

## Ayrshire and Arran NHS Board



Monday 29 January 2018

### 'Getting it Right for You', North Ayrshire Children's Services Plan – Annual Report 2016-17

**Author:**

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**Sponsoring Director:**

Stephen Brown, Director of North Ayrshire Health and Social Care Partnership

**Date:** 29 January 2018

#### Recommendation

The Board is asked to support the contents of the 'Getting It Right For You', North Ayrshire Children's Services Plan Annual Report 2016-2017.

#### Summary

The Scottish Government requires each Community Planning Partnership, as part of their Children's Services Planning, to develop and publish a Children's Services Plan in accordance with the provisions of Part 3 of the Children and Young People (Scotland) Act 2014 and its associated Statutory Guidance. Under the 'Act', these plans should be in place by 1 April 2017.

**Key Messages:**

- In response to Part 3, Section 13 of the Act, an annual report on performance and progress against the Plan must be published, as soon as practicable after the end of each one-year period.
- The new Children's Services Plan replaces the 'Integrated Children's Services Plan prepared under the Children (Scotland) Act 1995
- This paper outlines some key achievements contained within North Ayrshire Children's Services Plan, 'Getting it Right for You' – Annual Report 2016-17

#### Glossary of Terms

NHS A&A	NHS Ayrshire & Arran
NACPP	North Ayrshire Community Planning Partnership
CAMHS	Child and Adolescent Mental Health Services
CSP	Children's Services Plan
RTT	Referral to Treatment
LAC	Looked After Children
LAAC	Looked After and Accommodated Children

1.	<b>Background</b>
1.1	North Ayrshire Community Planning Partnership has overall responsibility for the annual report and published its Children's Services Plan 'Getting it Right for You' in March 2016, one year in advance of the expected statutory publication date.
1.2	The key aims of the CSP are as set out in the Act. The North Ayrshire CSP is ambitious with 36 defined 'Promises' and is written in a style which has the 'young reader' in mind. The Statutory Guidance ensures that the CSP can 'tell a story'. It is therefore broken down into 3 'life stage' sections; Early Years (0-5), Primary Years (5-12) and Secondary Years (13-18) and each reports on key achievements and next steps
1.3	<p>In supporting the development of the CSP, an ambitious survey was undertaken by the Dartington Social Research Unit where almost 8000 young people aged between 9 and 16, and more than 600 families of children and young children were canvassed. Four 4 broad themes informed the design of the CSP:</p> <ol style="list-style-type: none"> <li>1. Improve how you engage with your school</li> <li>2. Help you to be physically active and be at a healthy weight</li> <li>3. Prevent smoking, drinking and taking substances at an early age</li> <li>4. Support your social and emotional development</li> </ol>
1.4	<p>Some of our Key Achievements detailed in the annual report</p> <ul style="list-style-type: none"> <li>• Developed <b>Named Person Service</b> ensuring the right information is shared to provide the right support at the right time.</li> <li>• '<b>Stop to Listen</b>' was launched in Three Towns Locality to improve how we respond to child sexual abuse.</li> <li>• At least 2 staff in every secondary school have been trained in <b>NHS Scottish Mental Health First Aid</b> as a first response to distress helping to reduce escalation.</li> <li>• 17 additional Health Visitors have provided critical early intervention supports and an additional assessment visit at 32-34 weeks gestation. These inputs contribute significantly to the increase in the <b>breastfeeding rate to 18.5%</b> (from 13.9% in 2011/12) and, the <b>reduction in obesity</b> rates with 73.9% of our Primary 1 pupils with a healthy weight (compared to 67% in 2013/14). These results will help improve longer term health outcomes for mums and our children.</li> <li>• <b>Family Nurse Partnership</b> worked with 66 first time teenage parents, 98% live in 3 most deprived SIMD areas and 93% accepted the offer of support.</li> <li>• A <b>Locality Model of Care</b> approach is being developed in the Kilwinning locality building a team of professionals with a particular focus on mental health and wellbeing. It is anticipated this model will be rolled out across the remaining localities.</li> <li>• We developed an <b>intensive support team</b> with 3 nurses supporting young people at risk of going into hospital due to poor mental health.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>CAMHS</b> started 92% (compared to 70% in 2014/15) of Referral to Treatment Times against our target of 90% and we are investigating a whole systems approach to early intervention training to reduce the number of referrals to CAMHS.</li> <li>• We delivered numerous <b>early prevention programmes eg CHARLIE, SPICE, Shell Twilight Basketball</b> aimed at reducing the number of young people smoking, drinking and taking substances at an early age with <b>100% of one school group</b> reporting that they were now more aware of the risks associated with the use of and misuse of a range of substances and this information will help them to make informed personal choices.</li> <li>• <b>6 secondary school Counsellors</b> are in place with early indications describing a positive impact on the school community (a further 3 have been recruited since the timeline of this report resulting in all Secondary Schools coverage).</li> <li>• The <b>Corporate Parenting Strategy</b> was developed and approved for implementation.</li> <li>• Challenge Fund, Pupil Equity Fund and Attainment Challenge Funding has been secured to <b>target support to LAC/LAAC children</b> working to prevent progression through the LAAC system.</li> </ul>
<b>2.</b>	<b>Proposals</b>
2.1	<p><b>Publication of the Children’s Services Plan Annual Report 2016-17</b></p> <p>The final draft Children’s Services Plan Annual Report 2016-17 was approved by the NACPP Board on 30 November 2017.</p> <p>It is proposed that the Ayrshire and Arran NHS Board support the content of the report. In addition, an Executive Summary and info-graphic will be published alongside the annual report in January 2018.</p>
2.2	<b>Anticipated Outcomes</b>
	Compliance with Part 3, Section 13 of the Children and Young People (Scotland) Act 2014 and providing report on progress of the Children’s Services Plan.
2.3	<b>Measuring Impact</b>
	Ongoing assessment of impact will be monitored by the Children’s Services Strategic Partnership.
<b>3.</b>	<b>Conclusion</b>
3.1	The Ayrshire and Arran NHS Board is asked to support the contents of the Children’s Services Plan ‘Getting it Right for You’ Annual Report 2016-17.

## Monitoring Form

<b>Policy/Strategy Implications</b>	The document summarises the performance of services delegated to the IJB through the North Ayrshire Integration Scheme. The report summarises progress made against the Children's Services element of North Ayrshire IJB Strategic Plan in 2016-17.
<b>Workforce Implications</b>	There are no workforce implications arising from consideration of this report
<b>Financial Implications</b>	There are no financial implications arising from consideration of this report.
<b>Consultation (including Professional Committees)</b>	North Ayrshire Community Planning Partnership and the Children's Services Strategic Partnership were consulted on the contents of this report.
<b>Risk Assessment</b>	A risk assessment is not appropriate in terms of this report
<b>Best Value</b> <ul style="list-style-type: none"> <li>- <b>Vision and leadership</b></li> <li>- <b>Effective partnerships</b></li> <li>- <b>Governance and accountability</b></li> <li>- <b>Use of resources</b></li> <li>- <b>Performance management</b></li> </ul>	Best Value principles of vision, efficiency of partnerships, governance and accountability of the partnership, effective and appropriate use of resources and performance management are addressed in this report.
<b>Compliance with Corporate Objectives</b>	The report demonstrates the progress being made against the National Health and Wellbeing Outcomes, Children's and Criminal Justice Outcomes and the 5 priorities within NAHSCP- tackling inequalities, engaging communities, bringing services together, preventions and early intervention and improving mental health and wellbeing, and through these, against IJB Strategic Plan Strategic Objectives
<b>Single Outcome Agreement (SOA)</b>	Children's health and wellbeing is improved through breaking the cycle of poverty, inequality and poor outcomes. Residents feel safer and communities are empowered
<b>Impact Assessment</b> The proposals in this report allow scrutiny of performance. The report does not involve proposals for policies, strategies, procedures, processes, financial decisions and activities (including service delivery), both new and at review, that affect North Ayrshire's communities and employees, therefore an equality impact assessment is not required. The report details next steps as part of the Action Plan going forward	

# NORTH AYRSHIRE Children's Services Plan Annual Performance Report 2016–17

# How we are doing



GETTING IT  
**RIGHT**  
FOR YOU



NORTH AYRSHIRE  
CHILDREN'S SERVICES  
STRATEGIC PARTNERSHIP

## ***Acknowledgements***

With grateful thanks to the young S3 and S6 illustrators from Greenwood Academy, Dreghorn for the use of their artwork throughout this Plan and for the support of their art teacher, Miss L McCormack.

With thanks to all copyright holders. While we have made every effort to contact copyright holders, if your image or logo appears in our document and you would prefer that it is removed, please contact us. We'll be happy to oblige.

# What we set out to do

North Ayrshire Community Planning Partnership (CPP) is determined to give each and every one of you the best start in life. We want you to think that North Ayrshire is the best place to grow up in Scotland. This vision is at the heart of everything we do for you.

In 2015, to help us achieve this vision, we asked for your views. Then, using what you told us, we wrote *Getting it right for you: North Ayrshire Children's Services Plan 2016–2020*. We were also guided by a new law that has strengthened your rights, called The Children and Young People (Scotland) Act 2014. With all that in mind, we made you some Promises, which you can find here.

In 2016 we began to make some changes to our services to help us keep our Promises and deliver better outcomes for you.

We have worked together with our friends in the Children's Services Strategic Partnership (CSSP) to focus on the top four issues that were important to you.

The four priorities you asked us to consider were:

- to improve how you engage with school
- to help you to be physically active and be at a healthy weight
- to prevent smoking, drinking and taking substances at an early age
- to support your social and emotional development



We also asked you to help us by keeping your own promises too. For example:

- You promise to tell an adult you trust if you are worried about something
- You promise to eat food that is good for you
- You promise to take part in physical activity
- You promise to speak out about the things that matter to you so that they can change

One of our first Promises was to produce an annual report on our progress – we are pleased to give you our first report on how we are doing.



**Jo Cullinane**  
Chair of North Ayrshire  
Community Planning  
Partnership



**John Butcher**  
Chair of North Ayrshire  
Children's Services  
Strategic Partnership



NORTH AYRSHIRE  
**CHILDREN'S SERVICES**  
**STRATEGIC PARTNERSHIP**



North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath



Ayrshire  
& Arran



**NORTH AYRSHIRE**  
Health and Social Care  
Partnership



SCOTTISH  
**CHILDREN'S REPORTER**  
ADMINISTRATION



**POLICE**  
SCOTLAND



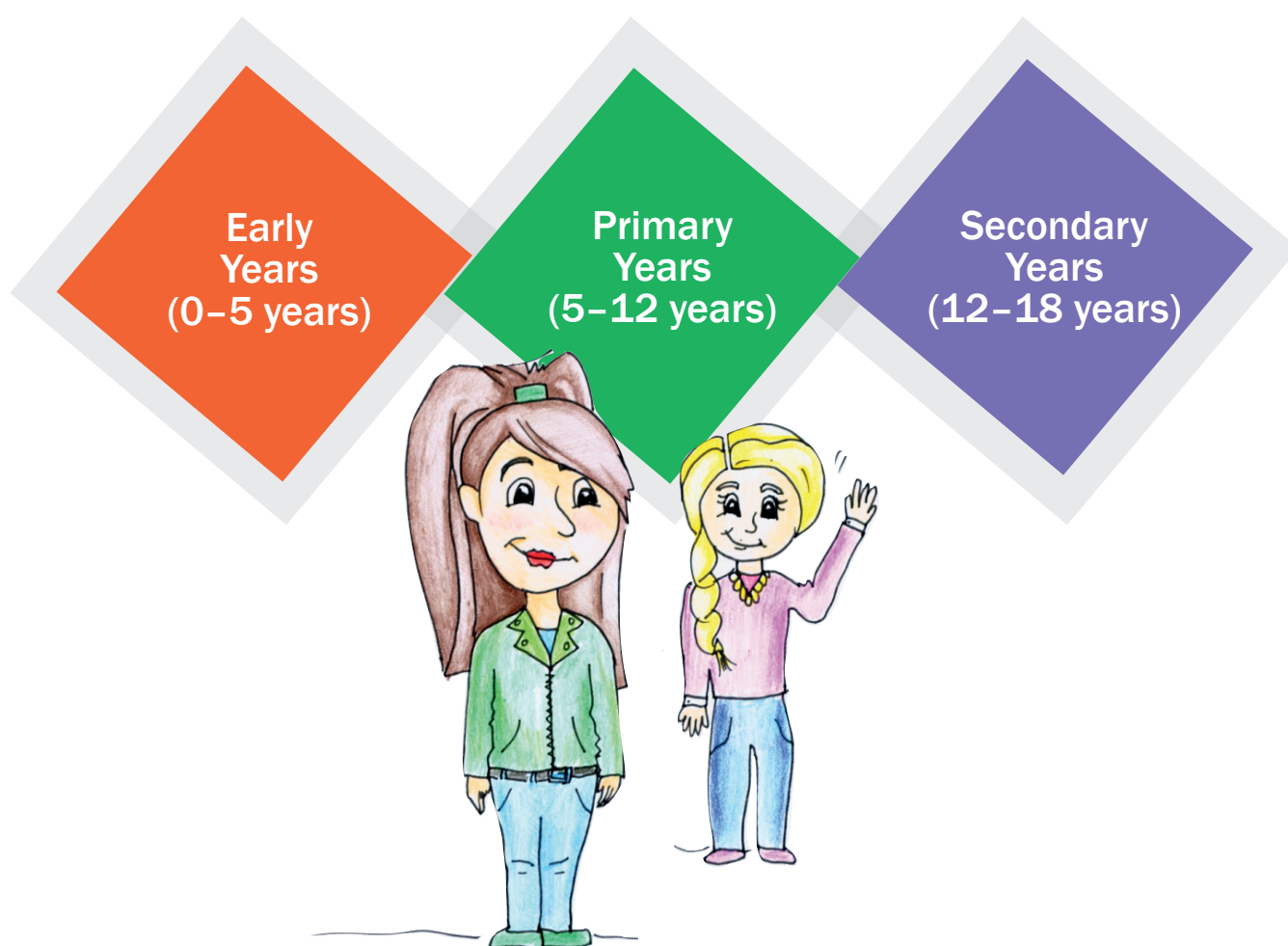
Ayrshire  
Area Support Team

**TSI** North  
Ayrshire



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# Structure of this report

We want this report to be easy to read and understand. It should match the work we did in *Getting it right for you: North Ayrshire Children's Services Plan 2016–2020*.

We have split this report into age and stage sections, just like the Children's Services Plan, to reflect your journey from birth to adulthood (0–18). Within each section we will tell you some of our achievements, backed up by the results from our Performance Framework (important points to focus on). This Performance Framework (available online) has helped us measure how well we are keeping our Promises. When we made our Promises, we set high standards because we want the best outcomes for all our children, young people and families.

We will also tell you what we are still aiming to achieve in our **Next steps** sections.

We know that this report affects real lives, so where possible, we use case studies and include quotes from people like you and your families, who have experienced the services we have provided.

We have tried to keep this report as clear as possible. The online version has many embedded hyperlinks (underlined) that relate to our work. These will give you more online information that might be of interest to you. The website addresses are all collated within the Appendix (see page 58).

As you will see from this annual report, we have made steady progress towards our overall promises and our action plan. This means that in some areas, we will introduce new actions that will allow our work to progress further. We are currently looking at what these additional actions will be and when we are happy that these are the right actions to target, we will publish them online.

*John Butcher*

*Chair of North Ayrshire Children's Services Strategic Partnership*

**johnbutcher@north-ayrshire.gov.uk**

# Our Promises to you *and our achievements*

## We promised to work on the Children's Services Plan priorities to improve your outcomes

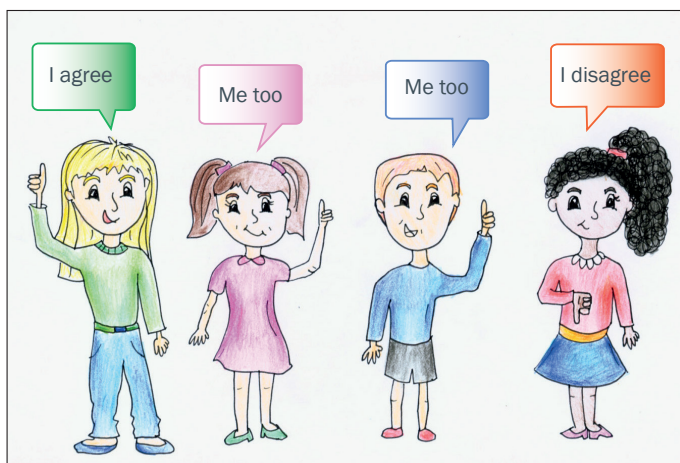
**This is our first annual report.** *Getting it right for you: North Ayrshire Children's Services Plan 2016–2020* is being used and reviewed on a daily basis by workers across the Children's Services Strategic Partnership (we'll call it the "Partnership" from now on). Our Promises are linked into all the work that we do. We're keeping track of our progress every single day.

## We promised to make sure your rights are protected

**Your Rights.** Nearly every country in the world, including ours, has agreed to make sure your rights are protected. We did this by signing a document called the **UN Convention on the Rights of the Child**.



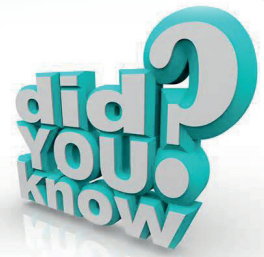
As well as this, all our schools have been working hard towards achieving the first level of the **UNICEF Rights Respecting School Award (RRS)**. We are glad to announce that 92.5% of our schools have now achieved the Recognition of Commitment (ROC) First Level. This means that schools like yours are protecting your rights in all their practices, which will improve your wellbeing and help you to reach your potential. In North Ayrshire we take a "whole-school approach" to children's rights and human rights education.



**Child Rights Education (CRE)** involves learning about rights, throughout your education. The Rights Respecting School approach helps you as "rights holders" to claim your rights. It also helps adults as "duty bearers" to be responsible for you. Child Rights Education helps all of us, young and old, to work together. When we encourage each other and give each other space to thrive, we create meaningful friendships and work well in school – and in the wider world!

Many people look after someone in their family or neighbourhood who may be unable to care for themselves. The Carers (Scotland) Act 2016 will come into law in April 2018, and is designed to support adult and young carers' own health and wellbeing as they care for others. North Ayrshire Council will have a duty to offer and prepare a **Young Carer Statement**, and then provide support to meet carers needs, for example their health, wellbeing and education. The Scottish Government has chosen us and 9 other local authorities to trial this new Act, and it's our job to focus on the statement and eligibility criteria.

As of June 2017, there are about 788,000 people in Scotland who are caring for a relative, friend or neighbour. This includes 44,000 who are under the age of 18.



North Ayrshire Health and Social Care Partnership introduced the first ever Carers Appreciation Card in Ayrshire. The idea for the card came from young carers. The card entitles unpaid carers to recognition, discount and offers from a growing range of shops and businesses.



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## We promised to work closely with each other and with your family so that you are safe and protected

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To help keep you **safe and protected**, we have been actively developing ways to share information with the right people whenever there are concerns. One way we do this is through the **Named Person Service**. This will help your named person access the right support for you at the right time. Even before you are born, we make sure that you and your mum have a named midwife allocated to you. Then, after you are born your named person will be your health visitor or family nurse. A few years later, when you start school, it's your head teacher. All children under 5 in North Ayrshire have now been allocated a named health visitor.

We have continued to focus on **Getting it Right for Every Child (GIRFEC)**, as well as supporting the named persons and lead professionals.

We have done this by:

1. Creating a service directory to help named persons and lead

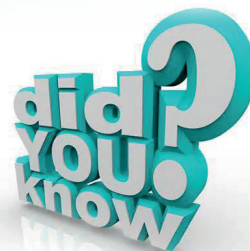
professionals find the right type of support for your needs. The services can be provided by a range of partner organisations, including the Council, the Health and Social Care Partnership or perhaps a charity.

2. Developing Request for Assistance processes and guidance. These have been introduced to make sure that the right support is provided as quickly as possible and to fill any gaps in services.
3. GIRFEC newsletters are shared regularly with practitioners and managers, keeping them up-to-date and providing links to useful websites and resources. Over the past year, named persons and practitioners have received training in a variety of areas including:
  - Guidance across all of Ayrshire relating to the Children and Young People (Scotland) Act 2014
  - Health and wellbeing, Foetal Alcohol Syndrome, seeking and responding to the child's voice
4. Developing a website to provide information about services and developments across the whole of Ayrshire and Arran.

All of this means that named persons will be better able to identify your family's wellbeing needs, taking your views into account every step of the way.

The requirement to have a Named Person is part of the law within the Children and Young People (Scotland) Act 2014, which set a goal for this to be in place by December 2018.

In June 2016, however, the Supreme Court raised concerns about the information sharing part of the law. This has caused a hold up in some of the systems and brought about the publication of the Children and Young People (Information Sharing) (Scotland) Bill on 20 June 2017, which is now going through the Parliamentary process.



Even though you are entitled to a named person and will be allocated one, you do not have to take their advice. This will in no way affect the way you are treated by them or other professionals working to help you.

Over the past year we have continued to support our staff within your schools and early years centres to help them safeguard and protect you. All our schools have a Child Protection (CP) co-ordinator who has:

- Delivered important information to all staff
- Continued to carry out training sessions throughout the year on specific areas (e.g. child sexual exploitation)
- Created a Safeguarding and Protecting staff notice board to display local and national guidance

All of this helps ensure that staff who work with you and your families know how to respond quickly and appropriately if they have any concerns regarding your safety or protection.

We have also reviewed how Education staff access Child Protection training courses, and have developed a 3-stage plan to make sure that everyone has correct and up-to-date training.

We are also one of 4 local authorities to lead a national project called **Stop to Listen**. Stop to Listen is about improving how we respond to child sexual abuse. We know that this is one of the hardest things to talk about – so we are working to make sure that you have the best help and support, whoever you choose to talk to. We are making small changes to provide services that are centred around you and easy for you to access. We will launch Stop to Listen in the Three Towns locality and have trained 197 staff (including 11 health visitors and team leaders) all of whom come from a wide range of services in the area. These include:

- Education (3 primary schools and nurture base) – where a whole-school approach is taken
- Health and Social Care Partnership (Service Access, Young Person's Support Team, Area Team, Health Visiting Service and associated early years social worker, assistant nurse practitioner school nursing, Children and Adolescent Mental Health Services)
- Youth Services
- Police Scotland (Public Protection Unit)

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## **We promised to care for your needs if you have an illness or disability**

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All children at the point of transition to adult services have a **Child's Assessment and Plan (CAP)**. If you are a young person with complex needs, for example a mixture of health and educational needs, you should be able to receive help from multiple services.

In primary and secondary school years, your named person is usually your Head, depute head or guidance teacher, and they will speak with experts who know about your needs. Other experts include health

and social care staff, for example CAMHS (Child and Adolescent Mental Health Services), and staff from Rainbow House, which is an assessment, diagnosis and treatment centre for children and young people. We've taken this action in response to the development of the individual assessment and outcome/action plan.

Your CAP should include positive goals, like routes to employment, professional training and work experience while you're still at secondary school. This is a key focus of our work. It is our belief that young people with learning disabilities can and will work, despite low levels of employment for young people with disabilities, locally and nationally. We are working with various partners on many approaches including:

- **Exploring volunteering opportunities** as a way to paid employment
- **Mapping employment models** like Project SEARCH, which is a one-year transition programme providing employability training and education for young people with disabilities. The goal is to provide on-site work experience for young adults to gain professional skills
- **Linking with local apprenticeships**
- **Mapping out the transition processes** in our partnerships to help us develop a pathway to improve your employment opportunities

You have the right to ask for an assessment to decide if you should have a **Co-ordinated Support Plan (CSP)**. A CSP is a formal document that means agencies have to work together to remove any barriers that prevent you from benefiting from education. The plan is designed to identify additional support needs of those young people who have significant and complex barriers to attending school. We will continue to support all of our young people (and their families) to be able to attend and benefit fully from our education provision in North Ayrshire.

**Scottish Mental Health First Aid** is a course developed by NHS Health Scotland for adults who support or care for young people aged between 11–17. Mental Health First Aid is a first response to distress and all staff understand that it is given only until other suitable or professional help can be found. It aims to increase staff confidence as Mental Health First Aiders in recognising, asking about and providing you and other young people with guidance so you can get the right support. This training has been provided by the Educational Psychologist Service, and has trained staff across Education and the Health and Social Care Partnership. At the moment, all secondary schools have at least 2 of their staff trained as Mental Health First Aiders - some schools now have 30 staff trained.

More of our approaches to supporting your mental health and wellbeing is covered in our Secondary Years (12–18) section.



## **Next steps ...**

Over the next year we will focus on supporting your **named person** to improve their skills even further and help them to access the best support available to meet your needs in the right place at the right time. We want to get it right for you.

We will publish our arrangements as follows:

- Information for practitioners and named persons
- Advice for children, young people and parents on how to contact your named person. This may be as part of a school handbook or via the health visitor

When the Children and Young People (Information Sharing) (Scotland) Act officially becomes law, we will work even harder to meet your wellbeing needs and concerns.

Going forward, there is an updated **Inclusion Process 2017–18 (incorporating Accessing Additional Support Needs Placements)** developed by North Ayrshire Council Education and Youth Employment. This provides a robust set of processes for all schools and practitioners to ensure that additional support is targeted to you and your families. This will be done throughout North Ayrshire.

We are building a **new £25M school** in Stevenston for young people with a range of additional support needs. The school will provide a state of the art learning and care environment that will meet the needs of young people aged 2-18, who have a range of physical challenges or learning disabilities.

The next area of focus for our **Stop to Listen** pathfinder is engaging with parents and the wider community within the Three Towns. “Messages for Parents” have been written and will be shared through the primary schools involved. We are also in the process of developing a series of information sessions about child sexual abuse, which parents can also attend

The disabilities subgroup of the Children’s Services Strategic Partnership will focus on youth employment transitions. We are talking with East Ayrshire Council to share experience and learning from their work with Project Search.

You will see from this report that we have achieved many of our actions that we laid out in the 4-year Children’s Services Plan. We will now develop new actions to make sure that we continue to deliver up to date services that you need.

# Our Early Years Promises (0–5 years) *and our achievements*

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**We promised that  
your mum, dad and family will have a named  
midwife who will look after both of you**

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Since the Children's Services Plan was introduced, we have provided every pregnant mum (100%) with a named **community midwife** at her first appointment. All new mums are told who their named person is and it is recorded so that all the right people know.

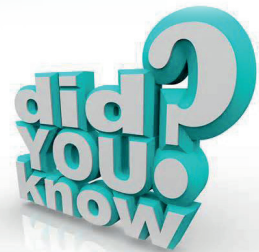
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**We promised that  
if your mum smokes, drinks alcohol or takes  
substances when she is pregnant with you, we  
will offer her a programme to help her to stop**

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When a mum tells us that she is pregnant, we talk with her to understand her full medical, social and psychological history. Mums who are having difficulties with smoking, drinking or using substances when pregnant are **offered a plan of support** like Fresh Air-shire, help from drug and alcohol recovery services and Vulnerable Pregnancy Service. Fresh Air-Shire is a **free** service provided by NHS Ayrshire & Arran, and it offers people the support and advice they need to help them stop smoking. Support groups or one-to-ones are available across North, South and East Ayrshire.

A baby's liver is one of the last organs to develop, and doesn't mature until the later stages of pregnancy. Drinking heavily throughout pregnancy can cause a baby to develop a serious condition called foetal alcohol syndrome (FAS) that results in poor growth, facial abnormalities, learning and behavioural problems.



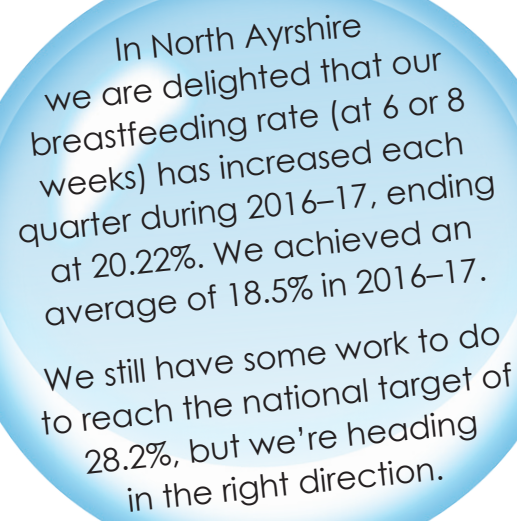
If a mum continues to drink during her pregnancy, she will have an Alcohol Brief Intervention (ABI) as part of the continuing assessment during her pregnancy. This is a short structured non-confrontational conversation about alcohol consumption.

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## We promised to help your mum if she wants to breastfeed, as this is best for you

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Health visitors now carry out an additional assessment visit for all mums when they are 32–34 weeks pregnant. This visit allows for a conversation about whether mum **intends to breastfeed** and gives the health visitor an opportunity to provide information about breastfeeding. If mum intends to breastfeed she is offered practical advice and support at home as well as any other support she might need before and after her baby is born.



In North Ayrshire we are delighted that our breastfeeding rate (at 6 or 8 weeks) has increased each quarter during 2016–17, ending at 20.22%. We achieved an average of 18.5% in 2016–17. We still have some work to do to reach the national target of 28.2%, but we're heading in the right direction.

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## We promised that you will have an allocated named person (health visitor) who will be there for you and your family

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We have recruited 17 additional health visitors, and every pre-5 child now has a named health visitor. Evidence shows that an early intervention support and approach will:

- reduce likelihood of Sudden Unexpected Death In Infancy by 50%
- reduce hospitalization for respiratory infections by 73%
- lower the risk of type 2 diabetes by 59%
- lower the risk of childhood obesity by 24%

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## We promised to support your dad and family members as they will be of great support to you and your mum

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**Parent and baby cafés** were introduced in April 2017, providing informal drop-in sessions to support dads as well as mums. These sessions provide information and advice on topics chosen by parents like infant feeding, nutrition, parenting skills and how to make the most of your income. All family members are welcome to attend.

Health visitors who visit families at home provide information to mums, dads and other family members who are providing you with support.

## case study

A dad with six children, ranging from 4–12 years, was left with very little support when his wife suddenly died. The family had recently moved to North Ayrshire.

The health visitor, who was making regular visits, made a request to the early years community social work. A care worker called Sue\* began working with and supporting the dad and the family. Sue's role was to listen and help the dad with his and his children's grief, while helping him to build confidence in his lone parenting role. Sue also helped him to build on the positive routines his wife had put in place. Bereavement support information was given and Sue worked with the health visitor and Early Years staff to make sure everyone was aware of the family's situation and that the right supports were put in place to help them. The dad hit a low point, and the health and social care professionals made a request for crisis counselling from the Named Person Service. Within two weeks he had his first session. At the same time, the family link worker from the early years centre went with the dad to visit the GP. With the dad's consent, the GP

was able to discuss the current support plan and was happy that the Universal Early Year's Service was meeting the family's needs.

Sue then found after-school activities at the local sports centre and took the children along, with the dad. While the children took part in the activities, Donna was able to talk to Dad about how he was feeling and how the counselling was going.

All of this joined-up support was having a positive impact on Dad's confidence and the children's wellbeing too.

The early years centre cooking approach of 'Big Cook Little Cook' proved to really enjoyable for Dad and his 4-year-old twins and the fun activity of cooking together soon transferred back to the house.

After 4 months of working Sue was able to withdraw but was always available on the phone should Dad need her help.

More confident in his role as parent and his abilities to meet the needs of his children, Dad has now started at college for the NC in Early Years Education and Childcare and has accessed childcare provision with support from Ayrshire College Student Support Services.

Dad is looking to the future.

case study

\* name has been changed

*I am overwhelmed by the amount of support I have had and would not be in the situation I am now if it was not for the help I received. Sue and her team have changed my life and put me in contact with different services to make this possible. I will never forget the help I received. It has given me the strength to get what I want out of life, which is to make memories for my kids to cherish and make them stronger. The help I received made me understand that to get what I wanted out of life I needed to make myself stronger and by going to college I am on the road to that.*

---

**We promised that  
if your mum and dad have problems and  
decide to split up, we will be there to support  
you all through it**

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As the case study shows, health visitors can **offer your family support** during difficult times and can request further support if things are really difficult for the family. This includes if parents decide to split up.

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**We promised to  
help your mum and dad get the best  
information on money, benefits and  
employment to help make sure that you have  
food to eat and a safe, dry and warm house to  
live in**

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This help and advice families need often includes information on **Money Matters**.

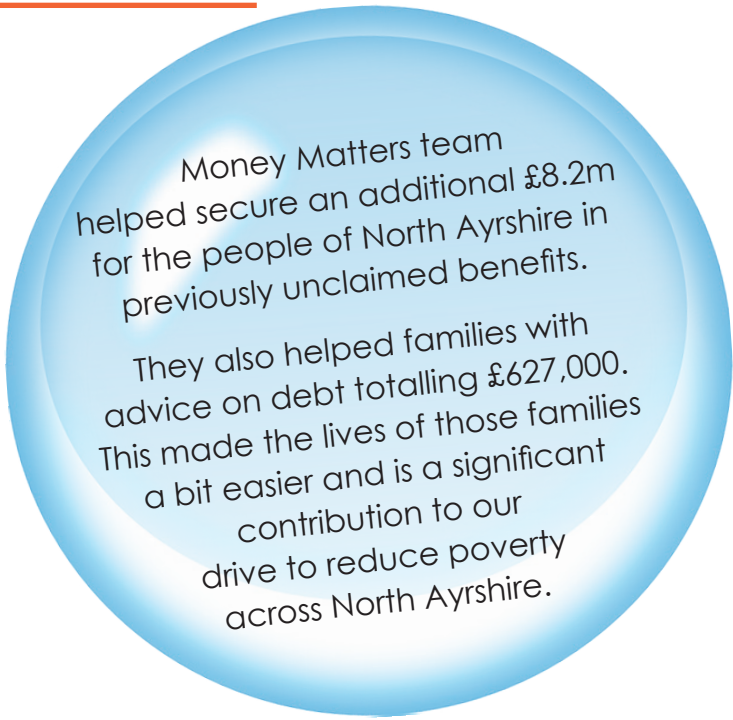
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**We promised to  
help your mum and dad learn  
what is important to be a  
supportive and confident parent  
for you**

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We have a huge variety of parenting programmes so that all mums and dads or carers can access the right support for them at the right time, in the right place. A parenting co-ordinator and 2 new members of the team have been recruited to support these programmes.

Our **targeted parenting programmes** include Scotland-wide Psychology of Parenting Project (PoPP) programmes: **Triple P** and **Incredible Years** (for 3–7 year olds). These are available in all localities in North Ayrshire. Trained early years group leaders work with up to 12 parents on strengthening relationships with their children over 8 or 14 weeks.



Money Matters team helped secure an additional £8.2m for the people of North Ayrshire in previously unclaimed benefits.

They also helped families with advice on debt totalling £627,000. This made the lives of those families a bit easier and is a significant contribution to our drive to reduce poverty across North Ayrshire.



- **Triple P:** 5 groups with 40 families starting and 24 finishing
- **Incredible Years:** 4 groups with 39 families starting and 15 completing

Some parents could not complete the course as they had to go back to work.



*As the only dad at the group I have learnt a lot more about breastfeeding, and talking to the other parents, I've learnt that my wife and I are not the only ones with problems. Getting to talk about them has found solutions to a lot of our situations.*

Parent on Baby Café

**Mellow Parenting** is another Scottish-wide set of programmes to help your parents find solutions to any difficulties they may have in looking after you.

In North Ayrshire, Mellow Parenting (including Mellow Bumps and Mellow Dads) is offered alongside our local partners **Barnardo's** (Kilwinning) and **Women's Aid**. We ran a Mellow Dads course at Springvale Early Years Centre, where activities like Lego Clubs were set up. A great success from this group saw the dads go on to form their own group called **West Coast Dads**.

To continue this good work, we are developing an annual rolling programme while other Education staff are being trained.

Two-day foundation training courses on the **Solihull Approach** included 12 members of staff. We are also developing an annual training programme including refresher training. The **Solihull for Parents Workshop** was delivered to 8 parents, from the 2-year-old and 3-5-year-old groups, in St John Ogilvie. A group of parents from Largs have requested this workshop. This is a great result as we continue to develop relationships with parents in the community.

*Other programmes like this would be helpful and I think they really help parents to understand their children better.*

Parent on Solihull for Parents

We are reaching out further to parents by offering taster sessions. This will help us see how many people are interested.

Our universal parenting programme is open to all parents from the **Parent Early Education Partnership (PEEP)**. These programmes focus on helping parents of children aged 0–5 to learn together to develop their children’s learning. Programmes have recently been delivered in Irvine to 23 families, Ardrossan to 30 families, Garnock, Dalry and Beith, and also in some early years centres. Individualised parent support is offered at early years centres: Castlepark, Dalry, Garnock Valley, Kilwinning and Springvale.

The PEEP Progression Pathway is a 12 or 16 week training course for parents to learn with their children. This work goes towards SQA units that allow parents to apply to Ayrshire College for agreed courses such as Education and Social Care. Our team will be approaching parents from our community groups to start a course in early 2018.

The **Family Nurse Partnership (FNP)** is now in its fourth year in Ayrshire and Arran. It is a home-visiting service offered to first-time young mums under 19 and their families. A specially trained family nurse visits the family from early pregnancy until the child is 2 years old. This helps young mums with breastfeeding, immunisation, making sure babies are born with a healthy weight.

In September 2016, Irvine’s Gailies Hotel was packed with young mums and dads (and some grans too!) and lots of happy, noisy children. This was the graduation of the first cohort of 30 young mums who were supported by a dedicated team of family nurses.

This huge range of parenting programmes has helped support families in North Ayrshire to build inner strength, helping to cope with challenging times by giving them the skills for better parenting to make sure that you are safe, confident and able to achieve all you can.

Almost all of the Early Years Education Centres now have **Communication Champions**, who have had additional training and support from the Speech and Language (SPIN) team.

*I will give my daughter more time to reply and I won't bombard her with questions.*

Parent on Solihull for Parents

*I had a lot of trouble with my pre-schooler as well as my 10 year old. My house was like a warzone at times. Now we have a lot more happy times, less shouting and more time to enjoy family activities.*

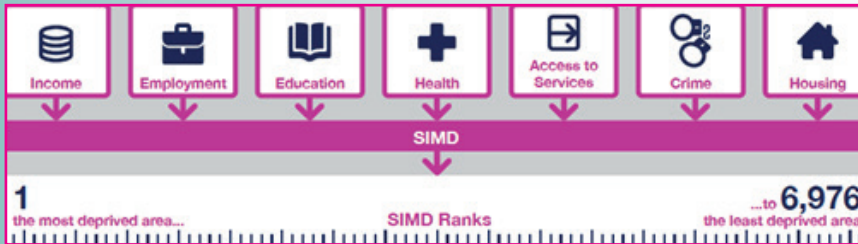
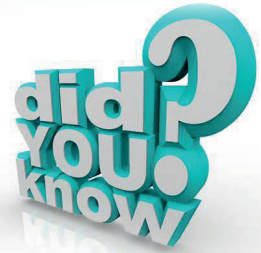
Parent on Incredible Years

A total of 66 young parents used FNP (November 2015–June 2017) with an average age of 18. 93% of those offered a place accepted (above the target of 75%). Of the 66 parents, 98% lived in the 3 most deprived areas in North Ayrshire (Scottish Index of Multiple Deprivation areas 1–3).



Scottish Index of Multiple Deprivation (SIMD) is:

- The official tool to find the most deprived areas in Scotland
- A relative measure of deprivation across small areas in Scotland



Deprived doesn't just mean 'poor' or 'low income'. It can also mean people having fewer resources and opportunities, for example in health and education.

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**We promised that you are offered a developmental growth assessment by your health visitor (named person) when you reach 27–30 months and at preschool age, with a focus on growth, wellbeing, communication and language development**

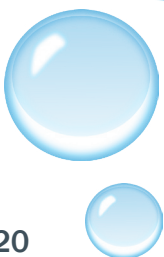
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95% of our children (highest in Scotland) had a 27–30 month assessment last year. Health visitors identified 17.2% children with speech and language concerns and were able to offer early and appropriate interventions.

The **Communication Champions Network** create communication friendly environments in early years centres. Children have the opportunity to develop speech, language and communication skills during everyday nursery activity. Having a communication champion also means that parents and carers have a member of staff to go to for advice and support about language and communication.

The new **Universal Health Visitor Pathway** sets out a minimum core home visiting programme. This is offered to all families in North Ayrshire as part of the work of our Universal Early Years Service. This early intervention team includes health visitors, assistant nurse

practitioners in parenting and nutrition and an infant feeding nurse who all work to support new mums and babies.





More mums are now breastfeeding and fewer children in North Ayrshire are obese.

The programme consists of 11 home visits to all families: 8 within the first year of life and 3 child health reviews between 13 months and 4-5 years. We are well on our way to full introduction with all families being offered this by January 2018.

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**We promised that we will offer all children aged three years old early learning to help you learn, develop social skills and meet other young children**

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We provide four **Scottish Book Trust Bookbug bags** each year. Bookbug Bags are free and full of books and goodies for your parent(s) to share with you while reading at home.

All early years centres give out Bookbug Explorer Bags to our 3 year olds, and our health visitors give out Baby Bags. The 4th book is given during Primary 1: Family Bag.

To continue to support your learning, each early years centre and class records information on the progress of your development. These are called **developmental milestones**. These milestones include health and wellbeing, listening, talking, reading, writing, numeracy and maths. This information is used to help identify any gaps in your development, discover any needs you might have and plan the next steps for you. It also provides information on moving up to Primary 1 and helps us to improve our practices for the coming year.



In 2016, 87% of children achieved their developmental milestones for health and wellbeing, 67% for literacy and 78% for numeracy and maths.



The **Children and Young People Improvement Collaborative (CYPIC)** brings together the **Early Years Collaborative (EYC)** and the **Raising Attainment for All** programme to help you learn

and reach your full potential throughout your journey. As part of the aims of CYPIC, we have set a big target of having 90% of you able to achieve your developmental milestones by the time you go to primary school. As you'll see we have made very good process this year and are working hard to achieve this goal.



A lot of work is underway to prepare for the **expansion of early learning and childcare** provision to 1,140 hours per child by 2020.

## *Our vision*

North Ayrshire aims to lead the way in early learning and childcare by providing all children with excellent learning experiences in nurturing and inspiring environments. We want to provide all parents with a flexible and responsive service that meets their needs and, with them, build the foundation for a bright future for all of our children.

By increasing the number of hours and the number of places, childcare will be available in primary schools, early years centres and nurseries and will give parents greater choice to suits their needs. To help with this, some new buildings will be built, others will be refurbished and new staff will be trained.

## SHOW CASE

In January 2016, the First Minister announced that a series of **Early Learning and Childcare Trials** would be run to test different ways to expand early learning and childcare to 1,140 hours. (It is currently 600 hours, which is about 16 hours free childcare per week during school term time).

Here's what she said: "By trialling different methods with local authorities and child care providers, we will be better able to understand what parents and children need and want, and what is actually working. This will be crucial as we move forward with our transformational expansion of childcare."

North Ayrshire Council was successful in securing the 2nd highest level of **funding of £150,000** to support a trial in the Fullarton area in Irvine.

The trial model in North Ayrshire aims to tackle the complex difficulties for families caused by low levels of employment and low income. This should help families provide the best start for your early learning and development.

The project team are in place and working with the Council's employability team. Together they identified support to help parents into work, education or training. It is early days and the project is being adapted all the time. For example, the project included women who were about to complete the Council's **Skills for Life Programme**. They were about to start work after successfully completing this programme but had no financial or practical support to put childcare in place. After the team became involved, 11 women accepted the offer of help and **childcare was arranged for all 11**. 9 more women have just completed the programme. This is great news!



Many of you have trialled the 1k per day walk, and there are further discussions with our Early Learning and Childcare Team to see how this could be incorporated into your daily life.

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**We promised that  
in your early years establishment we will  
provide daily physical activity, that you will  
be able to play outside and that all snacks  
provided will be of nutritional value**

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The Early Learning and Childcare Team have senior early years practitioners available to provide advice and support in developing **outdoor environments** for you and using **Loose Parts** to develop fun learning experiences. Loose Parts are materials within our play spaces that can be moved, carried, combined, redesigned, lined up, and taken apart and put back together in multiple ways. This allows you to be creative while playing outside.

The early learning centres, primary schools and nurseries are using the **Setting the Table** guidelines to plan your snack menus. These include using practical activities to encourage healthy food and looking at lots of recipes with good nutritional value.



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**We promise that  
where we can, we will put all our children's  
services into local areas so that they can work  
more closely together for you**

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We are currently looking at the option to build a new **early learning and childcare facility in Irvine** to meet the high demands of the expansion to 1,140 hours. This will include a learning development facility to continue to support staff to provide a high quality service.

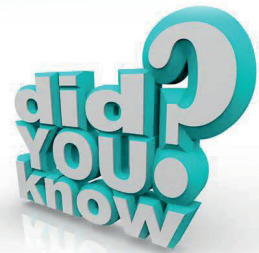
## SHOW CASE

The **Free School Holiday Meal initiative** provides support during the school holidays for children and families living in North Ayrshire's most deprived areas.

Working with our partners in Education and Youth Employment, Economies and Communities, Place, Health and Social Care Partnership Young People Support and Information Service and local communities, this programme served over 13,000 meals during the 2017 summer holidays and has been featured on UK-wide media as an example of good practice. These nutritious meals were provided in 12 locations to children and families who would have struggled with the additional cost of lunch during the holidays. Each session was open to families and a free physical- or arts-based activity was provided for the children. Mums and dads were encouraged to take part in a session on parenting given by the Family Learning Team. This focussed on greater awareness about nutrition, mental health or improving children's physical activity.

It was such a success, we intend to offer this across North Ayrshire and extend the variety of activities for parents and children alike.

In addition to this great work, our Young People Support Team Information Service delivered a total of 1,620 free packed lunches to the most vulnerable families and young people across North Ayrshire for the 6 weeks of the summer school holidays.



Here's the link to the BBC news article: <http://www.bbc.co.uk/news/uk-scotland-glasgow-west-33593816>

## **Next steps (0–5 years) ...**

Mellow Parenting Programmes have been on offer but none have been provided since December 2015 as there was no uptake. We are developing a multi-agency delivery plan for mellow programmes between North Ayrshire Council, Barnardo's, Women's Aid and with help from Mellow Parenting themselves. We are working through barriers to make Mellow programmes more inclusive and more available for parents across North Ayrshire.

We are also working to collect official data on **PEEP programmes** and those who participate to allow us to plan and improve our service.

**Universal Early Years Service** is looking further at the impact and difference the changes to services have made to children and their families.

As part of our Universal Early Years Service, a service called **We Work for Families** has been created. This supports parents of children under 5 to build confidence and self-esteem so they can develop a pathway to employment, training or further education.

We are working with NHS Health Scotland and our Arran early years establishments to provide **PLAY@Home training** (as it has been recently revised). This NHS Health Scotland training will allow staff to work with parents and carers to give them additional play ideas for play time with their children.

As part of the **Early Learning and Childcare Trial**, the Scottish Government has agreed to adapt the trial to allow us to provide 1,140 hours of childcare for all children attending Loudon Montgomery Early Years class (this is before the 2020 roll out). There is a new 2-year-old facility opening at Loudon Montgomery Primary School, as well as a new employability hub in the new Fullarton Community Centre. The project is due to finish in March 2018.

As part of the lead up to the expansion to 1,140 hours, we are phasing in this provision to other parts of North Ayrshire over the next 3 years.

# Our Primary Years Promises (5–12 years) *and our achievements*

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## We promised to make sure that you move from stage to stage as smoothly as possible for you

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The **Named Person processes**, which we talked about in on page 9, ensures that careful planning takes place with staff in our schools and early years facilities. This puts every support in place for you to make a successful and happy transition at each stage of your education.

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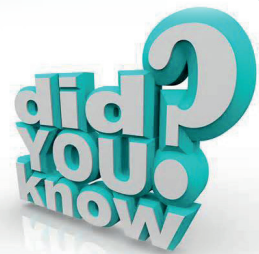
## We promised that you will be able to read, write and count before leaving Primary school

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Our schools have assessed the **Curriculum for Excellence (CfE) levels** in listening, talking, reading, writing and numeracy for all Primary 1, Primary 4 and Primary 7 pupils. We will receive the official data from the Scottish Government in December 2017, however a look at this year's preliminary data shows that a **much higher proportion of North Ayrshire P1, P4 and P7 pupils** have reached their expected literacy and numeracy levels than in the previous two years. In most areas (reading, writing, listening and talking and numeracy), our overall 2017 performance is higher than

Children living in poverty are less likely to be able to read well at school than their classmates. 1 in 5 children from poor families in Scotland, leaves primary school unable to read well – a level four times higher than that of pupils from better-off households. Not reading well can cut short children's chances in life, and makes Scotland less fair and less successful overall. This is despite the best efforts of government, teachers and families around the country.

*Extract from Save the Children Read on Get On campaign*



similar performance across the whole of Scotland.

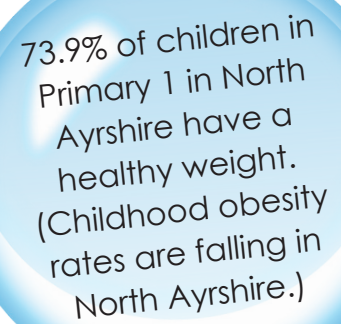
We must also thank our colleagues in Information and Culture, as **124 class visits** to 11 libraries took place to promote reading and support for school work. This has helped encourage many families to take up a library membership.

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## We promised to give you and your family help if you are above a healthy weight

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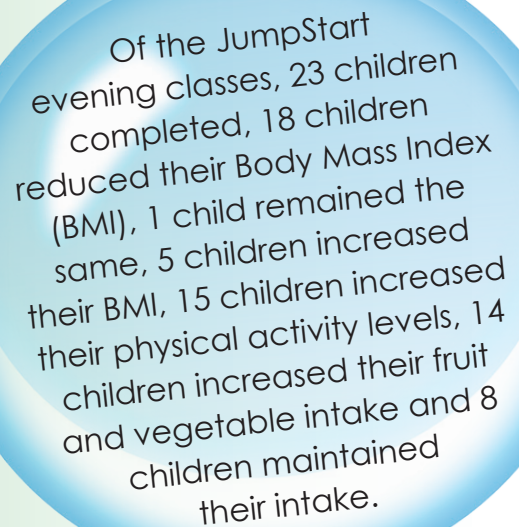
Over the past year, we have delivered a huge variety of programmes to help with healthy lifestyles. We started JumpStart Child Healthy Weight Initiative classes in the evenings: 3 in Kilwinning, 1 in Saltcoats and 1 in Ardrossan; with a total of 23 children completing. This is a family-based healthy lifestyle programme for children aged 2–15 who are overweight, and it consists of healthy eating information and opportunities to be active. One programme was introduced specifically for children with special educational needs.



73.9% of children in Primary 1 in North Ayrshire have a healthy weight. (Childhood obesity rates are falling in North Ayrshire.)

## case study

"My son was referred to the JumpStart programme by the paediatrician at Crosshouse Hospital after we raised concerns with our GP about his weight gain. We were really keen to get involved as a family and support him, as well as possibly gaining some knowledge ourselves. Our other son wanted to join too and JumpStart were so accommodating. The first week was a bit daunting for us all, but we all did our best to take part and encourage the children to get involved. The physical side was a great way to get everyone active, but the nutrition and dietary side was a huge eye-opener. We clearly saw that some of the things that we were doing, thinking they were healthy options, were the opposite! So glad we had our eyes opened. Going forward, we want to continue what we learned, eat well (the boys are now checking labels themselves to get rid of sugar and fatty foods), exercise more and just enjoy exercise in a fun way. The boys are now walking home from school each day and this is



Of the JumpStart evening classes, 23 children completed, 18 children reduced their Body Mass Index (BMI), 1 child remained the same, 5 children increased their BMI, 15 children increased their physical activity levels, 14 children increased their fruit and vegetable intake and 8 children maintained their intake.

something they never had the confidence or drive to do before. We aren't at full steam yet but we are making progress, less time at a console or tablet and the kids are actually telling us it's time we got out for some exercise and fresh air. Long may it continue!"

Over the same period JumpStart Choices courses were provided in 12 primary schools with 644 children taking part. Of those, 171 were found to be above a healthy weight.

## SHOW CASE

Wise on Weight (WOW) Programme is new for this year, developed with Glencairn Primary School, people from the community and services including the Health and Social Care Partnership, KA Leisure, Active Schools and the local gym.

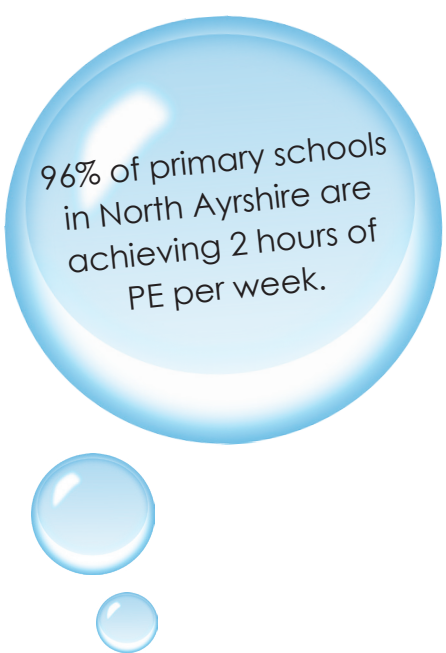
Pupils and members of the community carried out a mapping exercise of the local area to see what provision was there for play, physical activity and healthy eating. Glencairn Primary also took part in the JumpStart Choices programme and hosted a Weigh to Go adult weight management programme for parents and staff. In addition, an after-school Activity Club has been set up where local secondary school pupils choose the activities for children of the parents attending Weigh to Go.

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## We promised to offer you lots of sport, physical activity and dance

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In North Ayrshire, all our primary schools and early years centres take part in **Fit Fifteen**. This was launched in April 2016 with the idea that everyone, every day, everywhere, should be active through providing more opportunities for daily physical activity. This plan strives to get you and your classmates to take part in at least 15 minutes of fitness each school day. In addition, all primary and secondary schools are required to give you 2 hours of PE each week. The addition of dance within your Curriculum for Excellence is met in a range of ways, including social dance, clubs and fitness-based exercise.



96% of primary schools  
in North Ayrshire are  
achieving 2 hours of  
PE per week.

Through our **Active Schools Programme**, close links now exist between schools and local sport clubs. Our Active Schools co-coordinators provide support for extracurricular sport and activity after school. They encourage you and your family to take part in activities at local clubs and through KA Leisure provision throughout North Ayrshire.



# POSITIVE LEARNING FOR ALL AGES

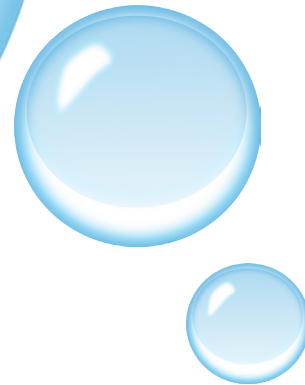
**We promised to  
provide you with the best education possible  
through high quality teaching and to  
encourage and celebrate your achievements**

In January 2017, to continue to make our teachers even better in North Ayrshire, we set up a **Professional Learning Academy (PLA)** based in Stevenston. The PLA has some new important guidance on learning and teaching, and it allows teachers to meet together and learn the best ways to encourage quality in education. PLA staff work with teachers and early years practitioners to make learning at nursery and school even more fun and interesting for you. So far, they have looked at lots of different ways for you to learn skills in numeracy, maths, reading, talking and listening. They found out about lots of exciting ways to learn, and how to make some difficult subjects easier to understand. Our team also wrote plans to help teachers and early years practitioners make maths and literacy more fun and they made some maths boxes full of helpful activities and tools.



During 2016–17, the Education and Youth Employment team were recognised by the General Teaching Council Scotland (GTCS) for their excellent practice in Professional Review and Development, their Professional Update (PU) process and their wide use of coaching by reviewers. Our high standard of doing things has been shown nationally as good practice, and the GTCS have now asked us to share it with the college sector. This is planned in the next school session, 2017–18.

54 head teachers, depute head teachers and principal teachers have achieved the General Teaching Council Scotland (GTCS) Validated Coaching and Mentoring Diploma and an additional 18 staff have participated in an Introduction to Coaching programme. Both programmes were considered to have had a big impact.



We made sure to involve 50% of our pupils from our poorest areas. This totals **1,100 pupils** who benefited from:

- New Early and First Level numeracy frameworks
- Primary 1 maths recovery work
- Primary 1 and 2 vocabulary development
- Primary 4 and 5 reading comprehension

We have also worked hard to help you with your reading and comprehension as we know that this can be tricky. Our **speech and language therapist** helped P1 and P2 staff from schools within our more deprived areas, where we noticed there was a need for vocabulary development. This work was carried out with 79 pupils across two schools. In one school, 46% of P1 pupils had not achieved the Early Level in talking and listening by the end of P1. But now, 75% of pupils have shown an improvement in

both the quality of speech and grammar. In the other school, 71% of pupils have shown an improvement in the quality of speech with 43% showing an improvement with their grammar.

Throughout the session 2016–17 we have been involved in starting a huge amount of quality leadership programmes, such as:

- Into Headship Diploma with Scottish Centre for Educational Leadership (SCEL) and Stirling University
- 1:1 coaching
- Coaching and Mentoring Diploma
- Masters level modules

To make sure that we are producing and developing the best quality new teachers, we have an excellent **Probationer Programme** and have hired the highest number of probationer teachers ever for the session 2017–18, with 23 secondary and 56 primary probationers starting

their teacher placement. Achievement records for the 2016–17 probationers was also at a record high with **100% successfully** achieving their full teaching registration. This is a huge success for our schools.

We also have a very strong partnership with the Scottish College for Educational Leadership (SCEL) and were represented on SCEL's **Into Headship Design** group. Through one of the senior managers, we were represented as the **Regional Network Lead** for SCEL. We also worked very closely with Stirling University to develop and deliver the qualification to senior staff alongside SCEL. As a result, 2 members of the senior management team represented North Ayrshire at the **2017 International Conference for schools** in Ottawa.

All of this professional learning for our staff continues to support the best education possible for you.

The National Improvement Framework for Scottish Education ensures that senior managers in Education and Youth Employment work with schools to continue to raise the quality of learning, teaching and assessment.

## *case study*

### **Developing a whole-school reading culture and P4/P5 reading comprehension**

Between October 2016 and March 2017 the PLA worked with 9 schools to promote a whole-school reading culture. This involved working with all staff to look at ways of creating an environment that is full of literacy. Class libraries, book clubs, 'drop everything and read' and library visits became more popular and the children became more motivated by reading different kinds of books. All North Ayrshire primary schools took part in the First Minister's Reading Challenge, with **3 schools winning top prizes.**

Whilst working with the schools there we targeted P4 and P5, developing their reading comprehension in 6 ways. These 6 methods were taught across the curriculum and involved the children working alone, in pairs or in groups to complete **reading challenges.**

The impact of this intervention has been very positive, with an increase in the number of children saying that they enjoy reading, as well as finding more ways to fully understand what they are reading.



All our schools and wider programmes hold events throughout the year to **celebrate your success.**

We have also embraced the world of social media through Facebook and Twitter to share these achievements with a wider audience.



*Pupils working on their task boards*

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## We promised through our nurturing schools approach to build your confidence and to help you attain the highest standards you can

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**15 nurture groups** have been created in our primary schools, supporting 78 pupils in core morning groups and 140 in afternoon groups: 20 of these children are looked after. Morning groups are a fixed model in North Ayrshire where children receive **15 hours of teaching support** each week to help them to develop their wellbeing and enable them to learn within mainstream classrooms.

By summer 2017, **66 children had successfully gone back into a mainstream** class.

There are now 20 children going through transition and 38 children in total who have been identified as requiring the support that the nurture room provides.

Time is also given to **support parents** and each of the 15 groups has a different approach. One offers a walking group, which lets parents meet each other and chat in a relaxed way. Other groups developed a book-lending session to encourage parents to come into school.

Nurture staff meet with parents regularly to share and discuss their children's learning targets.

**Training** is vitally important for staff working with children. At present, 22 members of the nurture team have completed their **Nurture Accreditation**, with only 2 still to complete their assignment. Regular training takes place where nurture teams have the opportunity to share experience and practices with other experts such as occupational therapists, educational psychologists and speech and language therapists.

Whole-school nurture training has been delivered to **every primary school** in North Ayrshire. Each school sent a member of their senior

*Nurture has made a huge difference to both of my children, who attend on a daily basis. They understand much better how they should behave in class. They also seem so much more settled in the classroom.*

Parent of child in nurture base

*Attending the Crew Room was a positive experience for my child, but I can see that he is ready to re-join his class.*

Parent of child in nurture base

management team and a member of their early years class to the 2-day training course. The next step is to roll out training for the early years centres to make sure that there is North Ayrshire-wide understanding of nurture theory and principles

Whole-school nurturing training has been given to all our secondary schools who have chosen their nurture teachers and nurture classroom assistants. As a result, we are now well on our way to setting up nurture bases in all our secondary schools.

**Place2Be** is now set up and running in 6 of our primary schools. It provides emotional support and a range of other therapies to help build your resilience through talking, creative work and play. This is helping you and your friends to cope with wide-ranging and often complex social issues including bullying, loss of a loved one, violence in the home, family breakdown, neglect and trauma. Place2Be offers lots of services to schools including Place2Talk, Place2Think, Place2Be and 1:1 counselling. This has gone very well so far and we have received lots of positive feedback from schools, children, parents and the wider school community.

*I like my friends because it's like new children from different families, and I love the lighthouse and playing games.*

Child on nurture base activities

*I like when we do cosmic yoga. I join in much more now.*

Child on nurture base activities



Lots of work has already been done here. So far there have been 49 referrals to this service across the 6 targeted schools. There have also been 356 group sessions held and 423 1:1 sessions. The Place2Think service has held 165 meetings with staff in schools.

**Stop Now And Plan (SNAP)** helps you and your parents learn how to effectively manage your emotions and 'keep problems small' if you are struggling. SNAP Boys and SNAP Girls programmes are designed for children aged 8–11 who may be showing aggressive and anti-social behaviour at school or in the community. Experienced and highly trained staff work with each family to assess challenges and problems and set up an action plan. Children and families can then find ways to prevent future anti-social behaviour and reduce the chances of conflict with family, peers and authority. In 2016 SNAP was provided for 10

100% of our children who have been through SNAP have stayed at their local school.

groups through the year: 5 for adults, and 5 for young people. 28 primary schools were involved and of all the young people who completed the programme, 100% remained within mainstream school with some receiving additional support from the Nurture Service.

As part of our Attainment Challenge, 2 officers work very closely with CAHMS and our schools and practitioners. They provide advice and practical support to help improve positive mental health outcomes for you and your friends. Based in Cunninghame House, these officers are building capacity and confidence in our staff so they are able to directly tackle mental ill-health like anxiety, stress and bereavement. They also find key resources and provide training whenever it is needed.

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## We promised to help your parents and carers support you in your learning

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We know that only a small part of your learning takes place at school, so the better your home learning environment, the better your learning can be. Our **Family Learning Team** is now in place, with 1 principal teacher (lead officer) and 10 **Family Learning Workers (FLW)** who work in either the Secondary or Primary team.



Each worker spends one day over their week dedicated to supporting the development of the Family Learning Zone (FLZ) in one of the six localities. There is, however, flexibility for them to meet the parents in most need of support, as this is a priority. Family learning workers build relationships with and between parents, families and school – and ultimately this will help parents to identify areas for helping you learn at the right level for you. We want parents to feel more confident in talking to and working with your school because we value their input. They will also work with other practitioners in the community to help to provide you with the best possible support.

The new programmes and changes have been developed with the input of your parents, families and school staff to support positive learning at home. They include:

### **Family Learning Zones or Hubs (FLZ)**

Pilot schools have been chosen: St Bridget's, Winton, Elderbank, Loudon, Montgomery, Abbey and Lamlash on Arran.

The aim of the FLZ is to create a family learning community to increase family members' engagement with your learning. Our team is working in partnership with Community Learning and Development, Active Schools co-ordinators, Area Inclusion Community Connectors, Early Years Family Link workers and volunteers. This amount of experience should bring a whole new look to families working together.

Family Learning Conversations have been held in 5 of the 6 chosen schools and these have given us important information about what kind of family learning activities you and your families want to see in your schools. One key issue that has already come up in all the schools is a lack of confidence in helping you with homework.

### Supporting Transition into Primary (STIP)

The Family Learning Team identified 7 primary schools, early years centres and nurseries and are working together to begin this programme. Springside, Dykesmains, Blacklands, Dreghorn, Castlepark, Dalry and West Kilbride. The STIP includes specific and general plans that might be useful for groups and individual families. This includes:

- Supporting parents with a child starting Primary 1
- Making time to talk together about practical help, advice and tips for a smooth transition
- Giving information about the stages of your development and what to expect when you start school
- Preparing parents for home learning and building relationships with the school and its families

### Supporting Family Learning 1:1 support

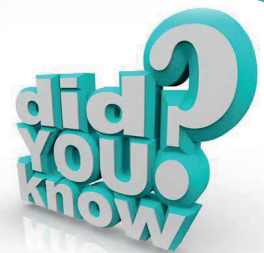
A targeted approach is being used with 9 schools and families where family learning workers provide 1:1 support for families to help them understand learning and how to get involved.

### Family Homework Clubs

These clubs are ongoing in 6 of our schools and we have plans to deliver in another 3 schools. Here the family learning workers works with the school staff to run clubs that allow families to do homework together.

We already have feedback that this is preventing "conflict" at home and interest is increasing week on week.

In the UK, children from lower income families are 50% less likely to do as well at school as their wealthier classmates.



### **Families Connect in Partnership with Save the Children**

Four family learning workers have been trained to deliver this programme to P2 families. The 8-week programme provides a series of activities, techniques and games that parents and carers can do with you at home. One school is signed up to start in January 2018, and the Family Learning Team are working with partners to find and talk with other schools that have the greatest need.

### **Read, Write, Count**

This is a Scottish Government-led campaign aimed at families with children in P1–P3. The main aim here is to encourage parents and families to include reading, writing and counting in their everyday activities, such as walking around the supermarket or travelling home from school.

This was introduced into schools in November 2016. The Family Learning Team saw this as an opportunity to work with parents, families and schools and help support them. The team did extremely well to work with 14 out of 25 schools in our most deprived areas with read, write, count activities. Family learning workers also issued 'gift bags' filled with reading books, numeracy and literacy learning materials and worked with parents in many ways. This gave schools the chance to see how the family learning workers could support them and parents. As a result, the Family Learning Team is now the lead contact for read, write, count in the Council and is planning to extend it to all schools as more and more families get involved.

Follow the work of the Family Learning team on Facebook.



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**We promised that  
you will have an allocated named person  
(normally your head teacher) and we will tell  
you who they are when you register for school**

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All our young people are given a named person when registering at school and are made aware of who this is. More information on the Named Person Service is on page 9.



## Next steps (5–12 years)

A huge amount of staff training in nurturing- and attachment-based approaches has taken place across all of our early years establishments. Results have been excellent and training is still going on, with more planned for the year ahead. We will also provide targeted groups based on positive relationship approaches for some of our early years establishments. These groups aim to provide a secure, carefully planned environment where there are arranged times to learn social and emotional skills within a nurturing curriculum. This is an early intervention approach, which helps to include and create a nurturing environment for everyone.

Some parents told us that they wanted to meet other parents and families as part of the Family Learning Zones, so we are setting up family fun nights too.

Work is also being done to look at increasing the use of the **Rory** resource in primary schools. Rory was developed by Alcohol Focus Scotland and is a learning resource pack for children aged 5–11. It can help children understand the feelings they might experience when living with someone who has an alcohol problem and encourages them to speak to a trusted adult.



# Our Secondary Years Promises (12–18 years) *and our achievements*

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**We promised to  
provide you with access to opportunities that  
value you as an individual and your aspirations**

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The Youth Services Team has continued to work with Education and Youth Employment to increase the range of **wider achievement opportunities** with official partners like Duke of Edinburgh's Award, John Muir Awards, Saltire Awards and Dynamic Youth Awards. We have used social media to promote these to great effect.



THE DUKE OF  
EDINBURGH'S AWARD

From April 16 until August 17, 436 participants from all of our mainstream secondary schools and local community groups have taken part in the Duke of Edinburgh's Award, resulting in **210 sectional awards**. A total of 197 male and 239 females took part in 47 overnight expeditions, a

combined total of 8,385 volunteering hours and completed 9,438 hours of physical activity in completing, 162 bronze, 38 silver and 10 gold awards respectively. This is a fantastic achievement for those of you who took part, and everyone benefits from your fundraising and volunteering in the community, for example, at North Ayrshire Foodbank!

From September 2016 to August 2017 there have also been 404 pupils who have achieved a Dynamic Youth Award, 94 Saltire Awards for volunteering, 157 Youth Achievement, 791 John Muir Awards and 44 North Ayrshire Celebrating success certificates. A further 189 pupils completed Scottish Credit and Qualification Framework Level 1, 2, 5 and 6 certificates, as part of a music project, outwith school as part of wider learning at the Three Towns Motor and Caley Youth Music projects.

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**We promised  
wherever possible to place a number of  
professionals in schools so that “teams around  
the child” can make sure you get the right  
support at the right time. This will include your  
named person**

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The work on building **teams around the child** continues with the Tapestry Partnership.

Through talks with our partners, we have decided to take a **locality model of care approach** to build a team of professionals who can agree on a plan and provide support for those of you with certain needs. To some extent we also consider the needs of your family, if they impact on you. Clear pathways through the Named Person Service are in place ensuring that you can get the right support at the right time by the right person. Kilwinning is the first place where we are developing this approach together.

Where appropriate, we will make sure that health and social care professionals are based within schools.

This approach will build on our previous successes within our Universal Early Years Service in the development of the Early Years Locality Leadership Teams and the Named Person Service.

The Tapestry Partnership specialises in bringing communities and statutory agencies together to help them to create greater support services for you and your families. They are working with a number of partners on a pilot in the Three Towns area. Included are Health and Social Care Partnership, Education, Police Scotland, Scottish Fire and Rescue, charity organisations and others. This work will build on the teams around the child model to make sure all the services in North Ayrshire can respond to your needs in the right way and at the right time.

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## **We promised to consult with you and your family about your needs to inform the services we deliver**

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The Youth Participation Joint Cabinet is a process which involves the Leader of the Council, Council officers, our Members of the Scottish Youth Parliament (MSYP) and the Executive Youth Council. These Cabinet events take place 4–5 times per year. We have hosted 2 **North Ayrshire Youth Council Joint Cabinets** and from these events, information has been gathered and sent to the appropriate officers to comment. We also sent this information to the Locality Partnerships to make sure that the challenges of your day-to-day lives are taken into account.

Our local **Members of the Scottish Youth Parliament (MSYP)** carried out a consultation about mental health across North Ayrshire and successfully received over £1,000 in funding.

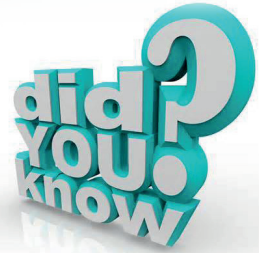


A **Mental Health Toolkit**, has been created to support you and guide the staff supporting you. We are very proud of our MSYP, who attended a private meeting with the Leader of the Council (Councillor Joe Cullinane) and the Scottish Minister for Health and Sport (Shona Robison, MSP) to ensure that your voices and experiences are not only heard at a local level, but at a national level too.

Follow North Ayrshire's Youth Council on Twitter



The Scottish Youth Parliament (SYP) is a politically independent organisation that aims to represent you, the young people of Scotland. The SYP is made up of around 150 young people aged from 14–25 across Scotland. Representatives are known as Members of the Scottish Youth Parliament (MSYP). Every constituency area can elect two MSYPs to represent your views and opinions. In addition, some MSYPs also represent voluntary organisations. The SYP meets three times a year.



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## We promised to ensure that your mental health and wellbeing will be a priority

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We have developed a wide range of ways to help promote and enrich good mental, social and emotional wellbeing within our schools. To do this we have worked closely with CAMHS, school nursing, educational psychology and partner charities to help teachers and other practitioners who work with those of you who need additional support.

Throughcare Services provide support for young people moving on from care to live independently, and they have been working with CAMHS to bring a mental health nurse into the Throughcare team. The mental health nurse supports young people leaving care if they are unable to access mental health services.

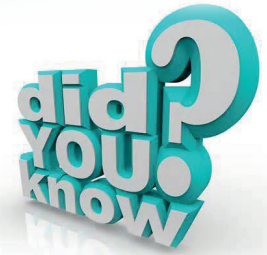
We have developed an **intensive support team with 3 nurses** who support young people at risk of going to one of the regional hospitals due to poor mental health. These nurses will work alongside the young person's usual carer or support worker for a short period of time to help increase their mental health and hopefully reduce the need for them to

go to hospital. These nurses also see **young people in crisis** within the paediatric wards.

CAMHS assesses and treats those of you who may have emotional, behavioural difficulties or mental ill-health.

This covers many issues including depression, problems with food, self-harm, abuse, violence or anger, bipolar, schizophrenia and anxiety.

CAMHS services include teams of nurses, therapists, psychologists, support workers and social workers, as well as other professionals.



We have worked with the **regional mental health inpatient services** to make the admission and discharge process a lot quicker and smoother for you. This includes regular reviews around care, as well as support to help you stay in contact with those you care about.

We are also still building a **whole systems approach locality model**, where a number of services (for example, Education, Health and Social Care Partnership including voluntary agencies and leisure) will be working with you in the **one locality** to help improve your mental health and wellbeing.

We are also working on ways to shorten the waiting times for those of you who need to access CAMHS for support. Our aim here is to take the 'whole system' approach to provide training that will include training teachers and other practitioners so they can identify and understand mental health concerns and work with you (and possibly your parent(s) too) to provide support at the earliest possible point. In the long run, we hope this will help stop things from ever getting out of control for you.

As a result of a positive test run within Greenwood Academy and Garnock Community Campus, **6 secondary school counsellors** are now in place across North Ayrshire as part of our nurture strategy. They will work very closely with our Educational Psychology Team to put your needs first. Some of your early feedback has described the positive impact this has had on the school community.

In the 3 months between April to June 2017, 6 children aged 9–16 went to the emergency department for treatment due to self-harm. This is double our average for this period.

During 2016–17, CAHMS started 92% (1,353) of treatments. This is better than the target of 90%.

At the end of March 2017, there was a pan-Ayrshire waiting list of 348 children and young people – of this 20 had waited more than 18 weeks.

**Mind Your Health Kit** (Mental health toolkit) is now nearing its final stages of production. This has been **funded by young people in our local youth forums**, who have made



successful applications to their Locality Partnerships through Participatory Budgeting events. The toolkit is full of activities and self-analysis that can help our learning about mental health and how it affects us all differently. It also includes real stories and easy-to-read tips and techniques for helping ourselves.

To build your confidence to be the best you can be and support you to talk about your worries, two new packs have also been sent to our primary schools.

A review of our resources was also carried out, and as a result the **ICE Pack – Knowing Me, Knowing You** was given to 25 primary schools in our most



deprived SIMD areas. These will help you develop good friendships and understand who you are. It gives your teachers and education practitioners lots of mental health tools that can be used in your lessons to help you become more aware of your feelings and emotions and learn how to talk about them, which will help you learn how to cope better at home, at school, in friendships etc. It will also help you think about your personal skills, good qualities and achievements so you can set goals for the future and make great friendships along the way.



**KITBAG** has also been tried in a few schools by the CAMHS development officers. These specially developed ‘bags’ are used to run sessions for small groups, giving you a safe space to talk about any worries or fears you might have. Children have really enjoyed the finger puppets – Wolfy and Robin – as well as calming oil, strengths cards and a talking stick.

*... the way to go to help us support our young people.*

Teacher describing Kitbag

In Pennyburn Primary School the P7 girls enjoyed being able to talk about “stuff” and feel listened to. Pupils in St Winnings said that during their sessions they felt “safe”, “welcome”, “listened to”, and “calm”.

This gives teachers curricular materials to help you become more aware of your feelings and emotions and more able to talk about them. It's important learn how to cope when home, school and friendships become hard to deal with.

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## We promised to work with your family to help you feel safe from drugs, alcohol and domestic abuse

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The **Young People Support Team Information Service (YPSTIS)** provided harm-reduction advice and support to 191 young people last year. They discussed issues around your safety, relationships and drug or alcohol misuse. There were also planned group work projects throughout the year, including **Internet safety for young girls, John Muir and Duke of Edinburgh's Awards, horse riding, swimming, fire reach**. These sessions often resulted in Care and Action Plans being developed to help young people.

The team also provided advice on health and wellbeing for those of you who have been affected by domestic violence at home. These groups aim to help young people build personal resilience and teach them ways of coping.

The **YPSTIS Mentoring Project** is a short-term project that gives quick, early help to prevent people from having to rely too much on services later in life. We target young people aged 8–16 who might be lonely, have low confidence or self-esteem and don't have much involvement in their community. The aim is to include young people in activities that are already going on in their local community.

Within the last year, YPSTIS has helped 70 young people. 40 of them did not need further help, 17 are ongoing and 13 needed additional support later on.

The **CHARLIE Programme** is a 30-week course where specially trained workers support 8–11 year olds who have been **affected by parents misusing drugs and alcohol**. The CHARLIE programme has been delivered to 2 groups (16 young people) with 15 successfully completing the course. One CHARLIE programme for teenagers has also been introduced.



The **Teenage Charlie** programme ran throughout the year and the young girls involved made a DVD *The Kids Aren't Alright* that highlights the impact of parental substance misuse on their lives. A short trailer from the video can be seen on YouTube. The Teenage Charlie group promoted the DVD at many events including Child Protection conferences, and are still involved in training sessions for the Child Protection Committee and the Children Affected by Parental Substance Misuse group staff in North Ayrshire (CAPSM).

One of our young people on this programme went onto a Modern Apprenticeship with North Ayrshire Council and another then went on to full-time employment. Another young person looked after by the Council is now full-time at college. This is a great achievement!

Our schools offer opportunities through the **Personal and Social Education (PSE)** classes or **Health and Wellbeing** programmes. This gives you the opportunity to discuss relationships, domestic abuse and personal safety. A variety of resources are used, for example the **ICE Pack** (see page 42) and **Rory** (see page 36).

The **Shell Twilight Basketball** programme is a national scheme which gives basketball sessions filled with education and life skills. Sessions are free, thanks to North Ayrshire Alcohol and Drug Partnership, and are available for all 11–21 years olds. Since starting in 2016, sessions have been available every Friday evening with an average of 25 young people taking part at Dalry Primary School. Here we worked in partnership with the Police, community engagement staff, volunteers from Recovery at Work (RaW) and Scottish Sports Futures staff. This programme was such a success that it was extended to the Irvine locality in March 2017, within the new leisure facility at The Portal. We are currently hoping to extend this programme to another area later in the year. Here's what some young participants had to say:



*A positive thing was the Police coming in and telling us about crime. It makes me feel safe.*

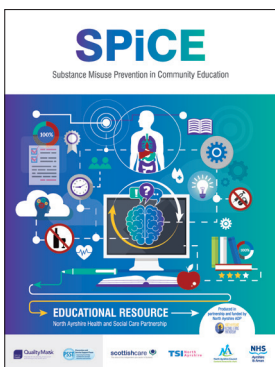
*It keeps children and teens off of the street, making them safe from drug dealers or other unsafe people.*



North Ayrshire Alcohol and Drug Partnership (ADP) also worked with RaW to develop Funky Films. The films involved 23 young actors and were premiered at Harbour Arts Centre and various other outlets. Follow Funky Films on Facebook and watch one of the productions *Up to You* – a **Choices for Life** film on YouTube.



*Up to You* was also used as part of the Choices for Life Police Scotland initiative, which aims to show secondary school pupils the dangers of alcohol, drugs and knife crime. During Alcohol Awareness Week showcase event, ADP and volunteers from RaW spoke to 80 3rd year students about their experiences.



Funky Films was the overall winner of North Ayrshire's Provost Award 2016–17.

The **SPICE (Substance Misuse Prevention in Community Education)** resource continues to be given to teachers, and so far over 60 staff have been trained, with all secondary schools attending the training.



Here's some feedback from pupils at one of North Ayrshire secondary schools.

*100% of pupils are aware of the risks associated with the use and misuse of a range of substances*

*100% of pupils felt that the information they have received so far, in relation to substance misuse, will help them to make informed personal choices*

*95% of pupils found the group activities beneficial*

*100% of pupils felt that the information delivered within the drug and alcohol lessons are relevant to young people today*

We have also received further funding from Lloyds Foundation to support the **Barnardo's CHOICES** project. This project supports those of you aged 5–18 who are affected by alcohol or drug misuse. Based in Kilwinning, staff are currently working with Greenwood Academy, Kilwinning Academy and Auchenhavie Academy.

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## **We promised to support you to build and maintain healthy relationships free from coercion and harm**

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Various health practitioners from North Ayrshire's Health Improvement Team have been involved in many events aimed at supporting you. Here's a snapshot of some:

- An Ayrshire-wide **Sexual Health and Learning Disability** "Train the Trainers" session was delivered over 3 half-day events to a wide range of staff who have involvement with people with a learning disability. These sessions aimed to explain the current thinking on learning disability, sexual health and sexuality, and the effects on the lives of people with learning disabilities.
- At a **health and wellbeing** event at St Matthews Academy, Health Improvement officers and practitioners provided information to 5 Education staff from secondary schools on Sexual Health and Blood Borne Virus (SHBBV). This included information on training, education and access to support.
- **Kilmarnock Prison Health and Wellbeing** event, where young people in prison were given information on BBVs, sexual health and wellbeing.
- **Alcohol Awareness Week** at Irvine Royal Academy and Ayrshire College, where practitioners delivered sexual health and alcohol awareness sessions to 3 groups (a total of 51 young people) within North Ayrshire.
- **HIV Scotland Testing Week** – practitioners attended Ayrshire College to offer BBV testing to college staff and students as well as information on BBV.

Sexual Health Guidelines for Mental Health In-Patient Guidance is now available and training has been delivered within North Ayrshire to staff at Woodland View. This guidance has been written to reflect the needs of all age groups.

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## We promised to provide you with skills for life, learning and work, including financial education

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**Financial education** is being offered to most of our schools in the secondary stages, with a growing number of qualifications awarded to you by the SQA.

**Skills for Learning, Life and Work** are embedded into our school curriculum. Trips to workplaces and visitors from a variety of jobs are regular features in our schools and bring a variety of experiences. They also encourage discussion around routes to employment and the right career paths for you. These experiences differ as you get older, so by the time you are ready to make your first step into work, training or further education, you will have had a taste of work and different skills to equip you going forward.

This showcase example is of the Lovilicious programme at Greenwood Academy.

SHOW  
CASE

Lovilicious



Rebecca became involved with Lovilicious in August 2015 as she had expressed an interest in the beauty industry. The group was made up of 9 girls of varying abilities. Rebecca's initial timetable consisted of 5 periods in Lovilicious. She also attended a twilight course on Tuesdays, after school in order to gain a college qualification in Creative Nail Finishes at Level 4. Rebecca was also selected to take a college course, two afternoons each week, that was running at Auchenharvie Academy. This gave her the opportunity to gain qualifications in beauty and hair as well as nail art.

Working with our partner, The Prince's Trust, Lovilicious was given a Development Award of £150 per pupil. The award was used to buy each pupil a branded tunic and a complete nail care kit. In addition, Lovilicious also received an initial sum of £360 from other partners, Developing the Young Workforce (DYW) Ayrshire, to purchase three mobile nail stations and chairs to enable a professional set up outwith the school. DYW also provided funding of £3350 to transform the existing facility into a fully functioning nail salon, including nail stations, pedicure chairs, a reception desk, a central table for written work and storage.

The girls were involved in all stages of the funding including, writing the funding application and deciding how best to use the money, choosing the furniture and ordering goods.

Through attendance at various nail and beauty events, Rebecca has developed a great number of core and transferrable skills that will prepare her for the world of work.

Rebecca also gained a number of qualifications including: Creative Nail Finishes, Music Technology in Context (consisting of a Showcase Avert and Recorded Interview), a Personal Development Award (including practical abilities, self-awareness, self and community, self and work), and many more. She also took a University of Strathclyde Young Enterprise Exam and passed with Credit.

In addition to qualifications relating directly to beauty, Rebecca also took part in a Young Enterprise Scotland project. The group came up with an idea to personalise crystal nail files to sell as Christmas gifts in the salon. The girls sourced nail files and learned to use a laser printer. After a little practice the results were fantastic! Rebecca also excelled in the marketing of the nail files. She visited Largs Printing Company (LPC) to develop an advertising poster. The project made a net profit of 72%!



**Rebecca and Erin visited Largs Printing Company to finalise the design of the invitation cards. Scott, at LPC, challenges his customers to make sure that he is providing what they really need. Rebecca and Erin did a magnificent job under pressure in communicating what they needed.**

**Walter Smith, Business Advisor for Greenwood Academy and The Prince's Trust mentor**

## We promised to address differences in educational attainment so that you can achieve your full potential

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North Ayrshire Council's Education and Youth Employment Directorate has secured funding from the Scottish Government's **National Attainment Challenge** to help raise educational attainment. The 4-year Attainment Scotland Fund focusses on improving literacy, numeracy, health and wellbeing in primary schools in our most deprived areas. The aim is to provide all primary school-aged pupils, regardless of background, with the best start in life. The purpose of this challenge is to **close the poverty related attainment gap**. North Ayrshire was chosen in the first group of 7 local authorities because many of you and your families live in poverty and many of you require our joined-up support.

The Attainment Challenge is at the centre of everything we do and we are focussing on 4 key areas:

1. Development of a **professional learning academy** for teachers
2. Establishing North Ayrshire Council as a **nurturing authority**
3. Supporting the attainment and achievement of young people with **complex mental health issues**
4. Supporting communities to **take ownership** of the attainment and achievement of their young people

A huge variety of **Scottish Attainment Challenge** approaches and projects are starting in our schools and have been mentioned throughout this report. These include the **Family Learning Team**, our **nurturing schools approach**, and focus on high quality learning and teaching work through the **Professional Learning Academy**. We have a targeted approach to make sure that the most vulnerable children and young people in our most deprived areas benefit the most.

We are delighted that our initial data shows positive progress is being made to close the attainment gap in literacy and numeracy between children living our most deprived areas compared to the rest of the school population. The results are positive at the measurement stages at Primary 1, 4 and S3.

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## We promised to enable you to move from school towards a job, further education or training course

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All our schools are broadening the range of wider qualifications and experiences available to those of you in secondary school. This is part of our **Developing the Young Workforce (DYW)** approach. As mentioned previously, this builds on skills for learning, life and work. The main aim of this Scottish Government strategy is to “*Develop the young workforce to drive the creation of a world-class vocational education system to reduce youth unemployment by 40% by 2021*”.

Teachers within our secondary schools co-ordinate DYW activities and work closely with local employers to provide a variety of experiences both in and outside of school. These experiences raise awareness about specific careers and the world of work and include: employers giving talks in school, visits to work sites, workplace experiences and special projects.



North Ayrshire **Schools Modern Apprenticeship Programme** is a pilot initiative set up this year with Irvine Royal Academy. Education and Youth Employment linked with departments in North Ayrshire Council to offer year-long weekly work placements in a variety of job areas including human resources and catering. The 12 young people were in the senior phase of school and had no clear career path in mind, and as such were in danger of not making a positive progression from school. Throughout the year, the young people had a **flexible school timetable** and continued with subjects in school while working towards units of the Modern Apprenticeship award and a vocational training course at college. These programmes offered support, real work experience and routes into Modern Apprenticeships on leaving school.

Of the 12 who started, we are delighted with the outcomes; 4 who wanted to take up a Council Modern Apprenticeship did so, 4 went on to college, 2 took up Modern Apprenticeships with other organisations, 1 got a job and 1 returned to 6th year to further their studies.

For some of our more vulnerable young people who have no positive destination on leaving school, we offer 5 different **Activity Agreement programmes** across the North Ayrshire. These provide 1:1 support to help you overcome barriers that you may face when taking the next step to employment, training or further education. At any one time we have around 25 young people participating.

North Ayrshire Council's Modern Apprenticeship programmes offered 82 apprenticeships this year across a wide range of careers including

arboriculture, youth work, early years and childcare. To provide additional support to our **Looked After young people**, we made the commitment to reserve 5 of these Apprenticeships for these young people.

As part of the DYW process with employers working in schools, the Executive Agency of the Scottish Government Agency, and Accountant in Bankruptcy (AiB) in partnership with the Ayrshire Chamber of Commerce, approached North Ayrshire Council to invite schools to nominate candidates for a summer **internship programme**. This was intensive training and paid employment during the summer holiday period. AiB identified that they had temporary staff shortages during this time when many of their employees wished to take annual leave, and saw this as a great opportunity for some of our senior-phase pupils.

After the recruitment process, the AiB manager said:

Wider achievement gives you the chance to work with members of the community to have a positive impact on your local area. Not only this, it also develops

*Interestingly, the successful candidates all come from different North Ayrshire schools, Kilwinning, Auchendarvie, St Matthews, Largs and Greenwood. This is a great achievement and shows the standards being applied across North Ayrshire.*

AiB manager

your employability skills as well as gaining qualifications. An example of this is the Yuletide event in West Kilbride, which is now in its 3rd year. Here our young people helped the village community group set up and co-ordinate the evening event, learning practical skills at the same time. This included organising the primary school competition, working with a graphic design company to produce advertising materials for the event, interviewing shop owners, hosting the event and managing the publicity.



The young people also organised and ran the music event that took place on the following evening.

94.8% of our school leavers in 2016 went on to a positive destination. We ranked 9th out of 32 Local Authorities.

**Café 82** is a new youth café in Largs. Pupils from Largs Academy contributed to the design, enterprise and engagement groups. During the time that they are involved, pupils gain first-hand experience on a real-life project that makes a difference to the local community and adds to their qualifications.

The design team will design the exterior of the building, the enterprise group will create and use the marketing plan and the engagement group will develop the activity timetable and manage events.

Our partnership with **Ayrshire College** remains strong. Over 400 of our young people have contact with Ayrshire College, either by going to the college, or by the college sending lecturers to schools. There are many courses on offer in the Kilwinning Campus throughout the academic year. These courses not only award qualifications, but provide young people with an idea of what college life is like. On securing a place, Ayrshire College offer a summer programme running throughout the holidays to support the uptake of college places.

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**We promised that  
when it is not possible for you to stay with your  
family, we will make sure that you are looked  
after as quickly as possible in a new caring  
home, to keep any moves to a minimum and to  
tell you about the reasons for these decisions**

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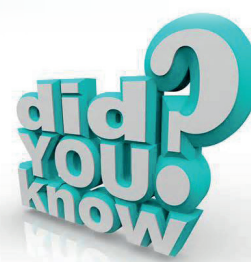
To help us to look after you if your family network breaks down, we have developed a **Corporate Parenting Plan**. The actions in this plan builds on what we already do and will be published in October 2017.

The Health and Social Care Partnership has been successful in securing 1-year funding for the **Health and Social Care Challenge Fund**. This will support 4 children's projects, 2 of which are working with young people who are looked after by the Council. One of the projects is a **school-based approach** targeting 2 schools, Greenwood Secondary and Elderbank Primary, and our research has shown that both these schools have the highest number of Looked After and Accommodated (LAAC)

When it isn't possible to stay at home we try to ensure that a suitable placement can be found where you can stay. This may be in foster care or a residential home or school. We work hard to make sure that you are able to stay there with no further moves.

However, sometimes a move to a different place is necessary: a temporary placement may have ended, or you may ask to move.

We will involve you fully and we will listen to your views.



children within our schools. A team has been set up to provide targeted support to LAAC children, making use of the Challenge Fund, **Pupil Equity Fund and Attainment Challenge Fund** from Education. This team will provide co-ordinated support from a variety of services. The team will also support young people and their families who are known to the Children's Hearing System. This team will work to prevent children and young people rising through the LAAC system, where they will need to be cared for away from home. They will also focus on returning children who are currently looked after back to the care of their family or the wider community.

The second project will work to **reduce the need for residential schooling** by making our support in the community better. A team is in place to provide targeted support to 9 young people who are currently within residential school, with the aim of returning 4 or 5 back to their own communities with additional supports in place. These projects will start in September 2017.

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## We promised to work with you and your family to encourage and support positive family relationships

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Support for parents and carers is both effective and instrumental in improving outcomes for you.

The **Functional Family Therapy** programme is designed to train staff to work with families who are in crisis. It helps families to work together to overcome significant issues like substance abuse and violence and to find ways to work together and adapt. This programme is still being developed, however we continue to deliver parenting programmes through the **Rosemount Crisis Intervention and Support Service**.

**Parenting Style Assessments** from the Cognitive Centre Foundation (CCF) are used with parents or carers at the start and end of each programme. These help everyone involved in measuring how useful the programme has been. This could mean a parent having a better understanding or being able to use a variety of parenting styles and techniques to help in difficult family situations.



We also use the Rickter scale with parents or carers alone or in groups as a self-evaluation and motivational tool to see how they are getting on with the programme.

These programmes are designed to meet the needs of individual families and include the following approaches:



- **10-week parenting programmes**, which can have a range of therapeutic and practical interventions that look at handling teenage behaviour, types of behaviour, rules and consequences etc.
- **Short-term group work programmes** for parents/carers, children and young people to look at anger management, confidence and self-esteem, bullying etc., as it relates to individual families.
- **Family therapy** – The Happy Families resource can be used in groups who share common issues relating to parenting. The resources provide practical ways to start talking. One team member is qualified at foundation level in Family Therapy and Systemic Practice, and this brings an additional point of view and area of expertise to our approaches.
- **Structured family sessions** where issues are discussed.

Working with families in this way helps to:

- Give parents a framework and toolkit for problem solving
- Raise confidence, self-esteem and resilience when facing challenges
- Develop parenting skills
- Explore areas of young people's behaviour which parents find difficult to manage
- Explore and promote understanding of your development
- Acknowledge that being a parent is not easy!

To make sure these programmes work, we consult with parents after every session. Here are some of our results.

*How confident are you in dealing with your child's behaviour?*

**82% of parents said they were more confident**

*How stressed do you feel at this time in your life?*

**90% of parents showed a reduction in their stress levels**

*Peer support – how often do you meet with other parents?*

**100% of parents reported that they felt more supported and mixed with other parents**

*I think everything that went on at the group was fab! It was good to share other people's problems – I always thought I was the only person going through mayhem but my eyes got opened up hearing other parents speaking. I hope there will be another group meeting as I enjoyed every topic discussed in the group, as it has helped me to get on better with my daughter and we are both very happy.*

Parent

The PoPP, PEEP and SNAP programmes that we talked about earlier are also some of our strategies to help build strong family relationships. All of these form part of our renewed Positive Family Partnership Strategy and its action plan. This plan involves working with our partners in the NHS, North Ayrshire Health and Social Care Partnership (NAHSCP) and the voluntary sector, and details our actions across 4 main areas: 1) Parenting Programmes, 2) Communication with Parents, 3) Parental Involvement and 4) Parental Support. A separate report on the progress of this strategy will be published in November 2017.

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**We promised to work together to make North Ayrshire a safer and more secure place where you are safe and not at risk of intentional or unintentional harm**

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We work at every level to make sure that our staff are fully aware of their responsibilities in protecting you and know what to do if they have a worry about you. North Ayrshire Child Protection Committee (NACPC) has an annual training calendar which all staff within any service of North Ayrshire can access. Some of our services set compulsory training requirements, depending on the jobs that their staff do. NACPC offers roughly 70 child-protection learning events each year, which are attended by staff from all our key partner agencies. This included our partners in the voluntary and private sector. The Training Calendar, with a variety of courses, is available online.

965 practitioners in North Ayrshire who work with children and young people were trained in a variety of events throughout the year.

NACPC held an annual Child Protection conference called **HEAR – Hear my Experience and Respond** in February 2017, where over 100 partners attended from across North Ayrshire. This conference was all about listening to you. Four local young people, who had created a DVD about their difficult experiences living with parents who misused drugs or alcohol, gave a workshop on the day. This was the highlight of the conference and these young people continue to help staff in North Ayrshire.

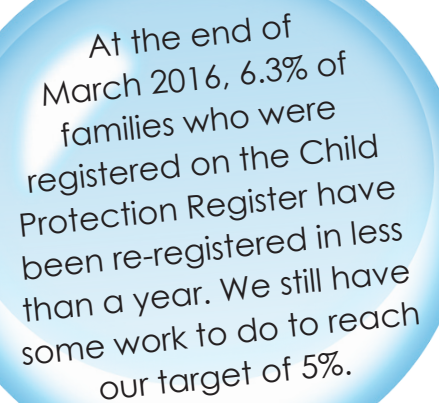
In June, NACPC launched a new resource – a DVD called *Gordy's Story* – which helps children understand that they have the right to be safe and that they should talk to an adult if they are worried about anything. You can watch a copy of *Gordy's Story* on YouTube. Gordy is our local child protection character and you can find out more about him on [www.cpckids.co.uk](http://www.cpckids.co.uk).

At the start of the school summer holidays, North Ayrshire Child Protection Committee held a large awareness event in Rivergate Shopping Centre, Irvine to give members of the public information they could use to help keep you safe. A key theme within this event was online safety– this is something many parents and carers worry about. We have a range of resources to help you understand how to use the internet safely. These are used by professionals as well as being available to members of the public.

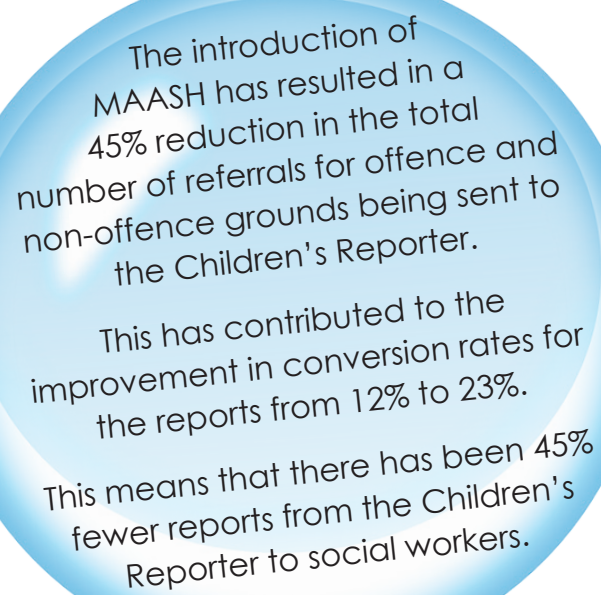
To find out more about the work of North Ayrshire Child Protection Committee, visit [www.childprotectionnorthayrshire.info](http://www.childprotectionnorthayrshire.info).

The **Police Scotland Pan Ayrshire Concerns Hub** or **Multi-Agency Assessment and Screening Hub (MAASH)** has been working in Kilmarnock since August 2016 and responds to concerns for children generated through Police Scotland. This multi-agency hub, which consists of social workers, housing officers and police officers, process around 70 child concerns a month. By joining up to assess risks and the needs of young people, MAASH is able to divert those who do not require direct intervention to other professionals for help, allowing those who need services to get them at the right time and from the right person.

**Multi Agency Domestic Abuse Response Team (MADART)** sit within the MAASH hub and assess and support families who have been affected by domestic abuse. A partner from ASSIST Women's Support Project is also based within the hub team. This project works to raise awareness of the extent, causes and effect of male violence against women, and to improve services for anyone affected by violence. By sitting together we are able to work more effectively and respond more quickly to incidents.



At the end of March 2016, 6.3% of families who were registered on the Child Protection Register have been re-registered in less than a year. We still have some work to do to reach our target of 5%.



The introduction of MAASH has resulted in a 45% reduction in the total number of referrals for offence and non-offence grounds being sent to the Children's Reporter.

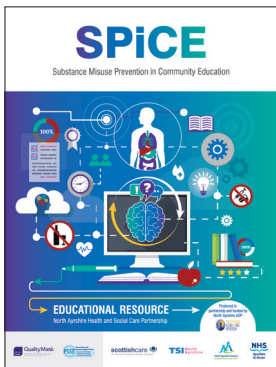
This has contributed to the improvement in conversion rates for the reports from 12% to 23%.

This means that there has been 45% fewer reports from the Children's Reporter to social workers.



**WOMEN'S  
SUPPORT  
PROJECT**

## Next steps (12–18 years)



We are working with our head teachers to promote the wider use of the **SPICE** resource, now that the training has been completed.

The **Mental Health Toolkit** will be launched at the **Ayrshire-wide Children and Young Person's Mental Health Celebration and Integration Event** in September. A young person who has been a driving force behind the toolkit will be one of the key speakers at this event. There will then be a launch for young people during **National Youth Work Week 2017** in November. As part of the Youth Work Week launch we will have around 100 young people attending our **Annual North Ayrshire Youth Conference**, which will be held at Ardeer Community Centre in November. During the Youth Conference, we will provide young people with opportunities to work with the toolkit by encouraging them to take part in workshops and exercises. Our aim here is to give as many of you as possible an understanding of what the toolkit is and how it can be of benefit by enabling you to talk about it with friends within the community.

We will move forward with discussions around the introduction of **Functional Family Therapy**.

In **Nurture**, a school counsellor will be recruited for each of our secondary schools to support your health and wellbeing. There have been 6 Counsellors appointed to date and recruitment is on-going, with another 6 posts being filled. Within primary schools, we will have another 5 nurture groups established as funding has been secured from the Scottish Government. Further training is being rolled out to early level staff to ensure that there is authority- and whole-school-wide understanding of nurture theory and principles.

A pilot programme on **Mindfulness** has started and will be evaluated with a view to further expansion. Mindfulness is about living in the “here and now” rather than being caught in the past or worrying all the time about the future. It's knowing what's going on inside your mind and body, and what's going on in the outside world as well.

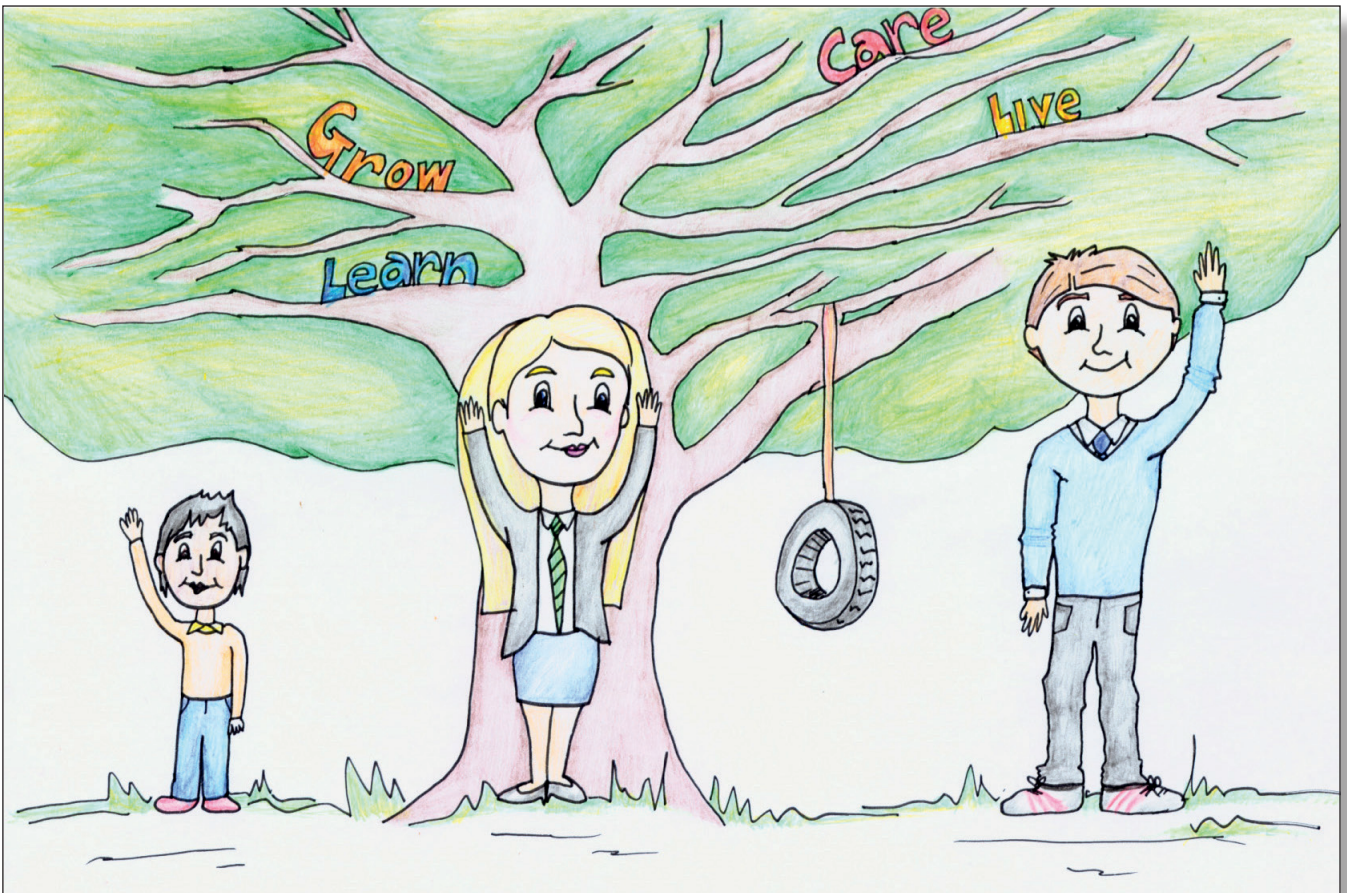
We will evaluate the **Schools Modern Apprenticeship Programme** with a view to developing further pilots within areas where there are employment opportunities, i.e. social care, early years education and childcare.

**MAASH** is our multi agency assessment screening hub. We will begin looking at screening of youth offending concerns through the hub too.

North Ayrshire is excited to be celebrating **Year of Young People** throughout 2018.

Year of Young People 2018 is an opportunity to celebrate the amazing young personalities, talents, and achievers that make up Scotland. It's all about inspiring our nation through its young people's ideas, attitudes and ambitions.

This year long programme of events, activities and ideas will give young people in Scotland the opportunity to show the world what they're made of. Year of Young People 2018 is something everyone can support (young or young-at-heart) and be immensely proud of.



# Appendix

## Useful websites

### **Getting it right for you: North Ayrshire Children's Services Plan 2016–2020**

[www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-plan.pdf](http://www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-plan.pdf)

### **The Children and Young People (Scotland) Act 2014**

[www.cypcs.org.uk/policy/children-young-people-scotland-act](http://www.cypcs.org.uk/policy/children-young-people-scotland-act)

### **The 41 Promises**

[www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-action-plan-promises.pdf](http://www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-action-plan-promises.pdf)

### **Children's Services Strategic Partnership (CSSP)**

[www.north-ayrshire.gov.uk/Documents/CorporateServices/ChiefExecutive/CommunityPlanning/cssp-structure.pdf](http://www.north-ayrshire.gov.uk/Documents/CorporateServices/ChiefExecutive/CommunityPlanning/cssp-structure.pdf)

### **Performance Framework**

[www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-performance-framework.pdf](http://www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-performance-framework.pdf)

### **UN Convention on the Rights of the Child**

[www.unicef.org.uk/what-we-do/un-convention-child-rights/](http://www.unicef.org.uk/what-we-do/un-convention-child-rights/)

### **Carers (Scotland) Act**

[www.gov.scot/Topics/Health/Support-Social-Care/Unpaid-Carers](http://www.gov.scot/Topics/Health/Support-Social-Care/Unpaid-Carers)

### **Getting it Right for Every Child**

[www.girfecna.co.uk/](http://www.girfecna.co.uk/)

### **Request for Assistance processes and guidance**

[www.girfecna.co.uk/admin/uploads/downloads/Request%20for%20Assistance%20Guidance%20-%20FINAL.pdf](http://www.girfecna.co.uk/admin/uploads/downloads/Request%20for%20Assistance%20Guidance%20-%20FINAL.pdf)

### **Stop to Listen**

[www.children1st.org.uk/what-we-do/speaking-up-for-scotlands-children/stop-to-listen/](http://www.children1st.org.uk/what-we-do/speaking-up-for-scotlands-children/stop-to-listen/)

### **Scottish Mental Health First Aid**

[www.smhfa.com/about-smhfa/programme.aspx](http://www.smhfa.com/about-smhfa/programme.aspx)

### **Foetal alcohol syndrome (FAS)**

[www.nhs.uk/conditions/foetal-alcohol-syndrome/Pages/Introduction.aspx](http://www.nhs.uk/conditions/foetal-alcohol-syndrome/Pages/Introduction.aspx)

### **Psychology of Parenting Project (PoPP) programmes**

<http://www.nes.scot.nhs.uk/education-and-training/by-discipline/psychology/multiprofessional-psychology/psychology-of-parenting/psychology-of-parenting-project.aspx>

### **All 6 areas in North Ayrshire**

[www.northayrshire.community/your-community/](http://www.northayrshire.community/your-community/)

### **Mellow Parenting**

[www.mellowparenting.org/our-programmes/](http://www.mellowparenting.org/our-programmes/)

### **Mellow Bumps**

[www.mellowparenting.org/our-programmes/mellow-bumps/](http://www.mellowparenting.org/our-programmes/mellow-bumps/)

### **Mellow Dads**

[www.mellowparenting.org/our-programmes/mellow-dads/](http://www.mellowparenting.org/our-programmes/mellow-dads/)

### **PEEP Progression Pathway**

[www.peep.org.uk/parent-qualifications](http://www.peep.org.uk/parent-qualifications)

### **The Family Nurse Partnership**

[www.gov.scot/Topics/People/Young-People/early-years/parenting-early-learning/family-nurse-partnership/background](http://www.gov.scot/Topics/People/Young-People/early-years/parenting-early-learning/family-nurse-partnership/background)

### **Speech and Language (SPIN) team**

[ayrshirehealth.wordpress.com/2015/08/26/its-all-about-spin-by-alison-gooding/](http://ayrshirehealth.wordpress.com/2015/08/26/its-all-about-spin-by-alison-gooding/)

### **Universal Health Visitor Pathway**

[www.gov.scot/Publications/2015/10/9697](http://www.gov.scot/Publications/2015/10/9697)

### **Bookbug Bags**

[www.scottishbooktrust.com/bookbug/bookbug-bags](http://www.scottishbooktrust.com/bookbug/bookbug-bags)

### **Explorer Bags**

[www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-explorer](http://www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-explorer)

### **Baby Bags**

[www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-baby](http://www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-baby)

### **Family Bag**

[www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-primary-1-family-bag](http://www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-primary-1-family-bag)

### **The Children and Young People Improvement Collaborative (CYPIC)**

[www.gov.scot/Topics/People/Young-People/early-years/early-years-collaborative](http://www.gov.scot/Topics/People/Young-People/early-years/early-years-collaborative)

### **First Minister's Early Learning and Childcare Trials**

[www.gov.scot/Topics/People/Young-People/early-years/ELCTrials/ELCTrials](http://www.gov.scot/Topics/People/Young-People/early-years/ELCTrials/ELCTrials)

**Loose Parts**

[www.letthechildrenplay.net/2010/01/how-children-use-outdoor-play-spaces.html](http://www.letthechildrenplay.net/2010/01/how-children-use-outdoor-play-spaces.html)

**Setting the Table**

[www.healthscotland.com/documents/21130.aspx](http://www.healthscotland.com/documents/21130.aspx)

**BBC news article on free lunches (Free school holiday meal initiative)**

[www.bbc.co.uk/news/uk-scotland-glasgow-west-33593816](http://www.bbc.co.uk/news/uk-scotland-glasgow-west-33593816)

**Place2Be**

[www.place2be.org.uk/what-we-do/where-we-work/where-we-work/north-ayrshire/](http://www.place2be.org.uk/what-we-do/where-we-work/where-we-work/north-ayrshire/)

**Stop Now And Plan (SNAP)**

[www.carena.org.uk/providers/care-support/snap-project/](http://www.carena.org.uk/providers/care-support/snap-project/)

**PLAY@Home**

[www.healthscotland.com/documents/20735.aspx](http://www.healthscotland.com/documents/20735.aspx)

**Save the Children Read on Get On campaign**

[www.savethechildren.org.uk/sites/default/files/images/Read\\_On\\_Get\\_On\\_Scotland.pdf](http://www.savethechildren.org.uk/sites/default/files/images/Read_On_Get_On_Scotland.pdf)

**National Improvement Framework**

[www.gov.scot/Resource/0049/00491758.pdf](http://www.gov.scot/Resource/0049/00491758.pdf)

**First Minister's Reading Challenge**

[www.scottishbooktrust.com/learning/teachers-librarians/first-ministers-reading-challenge#overview](http://www.scottishbooktrust.com/learning/teachers-librarians/first-ministers-reading-challenge#overview)

**Active Schools Co-ordinators**

[www.north-ayrshire.gov.uk/education-and-learning/active-schools.aspx](http://www.north-ayrshire.gov.uk/education-and-learning/active-schools.aspx)

**Community Connectors**

[www.jitscotland.org.uk/example-of-practice/information-advice-community-connectors/](http://www.jitscotland.org.uk/example-of-practice/information-advice-community-connectors/)

**Families Connect in Partnership with Save the Children**

[www.savethechildren.org.uk/about-us/where-we-work/united-kingdom/school/families-connect](http://www.savethechildren.org.uk/about-us/where-we-work/united-kingdom/school/families-connect)

**Family Learning team on Facebook**

[www.facebook.com/pg/Family-Learning-Team-North-Ayrshire-Council-1599378163405978/posts/](http://www.facebook.com/pg/Family-Learning-Team-North-Ayrshire-Council-1599378163405978/posts/)

[Duke of Edinburg/mid/437/id/17/ScreenMode/Ward/Default.aspx](http://Duke%20of%20Edinburg/mid/437/id/17/ScreenMode/Ward/Default.aspx)

**Scottish Minister for Health (Shona Robison)**

[www.parliament.scot/msps/currentmsps/Shona-Robison-MSP.aspx](http://www.parliament.scot/msps/currentmsps/Shona-Robison-MSP.aspx)

**Follow North Ayrshire's Youth Council on Twitter**



[twitter.com/search?q=north%20ayrshire%20youth%20council&src=typd](https://twitter.com/search?q=north%20ayrshire%20youth%20council&src=typd)

### **Throughcare Services**

[www.north-ayrshire.gov.uk/health-and-social-care/children-and-families/throughcare.aspx](http://www.north-ayrshire.gov.uk/health-and-social-care/children-and-families/throughcare.aspx)

### **Child and Adolescent Mental Health Service (CAHMS)**

[www.nhsaaa.net/services-a-z/c-child-and-adolescent-mental-health-services.aspx](http://www.nhsaaa.net/services-a-z/c-child-and-adolescent-mental-health-services.aspx)

### **The ICE Pack – Knowing Me, Knowing You**

[playbackice.com/](http://playbackice.com/)

### **The CHARLIE Programme**

[www.carena.org.uk/providers/care-support/charlie-programme/](http://www.carena.org.uk/providers/care-support/charlie-programme/)

### **The Teenage Charlie short trailer**

[vimeo.com/185503892](https://vimeo.com/185503892)

### **Child Protection Committee**

[childprotectionnorthayrshire.info/cpc/children-and-young-people/](http://childprotectionnorthayrshire.info/cpc/children-and-young-people/)

### **Children Affected by Parental Substance Misuse Group**

[childprotectionnorthayrshire.info/cpc/committee/capsm/](http://childprotectionnorthayrshire.info/cpc/committee/capsm/)

### **Recovery at Work (RaW)**

[www.theayrshirecommunitytrust.co.uk/recovery-at-work](http://www.theayrshirecommunitytrust.co.uk/recovery-at-work)

### **Irvine locality's new leisure facility: The Portal**

[www.north-ayrshire.gov.uk/leisure-parks-and-events/portal.aspx](http://www.north-ayrshire.gov.uk/leisure-parks-and-events/portal.aspx)

### **Alcohol and Drugs Partnership (ADP)**

[naadp.com/who-are-we.aspx](http://naadp.com/who-are-we.aspx)

### **Funky Films on Facebook**

[www.facebook.com/funkyfilmsnaadp/](https://www.facebook.com/funkyfilmsnaadp/)

### **“Up to You” – a Choices for Life film on YouTube**

[www.youtube.com/channel/UCcVOJLulz90i-\\_twR9oQhbw](https://www.youtube.com/channel/UCcVOJLulz90i-_twR9oQhbw)

### **Choices for Life**

[www.northayrshire.community/2017/04/28/choices-for-life-up-to-you/](http://www.northayrshire.community/2017/04/28/choices-for-life-up-to-you/)

### **Health Improvement Team**

[www.nhsaaa.net/services-a-z/h-health-improvement.aspx](http://www.nhsaaa.net/services-a-z/h-health-improvement.aspx)

### **National Attainment Challenge**

[www.education.gov.scot/improvement/Pages/sac1tosac11scottishattainmentchallenge.aspx](http://www.education.gov.scot/improvement/Pages/sac1tosac11scottishattainmentchallenge.aspx)

### **Developing the Young Workforce**

[www.gov.scot/Publications/2014/12/7750](http://www.gov.scot/Publications/2014/12/7750)

**Activity Agreement**

[www.gov.scot/Topics/Education/edandtrainingforyoungple/16pluslc/activityagreements](http://www.gov.scot/Topics/Education/edandtrainingforyoungple/16pluslc/activityagreements)

**North Ayrshire Council's Modern Apprenticeship**

[www.north-ayrshire.gov.uk/jobs-and-training/modern-apprenticeships.aspx](http://www.north-ayrshire.gov.uk/jobs-and-training/modern-apprenticeships.aspx)

**Functional Family Therapy**

[fftllc.com/](http://fftllc.com/)

**Cognitive Centre Foundation (CCF)**

[www.cognitivecentre.com/](http://www.cognitivecentre.com/)

**Rickter scale**

[www.rickterscale.com/](http://www.rickterscale.com/)

**Positive Family Partnership Strategy**

[www.north-ayrshire.gov.uk/Documents/CorporateServices/ChiefExecutive/CommunityPlanning/positive-family-partnership-strategy.pdf](http://www.north-ayrshire.gov.uk/Documents/CorporateServices/ChiefExecutive/CommunityPlanning/positive-family-partnership-strategy.pdf)

**Training Calendar for Child Protection North Ayrshire**

[childprotectionnorthayrshire.info/cpc/training/](http://childprotectionnorthayrshire.info/cpc/training/)

**NACPC Child Protection conference HEAR – Hear my Experience and Respond**

[childprotectionnorthayrshire.info/cpc/news-and-events/hear-hear-my-experience-and-respond/](http://childprotectionnorthayrshire.info/cpc/news-and-events/hear-hear-my-experience-and-respond/)

**Gordy's Story**

[childprotectionnorthayrshire.info/cpc/news-and-events/launch-of-gordys-story-dvd/](http://childprotectionnorthayrshire.info/cpc/news-and-events/launch-of-gordys-story-dvd/)

[www.cpckids.co.uk](http://www.cpckids.co.uk)

**Gordy's Story on YouTube**

[www.youtube.com/watch?v=RRQAdHEJVX8&feature=youtu.be](http://www.youtube.com/watch?v=RRQAdHEJVX8&feature=youtu.be)

**North Ayrshire Child Protection Committee**

[www.childprotectionnorthayrshire.info](http://www.childprotectionnorthayrshire.info)

**ASSIST Women's Support Project**

[www.womenssupportproject.co.uk/content/home/1/](http://www.womenssupportproject.co.uk/content/home/1/)

**Alcohol Focus Scotland**

[www.roryresource.org.uk](http://www.roryresource.org.uk)

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