or young people.

Joint Investigative Interviews: Formal, planned interviews with children, carried out by specially trained police and social work staff, for the purpose of gaining information from a child witness or victim to inform a Child Protection Investigation and potential future criminal or child protection proceedings.

Kinship Care: The care of children by relatives or close family friends in circumstances where children are unable to remain with their birth parents. Kinship Carers must be assessed and approved by the local authority.

Lead Professional: Coordinates the drawing up and review of a Child's Plan where one is in place, working closely with the Named Person. In some cases the Named Person will also act as the Lead Professional.

Local Learning Community Partnerships: These bring together agencies involved in the delivery of Community Learning and Community Development (CLD) across 17 areas of Aberdeenshire with the purpose of improving learning and development opportunities in local communities.

Looked After Children: Children and young people who are in the care (sometimes referred to as care experienced) of the local authority. Looked after children and young people may live with their parents and be subject to compulsory measures of supervision (looked after at home) or be looked after away from home (for example in foster or kinship care, residential childcare or residential educational establishments).

Non-engaging Family: Describes a range of deliberate behaviours and attitudes by parents or carers in response to professionals who are trying to undertake an assessment or provide support to a child or young person. This includes threats of violence or intimidation of practitioners, avoiding contact, for example missing appointments or refusing access to the child or home; active non-compliance with agreed actions in a Child's Plan; or disguised non-compliance, where a parent or carer suggests they will co-operate, but does not carrying out agreed actions or make effective change.

Outcomes: How we want things to turn out, and what we want to achieve through our actions. These might be strategic outcomes, or outcomes for an individual child or young person.

Primary Care: Health care provided in the community for people making an initial approach to a medical practitioner or clinic for advice or treatment.

Procurator Fiscal: The person responsible in the Scottish Court system acting to investigate unexplained and sudden deaths, and as the public prosecutor presenting criminal cases in the Sheriff and Justice of the Peace Courts.

Resilience: The ability to of a person to recover from, or adjust easily to adverse circumstances (positive coping ability.)

Scottish Index of Multiple Deprivation (SIMD): identifies small areas across Scotland where the population experiences deprivation across multiple domains (such as poverty, poor housing conditions, a lack of skills or good education, poor public transport, life expectancy).

Secure Accommodation: A form of residential care for a very small number of children or young people, who for a particular period in their lives, can only be managed in the highly controlled settings of secure care, restricting certain liberties. Such children have been assessed to pose a significant risk to themselves or others in the community.

Self-Directed Support (SDS): SDS comes from the Social Care (Self-directed Support) (Scotland) Act 2013 which places a duty on local authorities to offer people who are eligible for social care a range of choice and control over how they receive their social care support.

Special Schools: Educational establishments which offer a unique and specialist setting and staff working to support children and young people aged from 3 to 18 years old. These provide services for those children and young people who require a significant degree of additional support, which means their learning and wellbeing needs cannot be met in mainstream educational provision.

Statutory Duty: A legal obligation or requirement that a company, government organisation, or members of a particular profession must comply with and provide.

Substance Misuse: Use of substances (including alcohol, illicit drugs and prescribed medication) in a manner which is harmful to themselves or others.

Supported Lodgings: Accommodation which includes help and support for young people aged over 16 years old who have usually been Looked After by the local authority. The accommodation is offered by individuals or families with a spare room, who work with the Throughcare and Aftercare team to offer a home environment which acts as a stepping stone to more independent living.

Third Sector Organisations: Service providers which are not public authorities (i.e. voluntary, charitable or community based organisations).

Throughcare/Aftercare Services: A range and continuum of services to assist the varying needs of young people leaving care, to enable them to achieve a successful transition from being Looked After by the local authority, to independent life in the community as young adults.

Welfare Reform: The government's approach from 2013 to reform social welfare payments for working age individuals, including entitlement to Child Benefit.

Wrap-Around Care: A way of providing flexible supports and services to families with children with disabilities to help them meet the needs of their children in their own communities.

Young Carer: A child or young person aged 18 or under who helps look after a relative who has a disability, illness, mental health condition, or a drug or alcohol problem. Most young carers look after one of their parents or a brother or sister.

Appendix H: Website Links

- 1 <http://www.legislation.gov.uk/asp/2014/8/contents/enacted>
- 2 <http://www.girfec-aberdeenshire.org/wp-content/uploads/2015/03/Integrated-Childrens-Service-Plan.pdf>
- 3 <http://www.girfec-aberdeenshire.org/for-practitioners/learningdevelopment/>
- 4 <https://www.aberdeenshire.gov.uk/social-care-and-health/health-and-social-care-integration/>
- 5 <http://www.gov.scot/Resource/0049/00497339.pdf>
- 6 <https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/aberdeenshire-factsheet.pdf>
- 7 <https://www.aberdeenshire.gov.uk/media/18621/simd16-aberdeenshire-interim-report.pdf>
- 8 <http://www.gov.scot/Resource/0050/00504809.pdf>
- 9 https://www.aberdeenshire.gov.uk/media/3878/lhsexecutivesummary2012-2017_001.pdf
- 10 <http://www.gov.scot/Topics/People/Young-People/gettingitright/wellbeing>
- 11 <http://www.legislation.gov.uk/asp/2014/8/part/18/enacted>
- 12 <http://www.gov.scot/Topics/People/Young-People/gettingitright/named-person>
- 13 <http://www.gov.scot/Topics/People/Young-People/gettingitright/named-person>
- 14 <http://www.gov.scot/Topics/People/Young-People/gettingitright/national-practice-model>
- 15 <http://www.gov.scot/Topics/People/Young-People/gettingitright/national-practice-model/my-world-triangle>
- 16 <http://www.gov.scot/Topics/People/Young-People/gettingitright/national-practice-model/resilience-matrix>
- 17 <http://www.gov.scot/Resource/0049/00498276.pdf>
- 18 <http://www.careinspectorate.com/images/documents/2723/Aberdeenshire children and young people services inspection report Oct 15.pdf>
- 19 <https://www.unicef.org/crc/>
- 20 <http://www.nhsgrampian.org/grampianfoi/files/DPH-Annual-Report-2015-16.pdf>
- 21 http://www.nhsgrampian.org/nhsgrampian/gra_display_simple_index.jsp?pContentID=8623&p_applic=CCC&
- 22 <http://www.gov.scot/Resource/Doc/311667/0098354.pdf>
- 23 <http://www.gov.scot/Topics/People/Young-People/early-years/early-years-collaborative>
- 24 <http://www.gov.scot/Resource/0049/00495068.pdf>
- 25 <http://www.gov.scot/Topics/Education/Schools/curriculum>
- 26 <http://www.gov.scot/Topics/Research/by-topic/health-community-care/social-research/SALSUS>
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Key Contacts

Chief Officers Group for Children

Jim Savage (Chair)	Chief Executive, Aberdeenshire Council
Campbell Thomson	Chief Superintendent, Police Scotland
Malcolm Wright	Chief Executive, NHS Grampian
Susan Webb	Director of Public Health, NHS Grampian
Maria Walker	Director of Education and Children's Services, Aberdeenshire Council
David Rodger	Chief Executive, Aberdeenshire Voluntary Action
Adam Coldwells	Chief Officer, Aberdeenshire Health and Social Care Partnership
David Rout	Area Manager, Scottish Fire and Rescue Service
Bob Driscoll	Chief Social Work Officer, Aberdeenshire Council, Chair of Child and Family Protection Committee
Emma Toner	Lead Officer, Child and Family Protection Committee (advisory role)
Bryony Revell	Service Transformation Officer (GIRFEC) (advisory role)

GIRFEC Strategic Group

Maria Walker (Chair)	Director of Education and Children's Services, Aberdeenshire Council
Vincent Docherty	Head of Secondary Education and Additional Support,, Aberdeenshire Council
Bob Driscoll	Chief Social Work Officer, Aberdeenshire Council
Mike Ogg	Strategy & Business Services Partnership Manager, Aberdeenshire Health & Social Care Partnership
Kate Stephen	Superintendent, Police Scotland
Leigh Jolly	Social Work Manager, Aberdeenshire Council
Audrey Hendry	Lead Officer, Primary Education, Aberdeenshire Council
Kim Penman	Health and Wellbeing Lead, Aberdeenshire Health & Social Care Partnership
Simon Hilton	Child Health Manager/Lead, NHS Grampian
Dave Martindale	Secondary Head Teacher, Aberdeenshire Council
Susan Padfield	Primary Head Teacher, Aberdeenshire Council
Elaine Sinclair	Third Sector Representative, Aberdeenshire Voluntary Action
Bryony Revell	Service Transformation Officer (GIRFEC) Aberdeenshire Council

Chairperson/Thematic Lead

Susan Webb	Director of Public Health, NHS Grampian	Intelligence, Data and Planning Group
Kate Stephen	Superintendent, Police Scotland	Co-ordination and Support Hub
Bob Driscoll	Chief Social Work Officer, Aberdeenshire Council	Child and Family Protection Committee
Emma Toner	Lead Officer, Child and Family Protection Committee, Aberdeenshire Council	Child and Family Protection Committee
Paul Murray	Employee Development Officer, Aberdeenshire Council	Learning and Development Subgroup
Hazel Robertson	Operational Lead Nurse Children and Families, Health and Social Care Partnership	GIRFEC Modules
Leigh Jolly	Social Work Manager, Aberdeenshire Council	Corporate Parenting
Wayne Gault	Lead Officer, Aberdeenshire Alcohol and Drug Partnership	Substance Misuse
Dave Martindale	Secondary Head Teacher, Aberdeenshire Council	Child Health Manager/Lead, NHS Grampian
Kim Penman	Health and Wellbeing Lead, Aberdeenshire Health & Social Care Partnership	Early Years
Anne Marie Davies	Quality Improvement Manager (Additional Support Needs), Aberdeenshire Council	Children with a Disability
Kirsty Theodoreson	Social Work Manager, Aberdeenshire Council	Youth Services Strategic Group (Whole Systems Approach/ Youth Justice)
Sharon Napier	Project Coordinator, Children's Services	Young Carers Strategy Group
Moyra Stephen	Development Officer, Aberdeenshire Council	Gypsy / Travelers Strategy Group



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