

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Monday 5 October 2020
Title:	North Ayrshire Children's Services Plan 2020-23
Responsible Director:	Stephen Brown, Director, North Ayrshire Health and Social Care Partnership
Report Author:	Lauren Cameron, Policy Officer (Children's Services), North Ayrshire Council

1. Purpose

This is presented to the Board for:

- Discussion

This paper relates to:

- Government policy/directive
- Legal requirement

This aligns to the following NHSScotland quality ambition:

- Safe
- Effective
- Person Centred

2. Report summary

2.1 Situation

This report presents the North Ayrshire Children's Services Plan 2020-23 (Appendix 1) and the Children's Rights Report 2020-23 (Appendix 2).

The Children's Services Plan 2020-23 and the Children's Rights Report were approved by the Children's Services Strategic Partnership in August 2020. The Children's Services Plan 2020-23 and Children's Rights Report were approved by the Community Planning Partnership by email on 11 September 2020.

The Children's Services Plan 2020-23 builds on the previous Children's Services Plan 2016-20. The final Performance Report linked to the 2016-20 Plan has been attached as Appendix 3. This is the first Children's Rights Report.

The approach has been taken to link the Children's Services Plan and Children's Rights Report which form part of our suite of children's services planning documents.

2.2 Background

Part 3 of the Children and Young People (Scotland) Act 2014 seeks to improve outcomes for all children and young people in Scotland by ensuring that local planning and delivery of services is integrated, focused on securing quality and value through preventative approaches, and dedicated to safeguarding, supporting and promoting child wellbeing. It aims to ensure that any action to meet need is taken at the earliest appropriate time and that, where appropriate, this is taken to prevent need arising.

Section 8(1) of the Act requires every local authority and its relevant health board to jointly prepare a Children's Services Plan for the area of the local authority, in respect of each three-year period.

Children's rights and wellbeing are both central to the Act, and implementation of the United Nations Convention on the Rights of the Child (UNCRC) is central to making Scotland the best place to grow up.

Duties set out in Part 1, Section 2 of the Children and Young People (Scotland) Act 2014 (Duties of public authorities in relation to the UNCRC) requires public authorities (including all local authorities and health boards) to report on the steps they have taken to secure better or further effect of the requirements of the United Nations Convention on the Rights of the Child (UNCRC). This section of the Act came into force on 1 April 2017.

The North Ayrshire Children's Services Plan 2020-23 has been developed based on the priorities identified in the 2016-20 Plan, as well as a range of other information available.

The 2016-20 Children's Services Plan has come to a close. The new Plan has been developed using a new format. The final Performance Report linked to the 2016-20 Plan has been attached as Appendix 3.

The Plan sets out the vision for Children's Services – *for all our children and young people to have the best start in life and for North Ayrshire to be the best place in Scotland to grow up.*

The Children's Services Plan priorities are:

1. Children and young people's rights and views are respected and listened to
2. Act early to improve what happens next
3. Make things fairer and better
4. Support mental health
5. Help children and young people to be active and healthy

A repeat of the ChildrenCount Wellbeing Survey had been planned for April/ May 2020 but has been postponed due to the Covid-19 pandemic.

The Plan contains an easy to read section which describes the Plan to children and young people. There has been consultation with focus group of young people.

The timescales for Children's Services Plans to be in place would, in normal circumstances, be 1 April 2020. The Scottish Government allowed flexibility in timescales in the Coronavirus (Scotland) Act 2020, due to the impact of the Covid-19 pandemic. The options available were to publish a statement advising that the previous

plan would be extended for one year, or to review and revise the draft plan and finalise it as soon as reasonably practicable. The Plan has been revised to reflect the initial analysis of the impact on the Covid-19 pandemic.

2.3 Assessment

Key issues were agreed by the North Ayrshire Children's Services Strategic Partnership. Consultation with young people was carried out.

2.3.1 Quality/patient care

The Children's Services Plan 2020-23 seeks to improve outcomes for all children and young people. The Children's Rights Report details the steps taken to secure better or further effect of the requirements of the United Nations Convention on the Rights of the Child (UNCRC).

2.3.2 Workforce

No workforce impact is anticipated.

2.3.3 Financial

No financial impact is anticipated.

2.3.4 Risk assessment/management

No risks identified.

2.3.5 Equality and diversity, including health inequalities

The Children's Services Plan and Children's Rights Report assists us to meet our Socio-Economic Duty set out in the Fairer Scotland Duty and the Children and Young People (Scotland) Act 2014. The Plan and Report aim to reduce inequalities and make things fairer and better.

2.3.6 Other impacts

The Children's Services Plan and Children's Rights Report directly link to the key priorities contained in the Local Outcomes Improvement Plan.

2.3.7 Route to the meeting

This has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report.

- North Ayrshire Children's Services Strategic Partnership approved the Plan and Report on 18 August 2020.
- North Ayrshire Community Planning Partnership approved the Plan and Report on 11 September 2020.

2.4 Recommendation

Members are asked to examine and consider the implications of the Children's Services Plan 2020-23 and the Children's Rights Report.

3. List of appendices

The following appendices are included with this report:

- Appendix 1, North Ayrshire Children's Services Plan 2020-23
- Appendix 2, North Ayrshire Children's Rights Report
- Appendix 3, Children's Services Performance Report 2019/20

North Ayrshire
**Children
Services Plan**
2020/2023





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It is inescapable that the Covid-19 pandemic will have a lasting impact on our children and families, in terms of their financial situations as well as the impact on mental health and other aspects of everyday life.



One of our main concerns is tackling Child Poverty and this can be seen in our ambitious Child Poverty Action Plan. We are determined to tackle inequalities and create a society where no one lives in poverty,

Foreword

Welcome to our North Ayrshire Children's Services Plan 2020-23.

This is our second Children's Services Plan and we are aiming to build on the progress that has been made to date. We have set out our key priorities for the next three years to achieve our vision in *North Ayrshire – for all our children and young people to have the best start in life and for North Ayrshire to be the best place in Scotland to grow up.*



It is inescapable that the Covid-19 pandemic will have a lasting impact on our children and families, in terms of their financial situations as well as the impact on mental health and other aspects of everyday life. The impact of Covid-19 will be vast and is already being evidenced for children and young people. We want to make sure that we are able to support all of our Children and Young People as we move into a possible recovery phase.

Our planning, partnerships and service delivery require to adapt as we learn more about the longer-term impact of the pandemic. We will continue to listen

to children, young people and families and use the best data available to inform the strong local partnership working which underpins our new Children's Services Plan. We are confident that we will continue to give children and young people the best possible start in life in North Ayrshire.

We want to build on our previous plan and make sure our rights-based and assets-based approaches continue to be further strengthened in our communities. We aim to build resilience in our communities and want to empower our families to ensure they can thrive.

One of our main concerns is tackling Child Poverty and this can be seen in our ambitious Child Poverty Action Plan. We are determined to tackle inequalities and create a society where no one lives in poverty, where the economy is inclusive and where everyone has the same life chances to live fulfilling and healthy lives. Our Community Wealth Building Strategy will support inclusive growth so that everyone benefits from a stronger local economy, enhanced community

empowerment and an increase in fair employment. This is key to our partnership approach to tackling poverty and deprivation in North Ayrshire and, in particular, Child Poverty.



Councillor Joe Cullinane
Leader of North Ayrshire Council



Stephen Brown
Chair of the Children's Services Strategic Partnership

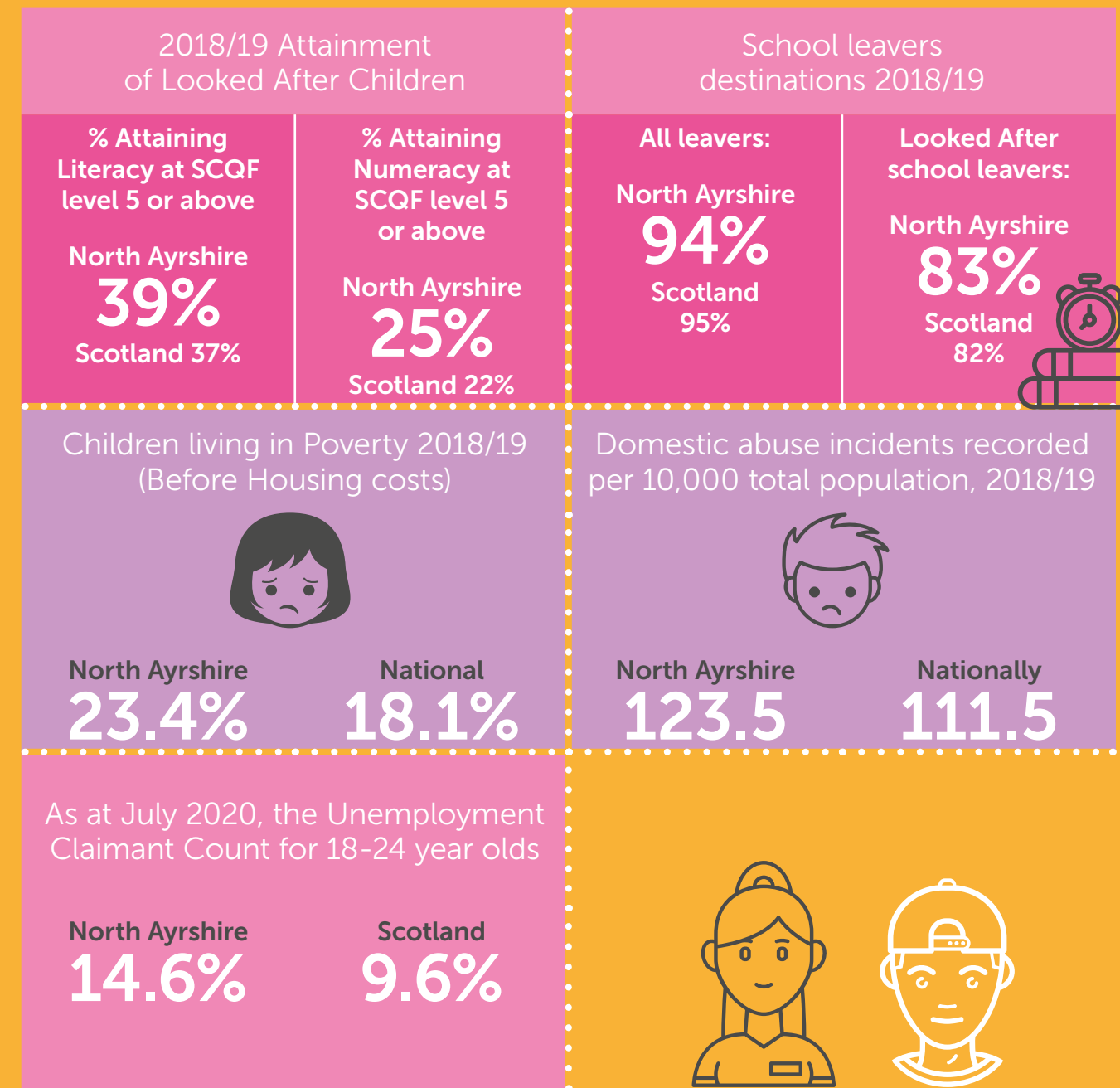
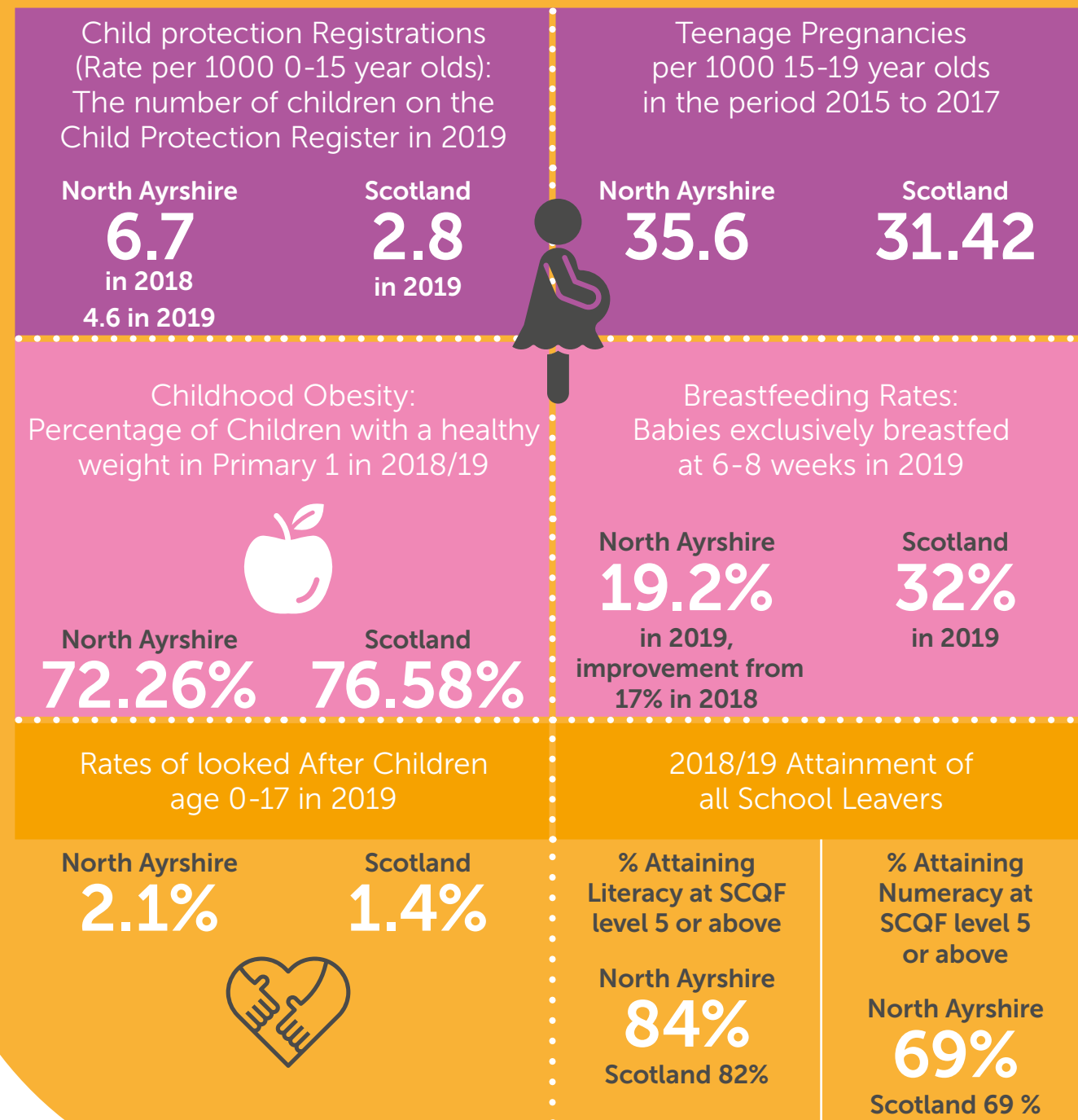
Introduction: Local Context and key facts

In North Ayrshire we understand that all of our children and young people are unique individuals and should be able to feel confident and happy with themselves and the place where they live.



Currently, we have 135,000 people living in North Ayrshire. 16.7% of our population are children and young people under 16 (17% national average).

The infographic below provides a snapshot of some of the key statistics about children and young people across North Ayrshire. Throughout this document we outline how we plan to tackle these issues and improve outcomes for our children, young people and families.





We have created a profile of our area based on the latest information and data available. You can view our full data profile dashboard at Appendix 1.



We use a range of information from consulting and speaking to our children and young people such as the Youth Forum, Joint Cabinet and via our Youth Participation and Citizenship Strategy.

We have created a profile of our area based on the latest information and data available. You can view our full data profile dashboard at Appendix 1.

In 2014/15, in partnership with the Dartington Service Design Lab, we carried out a ChildrenCount Wellbeing Survey of almost 8000 young people aged between nine and 16 years old and more than 600 families of younger children. This rich range of information was used to inform our priorities for the 2016-20 Children's Services Plan. Prior to the Covid-19 pandemic we had planned to carry out a repeat of the ChildrenCount Survey during 2020. These plans are currently on hold and will be reassessed later in the year.



In 2014/15, in partnership with the Dartington Service Design Lab, we carried out a ChildrenCount Wellbeing Survey of almost 8000 young people aged between nine and 16 years old and more than 600 families of younger children.



Strategic Needs Assessment

We continue to use a range of sources of information to inform our Strategic Needs Assessment in partnership with our Community Planning Partners. Our data sources include:

School Census data

This includes information collected in schools such as the numbers of pupils by age, additional support needs and other information.

Child Protection data

This includes the number of children who are looked after by the Council and the reasons for this.

Health data

This includes information on birth weight and breast-feeding rates, dental health information, immunisation rates and levels of smoking, alcohol and drug use in young people as well as the population as a whole.

Children and young people's views and experiences

We use a range of information from consulting and speaking to our children and young people such as the Youth Forum, Joint Cabinet and via our Youth Participation and Citizenship Strategy. We ask for the views of children and young people in schools using the How Good is Our School pupil questionnaires.

Our Priorities for 2020 to 2023

A key focus for all Children's Services partnerships will now be recovery from the Covid-19 pandemic and all of the associated challenges this brings. Our key priorities will be even more important in this new context.

We have a good understanding of the needs of our children and young people and their families and we are determined to ensure that a whole systems approach delivers the best results.

Our Plan is a living document that will be updated and adapted based on the changing needs of our area, especially as the effects of Covid-19 become more apparent. We will be developing detailed action plan and performance framework which will show the actions we will take and how we will measure our progress.

We have ensured that as many children and young people as possible in North Ayrshire are involved in making decisions about what is important to them. We have identified our key priorities by listening to what our children and young people have told us.



Priority 1: Young people's rights and views are respected and listened to.

Ensuring the rights, views and aspirations of children and young people are at the centre of everything we do

We will:

- Implement the North Ayrshire UNCRC plan actions
- Ensure the rights of all children and young people are protected
- Ensure the voices of children and young people are heard and influence the work of the Community Planning Partnership
- Ensure children and young people have the opportunity to develop their citizenship skills, including active democratic participation opportunities



Priority 2: Acting early to improve what happens next
Focussing on early intervention and prevention

We will:

- Work with our partners to keep all children and young people safe
- Continue to provide support through our integrated universal early years' service for families with children age 0-5
- Increase access to early learning and childcare
- Help parents or carers to provide support to their children
- Improve outcomes for care-experienced young people



Priority 3: Making things fairer and better
Reducing inequalities and improving outcomes

We will:

- Implement the North Ayrshire Child Poverty Action Plan
- Improve attainment and achievement for all
- Close the poverty related attainment gap
- Implement the recommendations from the Independent Care Review (Scotland).
- Implement the recommendations from the Additional Support for Learning Review (Scotland)
- Build strong collaborative partnerships in local areas to ensure we deliver high-quality services for all of our children, young people and families



Priority 4: Supporting mental health
Supporting social, emotional and mental wellbeing

We will:

- Develop our nurturing approach across all Children's Services
- Improve mental health and wellbeing through physical activity and social participation
- Continue to have appropriate pathways in place for supporting mental wellbeing
- Support children, young people and their families to help build resilience



Priority 5: Helping children and young people to be active and healthy
Helping children and young people to be physically active and maintain a healthy lifestyle

We will:

- Provide innovative physical activity and sports opportunities
- Adopt a whole systems approach to diet and healthy weight
- Ensuring all of our early years indoor and outdoor learning environments and activities enable children to be physically active
- Help children, young people and their families to have a healthy lifestyle



There are a range of ways that you can get involved and make your voices heard.

What our Plan means for you: Our Children and Young People

We want you to know what this plan means for you and your family

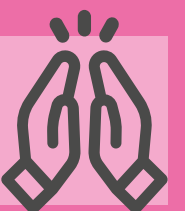


At the heart of our all of our work with you, your families and our partners, are the principles and values called 'Getting It Right For Every Child' (GIRFEC). This way of working is designed to support you and your family by making sure you can receive the right help, at the right time, from the right people. The aim is to help you to grow up feeling loved, safe and respected so that you can realise your full potential.



If you feel like you need help or advice, then you should speak to your class teacher in primary schools. In secondary schools you can speak to your pastoral care teachers or any other adult in your school that you feel comfortable with. They will be able to help or direct you to the right place or person. There are a range of ways that you can get involved and make your voices heard. This could be through your pupil council, or taking part in focus groups, questionnaires, class surveys and discussions. Or you might want to get involved with clubs, organisations or youth groups. Lots of information is available online in our **Youth Participation Strategy**.

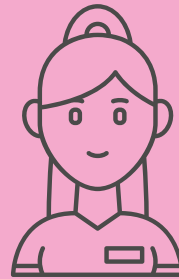
Some of you have helped us to develop this Plan and choose the most important areas for us to work on – and we want to say thank you for this.



What our Plan means for you: Our Children and Young People

1. Your Rights and Views

- We are working with you to develop a new **Citizenship and Participation Strategy** that will focus on your rights
- If you have been or are being cared for, you can take part in or be represented by our **Champions Board**
- Our **Rights Respecting Schools** and rights awareness in schools make sure that your rights are at the heart of everything we do
- Your views are gathered regularly in your schools. What you tell us is used to make improvements



2. Act early to improve what happens next

- **Healthy food** options are available and promoted in our schools
- Our **Active Schools** programmes provide activities in school, after school or in local clubs through KA Leisure
- Our schools and early years centres are working to develop outdoor areas for learning and activity



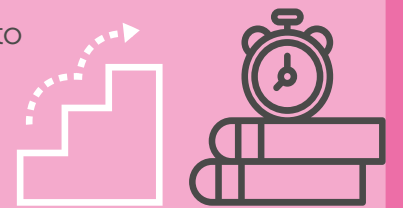
3. Make things fairer and better

- We help families when they have a new baby. This includes **helping** with feeding babies, family money advice, and supporting healthy choices
- We encourage you and your family to get **immunisations** to help protect against diseases
- Our **Family Learning Team** supports you and your family to learn and play together
- We work together to make sure that we give help and support as early as possible if you have challenges or something goes wrong
- We help you to enjoy and benefit from using the internet and social media safely



4. Support mental health

- We help you achieve your full potential as **successful learners**, confident individuals, responsible citizens, effective contributors
- We make sure that there are lots of options in our **schools** for your learning.
- When you leave school, we help you to take the **next steps** into college, university, training or work
- We provide healthy lunches and activities during the school holidays



5. Help you be active and have healthy lives

- To support your mental health, key people and a range of programmes can help you. We have **Counsellors** in each of our secondary schools and all of our schools and early years centres work to remove stigma about mental health
- We use **nurture approaches** throughout all of our Children's Services to make sure that you are supported with your social, emotional and behavioural needs
- For more serious and complex issues, you may be referred to the **Child and Adolescent Mental Health Service (CAMHS)**. If this happens we work with you to assess your needs and wishes to best support you and help you recover



Partnership Approach to Children's Services Planning

North Ayrshire Community Planning Partnership is a strong and effective partnership of a wide range of organisations. We value the benefits of sharing our resources, knowledge and skills to improve the lives of our children and young people. All partners have a shared commitment and partnership vision – **North Ayrshire – A Better Life**.

The North Ayrshire Community Planning Partnership is made up of the following organisations:



Our work fully supports the purpose, values and national outcomes as set out by the Scottish Government. Our vision demonstrates our link to the National Performance Framework.

The public sector duty regarding socio-economic inequalities, known as the Fairer Scotland Duty, requires that when taking strategic decisions, particular public bodies, including local authorities and health boards, must have due regard to how they can reduce inequalities of outcome caused by socio-economic disadvantage in the exercise of their functions.

We have a clear focus on inequalities. In our Local Outcomes Improvement Plan (LOIP) 2017-2022, we have increased our focus on children and child poverty.

Underpinning this we have four priority areas:

- A Working North Ayrshire
- A Healthier North Ayrshire
- A Safer North Ayrshire
- A Thriving North Ayrshire – Children and Young People

Our cross-cutting themes are building stronger communities and prevention, and these underpin our approach to these priorities.

Our work to improve Children's Services also directly links to the mission, vision and priorities set out in the North Ayrshire Council Plan 2019-24. This is the key strategic plan for the Council, which is focused on making North Ayrshire a fairer and more equal society.



We have assessed the impact of the Scottish Attainment Challenge, Pupil Equity Funding and Care Experienced Funding. We have also reviewed our school counselling service.

The Children's Services Plan directly links to the North Ayrshire Health and Social Care Partnership Strategic Plan 2018-21 – Lets Deliver Care Together.

Our Children's Services Planning includes our Children's Rights Report and our [Child Poverty Action Plan](#). They form our approach to giving children and young people in North Ayrshire the best start in life.

Our Children's Services Planning approach links all relevant plans and strategies together as described above. These can be seen in the diagram below.

The Children's Services Plan links with, and feeds into, a range of other strategic plans including:

- [North Ayrshire Child Protection Committee Business Plan](#)
- [Corporate Parenting Plan](#)
- [Early Learning and Childcare Strategy](#)
- [Out of School Care Plan](#)
- [Community Learning and Development Plan](#)
- [North Ayrshire Carers Strategy](#)

- [Ayrshire and Arran Child Transformation Plan](#)
- [Ayrshire and Arran Oral Health Strategy](#)

A number of major national reviews have taken place since our Children's Services Plan 2016-20, including the Care Review, the review of Additional Support Needs and the Scottish Attainment Challenge evaluation.



A number of major national reviews have taken place since our Children's Services Plan 2016-20, including the Care Review, the review of Additional Support Needs and the Scottish Attainment Challenge evaluation.

At a local level, Audit Scotland visited us at the beginning of February 2020 to carry out a Best Value Audit. In terms of schools, we have had many of our schools inspected by Education Scotland over the last three years. Many Early Years Centres and Children's Houses were inspected by the Care Inspectorate. We have assessed the impact of the Scottish Attainment Challenge, Pupil Equity Funding and Care Experienced Funding. We have also reviewed our school counselling service. All of these reviews and assessment at national and local level are considered in this Plan and inform our improvement planning activities.

The Covid-19 pandemic of 2020 has created an unprecedented situation for our children, young people and their families. The economic impact will be

considerable for many of our families and the associated potential impacts such as mental and physical health, well-being and educational outcomes will be vitally important in shaping our work over the next three years of this plan.

The Scottish Public Health Observatory (ScotPHO) have developed a community vulnerability measure to help guide the social mitigation response to the effects of Covid-19. North Ayrshire is identified as being at high risk to Covid-19. This is in common with Inverclyde, Dundee City, West Dunbartonshire, Na h-Eileanan Siar, Dumfries and Galloway and Glasgow City.

We are committed to using all of the intelligence available to ensure the impact of Covid-19 is addressed in a manner that supports the health and wellbeing of our children and young people.



The GIRFEC approach supports children and young people so that they can grow up feeling loved, safe and respected and can realise their full potential.

Our Children's Services Plan Development

Figure 1: Children's Services Planning Dashboard



Our Plan takes a rights-based approach. We are committed to promoting and protecting children and young people's rights. The Children and Young People (Scotland) Act 2014 strengthens children's rights and places duties on local authorities, health boards and partner agencies. Our first North Ayrshire Children's Rights Report 2020-23 is a core aspect of our approach to Children's Services Planning.




Our plan has been written based on the Getting it Right for Every Child (GIRFEC) principles and values. GIRFEC is based on children's rights and its principles reflect the United Nations Convention on the Rights of the Child (UNCRC). GIRFEC also respects parents' rights.


The GIRFEC approach supports children and young people so that they can grow up feeling loved, safe and respected and can realise their full potential. At home, in school or the wider community, every child and young person should be:

- Safe
- Healthy
- Achieving
- Nurtured
- Active
- Respected
- Responsible
- Included

Progress since previous plan

Since the introduction of the 2016-20 North Ayrshire Children's Services Plan we have made significant progress in a number of key areas. These can be viewed in detail in our Children's Services Plan Performance Reports [here](#).

<p>All Secondary Schools have a full time Counsellor.</p> <p>March 2019: We launched our Smarter, safer, Schools charter.</p> <p>over 90% of pupils reported improvements following counselling</p>		<p>Safe</p> <p>November 2019: 16 Schools attended the pilot launch of the safer schools app.</p> 	
<p>Healthy</p> <p>From 2016 to 2019 22% increase in babies who were exclusively breastfed at 6-8weeks, thanks to our breastfeeding support programmes.</p>  <p>From 2017/18 – 2018/19, childhood obesity levels have reduced by 3% thanks to our diet and exercise programmes.</p>			
<p>2018/19 School Leavers attainment:</p> <p>Literacy 95.2% attained SCQF L4 (95.4% in 2016/17)</p> <p>Numeracy 89.8% attained SCQF L4 (88.0% in 2016/17)</p> <p>83.8% attained SCQF L5 (81.6% in 2016/17)</p> <p>69.3% attend SCQF L5 (66.8% in 2016/17)</p>		<p>Achieving</p> <p>94% of our school leavers entered Higher/Further Education, work or training in 2018/19 (93.4% in 2016/17)</p> 	

<p>Nurtured</p> <p>Our real nappy incentive scheme was launched in October 2019.</p> <p>Family Nurses support young mums (19 and under) until children are 2 years old.</p> <p>From Jan 2017-Jan 2020 we supported 98 young parents and currently have 78 parents enrolled.</p>  <p>It can save families £1,300 per child and reduce environmental impact by 40%.</p>	
<p>Our Active Schools Team provide opportunities in sport, activity and leadership development.</p> <p>7,748 children and young people participated in ActiveSchools activities in 2019/20.</p>  <p>Our Early Years centres are creating outdoor learning environments.</p>	
<p>Respected</p> <p>We are changing how we support children, young people and families by bringing teams together in local areas.</p> <p>Over 90% of our schools are rights respecting schools (RRS) accredited to Bronze level – RSS committed.</p> 	
<p>Responsible</p> <p>5,583 children and young people voted in the latest Youth Participatory Budgeting event (Nov2019)</p> <p>In 2018/19 our activities supporting participation in democracy had a total of 9,515 attendances</p>	
<p>Included</p> <p>A new £20m Additional Support Needs Campus is being built in Stevenson with a Respite and Residential (R&R) Facility.</p> <p>Prior to the COVID-19 pandemic, approx 27% of children were living in poverty a 2% reduction from previous estimate.</p>	
<p>Our champions board engaged with over 60 professions and Care Experienced young people to research language and stigma associated with the care system.</p>	

Resources

In 2019/20 we spent more than £180 million in Education and Health and Social Care, on services to improve the lives and outcomes of children and young people living in North Ayrshire. A breakdown can be seen below, in Figures 2 and 3.

Figure 2: Spend breakdown in Children's Services (NHS and HSCP)

Children's Services – 2019/20 Spend (£'000)
Health and Social Care Partnership and Health Board

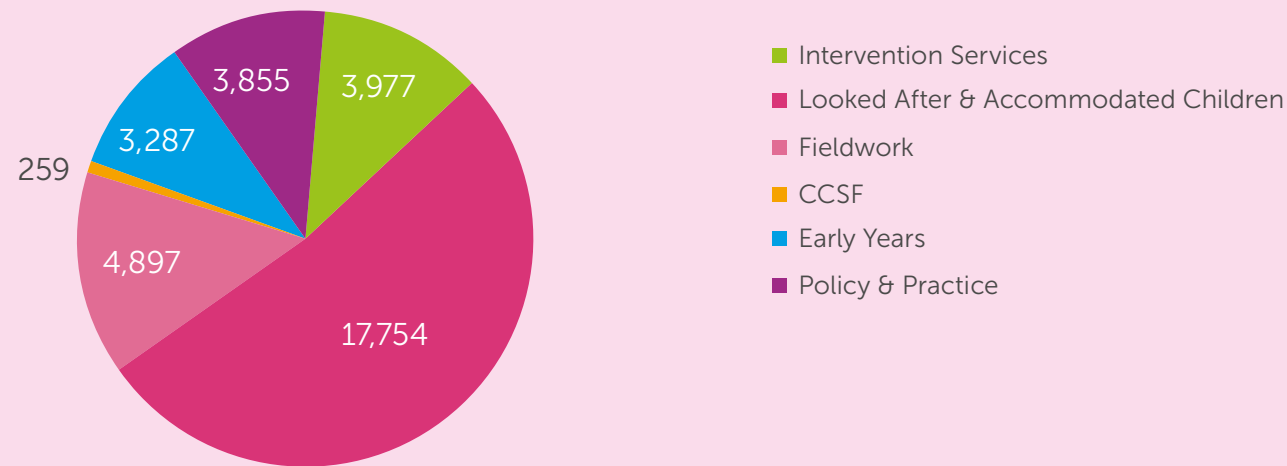
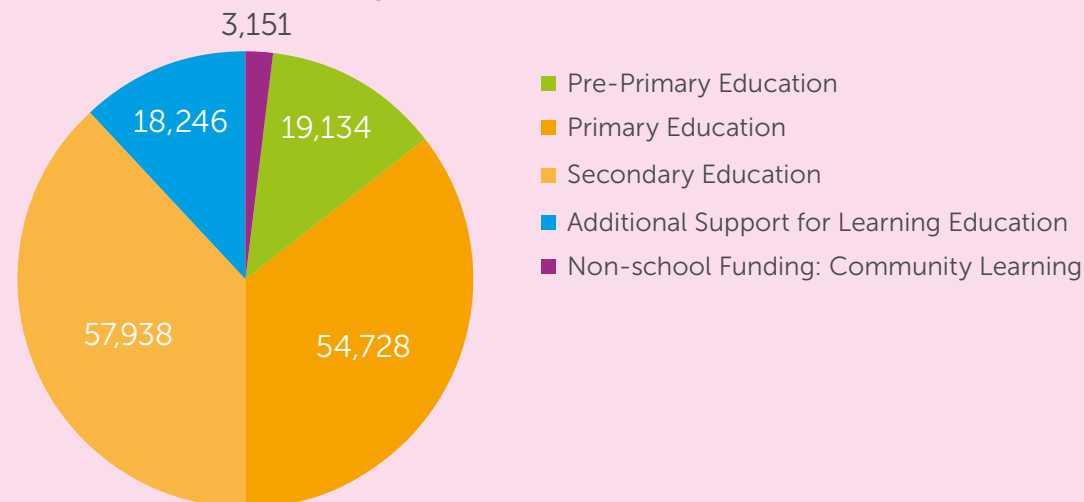


Figure 3: Spend breakdown in Education Services

Education Services – 2019/20 Spend (£'000)



If you wish, you can purchase additional unfunded sessions from your private or voluntary provider, and charges and payments for this would be arranged directly with the provider.

Strategic Themes

The following key themes are strategically important in our work.

Child Poverty

In North Ayrshire we are committed to reducing and mitigating the effects of child poverty. We know that 27% of children in North Ayrshire are living in poverty and this can affect children's health and wellbeing, as well as school attainment and achievement. Covid-19 has exacerbated this situation and the evidence of this and the related actions are detailed in our Child Poverty Action Plan 2019/20. Covid-19 has exacerbated this situation and the evidence of this and the related actions are detailed in our Child Poverty Action Plan 2019/20.

Prior to the Covid-19 pandemic, almost one in four children in Scotland (24%, 240,000) were living in relative poverty in Scotland in 2017/18¹.

New data on child poverty was released in May 2020. This new estimate is based

on Department for Work and Pensions (DWP) and Her Majesty's Revenue and Customs (HMRC) data, but is based on family income levels, before housing costs. The new data shows that over 5,500 children (23.4%) age 0-16 could be living in poverty in North Ayrshire. This is higher than the national estimate of 18.1% for the same measure. There are methodological differences in the calculation of the estimates but both sets support our experience and knowledge of our local areas.

There is increasing evidence that households with children, which were already at greater risk of poverty, have been disproportionately affected by the financial impact of the Covid-19 pandemic.

It is too early to know the impact that Covid-19 will have on levels of child

¹ source: <http://www.healthscotland.scot/media/2607/child-poverty-scales-and-trends.pdf>



We are clear about the value of employment for our residents and want to attract the best jobs and employers possible.



We protect, support and provide a loving and nurturing environment for those who have either been in care or have experienced it.

poverty in Scotland but an analysis by the Institute for Public Policy Research (IPPR) Scotland finds that since lockdown almost half (49 per cent) of households with dependent children in Scotland find themselves in the two most serious categories of financial stress – ‘in serious financial difficulty’ or ‘struggling to make ends meet’. This is compared to 30 per cent of all households in Scotland reporting the same levels of financial stress.

Our Child Poverty Action Plan and Report sets out our commitment to Economic Growth in our area through the Ayrshire Growth Deal and Community Wealth Building. We are clear about the value of employment for our residents and want to attract the best jobs and employers possible. We also work to reduce the cost of living for our residents and are committed to develop 1,575 new build Council homes by March 2025.

Wellbeing

In January 2018, the Ayrshire and Arran Wellness Model looked to test a whole system model of mental health support by developing a fully integrated approach, aligning specialist child and adolescent mental health teams with developing initiatives in partnership with North Ayrshire schools and other parts of the community. The aim of the model is

by the end of 2020, there will be clear evidence of a shift in the emotional wellbeing of children and young people within one locality (Kilwinning) evidenced by more appropriate requests for assistance being made to CAMHS.

The Kilwinning Wellness model has reduced the routine referrals from 68 days in August 2018 to less than 2 weeks consistently from September 2019.

The Wellness Model has significantly influenced, managed and changed the demand pressures placed on specialist mental health services for children and young people in a locality, ensuring those individuals with serious mental health concerns are seen timeously and appropriately. This model fits around children and young people’s needs using a broader lens for mental health services, and one that incorporates the wider system, supporting young people wherever they are.

The Wellness Model has also been rolled out in Largs and the scoping work has already started for the Garnock Valley and will spread to the rest of North Ayrshire.

Love and Support for Care-experienced Young People

The national Independent Care Review was published in February 2020. The review of Scotland’s Care system

has far reaching recommendations. We will continue to reflect on how best we can ‘Keep the Promise’, take the recommendations of the review forward in North Ayrshire and embed in our local plans.

We protect, support and provide a loving and nurturing environment for those who have either been in care or have experienced it.

We have a Champions Board constituted from a range of young people who are all care experienced aged between 15 and 22 who come together weekly and look for ways to change the care system as well as producing tools and advice for their care experienced community. The Board is supported by the North Ayrshire Corporate Parenting Team.

Throughcare and Aftercare Services

The Throughcare and Aftercare teams support young people moving on from being accommodated away from home to the next stage of their lives. They are there to listen and respond to young people’s emerging needs in any way they can.

Support is offered in a variety of ways, for example, the team has a dedicated Employability Advisor who supports young people to explore pathways into employment, training or education. Advice offered is adaptable to suit

individual needs as their employment, education or training journey progresses. In addition, staff can assist young people in finding their own accommodation and provide bespoke emotional and practical support through what can be, for some, challenging and uncertain times, as well as exciting.

Furthermore, the team offers guidance to those who need advice and guidance in applying for DWP benefits, as well as those who are applying for educational bursaries, care leaver’s bursaries and financial support. Assistance can also be provided on legal matters, emotional health and wellbeing and life skills.

The teams are dynamic, creative and flexible to meet the emerging and individual needs of care experienced young people.





Our performance will be driven and monitored by the Children's Services Strategic Partnership.

Evaluation and reporting on our plan

This Plan provides details of our activities and how this will contribute to the achievement of our priorities and better outcomes for children. Our framework will include a range of performance measures to help us track our progress. All of our Children's Services Strategic Partners are committed to contributing to our success.

Our performance will be driven and monitored by the Children's Services Strategic Partnership. An annual performance report on our progress of this Plan will be published by the Partnership and reported through the Community Planning Partnership governance structures, as well as being submitted to the Scottish Government to meet our legal requirements.



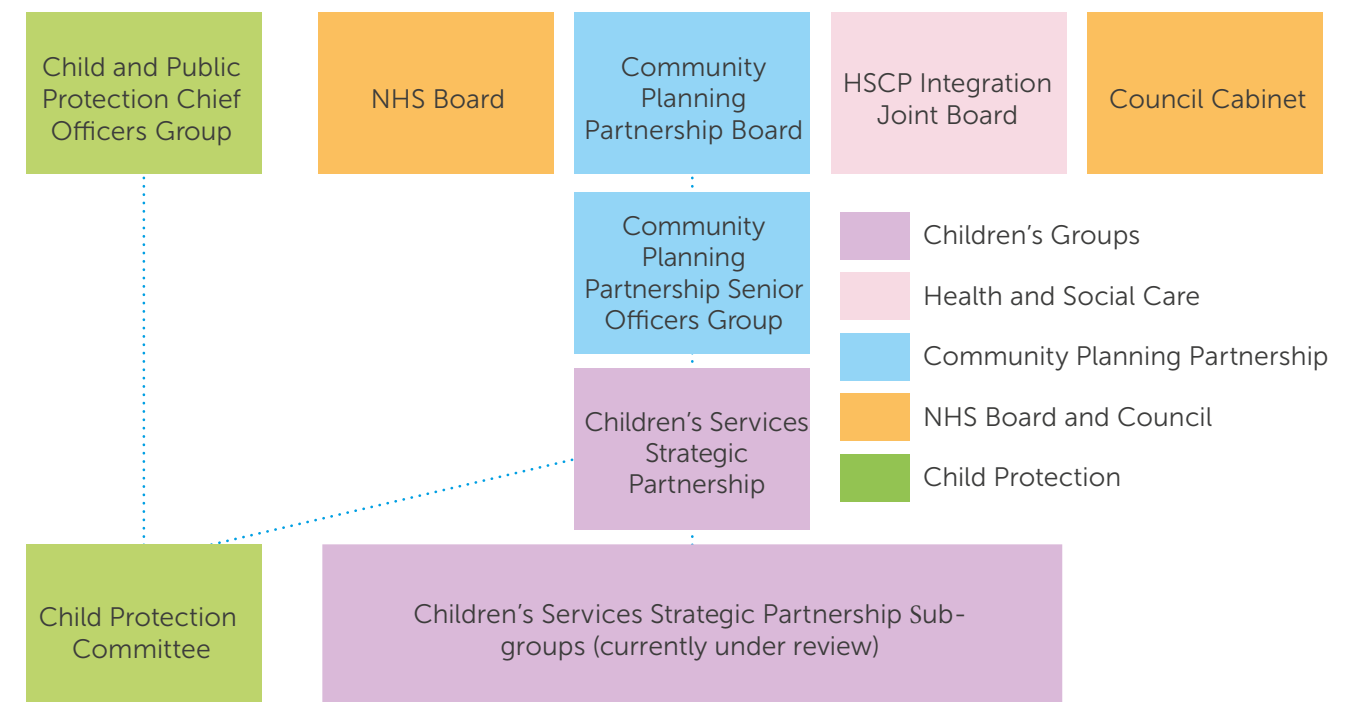
Who we are and how we work together

This Plan has been written by the North Ayrshire Children's Services Strategic Partnership (CSSP). The structure chart for the CSSP has been included below at Figure 4. Our membership is made up of the following organisations:

- North Ayrshire Council
- NHS Ayrshire and Arran
- North Ayrshire Health and Social Care Partnership
- Police Scotland
- Scottish Fire and Rescue Service
- North Ayrshire Child Protection Committee
- Scottish Children's Reporters Administration
- Children's Panel Area Support Team
- Ayrshire College
- Care Inspectorate
- Voluntary Sector

Figure 4: Children's Services Strategic Partnership Structure Chart

Children's Services Strategic Planning Partnership



The CSSP is part of the North Ayrshire Community Planning Partnership (CPP) and reports regularly on our progress. The CPP have overall responsibility for this plan and works together to improve outcomes for all of our children and young people. The CPP structure diagram has been included below at Figure 5.

The Children's Services Strategic Partnership is supported by a number of multi-agency subgroups that contribute to and enhance our arrangements for planning Children's Services in North Ayrshire.

As part of the development of this Plan our subgroups and workstreams will be reviewed by the CSSP and identify the best ways to support our aims and priorities.



As part of the development of this Plan our subgroups and workstreams will be reviewed by the CSSP and identify the best ways to support our aims and priorities.



Barnardo's run specialist advocacy services across the UK and are there for young people who need someone to support them, protect their rights and help them speak out.

North Ayrshire Context

Figure 5: Community Planning Partnership Structure



Child Protection

The North Ayrshire Child Protection Committee (NACPC) is a locally based inter-agency strategic partnership which leads on child protection policy and practice. The Committee has an Independent Chair and is comprised of senior staff from across key services in North Ayrshire, including both statutory services and the third sector.

North Ayrshire Child Protection Committee adheres to National Guidance for Child Protection in Scotland (2014) and Protecting Children & Young People: Child Protection Committees and Chief Officer's responsibilities. As such the NACPC has a range of day to day business activities to ensure we fulfil our responsibilities.

Advocacy

The advocacy support that is provided in North Ayrshire is by Barnardo's Hear 4u Advocacy Service. Hear 4u provides

advocacy for children and young people aged 5-26 who are looked after and accommodated in residential, foster care, kinship and at home, on the child protection register and those with Additional Support Needs.

Barnardo's run specialist advocacy services across the UK and are there for young people who need someone to support them, protect their rights and help them speak out. Their advocates are independent, and they don't work for local councils, social services or the NHS. They strive to explain the wishes of the young person, represent their case and do not give their personal opinions.

Barnardo's advocates role includes:

- Attending meetings with or on behalf of children/young people where decisions are made – for example, children's hearings, looked after reviews, child protection processes.



It is important that all children and young people get the support they need to enable them to reach their full learning potential.



Once additional support needs are identified, a plan is created – sometimes called the child’s plan – to help overcome barriers to learning.

- Writing letters on behalf of young persons and assisting them with complaints or appeals.
- Helping children and young people to access information so that they can make informed decisions.
- Helping children and young people understand decision making processes and what their rights are within these.
- Giving children and young people a voice to help them achieve their full potential.
- Empowering children and young people to develop their confidence/skills in self-advocacy
- Listening to young people is at centre to all the work they carry out as advocates.

Children’s Hearings

The Children’s Hearings System is the care and justice system for children and young people. At the heart of the system are Children’s Reporters. Children and young people are referred to the Reporter from a number of sources, including police, social work, education and health.

Children and young people may be referred because some aspect of life is giving cause for concern. For example, there may be needs for protection, care or guidance due to parent or carer issues. Other causes may be not going to school regularly or being in trouble with the police.

The Reporter can:

- Arrange a Children’s Hearing
- Decide that help is needed from somebody from the local authority
- Decide that there is no need for a Children’s Hearing

Meeting pupil needs

It is important that all children and young people get the support they need to enable them to reach their full learning potential. Children and young people can require additional support for a short time or for a longer period as a result of challenges presented by their learning environment, family circumstances, health, wellbeing needs or disability.

In North Ayrshire there are well-established processes in place to identify, assess and determine needs which involve the children or young people; their parents/carers and associated professionals (a group known as the Team Around the Child). The voice of the child and parent is recorded, and their views considered when assessing, planning and reviewing support.

Once additional support needs are identified, a plan is created – sometimes called the child’s plan – to help overcome barriers to learning. This plan is regularly reviewed, evaluated and updated ensuring progress, attainments and achievements are recorded.

These processes are in line with and informed by *“Supporting Children’s Learning: Statutory Guidance on the Education (Additional Support for Learning) Scotland Act 2004 (as amended) Code of Practice (Third Edition) 2017”*.

Recently, the Scottish Government undertook a review of the implementation of Additional Support for Learning (ASL) in schools. At present, the report’s recommendations are being carefully considered by the Scottish Government in partnership with Convention of Scottish Local Authorities (COSLA) and Association of Directors of Education in Scotland (ADES) and a joint response is expected to be published in the Autumn of 2020.

Adverse Childhood Experiences

We are committed to supporting the Pan-Ayrshire work on Adverse Childhood Experiences (ACEs) in conjunction with Community Justice Ayrshire. ACEs are stressful events that occur in childhood and can have lifelong adverse impact on sustained health and behaviour. We have held screenings in all our localities of *“Resilience – The Biology of Stress and Science of Hope”* documentary. Over 65 multi-agency screenings of the documentary took place in 2018, led by colleagues from Public Health and Police Scotland (Ayrshire Division). It is estimated that over 4,500 people across Ayrshire have attended a screening and panel discussion. A follow up to the first

Pan-Ayrshire Conference on ACEs and trauma took place on 25 March 2019. The event was entitled *“ACEs: Adversity is Not Destiny”*.

Following a motion to Council for North Ayrshire Council to become ‘trauma informed’, officers in collaboration with partners across the wider Community Planning Partnership have been working to broaden and embed trauma informed practice in all services. A targeted approach was taken with Community Development, Housing and Libraries employees to raise awareness. NHS and Health and Social Care have installed a module on their e-learning platform that aims to support employees to know how to adapt the way they work to make a positive difference to children and young people affected by trauma and adversity.



**North Ayrshire Community
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Children's Services

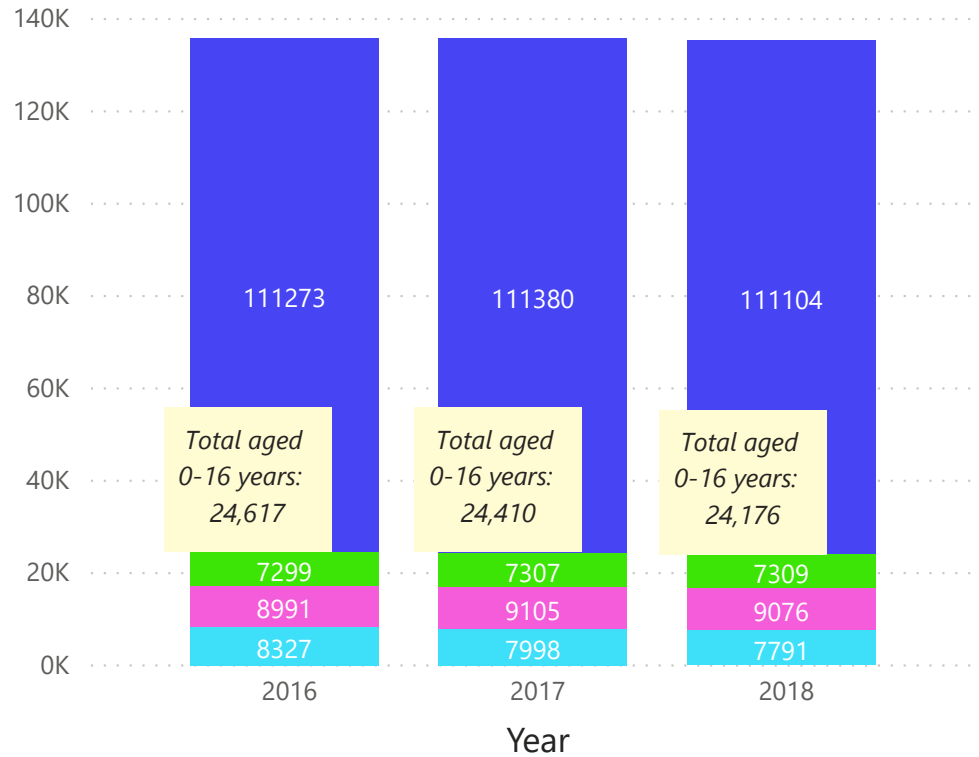
Data Dashboard

July 2020



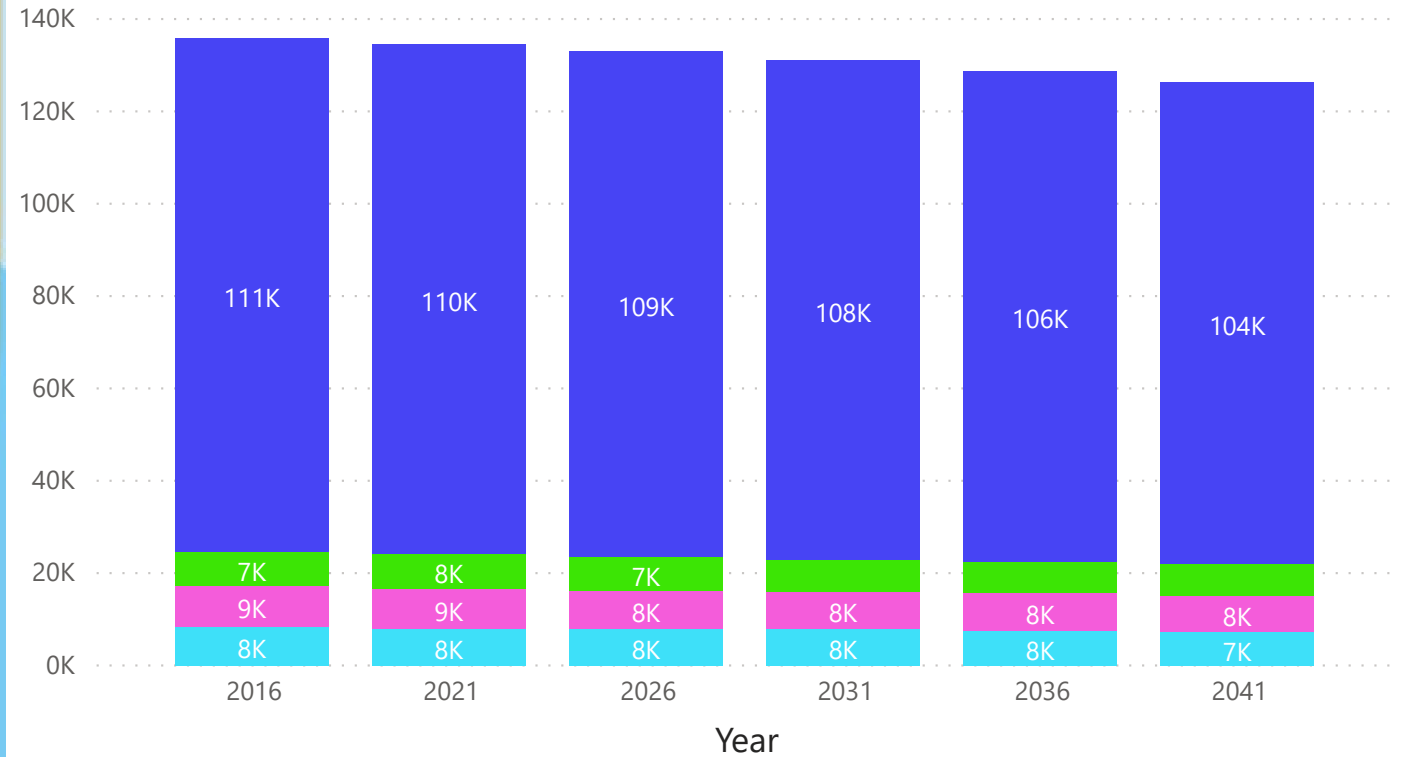
Population by Age Group - North Ayrshire

Age Range (Years) ● 0 to 5 ● 6 to 11 ● 12 to 16 ● 17 +

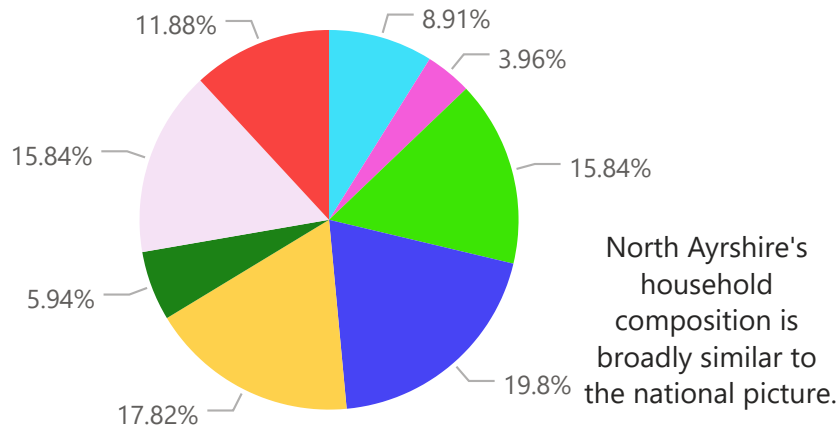


Estimated Population Projection by Age Group - North Ayrshire

Age Range (Years) ● 0 to 5 ● 6 to 11 ● 12 to 16 ● 17 +

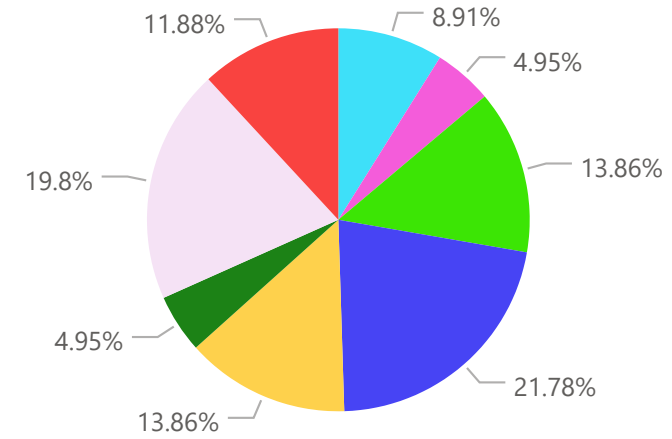


Household Composition - 2018 - North Ayrshire



North Ayrshire's household composition is broadly similar to the national picture.

Household Composition - 2018 - Scotland

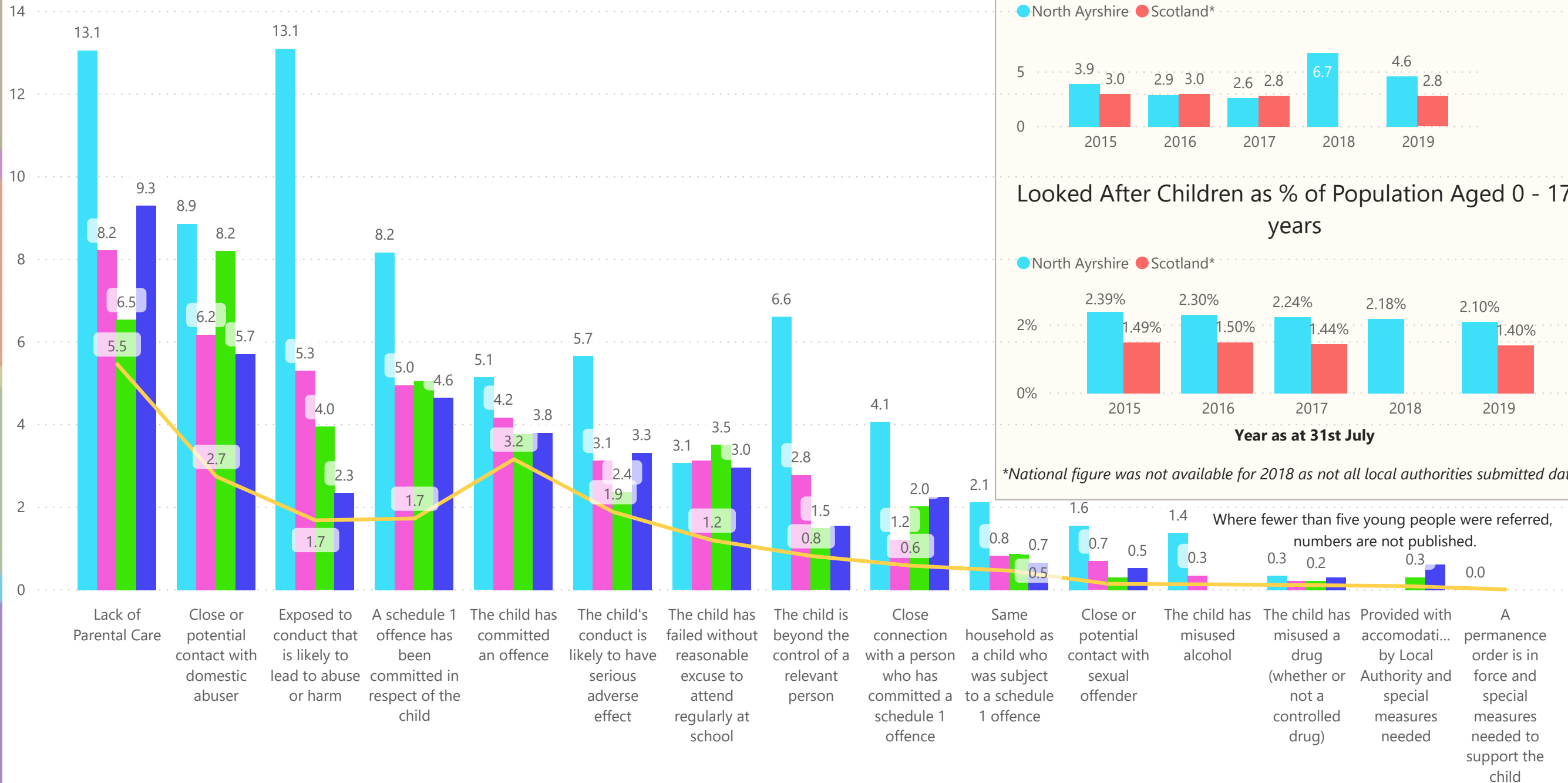


Type of Household

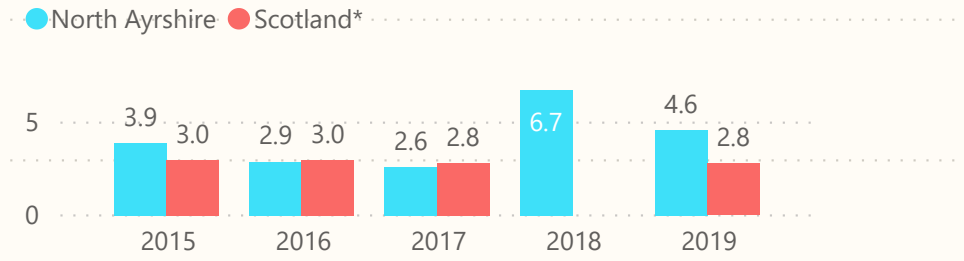
- Large adult
- Large family
- Older smaller
- Single adult
- Single older
- Single parent
- Small adult
- Small family

Rates of Children Referred by Grounds of Referral (as a rate per 1,000 of under 16 population)

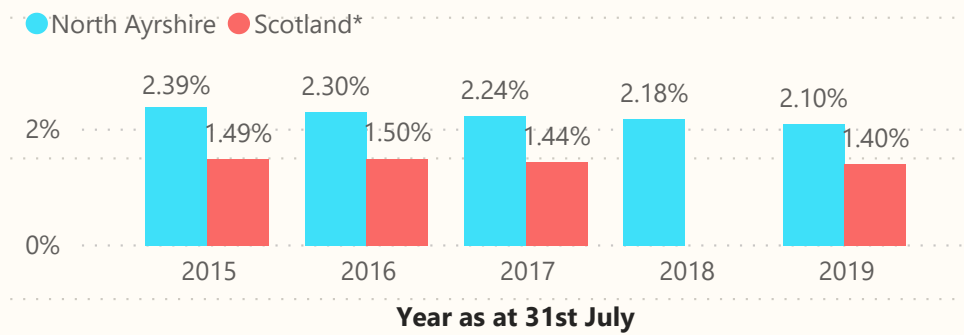
Year ● 2015/16 ● 2016/17 ● 2017/18 ● 2018/19 ● Scottish Average (2015 to 2019)



Child Protection Registrations Rate per 1,000 of Population Aged 0 - 15 years



Looked After Children as % of Population Aged 0 - 17 years



*National figure was not available for 2018 as not all local authorities submitted data

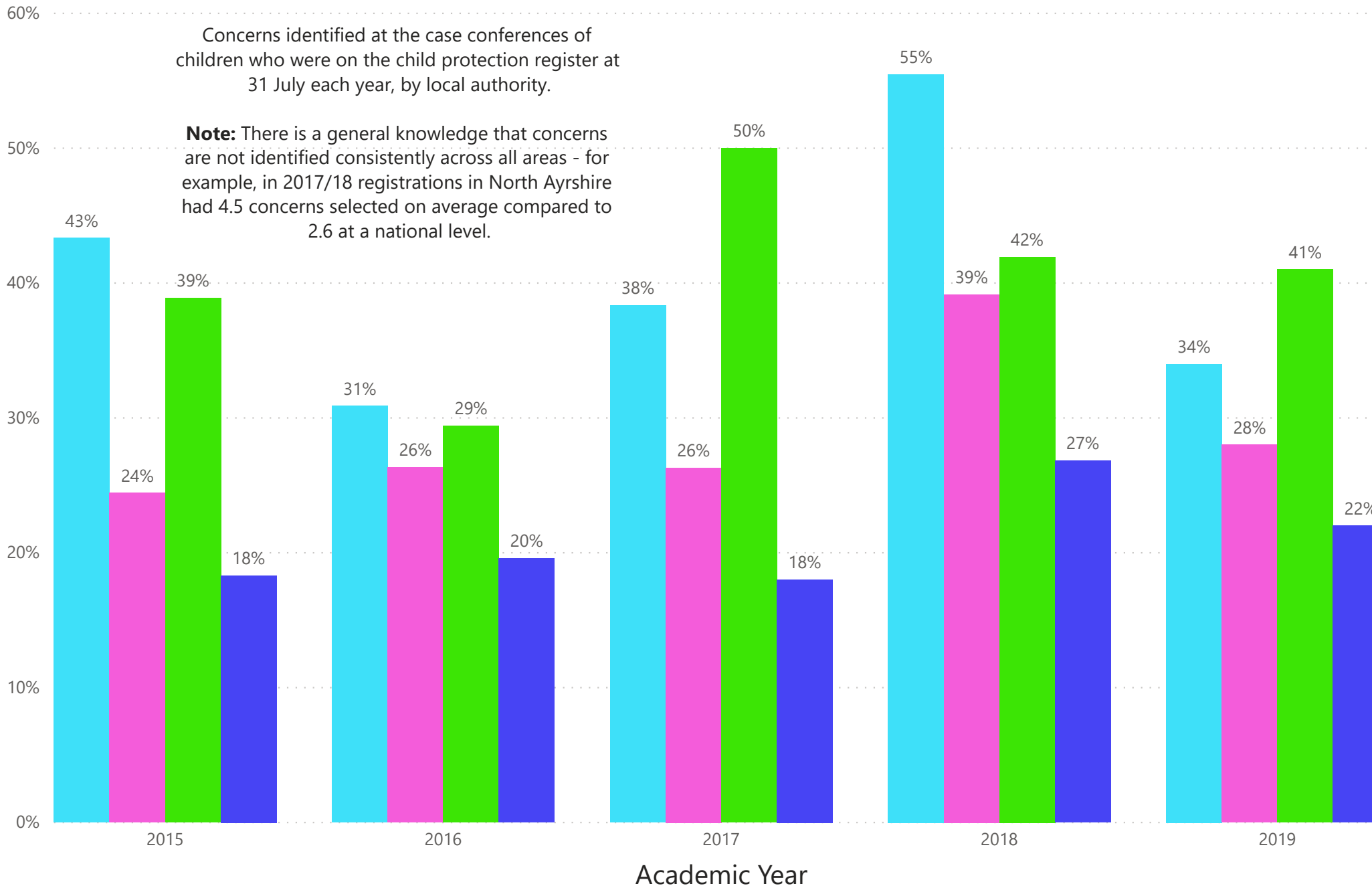
Where fewer than five young people were referred, numbers are not published.

Parental Drug and Alcohol Misuse

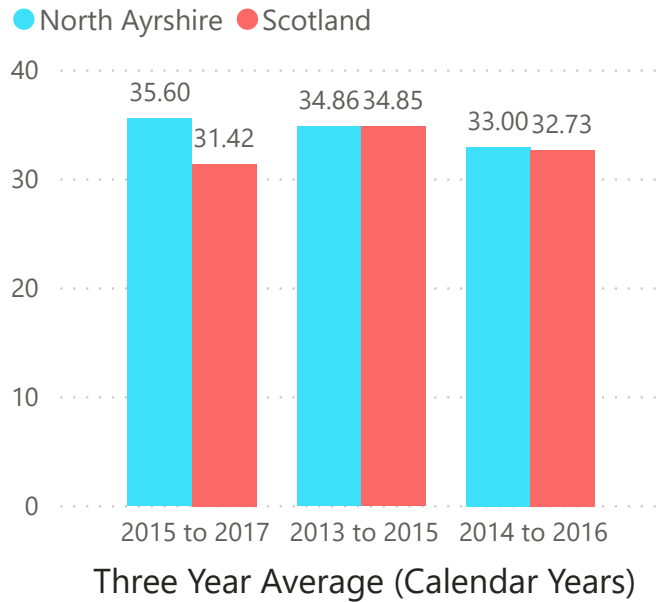
Concerns identified at the case conferences of children who were on the child protection register at 31 July each year, by local authority.

Note: There is a general knowledge that concerns are not identified consistently across all areas - for example, in 2017/18 registrations in North Ayrshire had 4.5 concerns selected on average compared to 2.6 at a national level.

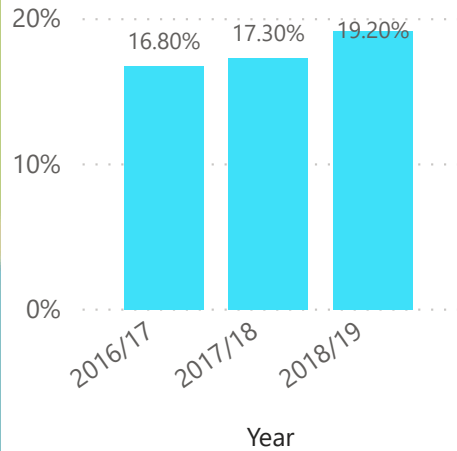
- Parental Drug Misuse - North Ayrshire
- Parental Drug Misuse - Scotland
- Parental Alcohol Misuse - North Ayrshire
- Parental Alcohol Misuse - Scotland



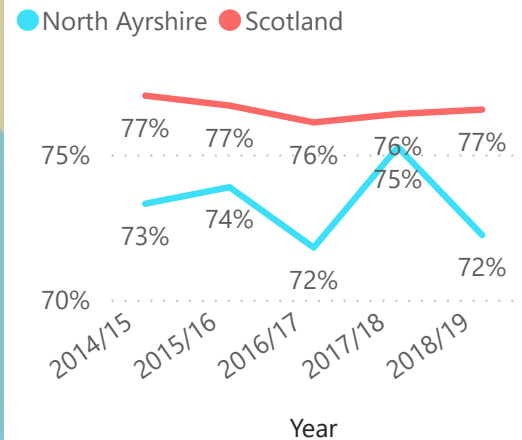
Teenage Pregnancies - Crude Rate per 1,000 of Women Aged 15-19 Years



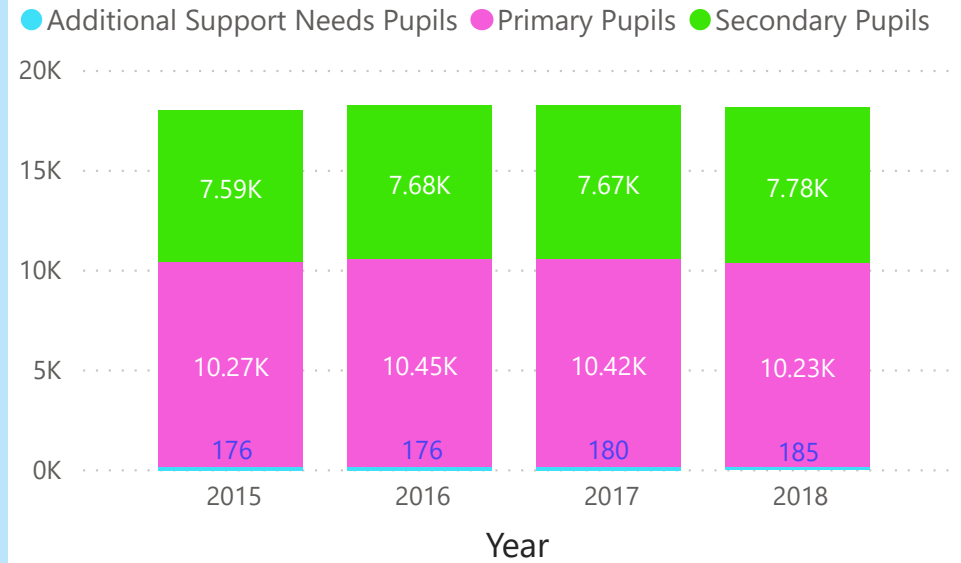
Percentage of Babies Exclusively Breastfed at 6-8 Week Review



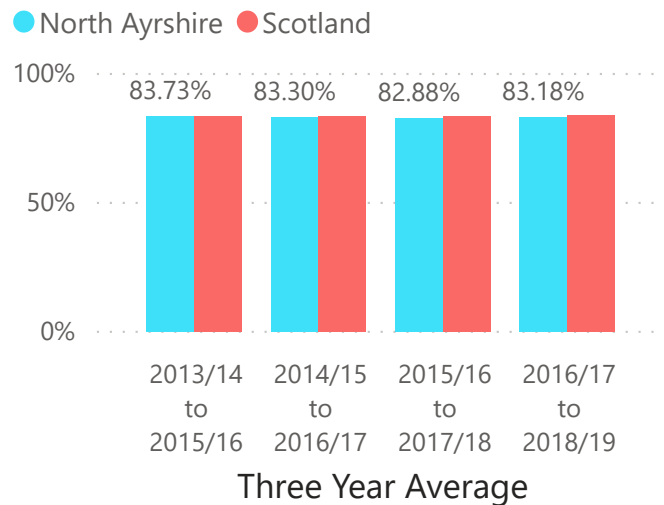
Percentage of Children with a Healthy Weight at Primary One



School Roll by School Type

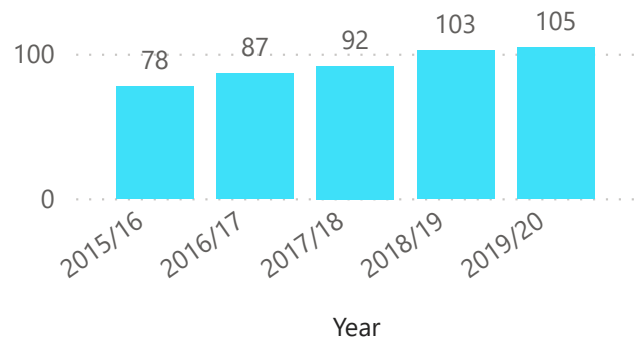


% of Children with Healthy Birth Weight (Three Year Average)

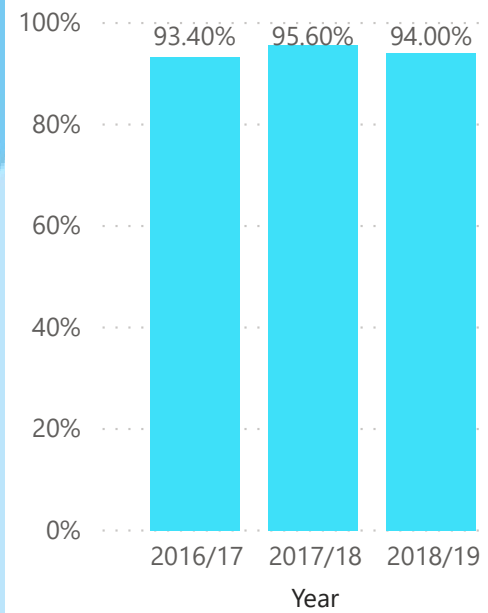


Young Carers
As at February 2020, there were 193 young carers registered with the Carers' Centre. However, this is not a complete figure as it does not include carers not registered with the centre, such as those identified in schools (see below, 105 in 2019).

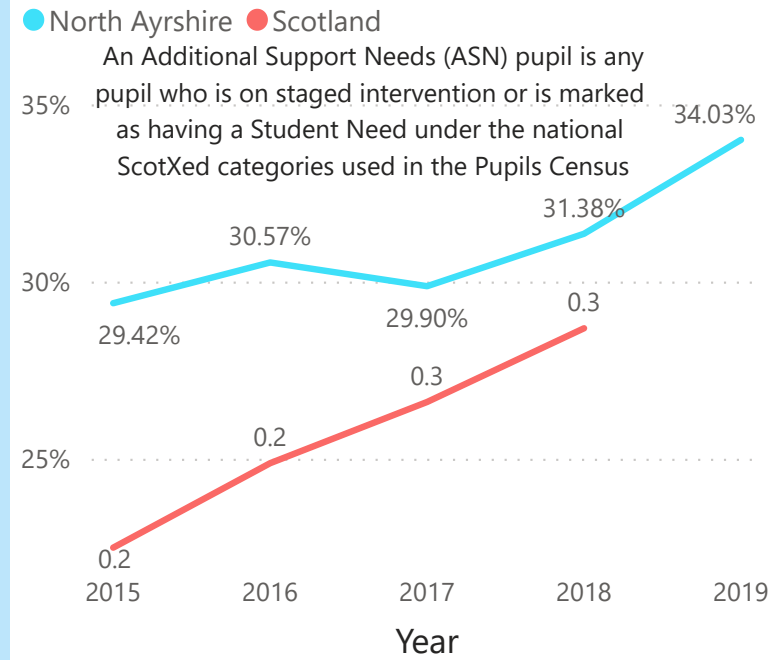
Number of Young Carers in All North Ayrshire Schools



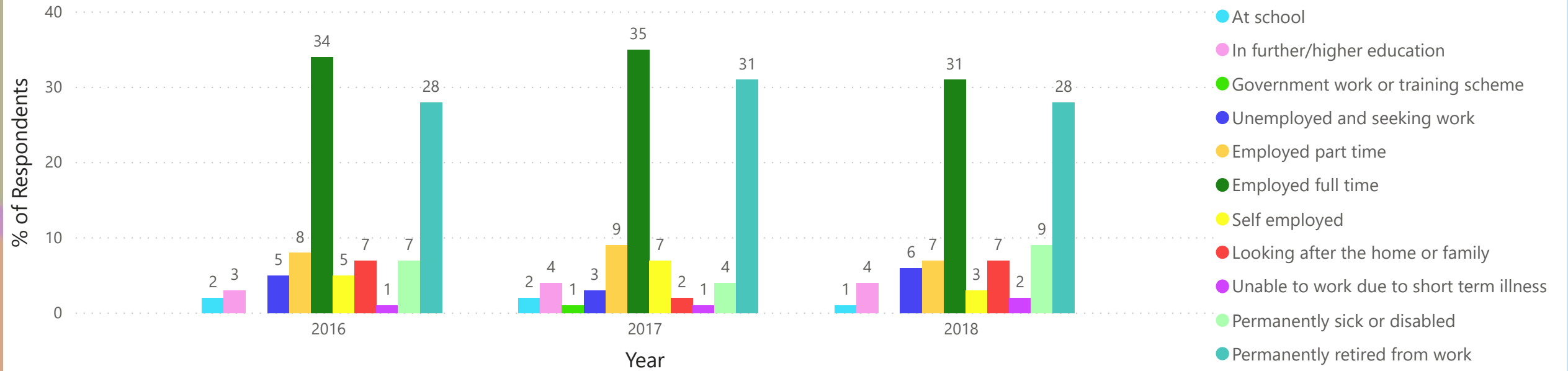
Percentage of Pupils Entering Positive Destinations



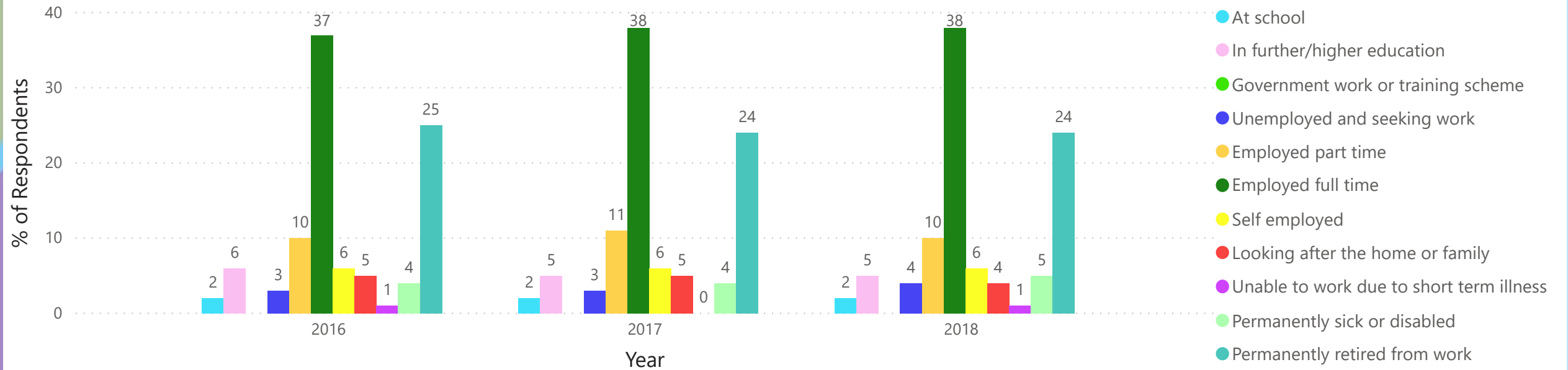
% of School Roll with Additional Support Needs



Economic Status - North Ayrshire*

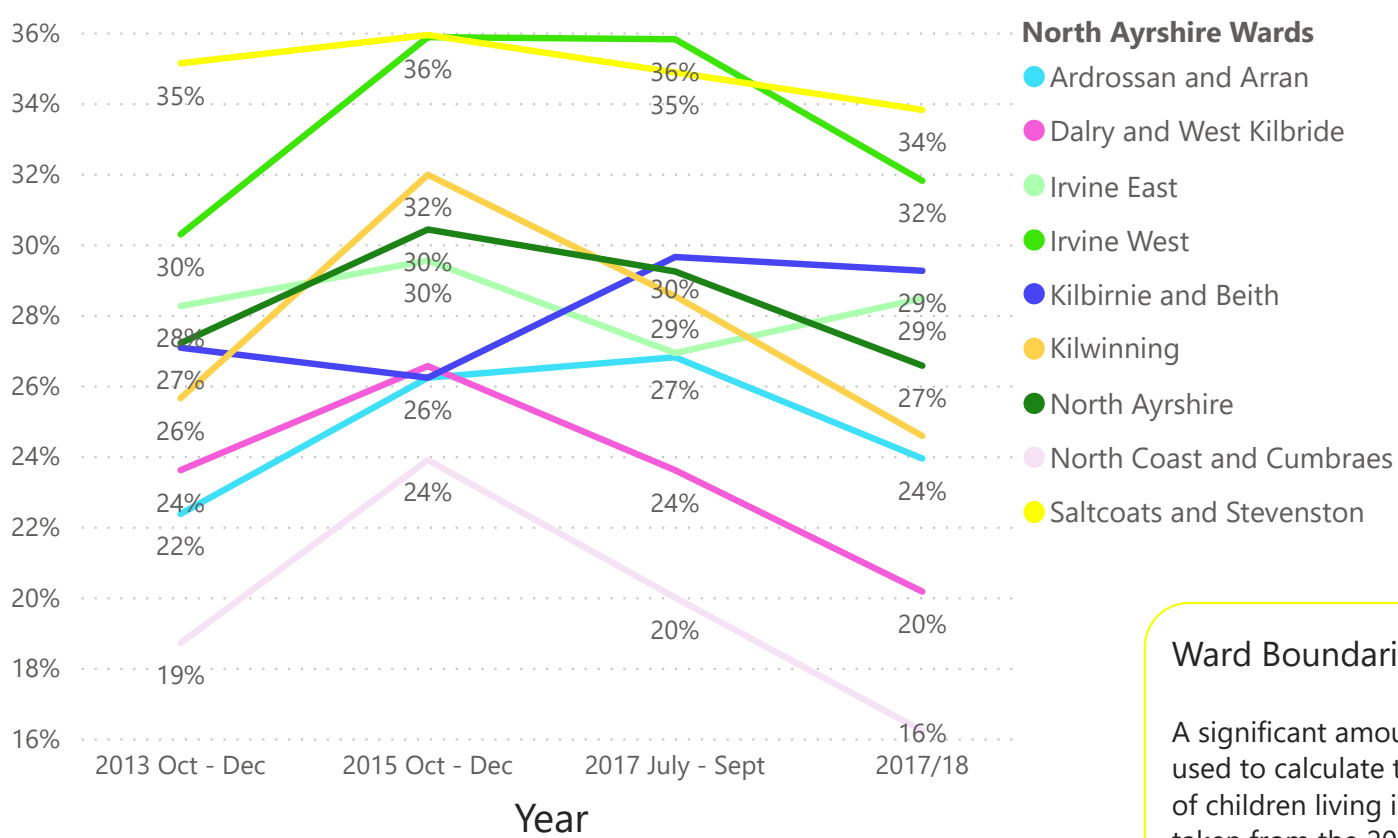


Economic Status - Scotland*

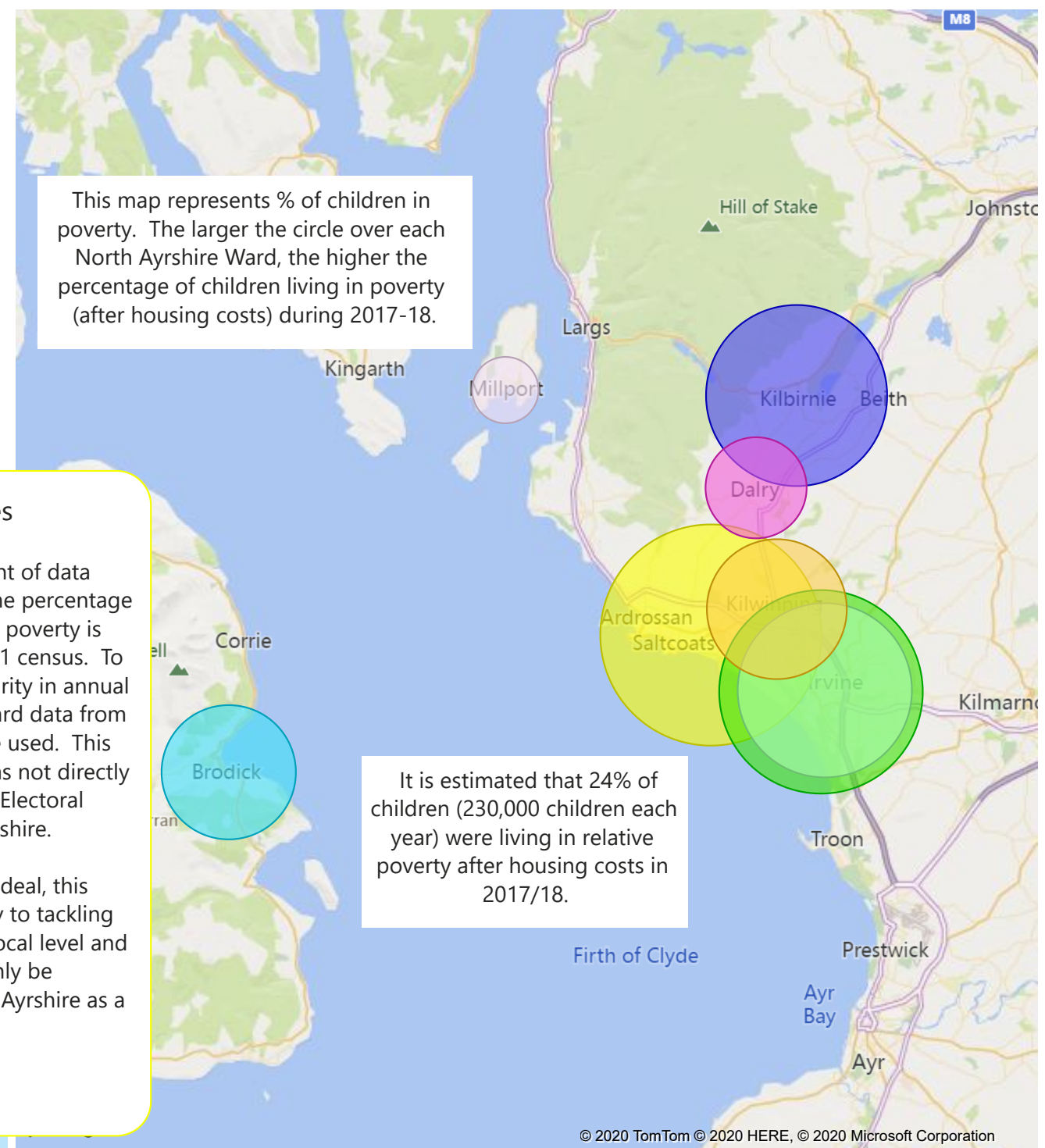


*Data from 100 respondents to Scottish Household Survey 2018

% of Children Living in Poverty (After Housing Costs)



% of Children Living in Poverty (After Housing Costs)

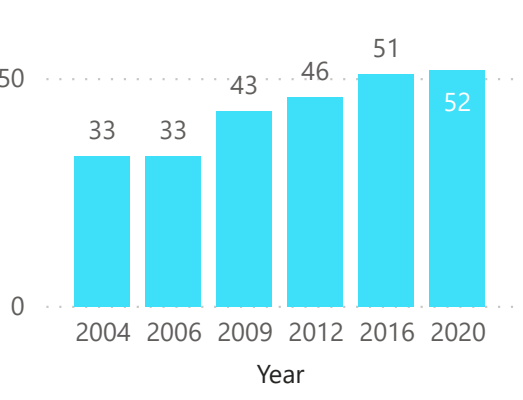


Ward Boundaries

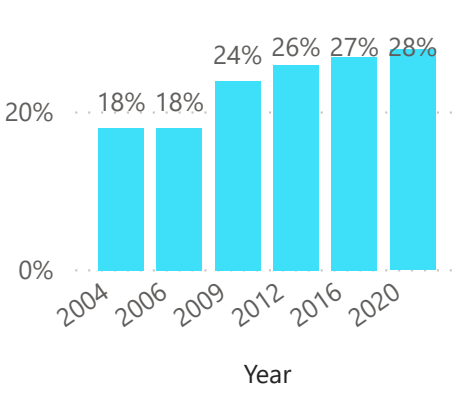
A significant amount of data used to calculate the percentage of children living in poverty is taken from the 2011 census. To preserve data integrity in annual calculations, the ward data from the census must be used. This results in ward areas not directly aligning to current Electoral Wards in North Ayrshire.

Though this is not ideal, this granular data is key to tackling child poverty at a local level and would otherwise only be available for North Ayrshire as a whole.

Number of SIMD Datzones in 15% Most Deprived in Scotland

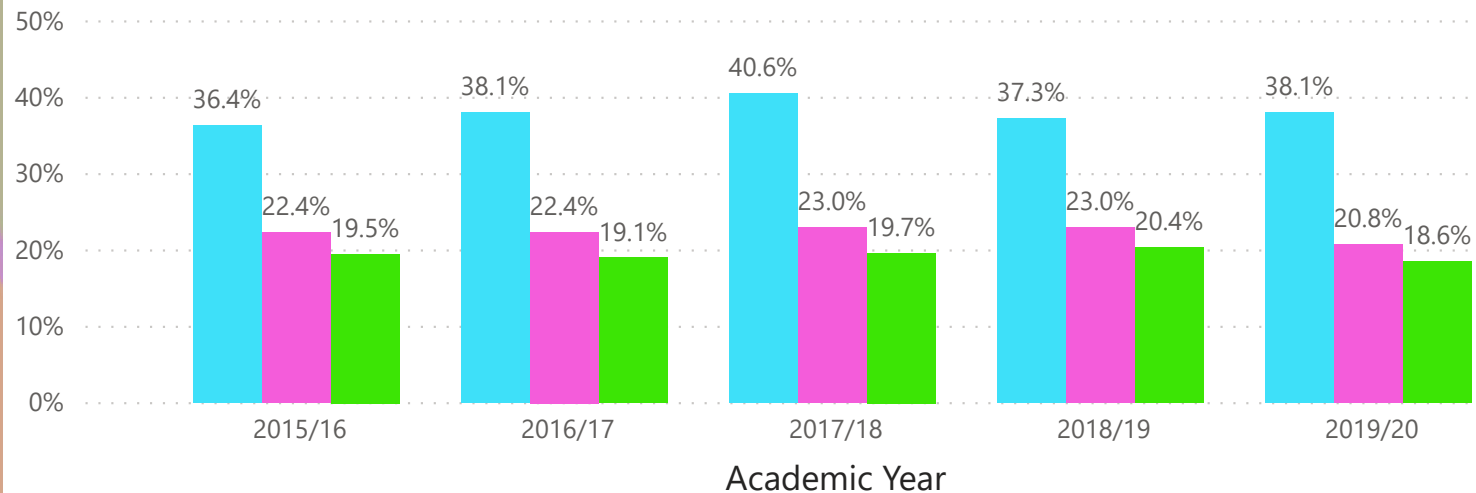


% of SIMD Datzones in 15% Most Deprived in Scotland



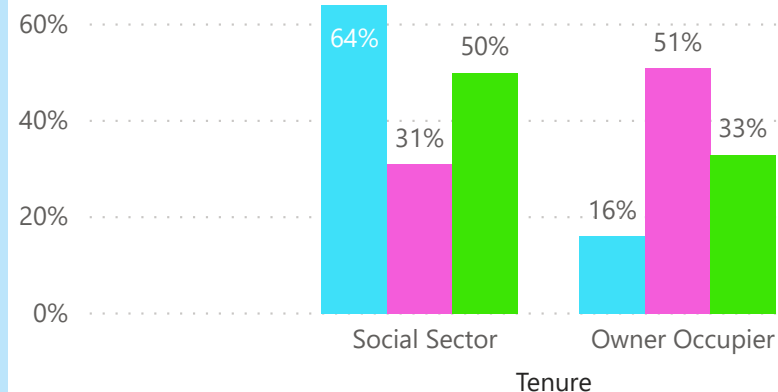
Free School Meals Entitlement - % of School Roll

School Type ● Additional Support Needs ● Primary ● Secondary



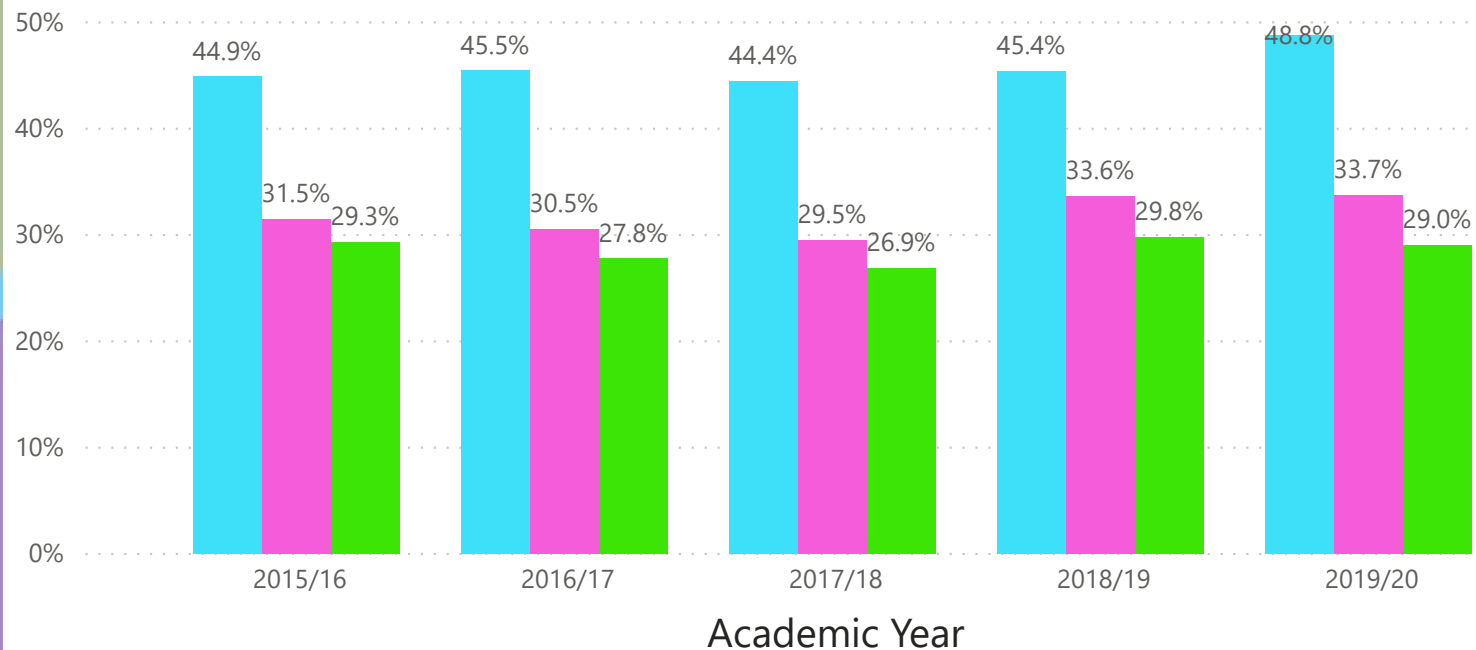
Percentage of Tenure with Car Access - North Ayrshire*

● No Car Access ● One Car ● Two or More Cars



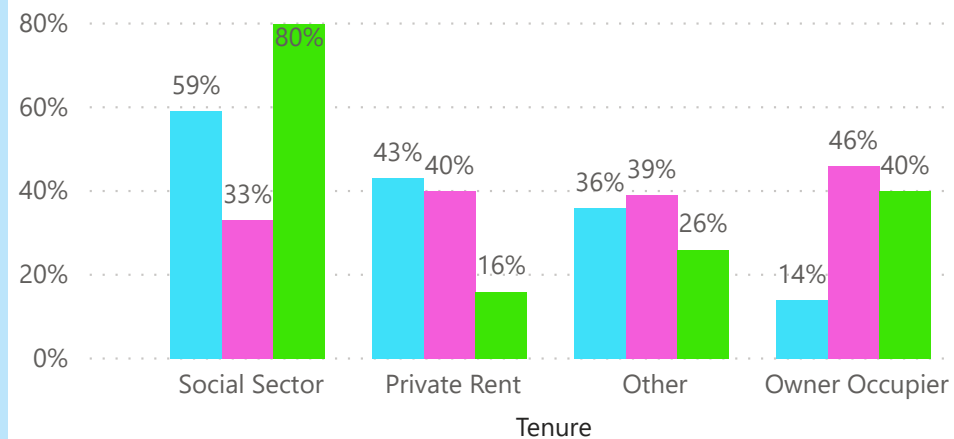
Clothing Grant Entitlement - % of School Roll

School Type ● Additional Support Needs ● Primary ● Secondary



Percentage of Tenure with Car Access - Scotland*

● No Car Access ● One Car ● Two or More Cars



*Data from Scottish Household Survey 2018



North Ayrshire Children's Rights Report 2020/2023



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Children's Rights Report 2020-23

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North Ayrshire Children's Rights Report 2020-23

Our first priority in our new Children's Services Plan 2020-23, directly links to our commitment to promoting and protecting children and young people's rights. The Children and Young People (Scotland) Act 2014 strengthens children's rights and places duties on local authorities, health boards and partner agencies.

Our Children's Services Planning includes our Children's Rights Report and our Child Poverty Action Plan. They form our approach to giving Children and Young People in North Ayrshire the best start in life. - A representation of this can be seen in Figure 1 below.

The UN Convention on the Rights of the Child (UNCRC) is a core international human rights instrument which was ratified by the UK Government in 1991.

The UNCRC articulates these fundamental rights within the framework of children's lives and experiences.

Children and young people have long been considered to require special attention in respect of their rights because of their particular vulnerabilities and their reliance on adults. Even though they are autonomous rights holders, children and young people are often dependent on others to give effect to their rights.

Children's Services Planning 2020



Ensuring the rights, views and aspirations of children and young people are at the centre of everything we do



Children and young people have long been considered to require special attention in respect of their rights because of their particular vulnerabilities and their reliance on adults.

Children and young people:

- Have limited political and social power
- Are dependent on adults for food, shelter, clothing, care and protection
- Are subject to rules that do not apply to other population groups
- Are vulnerable to ill treatment, coercion and control by adults
- Are key users of public services, though not often asked to contribute to the planning, design, development, delivery and evaluation of those services
- Are often excluded from or unable to access effective complaints mechanisms when things go wrong

Children's rights cover every aspect of a child's or young person's life from birth up to the age of 18, and exist wherever the child is: at home, at school, in any institution, and in the community.

They recognise that children are key actors in their own development. They make it clear that children are *rights holders* whose ability to enjoy their rights can be impeded by attitudinal and structural barriers that need to be identified and changed.

The UN Convention on the Rights of the Child

The UN Convention on the Rights of the Child (UNCRC) is one of the core international human rights treaties – a universally agreed set of minimum standards setting out the range of rights children should enjoy.

The UNCRC sets out a holistic framework for the rights of all children. The different articles are interdependent – civil, political, economic, social and cultural rights all have equal status and are indivisible. Governments are expected to do all they can to implement the UNCRC – to make sure all law, policy and decisions which impact on children from birth to 18 comply with their human rights.

The general **measures** of the Convention include measures which give legal effect to the UNCRC, as well as 'non-legal measures' – for example, awareness raising, training, budgeting – or other processes that can be used to progress implementation of the Convention.

The Rights of the Child in North Ayrshire

Article 1 of the UNCRC defines a child as anyone under the age of 18.



Our Vision is to create a North Ayrshire that is 'Fair for All' and we will do this through our mission of working together to improve well-being,

What are the Rights of the Child?

Every child and young person under the age of 18 has rights, no matter who they are, where they live or what they believe in. Fundamental to those rights is the notion that children are entitled to expect appropriate care, protection and consideration from adults.

The UNCRC is based on four key principles –

- The best interests of the child should be the first consideration for actions that affect him or her
- All children have the right to life, survival and development
- All children have the right to participate
- All rights belong to all children without discrimination or exception

As a child-centred organisation, the UNCRC provides the Council with a platform to help us determine if we are improving and promoting the wellbeing of children.

The Convention Rights can also compliment the Getting It Right For Every Child (GIRFEC) wellbeing indicators, which are Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included (SHANNARI).

The UNCRC has 54 Articles setting out the range of rights that children should enjoy. Following the Scottish Government model, 40 of these rights have been matched against the SHANNARI wellbeing indicators and these are outlined in Appendix 1.



The Rights of the Child in North Ayrshire

Definition of the child:
Article 1 of the UNCRC defines a child as anyone under the age of 18.

Cluster 1: General measures of implementation

We are a Child Centred Council – children and young people are at the heart of everything we do. Work is ongoing across the Council to improve educational attainment and achievement, improve health and wellbeing outcomes, support parents and carers, reduce youth unemployment and ensure the participation of young people.

Our visions and aims reflect and promote the rights of the child. Through our Council Plan 2019-24, we are absolutely committed to supporting our young people and will do all we can to make sure the voices of children and young people are heard loud and clear. Everything we do is firmly centred on the well-being, hopes, dreams and ambitions of our children and young people.

Our Vision is to create a North Ayrshire that is 'Fair for All' and we will do this through our mission of working together

to improve well-being, prosperity and equity in North Ayrshire. Our priority is that our children and young people experience the best start in life.

The UNCRC Articles are used by all schools to underpin and build their Vision Values and Aims which in turn drives the curriculum.

Child Centred Council

North Ayrshire Cabinet approved that North Ayrshire Council become a Child Centred Council in 2017. Resolutions include the importance of young people's voices, support for care-experienced young people and food security and work with the Children's Commissioner on equalities.

Additional commitments to supporting young people in North Ayrshire include our Children's Services Plan; our Fair for All equalities strategy pledges on child poverty, employment for care leavers, developmental milestones, raising attainment, fewer looked after young people and mental health; and our Joint Cabinet and extended youth participation structure, which is recognised as sector-leading.

Throughout 2018 young people used their participation and citizenship structures to feed into the Council's ambition to make North Ayrshire the best place for children to grow up and underline the Council's commitment to being a Child Centred Council.



The Year of Young People Ambassadors sat on the Council's Child Centred Council Working Group with elected members from all parties as equal contributors, seeking and representing young people's views and opinions.

The Year of Young People Ambassadors sat on the Council's Child Centred Council Working Group with elected members from all parties as equal contributors, seeking and representing young people's views and opinions.

Equality and Children's Rights Impact Assessment (ECRIA)

Following a decision by the North Ayrshire Council Cabinet, we have now adopted a Children's Rights Impact Assessment process. This has been integrated into the Equality Impact Assessment process. New or adapted policies and procedures should be impact assessed using these tools. Details of our completed assessments are available online.

The Children's rights element of the assessment is a tool for translating the UNCRC and specifically Article 3 (giving priority to children's best interests) into practice in a concrete and structured manner. To ensure all decisions made and affecting children must have the "best interests of the child" as the starting point.

The purpose of carrying out an ECRIA is to ensure that when developing policies, planning services or taking financial decisions we are not adversely affecting or discriminating against any of the different groups within the community and we are promoting equality and considering the needs in detail of our younger people. It is a tool to help us make sure our policies, and the way we carry out our functions, do what they are intended to do for everyone. This also ensures that the services provided fulfil the requirements of anti-discrimination equalities legislation and the United Nations Convention on the Rights of the Child.

The Council has a **statutory duty** to promote equality, and to assess the likely equalities impact of Council functions and policies on a range of stakeholders such as ethnic minority communities, disabled people, men and women, the gay, lesbian and transgender community, and religious communities.

All new policies and significant decisions of the Council, including those undergoing review, are subject to an ECRIA.

The ECRIA uses the UNCRC as its basis for the assessment process. In addition, the ECRIA process also considers the Getting it Right for Every Child (GIRFEC) approach in Scotland to improving outcomes and wellbeing for all children.

An initial screening should be carried out when considering a new or revised policy or another significant proposal to determine if a full ECRIA assessment is required. To make this easier this has been integrated into the wider Equality Impact Assessment tool.

The screening process asks you to consider the following points –

- What aspects will affect children and young people up to 18;
- What will the impact be – positive, negative, neutral. (If negative a full assessment should be carried out);
- Will some groups of children and young people be more affected than others (consider cross-cutting protected characteristics such as gender, ethnicity (race), disability, age (further breakdown by age), deprivation levels.

ECRIAs are carried out on a range of policies, procedures and strategies throughout the year. There is a particular focus on carrying out assessments

leading up to the Council's annual budget setting process.

Further details and completed assessments can be viewed on our website [here](#).

Training

Children's rights training is arranged for Rights Respecting Schools (RRS) leads via a pan Ayrshire agreement with UNCRC RRS team. These leads then organise inhouse training in schools in line with the RRS guidance and assessment process.

As children's rights are at the heart of wellbeing and subsumed into the GIRFEC approach that underpins all our practice in terms of Child Protection, Additional Support Needs and Health and Wellbeing work. Schools and pupils are involved in the pupil participation in Scottish schools approach where pupil voice is a main theme (Article 12).

Our recovery strategy for Covid-19 will also be based on children's voice (Article 12), see section below for further details. This links into Nurturing North Ayrshire's Recovery (NNAR) where a series of 7 Professional learning packages have been prepared supporting returning to schools.





The Covid-19 pandemic has created a complex blend of changes and disruptions for children and young people to adjust to.



Ensure increased needs for support as a consequence of disrupted learning, for example behavioural support as a result of increased distress

We also provide a comprehensive child protection training calendar which equips professionals to ensure that children are protected from violence and can recover from traumatic experiences. This includes training on children's rights, domestic abuse, trauma informed practice.

We held a Master Class training event with the Children's Commissioner Bruce Adams in September 2018. Delegates were a combination of Elected Members, Heads of Service, Youth Executive and practitioners that had Children's Rights in their remits. There was a focus on the key areas of Youth Advocacy, Leadership, Engagement, Policy Development and Culture Change. There was a presentation on our Child Centred Council approach and Quality Assurance. We were commended on our progress and the development of the integration of Children's Rights Impact Assessment with our Equality Impact Assessments.

Recognising and Realising Children's Rights Train the Trainer is a national training programme supported and endorsed by Education Scotland and Youth Link Scotland to ensure that practitioners are equipped to deliver Children's Rights training and to ensure that their practice is embedded in a rights-based approach. The training took place in October 2018 and we now have 12 staff working across all localities with this certification.

The Youth Work Lead Officer and young people from our Year of Young People Ambassadors delivered training to the Extended Leadership Team (ELT) in May 2018 on Recognising and Realising Children's Rights Training. This was part of the culture change approach to the Child Centred Council work and there were 18 participants. The result was an agreement of further regular updates to the ELT and Chief Officers Leadership Team, which resulted in several actions to ensure a Children's Rights approach is featured across council services. This training was continued to be delivered throughout 2018 and 2019 to Community Planning Partners and the Health and Social Care Partnership, a further 12 participants.

Equality and Equity in Recovery

The Covid-19 pandemic has created a complex blend of changes and disruptions for children and young people to adjust to. We recognise that this could have a significant impact on children and young people, potentially affecting their wellbeing and ability to learn. Schools and Early Years Centres will consider how these changes may affect children and young people and what we can do to mitigate any negative impact.

In our recovery planning we will

- Ensure every child has the same opportunity to succeed through

their blend of in-school and in-home learning,

- Ensure recovery planning mitigates against the potential for discriminatory practice either directly or indirectly against those with a protected characteristic.
- Be mindful of closing the poverty related attainment gap which will have been exacerbated by the current crisis.
- Prioritise learners at key points and/or with specific needs.
- Consider the changing needs of children and young people after the prolonged period of remote learning and absence from school.
- Promote reconnection and recovery within the curriculum through our nurturing North
- Ayrshire's recovery programme (return recover respond refocus restart)
- Implement an approach to digital learning that will mitigate negative impacts on equity. There will include a specific focus on providing digital access for pupils who do not have this at present.
- Ensure special schools make the same considerations as primary and secondary schools in terms of the equipment and spaces to be used, for learning and teaching, and other support activities, including therapy

provision, lunch provision, physical activity and break times.

- Ensure increased needs for support as a consequence of disrupted learning, for example behavioural support as a result of increased distress
- Consider the needs of teaching and support staff in settings providing this support (including but not limited to Personal Protective Equipment).
- Consider the need for increased numbers of appropriately trained staff and the identification of spaces in schools which can be used to support distressed children.
- Consider the emotional, physical and mental health and wellbeing of learners.
- Ensure support for leaders to work with the school community to explain local approaches and provide reassurance and support to learners and families.
- Provide critical childcare for designated groups
- Provide support in transition, for example from early learning into p1, or p7 to s1.
- Provide commonality in education provision for whole families, where practicable, aligned across early years, primary and secondary.

Children's Rights in Recovery Response

Given the impact of the Covid-19 pandemic on children and young people, our schools will place children's rights at the heart of their response. The six articles relating to safeguarding, pupil voice, health, wellbeing, safety, play, learning and education will guide their thinking and shape their priorities during the recovery phase and beyond.

All schools will require to:

- Be explicit about rights. This approach will reassure children, their families and carers and staff to know that an establishment's response is founded on the Convention.
- Be clear how coronavirus has impacted upon children's rights and that it is each school's duty (as a team) to address this.
- Be reassuring and optimistic. Keeping everything in perspective and draw out and share positives wherever possible.
- Be bold in quoting the UNCRC and asserting children's rights when advocating for children with local and national authorities

And above all:

- Be child-centred in their thinking, planning and communication. Schools should seek out and listen to children and young people's voices. We use the guidance on participation found [here](#).

Impact assessment

The impact of school and early years closures has had a disproportionate impact on particular groups of children and young people and adults. We will ensure that the impacts experienced on different groups are considered as plans to re-open schools and early years settings progress.

Schools and early years centres will continue to work in partnership with their stakeholders, ensuring that they represent the interests of their communities and recognise and involve groups or individuals who may be disproportionately impacted.

Impact assessment being undertaken will consider children and young people and; support for adults (both workforce and parents, including any adult with primary care for a child).

Each group of people will be considered, where relevant, in the context of the following:

- The impact on persons with 'protected characteristics' (defined under the Equality Act 2010 as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- How to reduce inequalities of outcome as a result of socio-economic disadvantage.
- The rights children have under the UN Convention on the Rights of the Child (UNCRC) see above
- The impact on island communities of Arran and Cumbrae as applicable.

It is critical that education provision meets the specific needs of pupils with additional support needs and those with particular protected characteristics, including disabled pupils and pupils from minority ethnic communities who need support to overcome barriers to learning. A greater focus on online or digital learning has the potential to more greatly affect those who do not have the necessary technology available at home and these factors are also being mitigated for in our recovery planning.

Cluster 2: General principles of the UNCRC

There are four guiding principles of the UNCRC: for rights to be applied without discrimination (Article 2); for the best interests of the child to be a primary consideration (Article 3); the right to life, survival and development (Article 6), and the right to express a view and have that view taken into account (Article 12).

This cluster deals with structures and resources to implement the UNCRC including legal and non-legal measures.

There is effective Curricular coverage of rights' education in PSE lessons and through Curriculum for Excellence Educational pathways from Early to 3rd and 4th level.

All schools use GIRFEC approaches to plan for wellbeing and additional support needs and the GIRFEC approaches draw on links with the UNCRC Articles.

Articles are flagged and celebrated in schools and annual UNCRC events are celebrated by schools e.g. The 30th anniversary of the UNCRC. Almost all schools are on their journey to Silver RRS Awards (becoming Rights Aware) and a few have achieved Gold status (Fully Rights Respecting) and have become Rights Ambassadors for others.

All policies and practices regarding children and young people, including those deemed vulnerable, take cognisance of Equalities legislation and the protected characteristics.

Rights awareness in North Ayrshire Schools – Rights Respecting

The Gold: Rights Respecting Schools Award is the highest level of the award and is granted to schools that have fully embedded the principles of the

UNCRC into their ethos and curriculum. The accreditation is valid for a period of three years.

The following schools have achieved **GOLD** status:

- Beith Primary School, Primary
- Dalry Primary School, Primary
- Dykesmains Primary School, Primary
- Whitehirst Park Primary, Primary

The Silver: Rights Aware level is granted to schools that make good progress towards embedding the principles of the UNCRC into their ethos and curriculum.





A focus on inclusion and equality by our schools and centres ensures increasing opportunities are provided for those with protected characteristics.



We proposed to establish a workstream to engage with a wide range of young people from across North Ayrshire to ensure that we have the right approaches and mechanisms in place to ensure their voices are heard.

The following schools have **SILVER** status:

- Ardrossan Academy, Secondary
- Brodick Primary School, Primary
- Corrie Primary School, Primary
- Dreghorn Primary School, Primary
- Elderbank Primary School, Primary
- Gateside Primary School, Primary
- Glebe Primary School, Primary
- Hayocks Primary School, Primary
- Kilmory Primary School, Primary
- Lawthorn Primary School, Primary
- Pirnmill Primary School, Primary
- Mayfield Primary School, Primary
- Shiskine Primary School, Primary
- St Anthony's Primary School, Primary
- St Bridget's Primary School, Primary
- St Luke's Primary School, Primary
- St Mary's Primary School, Primary
- St Winning's Primary School, Primary
- Whiting Bay Primary School, Primary

Rights education and the Rights Respecting Schools approach remain areas of success and strength. There is scope for more schools to move from silver to gold. Local annual pan-Ayrshire training is in place to encourage this to develop.

Our local authority Quality Assurance visits look at the journey each school has made in terms of strengthening the teaching of children's rights.

Overwhelmingly this approach is evident in all schools with success being shared through their social media platforms and via attractive school and classroom displays. Focus groups of children reveal that they are knowledgeable about their and others' rights. Increasingly children and young people are taking on elements of responsibility ensuring that all schools listen and involve pupils fully in decisions that affect them and their school community

A focus on inclusion and equality by our schools and centres ensures increasing opportunities are provided for those with protected characteristics.

Year of Young People and Legacy Themes

In 2015 the Scottish Government announced the plans for 2018 to become Year of Young People. The aim was to give young people aged 8 to 26 new opportunities to influence decision making on issues affecting their lives and be involved in cultural and sporting opportunities across the country. Scottish Government then commissioned three youth organisations (Children in Scotland, Scottish Youth Parliament and Young Scot) to directly engage young people to co-design the shape the Year of Young People 2018 should take. Young Scot were also given the lead to recruit, support and

provide training for YOYP Ambassadors. In North Ayrshire 17 young people applied and completed the training.

Final agreement was reached on the priority themes (based on wide ranging engagement).

One of the three main themes being **Young People's Voice and Rights.**

The key proposal was to refresh the "Step Up and Speak Out Youth Citizenship and Participation Strategy 2015 – 2019."

We proposed to establish a workstream to engage with a wide range of young people from across North Ayrshire to ensure that we have the right approaches and mechanisms in place to ensure their voices are heard.

The current Joint Cabinet approach was reviewed, and the contribution it makes to improving the overall agenda for young people. A paper was produced and passed by Cabinet to ensure the structures can be strengthened and conversations related to direct actions from the Council and its partner organisations.

Citizenship and Participation Structure and Strategy

Our award-winning strategy (COSLA Gold award) created a road map to meaningful engagements and conversations with young people for all services across North

Ayrshire with a rights-based approach at the heart of it.

The refresh of the Youth Participation and Citizenship Strategy is currently underway and has direct links to how young people can be included in decision making council wide with a co-production and co delivery approach.

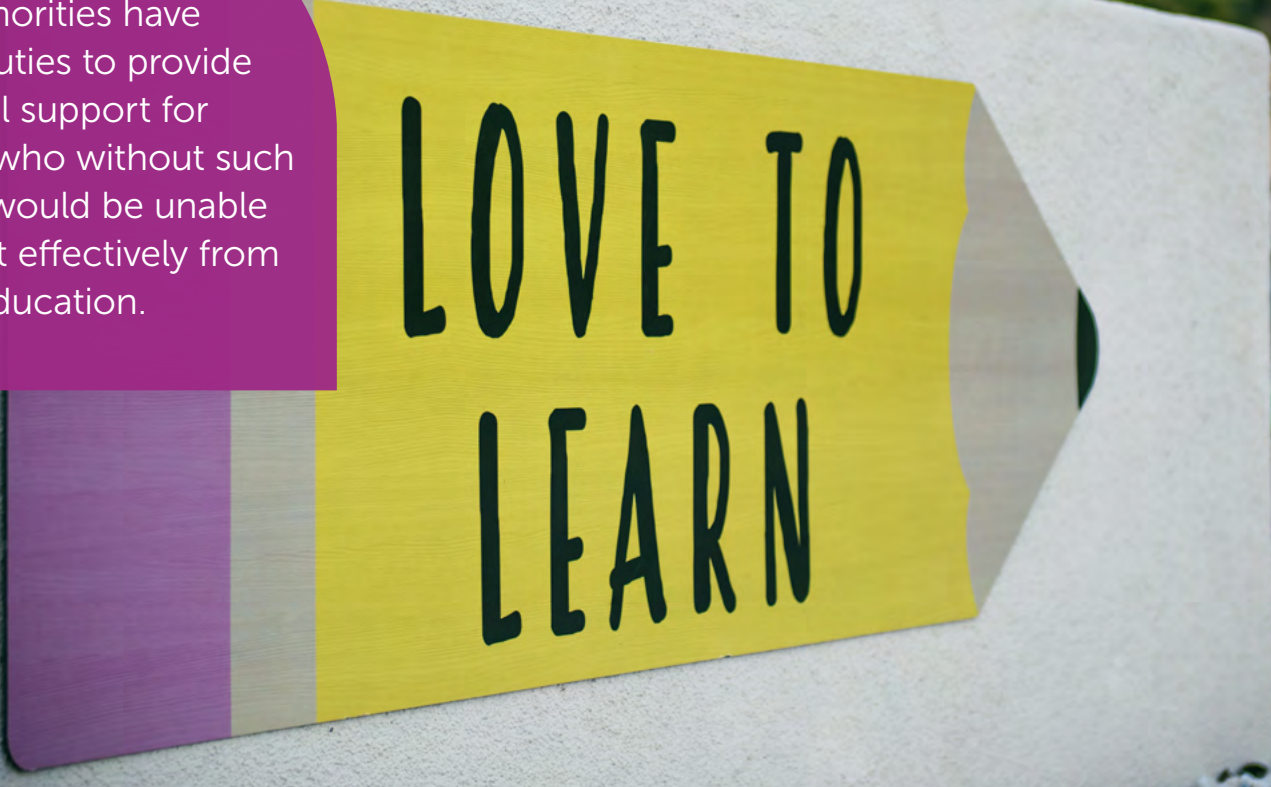
The consultation for the strategy has a key group of young people who have consulted with their peers widely on what they feel is important to them in having their voices heard. During the Covid-19 pandemic, this has been strengthened further with concentrated consultation on digital tools, accessibility and links to mental health wellbeing.

Right Here Right Now (MSYPs) Campaign 2017


Our MSYPs carried out a year long campaign with Scottish Youth Parliament that ensured the rights of young people living in Scotland would be upheld, respected, and taken into account by our nation's decision-makers, and the Scottish Youth Parliament's campaign, *Right Here, Right Now*, fought to do just that.

This campaign was successful and the Scottish Government has since confirmed its intention to fully incorporate the UNCRC into Scots law by 2021.

local authorities have certain duties to provide additional support for children who without such support would be unable to benefit effectively from school education.



LOVE TO
LEARN



All of our activities and events are free and all create a safe environment for young people to engage with each other and their communities

SYP's 2016-21 youth manifesto, *Lead the Way*, which received more than 70,000 consultation responses, found that 76 percent agreed that:

'The United National Convention on the Rights of the Child (UNCRC) should be fully incorporated into Scots law, and the rights of children and young people should be protected and promoted.'

Furthermore, *Right Here, Right Now* called for Scotland's decision-makers to take a human rights-based approach to all policy-making, service provision, and planning, ensuring young people's voices are at the heart of decisions affecting them.

All reports and more information can be found [here](#).

Additional Support for Learning

Some children need extra support to help them overcome barriers to learning. Under the Education (Additional Support for Learning) (Scotland) Act 2004, local authorities have certain duties to provide additional support for children who without such support would be unable to benefit effectively from school education.

The nature of that additional support should be tailored to the needs of the specific child.

The local authority has a key role in this provision, including to:

- identify additional support needs and respond to requests for assessment from parents
- provide relevant additional support
- monitor the needs and support provided.

Information on how to make a complaint is provided to parents, carers and pupils in their school handbooks and on our website.

We are aware of the national review of the implementation of additional support for learning (ASL) in schools. We will keep under review progress made nationally in response to the review and if appropriate, any changes that should be made to practice locally.

Cluster 3: Civil rights and freedoms

This cluster focuses on children's civil rights and freedoms including children's right to move freely in public space, to access information and to privacy.

As part of the Year of Young People legacy and the Health Foundation Inquiry work in 2018, one of our actions was to identify safe places for young people to engage with each other in communities, especially for those who cannot afford to pay for activities and this information should be promoted.

All of our activities and events are free and all create a safe environment for young people to engage with each other and their communities. The information on the groups are widely promoted through social media, schools, partner organisations and through our locality work. Through all of our localities there

are groups based on young people's needs and preferences and young people are consulted throughout the process on what safe spaces and groups that they want in their local area.

During the Covid-19 pandemic we have had to adapt the way that we deliver these activities and have moved to an online model with safe spaces for young people to meet in groups alongside our staff and sessional workers.

We have recently completed a survey of young people to ask about their mental health and wellbeing during and post the Covid-19 lockdown period. The findings from this report will shape our future

services and group work delivery post lockdown. The survey was co-created with young people and the findings will be available to widely share with our partners.

Since the Health Foundation report in 2018, the majority of our Youth Services team have been on mental health training and in particular suicide prevention training. All of our sessional staff and core staff have access to an in-depth training calendar that includes this training, and it is expected that all staff should complete this training.

We also create spaces for young people to lead on projects and activities that create safe environments for young people to enable them to open up and feel safe in doing so in addition to our core group work.

This includes:

- Joint Cabinet
- Youth Councils
- Youth Forums and Executive Youth Council
- Expect Respect Sessions (cohesion and suicide prevention group work sessions)
- Creation of 13 Ways Suicide Prevention Campaign.

Data Protection

All personal information is held and processed by North Ayrshire Council in accordance with Data Protection legislation.

Under Data Protection legislation, individuals have the right to request access to information about them that the Council holds. Further details can be found [here](#).

Individuals also have the right to:

- object to processing of personal data that is likely to cause, or is causing, damage or distress
- prevent processing for the purpose of direct marketing
- object to decisions being taken by automated means
- in certain circumstances, have inaccurate personal data rectified, blocked, erased or destroyed
- in certain circumstances, transfer their data to another organisation (data portability)

Our data sharing and handling and privacy statements are published in all school handbooks and on our website.

We publish a range of information, reports and documents in various formats and produce child friendly versions and summaries where appropriate. Some of our Services use social media to actively engage with our children and young people.



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We promote a child centred approach as much as possible to ensure children and young people's views are taken into account.

Cluster 4: Violence against children

This cluster focuses on violence against children including abuse and neglect and the right not to be subjected to inhuman or degrading treatment or punishment.

Our processes support and promote children and young people to recover from violence including abuse, neglect, maltreatment and exploitation.

Our Child Protection Committee works to reduce vulnerability and promote, support and safeguard well-being by nurturing children at all stages of their lifespan, from pre-birth to adulthood, providing additional support where required in specific circumstances when in need of protection and within the changing legislative and policy landscape.

We promote a child centred approach as much as possible to ensure children and young people's views are taken into

account. We offer advocacy support from Children 1st when children are placed on the Child Protection register.

To support children and young people in recovering from their experiences there are a range of services offered from agencies such as Break the Silence (although this is limited to young people aged 13 and over who have experienced sexual abuse), North Ayrshire Women's Aid, Barnardos and Children 1st. Within the partnership there is also support available from the Charlie Project, The Young Person's Support Team and the Rosemount Project. There is also the school counselling service offered in secondary schools.

During 2018/19, North Ayrshire Child Protection Committee initiated a Short Life Working group to take forward a qualitative piece of work on children's experiences of child protection processes. Eight young people were asked in some detail about their experiences, with the support of the Rosemount Project and the Children 1st child protection advocacy support service. A report was completed which analysed and made recommendations from the feedback collated from the young people.

Positive Relationships

All of our schools are committed to developing a nurturing approach and promoting positive relationships. Like all communities, schools are built on the relationships within it, across it and its connections with others. Every member of staff is responsible for establishing and maintaining positive relationships with each other, with parents and with partners and most importantly with the young people in our care.

Our expectations of behaviour for children and young people are high. Some children may require additional support in relation to their behaviour, and schools will work positively with the young person and the parents, and other partners, as appropriate, to ensure positive outcomes are achieved.

We are committed to the principles of restorative practices. This is a solution-focused approach to managing behaviour and resolving difficulties and promotes healthy relationships that enable better behaviour and better learning.

All schools have a carefully devised and constructed policy for maintaining good discipline in schools.

We encourage children and young people to show positive attitudes to staff, parents and each other while improving their own self esteem. All staff and pupils are committed to promoting positive behaviour and relationships and we have systems of Rewards and Incentives in operation. Pupils are motivated and stimulated by these and every opportunity is taken to celebrate success and offer encouragement to all pupils to be the best they can be.



We are committed to the principles of restorative practices. This is a solution-focused approach to managing behaviour and resolving difficulties and promotes healthy relationships that enable better behaviour and better learning.



The Champions Board is the way that we bring young people together and reflect their views back to the Corporate Parenting Steering Group via the teams update report. We also hold consultation events.



Cluster 5: Family environment and alternative care

This cluster focuses on the family environment, the right of children to be well cared for if they live apart from their parents, and the right to be protected from all forms of violence and abuse.

We are aware of the publication of the Independent Care Review Report in February 2020. We will keep under review progress made nationally in response to those findings and if appropriate, any changes that should be made to practice locally.

Champions Board

In North Ayrshire we have a **Champions Board** made up of young people who are all care experienced aged between 15 and 22 who come together weekly and look for ways to change the care system as well as producing tools and advice for their care experienced community.

The Board is supported by the North Ayrshire Corporate Parenting Team. The Champions Board is the way that we bring young people together and reflect their views back to the Corporate Parenting Steering Group via the teams update report. We also hold consultation events.

We held a peer research event called **Who am I?** that was organised by the Champions Board and North Ayrshire Youth Work modern apprentices, where the voices of Care Experienced young people and professionals came together to discuss the language, stigma and behaviours this community experience and to make recommendations for change.

This resulted in 7 recommendations that the Champions Board supported by the Corporate Parenting Team are taking forward.

Monthly Children's House meetings are attended by members of the Corporate Parenting Team, acting to empower the voice of the young people if needed. Issues and changes are fed back to House Managers and Senior Management if needed.

Get Connected, KA Leisure and Sportswear Grants are administered by the Champions Board with the support of the Corporate Parenting Team that assists in this community to have the right to access sports and leisure and to have the technology to connect to peers, family and friends.

Corporate Parenting

As Corporate Parents we are responsible for looking out for our children in the same way as other parents do, helping our children and young people to grow up to be happy, healthy and achieving in life.

Corporate parenting involves us making sure children's rights are protected. This includes caring about how children and young people grow up physically, spiritually and socially, and about education attainment.

We listen to what children and young people say about their lives and the support given. We spend time getting to know our children and young people to better understand their needs. Children and young people have regular time with members of the care team to talk about things.

We provide information which will explain why children and young people are in care. Lead Professionals make sure that the views of children and young people are listened to, taken seriously and recorded. As such, ensuring that children and young people are appropriately included in all the decisions that affect them.

Our care teams ensure that there are plans in place when children and young people move on into independent living when the time is right. Our care teams work with children and young people to make the best use of their skills, and help to take on new challenges and opportunities of work and further study. If children and young people are still looked after at 16, there is access to Throughcare support which can support young people up to the age of 26. We provide allocated support to help young people go on to higher or further education, training or work.

We work to help build strong circles of support around children and families, including developing mechanisms to identify and support young carers at the earliest stage



Children and young people who are looked after in Children's Houses have complaints procedures explained to them, are made aware that they can make a verbal or written complaint and are told how it will be dealt with. Paperwork is in place to capture complaints and any suggestions. Advocacy is provided if the young person wants this.

Our Children's Houses have admission guidance booklets for children and young people and this explains that we are committed to children's rights.

Every child and young person has an individual care plan. All of our behaviour support procedures are positive and emphasise the need for understanding behaviours. We are committed to nurture principles and all our staff members are trained in nurturing approaches. We hold regular training sessions for staff.

All children and young people who are admitted to Children's Houses have a say in the review of their placements. Advocacy workers can speak on behalf of children and young people during review meetings if they do not want to speak themselves. Children and young people are involved in all decisions that affect them including choosing their own clothing, food, activities and how their bedrooms are decorated.

As part of Corporate Parenting, the Champions Board has worked with KA Leisure to implement free entry for looked after children and young people. There are regular meetings with other corporate parents.

Our Senior Management Teams are aware of their responsibilities as corporate parents. This is carried out through the Corporate Parenting Steering Group where part of the remit

of the group is for individual Corporate Parents to report on their activities and responsibilities. Updates are also provided to the Children's Services Strategic Partnership by the Corporate Parenting Manager. We also produce an annual report for elected members and elected members were recently briefed at the Health and Social Care Partnership Elected Members briefing. The Corporate Parenting Plan was presented at the Integration Joint Board (IJB), full Council and the Health Board.

Prior to the Covid-19 pandemic we had arranged further briefings to Senior Managers at the IJB, Extended Partnership Senior Management Team and the North Ayrshire Leadership Conference.

How children and young people are involved in the decisions making processes – The Champions Board is the way that we bring young people together and reflect their views back to the Corporate Parenting Steering Group via the teams update report. We also hold consultation events.



All children and young people who are admitted to Children's Houses have a say in the review of their placements. Advocacy workers can speak on behalf of children and young people during review meetings

Young Carers

North Ayrshire Health and Social Care Partnership Carers Team are responsible for ensuring young carers rights are promoted, young carers voices are heard and that we meet our duties under the Carer (Scotland) Act 2016.

In North Ayrshire young carers are supported by Unity who provide information/advice, emotional support via either one-one or group support, outreach within local communities and schools, social and seasonal activities as well as family breaks from caring.

Our young carers are identified across all Council, Health and third sector services and offered a Young Carer Statement. It is completed by having a conversation with their Head Teacher (Primary) or Guidance staff (Secondary) if they are still in school and 18 years or under. For young carers not in school (16-18 years) the Health and Social Care Partnership (HSCP) will support the young carer to identify individual needs and what matters to them as a young carer.

All young carers are asked for a carer card to help identify them as young carers in school, with health professionals and in their local community. The Carer Team designed and produced this with our young carers and extended the card to offer discounts and concessions from a number of local businesses including KA Leisure, Premier Leisure (Cinema), Rainbow Arts & Crafts, Shells & Scoops Ice Cream Parlour, Irvine Cycles and many more. We also promote the Young Scot Card which has a special range of opportunities for young carers.

We help young carers to access the right local and national information/ advice/ support and learning at the right time on our 24/7 Digital Resource, purchased from Carers UK. This online resource is customised to bring together all young carer digital products and resources to help find specific information, build support networks and help them manage their care more effectively through the free Jointly app which is part of the resource.

Prior to the Covid-19 pandemic, the Carers Team began working with Education, Unity and the Family Learning Team to extend the range and reach of initiatives, interventions and programmes to include young carers and their families. The idea is to enhance family engagement in learning, increase confidence, find alternative peer support networks, have their voices heard and provide a space to socialise together.

Another focus for the Carers Team is working with the Additional Support Needs schools and a member of the Family Learning Team to look at further involvement in family events and engagement with young people, staff and families.



Housing

The Housing Advice Team carry out office based interviews within Galt House, Irvine with families who have a need for Housing Options or Homelessness Assistance.

Staff are trained to identify concerns regarding the welfare of children during the interviews. Staff may visually be concerned by the child's appearance or by the way they are treated. Parents who do not bring their children to the interview may say something that raises concerns for their welfare. If staff are concerned regarding a child or children they will complete a Child Protection Referral and make telephone contact with Reception Services or existing Social Workers. Staff have read only access to Care First which allows them to check involvement and any concerns or risks that are known to Social Services.

All staff take part in child protection training including e-learning and receive CP bulletins/ updates.

Staff attend multi-agency meetings and provide a chronology of contacts with the family. They will liaise with other services and also refer to other supports where required.

Families who are homeless or threatened with homelessness are referred to relevant professionals.

Staff provide advice/assistance to parents regarding Housing Options including prevention of homelessness and strive to attain the best outcome to meet the needs of the household. This includes providing assistance to prevent homelessness occurring therefore avoiding the child(ren) being uprooted from their home with the potential of being accommodation in temporary accommodation.

Positive about parenting

We want everyone in a parenting role in North Ayrshire to feel supported. Caring for a child can be rewarding but sometimes it may be challenging. We help to identify the right parenting support for those who need it.

Our [Positive Family Partnership Strategy \(PDF, 556kb\)](#) contains information on how we to help all families in becoming confident and supportive.



We want everyone in a parenting role in North Ayrshire to feel supported. Caring for a child can be rewarding but sometimes it may be challenging.





We provide high quality early learning and childcare that benefits all children and their parents and carers.



Our school meals are nutritious and of a high standard. Menus are free from GM ingredients and undesirable additives, with at least 15% organic ingredients, including vegetables, dry goods and milk.

Cluster 6: Basic Health and welfare

This cluster focuses on the health and welfare of all children and the consideration of disabled children's rights.

We provide high quality early learning and childcare that benefits all children and their parents and carers. We are creating indoor and outdoor learning environments that are fit for purpose and are equipped to deliver the expansion of Early Learning and Childcare to 1140 hours.

Our early learning and childcare settings offer stimulating and innovative environments to ensure children receive the best start in their learning and development. Environments also support emotional wellbeing. Early learning centres are at the heart of communities and engage parents in their children's learning and development.

We offer a range of family learning opportunities available our Programmes of Intervention menus and our Family Learning Team has strong links and relationships with schools, families, communities, parent/family volunteers

and relevant partners to enhance the provision of family learning.

We are continuing to strengthen staff capacity, wellbeing and confidence through a comprehensive programme of professional learning (including Safe Talk, Applied Suicide Intervention Skills Training, Mental Health First Aid). We are working to improve approaches to tracking and monitoring children and young people's health and wellbeing.

We have a range of approaches and structures that support children's resilience, wellbeing, and reduce stigma associated with mental health.

The impact of Covid-19 on children and young people's mental and wellbeing will be key focus in terms of our recovery planning.

We provide free school meals and £100 (per child) worth of school footwear and clothing to children whose parents are on certain benefits. Our school meals are nutritious and of a high standard. Menus are free from GM ingredients and undesirable additives, with at least 15% organic ingredients, including vegetables, dry goods and milk.


We are proud to have achieved the Gold Standard award from the [Scottish Soil Association Food for Life Scotland programme](#).

As part of the response to the Covid-19 pandemic, we set up multiple catering hubs to support the free school meals and community food provision, run by our Facilities Management team with deliveries undertaken by staff redeployed from other services. Contact details for registration for free school meals were widely promoted on local and social media, in schools, by teaching and support staff and by Community Hubs. Education staff made personal contact with families who did not sign up to encourage registration. Food packs contained fresh ingredients to encourage food preparation and healthy eating and were intended to supplement the food requirements of the whole family rather than only meeting the needs of eligible children.

Free school meals vouchers are being provided over holiday periods. Elected Members approved the voucher scheme at a meeting of Cabinet on Tuesday 30 June. The food vouchers will be worth £20 per week – £4 per day – and can be used in a variety of stores.

All Children are universally offered assessments as per the National Health Visiting Pathway. Any additional health care needs are identified with referral made to most relevant services to meet the needs of the child and their family. Team around the Child processes are in place to ensure effective care planning and communication for all involved with the child/ family, including Speech and Language, Early Years Establishments.

The Health Visitors initiate transition plans when the child is due to attend primary school and involve School Nurses to ensure smooth transition of care, this includes the identification of training required for education staff. This also includes the delivery of training for services to meet the needs of children and young people who have long term conditions



Our teaching in schools takes account of individual pupils' pace of learning.

Cluster 7: Education, leisure and culture

This cluster focuses on the right of all children to have a right to an education that will help them achieve their potential without discrimination.

Education

In North Ayrshire educational provision is open to all pupils, regardless of sex, age, religion, race, disability or any other potential barrier and all reasonable measures will be taken to ensure that the curriculum is available to every child.

Schools also have a duty to promote equality and to eliminate racist and other discriminatory behaviours. The Equality Act 2010 aims to tackle inequality and prevent discrimination against people on the basis of 'protected characteristics'. That Act also introduced a new single public sector equality duty, which requires

public bodies to actively advance equality (how the Council assesses equality impact is addressed earlier in this report). The duties set out in Part 6 Chapter 1 of the Equality Act 2010 apply to all schools. These provisions protect pupils at the school and in the case of admissions, those applying or wishing to apply for admission.

Our teaching in schools takes account of individual pupils' pace of learning with core, revision and progression material available to ensure learners can progress at a pace and to a level suited to his or her ability. Pupils experiencing barriers to learning receive the support

and assistance of specialist Support for Learning staff.

We have a clear and visible anti-bullying policy in our schools called 'It's Never Acceptable'.

Progress towards 'challenging gender stereotyping in career choices and promotion of 'non-traditional career roles, e.g. through STEM and Early Years career pathways.

We ensure that our young disabled people have access to work experience placements and vocational educational experiences.

There are numerous examples of children and young people becoming involved in the decision making process through Pupil Councils, Pupils on Curricular Boards of Studies and in a few cases on Community Planning Groups.

Our counselling, educational support services and Pastoral Care arrangements are all predicated on the need to involve children and young people in the decision making process to plan with them to sustain positive destinations and support them to thrive and meet their fullest potential.

Active Schools

The Active Schools programme aims to provide more and higher quality opportunities to take part in sport and physical activity:

- before school
- during lunchtime
- after school

The team consult with young people to identify needs and wants on types of sports and physical activity opportunities on offer. They then work with schools staff, volunteers and students to provide

these opportunities.

Active Schools also looks to develop effective pathways between schools and sports clubs in the local community. Active Schools has worked with schools for over 15 years providing opportunities for children and young people to become involved and stay involved in sport. It will continue to make a significant contribution to a world class sporting system in Scotland.

North Ayrshire Sports Academy and Leadership Forum

North Ayrshire Sports Academy (NASA) is a sports coach education and training programme in sport and physical activity. It provides an opportunity for over 50 young people to become qualified leaders in Sport. The course provides training and mentoring opportunities with qualifications and awards delivered by sport's governing body approved tutors as well as the Active School Team.

NASA enables participants to boost their CV and gain valuable experience as well as developing life skills such as confidence, communication, leadership, time management and organisation skills. The programme is a year long course and runs throughout the Academic year. By the end of the course the young people's portfolio is populated with up to 22 leadership awards, coaching and generic qualifications.

The young people involved in this programme volunteer in a variety of capacities. Some of these include

- Delivering sessions to younger pupils at breakfast, lunch and after school clubs in your own school or local community,
- Helping to deliver Active Schools events,

- Officiating at festivals and tournament,
- Supporting local clubs in their delivery
- Promoting sport across their school cluster and the wider community.

Active Schools has a Leadership Pathway from P6- S6. Young people not only have the opportunity to be part of our pathway as a participant but also to help shape each of the different stages. The Leadership Forum was established last year and is made up of North Ayrshire Sports Academy pupils, S3/S4 leaders and Young Ambassadors. The group has representatives from all 9 Secondary schools. The Forum also work with the Scottish Institute of Sport to evaluate our leadership work and make sure the programme content is correct and shapes our young people and prepares them for the world of work.

Events programme

Active Schools produce two events calendars per year – Primary and Secondary. This is a joint venture with KA Leisure. The events we run across the year are both competitive and non-competitive which allows our children and young people to take part and enjoy sport at the level that's suitable for their development. The range of sports we offer links with local, regional and even national competitions which makes sure our young people can progress in any given sporting field.

DrEAM

DrEAM (Drop Everything and Move) is a North Ayrshire campaign to encourage people to have fun, whilst living a healthier and more active life. Active Schools work directly with young people and schools to either introduce new activities or enhance current provision. We work in collaboration with various partners to support this work and allow more opportunities to be created and tailored for the young people of North Ayrshire.

Equipped Playparks

The vision for equipped playparks is: 'To improve the quality of life for all children and young people in North Ayrshire through high quality playpark provision.'

Children's play is recognised as being essential to healthy, happy lives and is fundamental to learning and development. More play, more fun, more often. There are currently 104 playparks provided, inspected and maintained by the Council. There has been significant investment in playpark equipment in recent years which has resulted in high quality playpark provision.

However, there are a minority of playparks which are rarely used, have a small number of pieces of equipment and suffer from location, in some cases by being closely located to larger, more popular, high quality playparks. It is therefore planned to reduce the number of playparks to ensure all provided playparks are high quality and in appropriate locations.



Functional Family Therapy (FFT) is an evidence-based programme aimed at improving the outcomes for young people aged 11- 18.

Cluster 8: Special protection measures

This cluster focuses on groups of vulnerable and marginalised children who require special protection.

Functional Family Therapy

Functional Family Therapy (FFT) is an evidence-based programme aimed at improving the outcomes for young people aged 11- 18. It is a family based intensive intervention programme that builds on the existing strengths within family relationships. The programme works with some of the most vulnerable young people including those who are demonstrating significant behavioural difficulties, involvement in offending, violent behaviour and substance misuse.

FFT has been available to North Ayrshire since January 2019 with around 30 referrals per year. The current agreement is that FFT will continue to be available

until at least March 31st, 2022. This will give a good opportunity to understand the positive impact of the Service at a local level.

FFT interventions range from 12 to 30 sessions over a three to five-month period. The intensity and duration are dependent on the levels of risk that the young person is deemed to be exposed to. There are 5 key phases of intervention: engagement, motivation, relational assessment, behaviour change and generalisation.

The FFT Ayrshire Lead provides quarterly evaluation and progress reports detailing the impact of the service.

Programmes Approach Team

Programmes Approach Team (PAT) is a youth justice service adopting a whole systems approach to reduce the number of under 18s referred to courts, reduce the number of under 21s in custody, reduce offending and prevent reoffending. The team works with young people aged 12 to 21 years old who display problematic behaviour, including offending or sexually harmful behaviours. The team aims to promote social inclusion where young people learn how to reflect on how their actions affect others, take responsibility for their actions and make positive choices for the future.

Rosemount

The Rosemount Project is a crisis intervention and intensive support service designed to prevent children and young people from being accommodated. The service provides immediate support to vulnerable children, young people, families and carers who are assessed as high level of need and risk. The team deliver a high quality, responsive and personalised service to maintain children and young people at home with their families/ carers and within their communities. A solution focused and whole family approach is implemented to avert family breakdown with the delivery of intensive support packages to meet the unique needs of children, young people and their parents or carers. Support is also provided to children and young people who have been accommodated to assist their return to the family home. The age range for the service is 8 to 16 years of age and the team can provide daily contact and support out with regular working hours including evenings and weekends.

Staff work in partnership with the Lead Professional and other agencies and services such as Education to support and empower children young people and their parents/ carers. The young people/ families referred to the service have a combination of issues including, mental health, alcohol/substance use, relationship difficulties, sexual exploitation, offending behaviour, etc.

To assess the impact of the service the team use a tool called the Rickter Scale in their work which is a person centered assessment solution for working with service users. The Rickter Scale helps staff and young people to measure soft outcomes, progress made and impact, whilst giving individuals a meaningful experience that provides ownership and choice.

Using the Rickter Scale helps demonstrate accountability and transparency whilst giving young people the confidence to take steps towards positive life changes.

Young people and families are encouraged to have their say throughout their involvement with Rosemount to enable ongoing service improvement and development. There is an identified staff member within the team who has responsibility for following up on all cases that are closed to obtain feedback on the impact of the service.

Children Harmed by Alcohol Toolkit (CHAT) Training

The Alcohol and Drug Partnership invested in staff training and development by funding CHAT training sessions which took place through several cohorts during 2019. These sessions were attended by 44 Health and Social Care staff members with representation from Universal Early Years, Fieldwork Locality Teams, Children's Houses, Kinship Team, Rosemount Crisis Intervention Team.

A follow up evaluation of the training will be undertaken to establish how the training has been embedded in practice and the subsequent impact on children, young people and families. Alcohol Focus Scotland will support this evaluation.

Syrian Refugee Co-ordinator

Initially, North Ayrshire agreed to support and provide safety to 100 Syrian Refugees (roughly 20 families) under the Vulnerable Persons Resettlement Programme within a 5-year period. That aim was achieved within a two-year period allowing us to increase the support to a further 100 people over the next 5 years. Families are met as they arrive at the airport in Scotland and the team are aware of their medical needs prior to arrival. A multi-disciplinary team offers access to housing, education, health services, benefits and recreational activities in the community. The Police meet with each family and explain the differences in legislation. Finances available to Refugee families decrease over the 5-year period so the team support the family to build their independence over this time. If it is unsafe for families to return after the 5-year period they must apply for 'Leave to Stay' 4 weeks prior to the expiry of their Refugee status. The team will signpost

families to legal services to allow them to progress this of their own accord. The team link with Universal Services to support families as appropriate and may choose to refer to the family for Children and Families support.

The numbers of migrant children are not set but the number of families and those involved is agreed by the Council. So far, 201 people on the Syrian VPR programme have been settled within the North Ayrshire area with a further 30 due to do so in 2020/21 – however this is all on hold at this time. We carry out pre and post arrival assessments of all individuals including children and young people to ensure any required service is identified and appropriate referrals made, for example, NHS referrals or to services such as counselling, With Kids, or to other third sector organisations such as Barnardo's.

Each child will be assessed, and services offered as and when required and depending on the needs of individual children. The Refugee Support Team works with families for a period of five years therefore this is an ongoing approach throughout that time. We also work in a multi-disciplinary manner to offer any support required.

Should a child or young person enter the criminal justice system, the support would be tailored to the needs of that individual although the team would also liaise with judicial services, Police Scotland and anyone else working with the young person such as Locality Children and Families Team/ Programmes Approach Team.

Our Child Poverty Action Plan contains a variety of actions to improve the lives of children, young people and their families.



We will ensure that all Education Policies and Practices reflect Equalities legislation through the regular use Equalities and Human Rights Impact Assessments.



Areas for Improvement

What next steps or actions do we need to take.

We will continue to implement UNCRC training for our staff in schools and other relevant teams.

We are developing a new online module for ECRIA training for relevant staff. This will be launched later in 2020.

We will continue to work across the Community Planning Partnership to ensure Children's Rights are given due regard in partner organisations.

A programme of Children's Rights Training will be established across all localities, as part of the Leadership Collective Training. This is currently being scoped out in terms of e-learning modules with Youthlink.

The refresh of the Citizenship and participation strategy which has been developed from a rights perspective, will contain statements of actions including how we continue to ensure Children

and Young People Rights are realised and promoted.

Our Child Poverty Action Plan contains a variety of actions to improve the lives of children, young people and their families. We will continue to ensure that children and young people are at the heart of everything we do.

We will work to further develop and sustain the empowerment of children and young people in order they:

- learn about their right to participate voluntarily in decision making
- be enabled to participate through a variety of ways of expressing their views
- have a say in shaping educational provisions in their setting and beyond
- learn through participating in decisions within a wide variety of educational

activities and processes leading to meaningful impacts and outcomes

- be involved and become effective contributors.

We will ensure that all Education Policies and Practices reflect Equalities legislation through the regular use Equalities and Human Rights Impact Assessments.

Our schools and early years settings will use the Learner Participation Strategy and will use the following challenge questions when planning their strategy:

- To what extent do we have a shared understanding of what learner participation involves?
- Do the values and practices within our setting, respectfully include children and young people in active participation?
- How well do we embed participation in each of the 4 arenas of learning including: learning, teaching and assessment; personal achievement; decision making groups and wider community?
- Do we recognise the impact and benefits that embedding learner participation in our setting can bring – in areas such as learning and teaching,

attainment, relationships and culture and ethos?

- How ready are we to fully develop and embed learner participation in our setting?

Ensure that schools use [7 Golden Rules](#) (on CYPCCS website) helping schools to develop authentic participation.



Do we recognise the impact and benefits that embedding learner participation in our setting can bring – in areas such as learning and teaching, attainment, relationships and culture and ethos?



We will work to increase the proportion of children's views recorded in social work documents and ensure that workers are considering the child's experiences



In the event of family breakdown, it may help identify extended family who are able to support and look after a child or young person to prevent them being accommodated.

Children's Rights and Recovery from Covid-19

The UNCRC is a powerful tool to support school improvement. Given the impact of the Covid-19 pandemic on children and young people, we will place children's rights at the heart of our response.

The six articles relate to safeguarding, pupil voice, health, wellbeing, safety, play, learning and education will be essential to our recovery planning. (Articles 12, 24, 19, 28, 29, 31)

Schools and establishments will require to be

- **explicit about rights.** This will reassure children, their families and carers and colleagues to know that the authority response is founded on the Convention.
- **clear how coronavirus has impacted upon children's rights** and recognise that it is our duty (as an educational team) to address these impacts.
- **reassuring and optimistic.** NAC staff will keep everything in perspective and draw out and share positives wherever possible.
- **bold in quoting the UNCRC and asserting children's rights** when advocating for our children.
- **child-centred in our thinking, planning and communication.** Seek out, listen and respond to children and young people's voices.

Other Areas for Improvement

A recent piece of qualitative evaluation work highlighted gaps in relation to our approach to Advocacy Services from Children 1st, when children are placed on the Child Protection register. A workstream is taking this work forward.

Due to the numbers of children on the CP register, there was also a long waiting list for the advocacy support service and children and young people were not receiving the support quickly enough.

- We will work to increase the proportion **of children's views recorded in social work** documents and ensure that workers are considering the child's experiences – regardless of their age and needs, so that this isn't always just interpreted verbally.
- Our **Child Protection Committee** will continue to focus on working in partnership with young people in taking forward child protection improvements as a priority. We remain committed to the focused drive to protect children and young people from harm, and a newly developed emphasis on outcomes will ensure that there is meaningful monitoring and scrutiny of the ways in which we are addressing the protection of children in North Ayrshire and making a meaningful impact.

- We have plans in place to restructure our **Joint Cabinet** and improve the ways that these are carried out. This includes consulting with young people.
- Our **Participation Strategy** is currently being refreshed and will strengthen links to UNCRC and concentrate on the Year of Young People legacy, mental health and wellbeing and connecting digitally as part of this.
- We will continue to support schools to move from Silver to **Gold level** in the **Rights Respecting Schools** approach.

We will review our complaints procedures and develop information to ensure children and young person are aware of how to make a complaint.

- The **Rosemount** Team Manager/ staff will be focusing on
- better use of the information including the feedback from young people/ families to inform service development.
- Training and information events with Children's Panel Members to increase their knowledge of the service.
- Team members will be expected to compile a genogram detailing a pictorial display of a young person's family relationships, history and psychological factors that have impacted on family relationships. The process will focus on family strengths and resilience

- and will help staff understand the key people and relationships in a child/ young person's life. In the event of family breakdown, it may help identify extended family who are able to support and look after a child or young person to prevent them being accommodated.
- A referral pathway will be drawn up between Rosemount and Functional Family Therapy to prevent duplication and that Functional Family Therapy is considered as an exit route for children, young people and their families.



As part of the development of this Plan our subgroups and workstreams will be reviewed by the CSSP and identify the best ways to support our aims and priorities.

Appendix 2

We want our children and young people to know their rights. In the summary below Governments also refer to North Ayrshire Council.

1. Definition of a child

A child is any person under the age of 18.

2. No discrimination

All children have all these rights, no matter who they are, where they live, what language they speak, what their religion is, what they think, what they look like, if they are a boy or girl, if they have a disability, if they are rich or poor, and no matter who their parents or families are or what their parents or families believe or do. No child should be treated unfairly for any reason.

3. Best interests of the child

When adults make decisions, they should think about how their decisions will affect children. All adults should do what is best for children. Governments should make sure children are protected and looked after by their parents, or by other people when this is needed. Governments should make sure that people and places responsible for looking after children are doing a good job.

4. Making rights real

Governments must do all they can to make sure that every child in their countries can enjoy all the rights in this Convention.

5. Family guidance as children develop

Governments should let families and communities guide their children so that, as they grow up, they learn to use their rights in the best way. The more children grow, the less guidance they will need.

6. Life survival and development

Every child has the right to be alive. Governments must make sure that children survive and develop in the best possible way.

7. Name and nationality

Children must be registered when they are born and given a name which is officially recognized by the government. Children must have a nationality (belong to a country). Whenever possible, children should know their parents and be looked after by them.

8. Identity

Children have the right to their own identity – an official record of who they are which includes their name, nationality and family relations. No one should take this away from them, but if this happens, governments must help children to quickly get their identity back.

9. Keeping families together

Children should not be separated from their parents unless they are not being properly looked after – for example, if a parent hurts or does not take care of a child. Children whose parents don't live together should stay in contact with both parents unless this might harm the child.

10. Contact with parents across countries

If a child lives in a different country than their parents, governments must let the child and parents travel so that they can stay in contact and be together.

11. Protection from kidnapping

Governments must stop children being taken out of the country when this is against the law – for example, being kidnapped by someone or held abroad by a parent when the other parent does not agree.

12. Respect for children's views

Children have the right to give their opinions freely on issues that affect them. Adults should listen and take children seriously.

13. Sharing thoughts freely

Children have the right to share freely with others what they learn, think and feel, by talking, drawing, writing or in any other way unless it harms other people.

14. Freedom of thought and religion

Children can choose their own thoughts, opinions and religion, but this should not stop other people from enjoying their rights. Parents can guide children so that as they grow up, they learn to properly use this right.

15. Setting up or joining groups

Children can join or set up groups or organisations, and they can meet with others, as long as this does not harm other people.

16. Protection of privacy

Every child has the right to privacy. The law must protect children's privacy, family, home, communications and reputation (or good name) from any attack.

17. Access to information

Children have the right to get information from the Internet, radio, television, newspapers, books and other sources. Adults should make sure the information they are getting is not harmful. Governments should encourage the media to share information from lots of different sources, in languages that all children can understand.

18. Responsibility of parents

Parents are the main people responsible for bringing up a child. When the child does not have any parents, another adult will have this responsibility and they are called a "guardian". Parents and guardians should always consider what is best for that child. Governments should help them. Where a child has both parents, both of them should be responsible for bringing up the child.

19. Protection from violence

Governments must protect children from violence, abuse and being neglected by anyone who looks after them.

20. Children without families

Every child who cannot be looked after by their own family has the right to be looked after properly by people who respect the child's religion, culture, language and other aspects of their life.

21. Children who are adopted

When children are adopted, the most important thing is to do what is best for them. If a child cannot be properly looked after in their own country – for example by living with another family – then they might be adopted in another country.

22. Refugee children

Children who move from their home country to another country as refugees (because it was not safe for them to stay there) should get help and protection and have the same rights as children born in that country.

23. Children with disabilities

Every child with a disability should enjoy the best possible life in society. Governments should remove all obstacles for children with disabilities to become independent and to participate actively in the community.

24. Health, water, food, environment

Children have the right to the best health care possible, clean water to drink, healthy food and a clean and safe environment to live in. All adults and children should have information about how to stay safe and healthy.

25. Review of a child's placement

Every child who has been placed somewhere away from home – for their care, protection or health – should have their situation checked regularly to see if everything is going well and if this is still the best place for the child to be.

26. Social and economic help

Governments should provide money or other support to help children from poor families.

27. Food, clothing, a safe home

Children have the right to food, clothing and a safe place to live so they can develop in the best possible way. The government should help families and children who cannot afford this.

28. Access to education

Every child has the right to an education. Primary education should be free. Secondary and higher education should be available to every child. Children should be encouraged to go to school to the highest level possible. Discipline in schools should respect children's rights and never use violence.

29. Aims of education

Children's education should help them fully develop their personalities, talents and abilities. It should teach them to understand their own rights, and to respect other people's rights, cultures and differences. It should help them to live peacefully and protect the environment.

30. Minority culture, language and religion

Children have the right to use their own language, culture and religion – even if these are not shared by most people in the country where they live.

31. Rest, play, culture, arts

Every child has the right to rest, relax, play and to take part in cultural and creative activities.

32. Protection from harmful work

Children have the right to be protected from doing work that is dangerous or bad for their education, health or development. If children work, they have the right to be safe and paid fairly.

33. Protection from harmful drugs

Governments must protect children from taking, making, carrying or selling harmful drugs.

34. Protection from sexual abuse

The government should protect children from sexual exploitation (being taken advantage of) and sexual abuse, including by people forcing children to have sex for money, or making sexual pictures or films of them.

35. Prevention of sale and trafficking

Governments must make sure that children are not kidnapped or sold, or taken to other countries or places to be exploited (taken advantage of).

36. Protection from exploitation

Children have the right to be protected from all other kinds of exploitation (being taken advantage of), even if these are not specifically mentioned in this Convention.

37. Children in detention

Children who are accused of breaking the law should not be killed, tortured, treated cruelly, put in prison forever, or put in prison with adults. Prison should always be the last choice and only for the shortest possible time. Children in prison should have legal help and be able to stay in contact with their family.

38. Protection in war

Children have the right to be protected during war. No child under 15 can join the army or take part in war.

39. Recovery and reintegration

Children have the right to get help if they have been hurt, neglected, treated badly or affected by war, so they can get back their health and dignity.

40. Children who break the law

Children accused of breaking the law have the right to legal help and fair treatment. There should be lots of solutions to help these children become good members of their communities. Prison should only be the last choice.

41. Best law for children applies

If the laws of a country protect children's rights better than this Convention, then those laws should be used.

42. Everyone must know children's rights

Governments should actively tell children and adults about this Convention so that everyone knows about children's rights.

43 to 54. How the Convention works

These articles explain how governments, the United Nations – including the Committee on the Rights of the Child and UNICEF – and other organisations work to make sure all children enjoy all their rights.

Source – www.unicef.org

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NORTH AYRSHIRE Children's Services Plan

Annual Performance Report

2019-20

How are we doing?



**GETTING IT
RIGHT
FOR YOU**



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

Welcome to our 2019/20 progress report

We aim to ensure that you, our children and young people of North Ayrshire, experience 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 the Children's Services Plan: Getting it right for you (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, more information on these will follow in the report.

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 colleagues in the Children's Services Strategic Partnership (CSSP) to focus on the top 4 issues that were important to you. These 4 priorities you asked us to consider were to:

- Improve how you engage with school
- Help you to be physically active and be at a healthy weight
- Prevent smoking, drinking and taking substances at an early age
- Support your social and emotional development.

The 2016-20 Children's Services Plan is now coming to an end. We have a new and updated Plan for 2020-23 which builds on the progress we have made and focusses our future work on the areas where we most need to concentrate.

This report will give you an overview of the progress we have made during 2019-20 and will link to our future ambitions, as set out in our new plan.

What we set out to do

We want this report to be easy to read and understand. It matches the work we did in [Getting it right for you: North Ayrshire Children's Services Plan 2016–2020](#).

Our plan was written as a series of promises to you. In the sections below we will tell you some of our achievements, backed up by the results from our Performance Framework (important points to focus on).

When we made our promises, we set high standards because we want the best outcomes for all our children, young people and families. 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.

This is our final report relating to our 2016-2020 plan and after this we will continue our work through our new plan.

Key Highlights and Achievements

Some of the key achievements from the past year are shown below.

Our Response to the Covid-19 Pandemic

We know that Covid-19 has had an impact on your life. You might have had to stay at home from school and things will have been very different for you. We want to make sure that we help to make things as positive as we can for you.

During the Covid-19 pandemic, you were supported at home and sometimes in the school hubs and summer hubs, either because your parent is a keyworker, or you and your family needed this additional support. We worked together to identify vulnerable children who might have needed more support.

If you did not have access to digital learning, we made sure we were able to have paper-based learning packs and a supply of stationery and notebooks which could be topped up at any time in local shops. We have also recently purchased 1200 iPads and 750 Chromebooks as well as connectivity in the form of individual pupil SIMs or MiFi Units for families to share. This amounts to connectivity for 512 pupils. We have already allocated approximately 700 iPads and 550 Chromebooks, and the number of requests is likely to increase as well as the need for connectivity. This is all aimed to help you learn in the best way possible. Health and Social Care Partnership teams gave tablets, mobile phones and SIM cards to families where needed.

Our Family Learning Team gave families extra support if learning at home was difficult for you. Boxes were given out which contained materials and an easy-to-follow instruction booklet with ideas for fun yet educational activities. Connected Communities teams ran the childcare hubs during the summer and the Rosemount Team also purchased a range of art materials specifically for the summer hubs.

Many staff teams worked creatively to provide additional resources to children, young people and their families at this time. Pathways to a Positive Future designed an activity book that had a large range of inexpensive or free activities for families to do. Early Years Social Workers delivered over 100 packs to families with arts and crafts resources. Children and Families team provided activity packs as well as delivering ceramic painting kits to many of families. This only offers a small sample of the creative ways staff worked to provide opportunities to children throughout lockdown by supporting the families.

The Executive Youth Council developed the following activities to support you and all young people during the Covid-19 restrictions:

- Monday Mind – a mental health awareness and promotion programme, including challenges help awareness and promote positive mental health.
- Tuesday TikTok – weekly dance challenges.
- DigiAye Quiz – online interactive quiz and Facebook live event bringing families together for an evening quiz and allowing interaction with other participants and the team.
- Arts Therapy Thursday – using arts as a medium to complete challenges using a variety of arts.
- Friday Fitness – partnership with Active Schools and KA Leisure bringing fitness into homes through a variety of challenges.
- Saturday Fakeaway – the team are creating a variety of cooking challenges using basic ingredients and minimal quantities to create baking and basic cooking lessons.
- Sunday Selfie Check in – using Facebook every week to provide a check in service to see how you are feeling, what you have been doing during lockdown and an opportunity to engage.

There were also various other projects being delivered by the Youth Work Team to support mental health and wellbeing. For example, we have had group discussions to help understand behaviours and perceptions and we have also been looking at risk taking behaviours and the possible consequences.

Small gifts and letters were sent to all care experienced young people and their families.

We promise to consult with you and your family about your needs to inform the services we deliver

A Youth Participatory Budgeting (PB) event took place in November, with £60k available. If you were aged between 8 to 25 years, you had the opportunity to have a say on where the funding would be spent. You were able to vote for the top three projects in your Locality area. Projects could bid for up to £1000, from a total pot of £60k for projects/ ideas. 5,583 Young People voted, with 16,749 choices made (three votes per person) – there were no spoiled ballot papers. 67 projects/ ideas were funded. This was an extremely successful Youth PB event – with the highest voting for any such event in Scotland.

A selection of the projects that received funding are summarised below-

- **Academy Prints (Irvine Royal Academy Pupils) – awarded £800**

Academy Prints is a small business which develops the youth workforce as it leads to the enhancement of pupil's employability skills. It will provide learners with a variety of experiences that enrich their career management skills and links their learning directly to the world of work. Furthermore, in the past many pupils taking the subject have advanced on to further education to develop their skills as practicing photographers and budding film makers. By providing 'Academy Prints' with quality mounting and ink for printing it allows pupils to be a professional business enterprise group.

- **The Scottish Centre for Personal Safety – awarded £1,000**

This project will provide Personal Safety workshops in every secondary school in the Three Towns Locality. The workshops will teach pupils about date rape drugs and bogus taxi drivers; show pupils de-escalation and voice control techniques to prevent an attack happening; demonstrate how to identify early signs of an imminent attack; and practice self-defence skills to ensure they can escape should an attack occur. Previous courses run in the Three Towns Locality schools have shown a marked increase in pupils' self-confidence and a decrease in the fear of a violent attack following these workshops. Some evidence also shows that school bullying may also have been reduced.

- **Garnock Valley Girls Group – awarded £990**

This grant will give young people the opportunity to participate in a weekend of team building and outdoor activities at Arran Outdoor Education Centre. This has been highlighted by young people across the Garnock Valley as being a valuable resource giving social, emotional and physical benefits.

- **Kilwinning Community Events – awarded £1,000**

Kilwinning Fireworks in the Park displays are the biggest in the area and is attended by thousands of people. Police have advised from previous events there is a reduction in local fire raising and anti-social behaviour affecting the area. Young people are encouraged to attend an organised display. The event also lets families attend an organised display which is free to attend, allowing people from all economic backgrounds to enjoy fireworks safely. The community can get involved in various areas of organising, making the event inclusive.

All funds come from fundraising and donations. All money would be used for fireworks and the event.

- **Arran Youth Foundation – awarded £1,000**

This money would be used to turn the popular music room in the youth cabins into a recording studio. Free guitar lessons are currently provided to a dozen or so pupils. Some of the old guitars would be donated to pupils, with Participatory Budgeting funds used to buy new guitars, headphones, monitors and software to set up a recording studio.

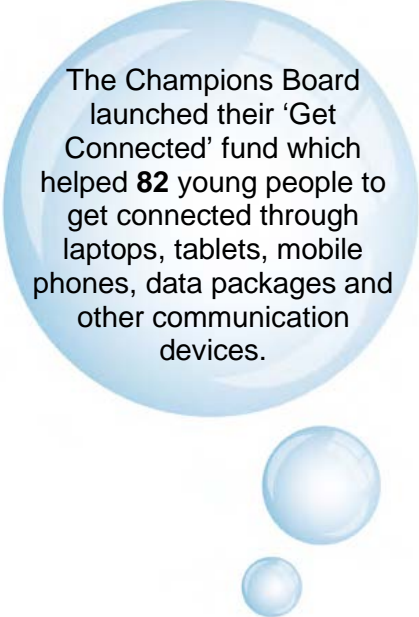
- **North Coast Youth Forum – awarded £1,000**

The funding will be used to run the Gala Day in Skelmorlie next year. The Youth Forum organised the event this year themselves, now there is interest from the previous Gala Committee to work with the young people. Involving young people in the planning process ensures equality for all.

Our Executive Youth Council worked in partnership with the Carers Trust to consult with you if you are a young carer on the barriers that you face. Their report will be taken to Scottish Youth Parliament.

We launched our online [Community Book](#), which shares local information and helps families to find out where they can get help.

We have made sure that our Head Teachers have more say in how to spend their budgets, which also allowed you to have more say by using Participatory Budgeting in schools.



The Champions Board launched their 'Get Connected' fund which helped **82** young people to get connected through laptops, tablets, mobile phones, data packages and other communication devices.

If you are care experienced, you can become involved in our Champion's Board. The Champion's Board is formed of young people who are care experienced aged between 15 and 23. The Champion's Board come together weekly and look for ways to change the care system as well as producing tools and advice for their care experienced community.

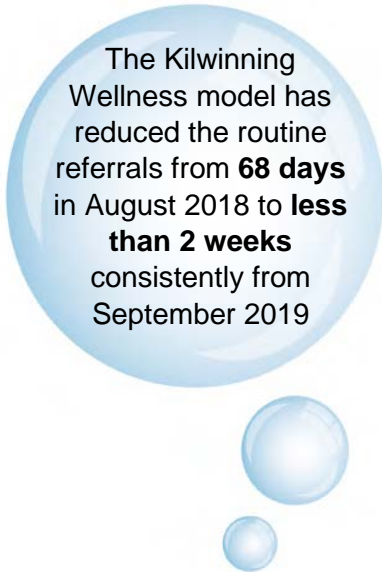
Some of the developments driven by the Champion's Board include access to free sports and leisure facilities. The Champions Board have provided KA Leisure cards to over 200 care experienced children and young people. They have also launched a new fund to provide sports equipment and clothing, have provided 20 laptops, 4 iPads, developed and created games and books to our Children's Houses for educational purposes and developed a Mental Health Toolkit which will be launched online in August 2020.

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

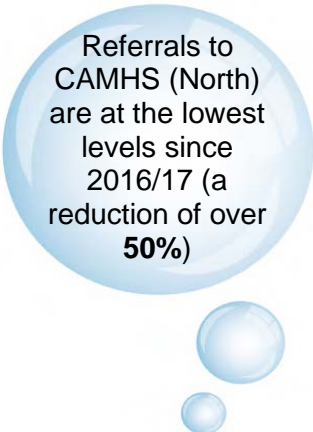
The first locality-based team was brought together in Kilwinning Academy. This was a new model of mental health support that meant specialist child and adolescent mental health services (CAMHS) teams were working together with schools and other parts of the community and developing initiatives together. Working together, discussions take place to ensure young people see the right person, in the right place at the right time.

We will be using the ideas that worked well there to bring teams together in other areas.

We have new structures in our Health and Social Care Partnership Teams. This means that our teams are working together to focus on locality areas to provide the best services to you. This structure provides both leadership and direction to focus on the needs of individual localities but promotes relationships between professionals within your local area. With more effective local relationships, we believe we are better placed to see and hear from you, the issues affecting you in your local area. We want to work alongside you to develop supports and resources that you can access locally.



The Kilwinning Wellness model has reduced the routine referrals from **68 days** in August 2018 to **less than 2 weeks** consistently from September 2019



Referrals to CAMHS (North) are at the lowest levels since 2016/17 (a reduction of over **50%**)

Our Health & Social Care Partnership (HSCP) Universal Early Years teams "Teams Around the Family" are now based within localities and aligned to GP practices to make sure that you and your family can easily access the services you need. This team incorporates an Early Years Social worker who Health visitors can request support for you and your family. This support can be provided quickly at a point you most need it.

We promise to make sure that your rights are protected



We have developed our Children's Rights Reports 2020-23 which sets out what we have done to promote and improve children's rights and also what we will do to improve. More information can be found in a dedicated section of our [Children's Services Plan 2020-23](#).

Your rights, as children and young people are at the heart of everything we do.

The Gold Rights Respecting award is the highest level of the Rights Respecting Schools Awards and is granted to schools that have fully embedded the principles of the UN Convention on the Rights of the Child into their ethos and curriculum. The accreditation is valid for a period of three years.

In North Ayrshire the following schools have achieved **GOLD** status:

- Beith Primary School, Primary
- Dalry Primary School, Primary
- Dykesmains Primary School, Primary
- Whitehirst Park Primary, Primary

The Silver Rights Aware Awards are granted to schools that make good progress towards embedding the principles of the UN Convention on the Rights of the Child into their ethos and curriculum.

In North Ayrshire the following schools have **SILVER** status:

- Ardrossan Academy, Secondary
- Brodick Primary School, Primary Corrie Primary School, Primary
- Dreghorn Primary School, Primary
- Elderbank Primary School, Primary
- Gateside Primary School, Primary
- Glebe Primary School, Primary
- Hayocks Primary School, Primary
- Kilmory Primary School, Primary
- Lawthorn Primary School, Primary
- Pirnmill Primary School, Primary
- Mayfield Primary School, Primary
- Shiskine Primary School, Primary
- St Anthony's Primary School, Primary
- St Bridget's Primary School, Primary
- St Luke's Primary School, Primary
- St Mary's Primary School, Primary
- St Winning's Primary School, Primary
- Whiting Bay Primary School, Primary



We make sure that you are taught about your rights in schools and we use the Rights Respecting Schools approach to make sure this is successful. We want more of our schools to move from silver to gold. There is annual training available to make sure this remains one of our priorities for you.

We teach children's rights in all our schools and this success is shared through school social media and via attractive school and classroom displays. From speaking to you in focus groups, we can see that you are knowledgeable about your own and others' rights. We know that you are taking on elements of responsibility to make sure that all schools listen and involve their pupils fully in decisions that affect them and their school community.

We regularly ask you for your views within our schools. This makes sure that your rights are at the heart of what we do and what we plan to do. We welcome you to express your opinions on what is working well and what could be better. You can be confident that your views are respected and acted upon by staff and partners.

In 2015 the Scottish Government announced the plans for 2018 to become Year of Young People. The aim was to give you (if you are aged between 8 to 26) more opportunities to influence decisions that impact on young people and to take part in events. In North Ayrshire 17 young people applied and completed training to become Year of Young People Ambassadors.

Final agreement was reached on the priority themes (based on wide ranging engagement). One of the three main themes was **Young People's Voice and Rights**.

The key proposal was to refresh the “Step Up and Speak Out Youth Citizenship and Participation Strategy 2015 – 2019.”

We want to make sure that we have the right things in place to have your voices heard.

We promise to work closely with our partners, you and your family to make sure that North Ayrshire is a more secure place to live so that you are safe, protected and not at risk of intentional or unintentional harm

Our Child Protection Committee (CPC) is a multi-agency group and works to make sure that you are safe at all stages of your life, from before you are born to adulthood. The Child Protection Committee and Child Protection Teams across all localities in North Ayrshire can provide support when it is needed, and if you and your family need protection.

The CPC is closely linked to the Children and Families Affected by Substances (CAFAS) Subgroup. The newly named CAFAS group work to improve the quality and accessibility to services for Children and Young People who are at risk due to the harmful effects of parental/ care giver alcohol or drug use.

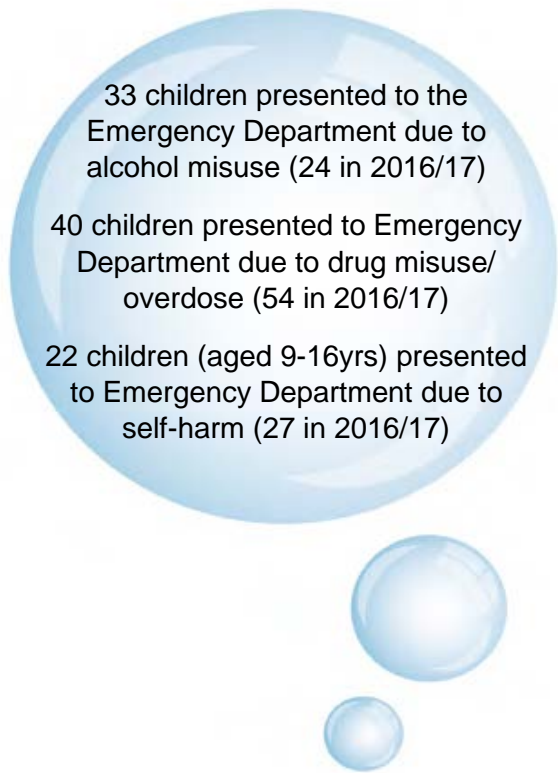
We have a child protection training calendar for professionals to ensure that children are protected from violence, substance use, poor mental health, emotional and physical abuse and neglect and can recover from traumatic experiences. This includes training on children’s rights, domestic abuse and trauma informed practice. Our Child Protection Committee is supporting the Everyone Has a Story training it has been agreed that this training will be delivered towards the end of 2020 early 2021.

There will be scope for 15 staff to attend this training and the course will support practitioners in adult and children’s services to respond to children affected by parental substance use.

We have a child protection training calendar for professionals to ensure that children are protected from violence and can recover from traumatic experiences. This includes training on children’s rights, domestic abuse, trauma informed practice.

During 2018/19, North Ayrshire Child Protection Committee initiated a Short Life Working group to take forward some work on children’s experiences of child protection processes. Eight young people were asked in some detail about their experiences, with the support of the Rosemount Project and the Children 1st child protection advocacy support service. A report was completed which analysed and made recommendations from the feedback collated from the young people.

Young people told us that having advocacy support was helpful but they would have liked this help at an earlier stage without having to repeat their story. Barnardos is now being commissioned for this service and feedback from social workers about this service has been really positive so far. They are also utilising technology through the use avatars that children have created to express their views.



The work also highlighted a need for a more individualised approach to recording children’s views and ensuring that it takes account children’s experiences and not just what they say (as sometimes due to age, stage and need, this isn’t possible). Paperwork including the child’s plan and child protection investigation reports are being updated to ensure that the child’s experience is considered by workers to make sure that our processes are as child focussed as possible.

During the Covid-19 pandemic, the Child Protection Committee updated their website, launched a social media campaign around child protection and distributed child protection materials, in partnership with the community hubs distributing food during the pandemic, to families who received food deliveries. This helped to keep children safe during this time.

We promise to support you to build and maintain healthy sexual relationships free from coercion and harm

If you are in secondary school, you have access to a Personal and Social Education programme which includes a focus on four key themes – the use of substances, informed choices, risk taking behaviour and action in unsafe situations. This is often delivered in partnership with the police and other agencies.

The PASS (Prevention of Alcohol and Substance Misuse Sessions) resource is widely used in our schools. You will learn information on current laws and how media and peer pressure affect your attitudes and behaviours. We help you to learn how to identify and select the skills and qualities required to make positive choices in challenging situations, for example, confidence, resilience and assertiveness.

We anticipate this will help you to develop positive coping strategies when dealing with stressful and challenging situations. We will help you understand how substance use can affect judgement and impair ability to make responsible decisions and what actions to take in an emergency relating to substance misuse.

In conjunction with the North Ayrshire Alcohol and Drug Partnership (ADP) and the Children Affected by Alcohol subgroup the North Ayrshire Health and Social Care Partnership have created a specialist Children and Young Persons Drug and Alcohol Team. The formation of this new team will provide an exciting opportunity to enable the achievement of better outcomes for our children, young people and families harmed by alcohol and drugs.

A pathway for referrals to this new team will be devised with the team delivering a preventative approach via brief interventions, to a more targeted input using motivational interviewing techniques to support for those referred from A&E.

This new team will be subject to yearly monitoring and evaluation through the Alcohol and Drug Partnership.

To enhance the skills of our work force and improve outcomes for young people and families the North Ayrshire ADP has invested in the C.H.A.T. training (Children Harmed by Alcohol Tool kit). During 2019 there were 44 staff from across Children and Families Service trained to deliver this intervention.

C.H.A.T. can be used with children, young people and families harmed by problematic alcohol use. The aim of the resource is to build resilience and protective factors in children and families. The C.H.A.T. training has recently been evaluated by Alcohol Focus Scotland and key findings have highlighted that following training 100% of participants were more aware of the impact of harmful parental drinking on children and families and felt more confident in raising the issue of alcohol with families. A further evaluation will take place in 2020 to explore the impact of C.H.A.T. in our work with young people and families.

Our Active Schools Team are continuing to work working closely with the North Ayrshire Drugs and Alcohol Partnership and KA Leisure to deliver "Champions for Change", a community-based programme which uses the power of Sport to effect positive change.

Work continues in Greenwood Academy and Irvine Royal Academy to develop leadership skills and includes interactive discussions and activities on the key messages around drugs and alcohol awareness. Our coaches are also working closely with Primary Fives of the feeder Primary schools to deliver fun and engaging sessions which include drug and alcohol content.

The Executive Youth Council are continuing their work on the drug and alcohol blog project which will be created and turned into an animated mini-series to give you advice and information on dealing with alcohol and drugs misuse.



We promise to make sure that you move from stage to stage as smoothly as possible

78% of children achieving their developmental milestones at the time the child starts primary school (2018/19) an increase from 77% in 2016/17

The Early Years Expansion has enabled us to deliver 1,140 hours of free care to over 1,200 children. As a result, parents and carers have been able to take up training and employment, we have contracted 16 nurseries and 79 childminders and enabled 14 Modern Apprentices to secure employment. We have had to postpone the full 1,140 hours of Early Learning and Childcare Expansion roll out until August 2021. This will let us make sure that can focus on how to mitigate the impact of Covid-19 on the poverty related attainment gap between pupils living in or most deprived areas.

Transitions are planned for you when you are moving between sectors. We organise practice and orientation visits to P1 and S1 and this can also involve films posted by schools to let you see the layouts and what happens in your new school. P1 and Secondary staff also visit you in nursery and primary schools to meet you and help you find out about school routines and key relationships.

When children or young people have Additional Support Needs, a transition plan involving a team around the child is devised at least a year in advance of any planned move. This ensures that an enhanced period of transition can take place, and this involves the child, their family and an associated team of professionals.

To help this transition we can use Early Years, Nurture, Pastoral, Classroom Assistant and Area Inclusion Worker staff to create and deliver an enhanced programme of visits in advance of any move.

When you are planning to leave school, guidance staff and project officers can be used to help plan a pathway into further education, training or employment making sure that you can all move onto positive destinations. Though all of these transitions staff are guided by Additional Support Needs legislation and our North Ayrshire Nurture strategy.

If you are currently or have been previously looked after, the Throughcare and Aftercare teams will support you to move on from being accommodated away from home to the next stage of your life. We are there to listen and respond to your emerging needs in any way we can.

Our team have a dedicated Employability Advisor who can support you to explore pathways into employment, training or education. Advice offered is adaptable to suit individual needs. Staff can assist you in finding your own accommodation and provide bespoke emotional and practical support through what can be, a challenging and uncertain time, as well being as exciting.

We offer guidance to those who need advice and guidance in applying for DWP benefits, as well as those who are applying for educational bursaries, care leaver's bursaries and financial support. Assistance can also be provided on legal matters, emotional health and wellbeing and life skills.

We promise to care for your needs if you have any health needs or disability

It is important that all of you get the support you need to reach your full learning potential. You can sometimes need additional support for a short time or for a longer period as a result of challenges in school, family circumstances, health, wellbeing needs or disability.

We have processes in place to identify, assess and determine needs which involve children and young people, parents or carers and associated professionals (a group known as the Team Around the Child). If you are involved in this, your views and those of your parents or carers is recorded, and this is considered when assessing, planning and reviewing support.

Once additional support needs are identified, a plan is created – sometimes called the child's plan – to help overcome barriers to learning. This plan is regularly reviewed, evaluated and updated ensuring progress, attainments and achievements are recorded.

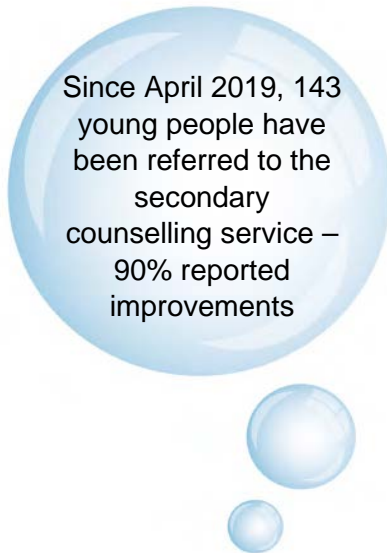
The National Health Visiting Pathway has been fully implemented with systems in place to support requests for assistance to ensure the needs of the child and family are met.

Our integrated Universal Early Years Service provides individualised, early intervention care and supports to the child and their family. This is a team with expertise from a health, nurture and social work skill base with an integrated approach to support you and your family working with you to identify when you need support most and ensuring that we deliver on this.

Our new sector-leading Additional Support Needs (ASN) Campus is being built and will provide a high-quality learning environment for over 200 ASN pupils who currently attend our four ASN schools.

On the same site as the ASN Campus, the construction of an 8 bedded residential facility and an eight-bed respite facility will increase the availability of access to local residential services which previously were delivered out with North Ayrshire. Close working with The Mungo Foundation will allow an increase from four to eight beds and each facility is purpose built and fully accessible and is due to be operational in summer 2021.

We promise to ensure that your mental health and wellbeing are a priority



Since April 2019, 143 young people have been referred to the secondary counselling service – 90% reported improvements

We are developing our Mental Health Strategy. We have specifically worked to develop support materials for families to make sure that you get support for your wellbeing and mental health.

We have had a specific focus on developing positive mental health resources to support you, our staff and your families during this period of lockdown and school closures and this is accessed through a specially developed blog. We are now working on how our overall strategy can continue to support you when lockdown ends.

Since April 2019, there have been 143 referrals to the secondary counselling service. Of these, 36 young people have finished their counselling sessions with over 90% of pupils reporting improvement following this support. Counselling is one of a range of mental health supports available if you need it. Kilwinning Academy established a

wellbeing hub which provides supports and resources. This includes peer to peer support from pupils trained in Scottish Mental Health First Aid as well as targeted programmes to combat low self-esteem and other aspects of mental health.

We are working to restructure our counselling service to ensure that it can support children and young people aged 10 and over, as per the Scottish Government's guidance on use of counselling funding.

In response to the Covid-19 pandemic, we have also ensured that our secondary school counselling services continued during lockdown through telephone counselling. This made sure that you could still access support if you needed it.

A new national facility for young people being built at Ayrshire Central Hospital in Irvine. Work is expected to start on the 12-bedded unit for children aged 12 to 17 years with complex difficulties later in 2020. It will be the first secure adolescent inpatient service for young people in Scotland and means that children will be cared for nearer to home, with the appropriate care, treatment, therapies, security and on-going education.

We are starting a pilot project to develop a better understanding of the needs of young people in the immediate aftermath of significant self-harm, self-poisoning or behaviour which is suicidal in its nature.

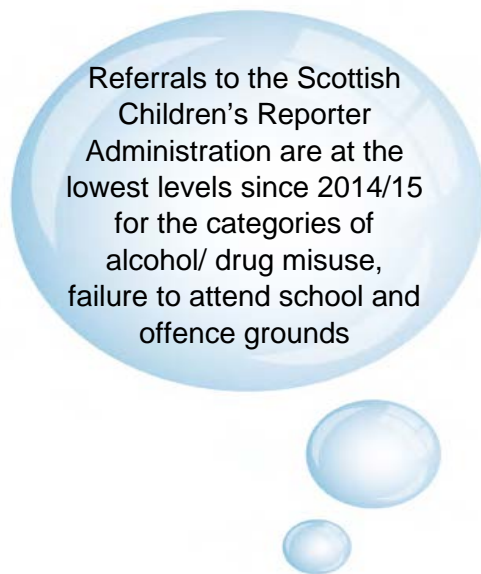
During 2020 the pathway for referrals to the Service Access team for young people who are admitted to hospital following significant self-harm, self-poisoning, or behaviour which is suicidal in its nature has been revised. This new pathway will be launched to coincide with National Suicide week in September 2020 and will reflect a robust, meaningful and young person-centred response to supporting our young people's mental health and emotional wellbeing.

The Young People's (YP) Suicide Taskforce (formerly the Young People's Operational Suicide Prevention Group) has continued to meet regularly, with governance from the Young People's Strategic Suicide Prevention Group (YPSSPG).

A key element of the community action plan has been the 13 Ways Campaign. A series of 13 animations with key messages focusing on young people supporting each other, were developed and released via social media in the weeks leading up to Christmas 2018 – starting in September coinciding with Suicide Prevention Week (10th September 2018). The animations illustrated one of each of 13 messages, with a narration by a young person and an animation to illustrate the message. There was also an introductory message and a final adult message which was added in towards the end from the parents of one of the young people who had died within North Ayrshire. The key message is that suicide is not the solution – there are many people and ways to support and help. Young people were central to developing the language, visuals and stories, and were supported to contribute meaningfully specifically (but not exclusively) through the Year of the Young People (YOYP) Ambassadors. The campaign has been very well received and has been given a positive response perhaps because of the ownership by all groups and the young people of the messages and the rationale. Young people have been the best ambassadors – the YOYP ambassadors winning the category prize for Mental Health and Wellbeing in the Youth Link awards for this work. The campaign has continued to be further developed in 2019 and 2020, with celebrity endorsement from 'Grado' to widen the reach of the messages.

Our Health and Social Care Partnership has ensured that anyone who needs urgent support during the Covid-19 pandemic has received it. During the pandemic our Service Access Team quickly realigned their service linking staff to all community hubs to work in partnership to support the most vulnerable and at risk of isolation in our communities.

With one family saying, "thanks for your commitment and perseverance" and another commenting that the support from Service Access has made them feel safe during a very difficult time. Service Access staff continue to support the work of the Hubs by delivering joined up services in order to improve local health and wellbeing and to ensure that the services provided in each locality are meeting the specific needs of the local community.



Similarly, those individuals already known to our local services have continued to be supported, particularly those who may be a risk to themselves or others due to isolation.

We have used our website and social media channels to share information on the importance of being active and looking after your mental health and wellbeing, including regular messages to our people across the organisation.



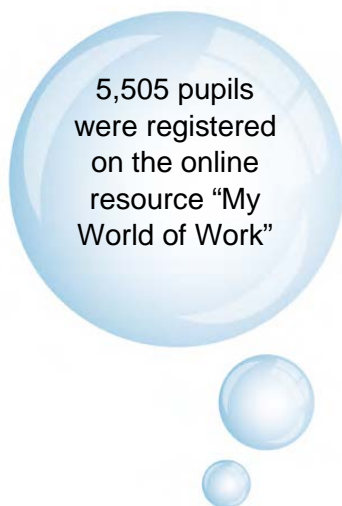
We promise to provide you with the best education possible through high quality teaching and to encourage and celebrate your achievements

The Literacy Strategy is now complete following consultation with you, staff and senior leaders. Work to support establishments in the full implementation of this strategy continues. The Learning and

Teaching Strategy is in its final stages, however due to the temporary suspension of the service, further consultation work has not taken place.

Completion of courses has been impacted by Covid-19 and the nature of some of the vocational courses is that digital completion is not possible. We are however, working with schools and partners to mitigate any negative impact and in almost all cases, the pupils will be awarded their qualification.

We are assessing the scale of the challenge school leavers will face this summer and working with internal and external partners to ensure that appropriate support and provision are in place. School staff are working with careers officers, maintaining contact with leavers and monitoring impact & changes in plans.



During school session 2018-19, schools continued to develop programmes of career advice, work experience and employer engagement. All pupils have an entitlement to a work experience placement in their Senior Phase of education. Schools run themed careers events and organise seminars for those wishing to progress to further or higher education. Increasing numbers of young people study Foundation Apprenticeships delivered by Ayrshire College and by the Health and Social Care Partnership and these provide a sound progression for those wishing to progress to a Modern Apprenticeship.

Schools work with a variety of partners to ensure that those most at risk of not making a positive progression have transition and ongoing support. In 2018/19, we had 1,373 young people leaving school. **94% of school leavers progressed to a positive destination, 34.7% to higher education, 35.7% to further education and 19.3% progressed directly into employment.**

During session 2019-20, schooling and the support for leavers was interrupted by the Covid-19 pandemic. On an ongoing basis, schools have identified pupils' leaving intentions, but they carried out a further exercise of more forensic examination to inform what was going to be needed to mitigate the negative impact of the Covid-19 pandemic. The majority of those whose intention was to progress to further and higher education will, with support where required, move onto those positive destinations. Those seeking employment are likely to face a very challenging labour market and through the local employability partnership, existing programmes will provide some of the solution together with anticipated national programmes. All leavers details are on shared Data Hub, and all leavers who are not in a positive destination will be case managed by Skills Development Scotland with the support of the Local Employability Partnership.

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

Nurture continues to develop and grow with primary nurture group provision has expanded to 25 nurture groups. Secondary nurture group provision has also expanded so that now every secondary school has targeted nurture provision bringing the total to 9 groups. Our early years nurture groups continue to support young people in 9 establishments and practice is evolving to meet the changing demands of early years expansion.

We have launched a Promoting Positive Relationships (PPR) policy underpinned by our Nurturing North Ayrshire approach to further empower staff confidence in the use of nurture and restorative approaches. The PPR policy is the foundation for the continued development of universal nurture approaches.

Educational psychologists have worked with Health and Social Care Partnership to deliver nurture training to managers of Children's Houses. Plans are in place for the nurture team to deliver training to all staff within the Houses and to foster carers (rolling programme of training).

Our focus has been to help schools to have nurture embedded and an inclusive culture with positive relationships. To help you after the Covid-19 lockdown period, our teams are working together to deliver our Nurturing North Ayrshire's Recovery (NNAR) units to support you in schools as well as school staff and families on the return to school buildings.

We will be building a new state of the art campus in Ardrossan, costing £60 million. The campus will bring together a secondary school, primary school and early years class as well as community library and leisure facilities.

We promise that if your parents (or carers) have problems we will be there to support you all through it

As part of the Covid-19 response, our Community Hubs provided lots of support and help for families who needed it. This included delivering food and prescriptions and other help to people who had to isolate.

Our Children and Families Team continued to meet face to face to give support to families where it was needed during the Covid-19 pandemic. The team also phoned families to offer support and guidance.

Early Years Social Workers who work with your Health Visitor can provide support if your family is experiencing difficulties with relationships. We now have four Early Years Social Workers who are there to support you.

Children and Families locality teams within the Health and Social Care Partnership offer support to children young people and their families for a whole range of reasons. There may have been an event meaning we need to provide short term additional support, or we may be involved with you or your family for a longer period of time. Our aim is to support you and your family whilst things are more challenging for you. We want to hear both what is working well for you and offer support where things are difficult. You may get individual support, group support with other young people and or your mum dad or carer may get support also. You may have someone who comes to your home to offer practical support to you or your parents to get to school or get in better routines. There are lots of different ways we can assist but we will agree with you what is the best way for you and your family. These teams will link with other important people in your life to make sure you are best supported.

The Family Learning Team works closely with schools and are available to support and signpost families where needed. The Family Learning Team have a range of programmes available that target aspects of health and wellbeing for example, Families Connect, KitBag, and Parents in Partnership.

We promise to help your parents (or carers) 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

We have a [Child Poverty Action Plan](#) and it contains lots of information about what we do help families who may be having financial problems. The work we do helps to get people into jobs and earn more money and to help reduce costs for families.

We help to get families registered to get free school meals and clothing grants where they are entitled.

We work together with our Money Matters Team to help refer parents to the service, to make sure they can get all of the benefits they are entitled to.

Our Skills For Life programme is supporting lone parents into work and has been completed by 15 residents. Eleven parents have secured permanent employment with us and two within the private sector. On average, parents are **£90 per week better off** as a result.

In the last six months, as part of our resettlement programme, we have supported seven Syrian families to resettle into our local communities. So far, we are proud to have welcomed 41 Syrian families to North Ayrshire.

We were the first Council to introduce Real Nappy Incentive Scheme which could save families up to £1,300 per child on the cost of disposable nappies, whilst reducing the environmental impact of nappies by 40 per cent.

Our teams promote evidence based infant and family feeding practices, including breastfeeding, across all areas of North Ayrshire. This helps babies to have the best start in life and will later positively influence attainment. Mums are supported by a range of Health, Social, Community, Peer and Third Sector services to breastfeed their babies for as long as possible to support attachment and wellbeing.

During the Covid-19 pandemic our Refugee Support Team delivered food boxes in lieu of school meals to the majority of families with school aged children. Contained within the food packs there were also educational packs for the children to complete and on several occasions, there was an age appropriate book for each child within the household. Whilst being dropped off there was a quick welfare check carried out at on the doorstep at a 2 metres distance and whilst wearing PPE. Families without school aged children were also visited for a welfare check as well.

In addition, the Service Access team have continued to assess risk and unmet need with families and signpost to services as appropriate. The Service Access teams now have Money Matters advisers and a Housing Support Officer integrated into the team to offer housing and benefit support at the earliest opportunity

We promise to help your parents (or carers) to support you in your learning and We promise to work with you and your family to encourage and support positive family relationships

We want everyone in a parenting role in North Ayrshire to feel supported. Caring for a child can be rewarding but sometimes it may be challenging. We help to identify the right parenting support for those who need it.

Our [Positive Family Partnership Strategy \(PDF, 556kb\)](#) contains information on how we to help all families in becoming confident and supportive.

A new Parental Involvement and Engagement Framework has been created and is currently at the final stages of consultation.

The Rosemount crisis intervention and intensive support service continues to provide immediate support to vulnerable children, young people, families and carers who are assessed as high level of need and risk. The team deliver a high quality, responsive and personalised service to maintain children and young people at home with their families/carers and within their communities.

A solution focused and whole family approach is implemented to avert family breakdown and support positive family relationships with the delivery of intensive support packages to meet the unique needs of children, young people and their parents or carers.

With the use of an evidenced based tool called The Rickter Scale our young people and their families demonstrated significant improvements in relationships, health and happiness.

Many families have provided feedback on the service they have received with one stating “I don’t know how we would have got through all this without Rosemount and another commenting that “the support from Rosemount has been invaluable, I have come so far and finally built confidence and I was able to do this because of the support system that has been built around me.”

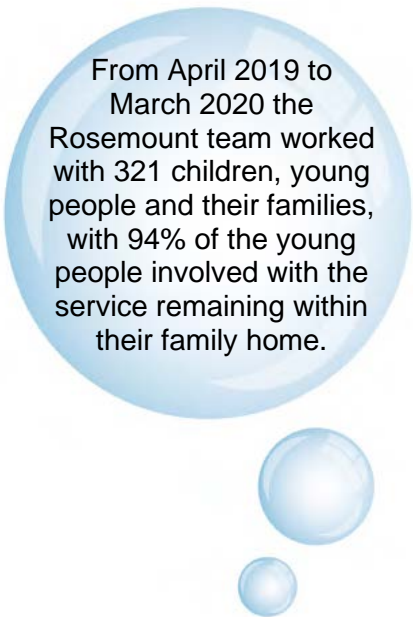
Functional Family Therapy (FFT) is an evidence-based programme aimed at improving the outcomes for young people aged 11- 18. It is a family based intensive intervention programme that builds on the existing strengths within family relationships. The programme works with some of the most vulnerable young people including those who are demonstrating significant behavioural difficulties, involvement in offending, violent behaviour and substance misuse.

FFT has been available to North Ayrshire since January 2019 with around 30 referrals per year. The current agreement is that FFT will continue to be available until at least the end of March 2022. This will give a good opportunity to understand the positive impact of the Service at a local level.



FFT interventions range from 12 to 30 sessions over a three to five-month period. The intensity and duration are dependent on the levels of risk that the young person is deemed to be exposed to. There are 5 key phases of intervention: engagement, motivation, relational assessment, behaviour change and generalisation.

The FFT Ayrshire Lead provides quarterly evaluation and progress reports detailing the impact of the service.



From April 2019 to March 2020 the Rosemount team worked with 321 children, young people and their families, with 94% of the young people involved with the service remaining within their family home.

We promise to help your parents (or carer) learn what is important to be a supportive and confident parent and engage your wider family members as they will be a great support to you

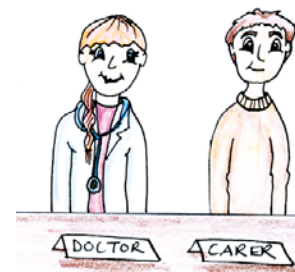
2,752 families have taken part in Family Learning interventions this session. An additional 32 families from Additional Support Need (ASN) schools have also engaged with the Family Learning Team (FLT) through the launch of the parent hub and family cooking sessions delivered in four ASN schools.

Over 97% of parents and carers who took part have gained more knowledge on how you learn in school and how to support your learning at home. 100% of parents and carers responded that they were able to prepare you for transition onto Primary or Secondary school and 97% feel more included in their school community.

Consultation for the Additional Support Needs (ASN) parent hub ensured that monthly themed topics are relevant to family needs. Further consultation will identify the need to move to a virtual online hub in response to the current pandemic.

The Promoting Positive Relationships Policy was launched at the Additional Support Needs (ASN) coordinators meeting in the first term of the current academic year and is now complete.

We promote the uptake of immunisations to make sure you are protected against diseases. In 2018/19, we had an over 90% uptake rate of Rotavirus and MMR1 vaccinations.



We promise to offer you lots of sport and physical activity opportunities to keep you fit and healthy and We promise to give you and your family help if you are above a healthy weight

The promotion of the best possible nutritional intake from birth onwards is delivered by a wide range of professionals with aims of reducing obesity and dental caries (tooth decay).

Childhood and School age Immunisations are offered to you as per National Immunisation Schedules to prevent serious illnesses.



A Whole Systems Approach Workshop to Diet and Healthy Weight was led by Leeds Beckett University on 14th January. This was followed by staff training sessions in January and February.

Active Travel, Active Schools and KA Leisure delivered physical activities until the Covid-19 crisis in March. After this, the Active Schools team continued to provide leadership for sports and physical activity through digital services and volunteering to support the childcare hubs for children of key workers and vulnerable children. KA Leisure staff are delivering online services while buildings are closed.

Our national early adopter whole system approach to diet and healthy weight was launched in October 2019 with strong support from over 100 representatives of key partners including Leeds Beckett University and the NHS. A whole system approach means that we are working with communities and stakeholders to understand problems such as obesity, and to help identify and test

solutions. Our aim is to improve food and physical activity from your perspective and focus on reducing health inequalities.

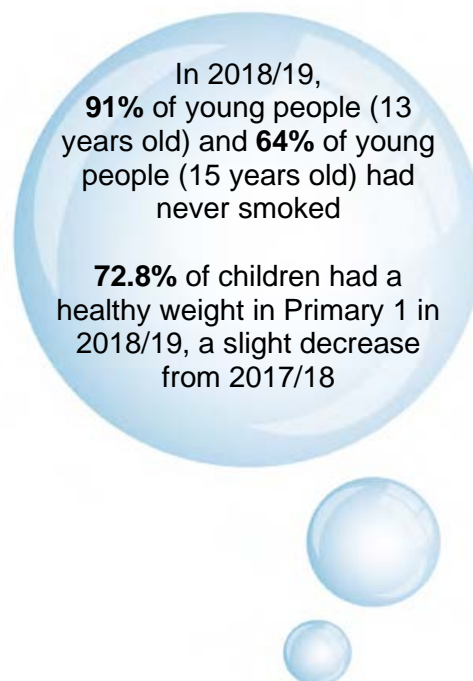
Our DrEAM (Drop Everything and Move) campaign was designed to encourage people to have fun while living healthier and more active lives. Our Youth Work Team have now developed 'DigiDrEAM'. This is a digital platform and is packed full of fun activities for you and your families. The platform includes daily challenges set by our Active Schools and Ranger Service Teams as well as our partners at KA Leisure.

During 2019/20 our Active Schools team delivered 7748 activity sessions. The North Ayrshire Sports Academy was attended by 51 pupils. 22 qualifications and 36 SQA Leadership Qualifications were awarded. Over the course of the DrEAM week campaign, 30 targeted programmes were offered to schools and communities.

North Ayrshire Girls starred in the sportscotland Fit for Girls Campaign video which launched nationally in February 2020.

Almost all of our schools are providing quality Physical Education for two hours or more in a week. All schools have healthy active activities supplemented through active play and lunchtime/after school sports and activity clubs.

We continue to provide practical support and family based healthy lifestyles group programmes for families with a child above a healthy weight



We promise that when it is not possible 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 your moves to a minimum and to tell you about the reasons for these decisions

Prior to the Covid-19 pandemic, a Challenge Team was created in two schools, Greenwood Academy and Elderbank Primary. The team includes four Social Workers, three Family Care Workers, three Mentors and a Registered Nurse. The Challenge Teams work in partnership with a range of other services. This new model of a schools-based team approach will enhance and develop our current ways of working to support children to remain living at home with their families. The team will also identify concerns within families at an earlier stage and, through working together with families and the wider school community, increase the likelihood of remaining with family and therefore ultimately improving children's outcomes.

Highlights from the project have included:

- Children feeling supported and listened to: getting the right help, from the right people at the right time. This has been raised at various junctures, meetings, feedback from children / young people
- Families feeling supported and empowered to make changes for the better.
- Families feeling supported
- Better signposting to services – an increased awareness from all staff on what services are available to support families in the local area.

- No wait times – children and young people being seen immediately to avoid events escalating.
- No child or young person accommodated.
- No child or young person put on statutory or compulsory measures.
- Increased attendance, attainment and positive destinations for young people.
- Reduction in the number of exclusions.
- Using Challenge Attainment Funding to combat poverty at a front-line level. Working with families that are living in some of the most deprived quintiles of Multiple Deprivation in Scotland to achieve better social inclusion, greater autonomy and community integration.
- Giving families support to financial maximisation (advice on budgeting and benefit maximisation, referrals to Money Matters).
- Being an important part of a bigger framework supporting families and potentially aiding children/young people children to better attendance, increased engagement and better attainment at school since working with the Challenge Team.

We want to reassure you that where social workers, youth support staff, residential workers and other social work staff are not based within your school we will continue to work hard alongside you and your families to ensure you have the support you need the most. This may include support to ensure you get to school and whilst you are there, you are able to focus on your school day. You may have counselling or other emotional support provided by a trusted adult. This is because we recognise being separated from your family will raise a variety of feelings and questions for you that you may wish and need support with. We hope by providing support at a time that is right for you we help you to make the most of other opportunities in your life.

When it's not possible to say with your family we will make sure you are looked after as quickly as possible. A Senior Officer will convene and chair a meeting and ensure that your views and wishes have been established and considered during the review process. The Senior Officer will positively engage with you and your family and ensure that the care provided is of a high standard and meets your needs. The Senior Officers have devised a new information leaflet for our young people to support their understanding of the process and they have continued with virtual meetings during the pandemic.

Tablets have been purchased to support young people and their families attend and participate in meetings.

The recently refurbished Meadowcroft building is a bespoke facility which is home to several specialist teams who provide a range of intensive and creative interventions to support our children, young people and families. The teams based at Meadowcroft include the Rosemount Crisis Intervention Team, The Programmes Approach Team, The Corporate Parenting Team, Throughcare Team, Residential Social Workers.

The teams relocated to the Meadowcroft building just before the pandemic and have continued to provide a robust service to our vulnerable young people and families.

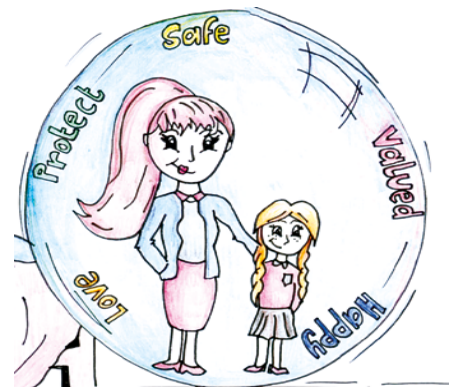
The average number of moves before a permanent placement was 6.5 in 2019/20. Unfortunately this has increased from 3.6 in 2016/17, but this continues to be a priority for us.

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

We are continuing to work with a range of partners to support young people undertaking Foundation Apprenticeships with a key focus on securing further employment.

Activity Agreements help more vulnerable young people who may need extra support to develop confidence, self-esteem and skills to be able to go into employment or undertake a further or higher education course. There are a variety of resources to maintain and support each participant's mental health and well-being.

Our Coding the Future Project was successful in applying for an Education Scotland Science Technology Engineering and Maths (STEM) Grant of £5,000 to support the project, including the set-up of a virtual STEM Hub and a STEM website.



In March 2020, we approved a Capital Budget that will deliver a **£269 million** programme of works of investment in education by 2027/28. Investment in the school estate will continue to be a key focus for us over the coming years to make sure that you have the best possible environments for learning.

We continue to develop our longstanding partnership with the Scottish National Portrait Gallery to provide opportunities for our young people to realise their aspirations. In 2019 our young people from the Rosemount Project participated in an innovative and adventurous exhibition called Beings. This exhibition explored young people's wellbeing, through their emotional and creative response to powerful works of art from the National Galleries of Scotland's collection.

The Beings exhibition which was supported by the North Ayrshire Alcohol and Drug Partnership, promoted resilience by demonstrating how young people can become more self-aware and confident through being creative.

Beings explored the many ways in which creativity can help young people to understand and express their emotions, sparking conversations about identity, emotional health, happiness, resilience and self-worth. Beings was exhibited in The Scottish National Portrait Galleries from February to April 2019 and at the Racquet Hall in Eglinton Park in July and August 2019. The Beings exhibition has been shortlisted for the Museum and Heritage awards 2020 under the category of Partnership Project.

Our partnership with the Scottish National Portrait Galleries continues to evolve with our young people currently participating their new exhibition, 2020: Stories, Portraits, Visions. This initiative involves young people sending their stories and images inspired by the events of this year, from the joyful to the tragic and everything in between; lockdown hair and extra time with immediate family, social distancing to social isolation, PPE-clad shopping trips to food bank home deliveries.

From August 2019 dedicated Learning and Development was provided to support the joint working with Education in delivering Foundation Apprenticeships. This focused work will continue in this academic year.

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

During 2019/20 school session, schools continued to offer a wide range of vocational and wider achievement options. In secondary schools, Employability and Leadership awards are supporting you to develop skills for life and work. Prior to Covid-19, the Council's partnership with Ayrshire College was providing opportunities for you to experience everything from short taster sessions to industry recognised qualifications.

There are a range of programmes that are delivered by our Connected Communities Team in community settings and across all schools. The programmes are framed against the national

outcomes for youth work. Our Active Schools Team work in partnership with all schools and the highly successful North Ayrshire Sports Academy provides a route to a range of SQA qualifications with a focus on confidence and resilience building in communication, relationships and organisational skills. A key element of this work is the leadership development which contributes to an academic achievement.

Our Youth Workers support your learning in community settings and in schools. Dynamic Youth Awards are used in primary and early secondary school and Youth Achievement Awards are on offer for you if you are 14 or over. You are at the centre of the learning and the awards are project and portfolio based.

We are able to offer the Participative Democracy Certificate, which provides accreditation pathway to SQA (SCQF) Level 5, if you are involved in democracy and participation work, through the Participation and Citizenship framework, for example Youth Forums. This is offered to senior pupils who wish to pursue a career in working in community-based settings as part of the senior phase. Outdoor education is delivered to both primary and secondary schools.

Our Primary School programme at the Arran Outdoor Education Centre is designed for P7 children who are about to make the transition to Secondary School. The focus of the programme is developing your personal and social development through Outdoor Learning. Courses are of a multi activity format that allows you to experience a range of outdoor activities. This range of activities enable you to make considered choices to further progress these activities or not. They also encourage teamwork, communication skills, in a safe environment. This provision is accredited through the John Muir Award. We actively participate in the Duke of Edinburgh Award and this is delivered in community and school settings, with a high level of progression through the skills of the award. In 2019/20, young people completed:



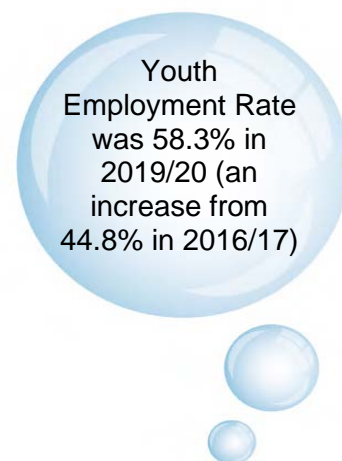
To make sure that you are all able to progress into a positive post-school destination, we work with a range of partners to promote training, further education and employment opportunities available within a challenging economic climate.

Our Professional Learning Academy delivered training to 325 members of our education team with over 900 pupils benefiting across our schools.

Our schools will help you to learn financial skills as part of the curriculum.

In Kilwinning Academy, a 1st Alliance Credit Union branch was opened in the school after the loss of the town's high street banks. This serves pupils, their families and local residents.

Pupils at the school have been working alongside 1st Alliance to develop their financial knowledge and employability skills, as well as developing community links and working towards qualifications in customer service, literacy and numeracy, volunteering and development.



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

Scottish Attainment Challenge funding was confirmed prior to the Covid-19 pandemic and has since been confirmed up until March 2022. Prior to Covid-19 school closures, we were continuing to work to reduce the poverty related attainment gaps between learners living in our most and least deprived areas through targeted work on: Family Learning; Nurture; Leadership; Data Analysis; Professional Learning and Mental Health & Wellbeing.

Our Scottish Attainment Challenge work continues to make good progress in raising attainment and closing the poverty related attainment gap.

Some of our key highlights in literacy attainment are:

- Overall literacy attainment levels for all learners have increased year on year since 2015.
- Since the attainment challenge commenced the local authority has seen a significant reduction in the secondary literacy attainment gap of 16 percentage points.
- National comparator statistics are available for 2017-18. In literacy, **66%** of North Ayrshire's primary school learners living in the most deprived areas (SIMD 1&2 – as determined by the Scottish Index of Multiple Deprivation (SIMD)) achieved the expected levels of literacy. This compares favourably with the national figure of 62% for the same measure. Furthermore, the gap in primary literacy attainment between the most and least deprived was 3 percentage points lower in North Ayrshire than it was across Scotland as a whole.
- In secondary schools, **91% of S3 learners** living in the most deprived areas (SIMD 1&2) achieved the expected level or better in literacy. Again, this is above the national figure of 81% for the same measure.

Some of our key highlights in numeracy attainment are:

- There has been a positive trend in improved attainment levels for all in numeracy since 2015.
- Good progress is being made to reduce the gap in numeracy attainment before Primary 1.
- In comparison to the national performance (2017-18), a greater proportion of North Ayrshire's most deprived primary school learners (**75%**) achieved the expected levels of numeracy than nationally (71%). Again, the gap in primary numeracy attainment between the most and least deprived was 3 percentage points lower in North Ayrshire than it was across Scotland as a whole.

- In secondary schools, **92% of S3 learners** living in the most deprived areas (SIMD 1&2) achieved the expected level or better in numeracy. Again, this is above the national figure of 82% for the same measure.

Family Learning Team

In the 2018/19 academic year there were **606 family learning programmes** with 532 in primary schools and 74 in secondary schools. This resulted in over **3000 families** participating in family learning programmes. The impact of these was an improvement in families having increased knowledge, confidence and understanding in how to support children's learning at home and in school.

We have provided free period products to almost 4,000 pupils in all North Ayrshire secondary schools in addition to community provision. Over 21,000 products have been used in 2019/20 which is an increase from 2018/19.

