

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Monday 2 December 2024
Title:	South Ayrshire Children's Services Planning Annual Report 2023/24
Responsible Director:	Tim Eltringham, Director of South Ayrshire Health and Social Care Partnership
Report Author:	Gillian Carroll, Lead Officer for Children's Services Planning and Performance

1. Purpose

This is presented to the Board for:

- Discussion

This paper relates to:

- Annual Operational Plan

This aligns to the following NHS Scotland quality ambition(s):

- Safe
- Effective
- Person Centred

2. Report summary

2.1 Situation

Part 3 of the Children and Young People (Scotland) Act 2014 requires a Children's Services Plan be prepared jointly by local authorities and health boards. In 2023, a new, refreshed Children's Services Plan was agreed spanning 2023 to 2026.

The first Annual Report is provided to give a progress update on the actions identified in the 23-26 Plan and is provided as **Appendix 1**.

This paper provides assurance to members on ongoing progress in the South Ayrshire Children's Services Plan 2023 – 2026. The Board is asked to reflect upon the work of Children Services in South Ayrshire over the past year and take assurance from the ongoing work.

2.2 Background

The Children and Young People (Scotland) Act 2014 states a requirement for every local authority and relevant health board in Scotland to jointly prepare a Children's Services Plan, detailing plans over a three-year period. Part 3 sets out a legal framework for children's services planning with aims to improve outcomes for all children and young people in Scotland by ensuring delivery of local services that are integrated, focusing on promotion of child wellbeing and quality preventative approaches.

2.2.1 As set out under section 13(1) of the Act, a local authority and health board must publish a yearly report detailing services provided in accordance with the plan including what the provision has achieved.

2.2.2 The Children and Young People's Services Plan 2023-2026 is supported by six thematic workstreams:

1. **The Promise** - South Ayrshire's children and young people with care experience will have a good loving childhood, where their needs are met and outcomes are improved.
2. **Families** - Support is easily accessible through integrated, multi-agency teams who are based in local communities and know it well. Early help for whole families to overcome difficulties and stay together, where children feel loved and are safe.
3. **Included** - Children, young people and families who have diagnosed or undiagnosed additional support needs feel supported and reach their full potential.
4. **Voice** - Children and young people feel involved and listened to in decision-making around their wellbeing through continuous engagement. Compassionate, responsive decision-making for children is embedded into all our priorities.
5. **Healthy** - Reducing harm, promoting health and safety for our children, young people and families.
6. **People** - A training offer to staff in South Ayrshire, allowing them to come together to learn, collaborate and build relationships for the best outcome of the child.

2.2.3 Thematic Group Priority Chairs' represent members of the Children's Services Planning Partnership. Each Priority group is developing a specific action plan based on data and need. The progress of these plans are contained within the Annual Report.

2.3 Assessment

Coordination, management and monitoring of the Children's Services Plan is undertaken by a range of partners through the Children's Services Planning Partnership (CSPP). The 2023/24 Annual Report is the first annual report for the 2023-2026 plan and demonstrates progress against the six thematic priority areas.

The new CSPP governance structure created in the past 12 months saw the CSPP meet quarterly, and the six thematic priority groups report into the Joint Improvement Group quarterly. Multi-agency partners meet regularly to review support for infants,

children and young people where partnership work is crucial to promote wellbeing or early help.

2.3.1 Quality/patient care

There are no implications on quality/patient care as the paper is reporting on progress of the first year of our Children's Services Plan 2023-2026.

2.3.2 Workforce

There are no workforce implications as the paper is reporting on progress of the first year of our Children's Services Plan 2023-2026.

2.3.3 Financial

There are no financial implications as the paper is reporting on progress of the first year of our Children's Services Plan 2023-2026

2.3.4 Risk assessment/management

A risk assessment has not been carried out at this stage.

2.3.5 Equality and diversity, including health inequalities

A full Equality Impact assessment has not been carried out as this paper is reporting progress of the Children's Services Plan 2023-2026.

2.3.6 Other impacts

- **Best value**

Vision and Leadership

In South Ayrshire our vision for whole family support, endorsed by local families, is set out in the below statement:

"We want to go on a journey to ensure families in South Ayrshire are at the heart of everything we do, and where their wellbeing is our top priority. With a focus on prevention and early intervention we will work to empower families living in South Ayrshire. We will work with families in a way that values the unique needs and perspectives of each family member.

We will ensure those working in our services have access to the resources, training, and the support they need to achieve our shared goal, and where they can overcome any challenges that come their way. We will help build strong and resilient communities where families are supported to thrive, and where every member is valued and included.

This is our whole family approach."

Effective Partnerships

Collaboration is at the heart of children's services planning. The CSP 23-26 addresses the areas where we need to come together as partners to promote wellbeing, preventative and early help for families. This is represented by the cross sector membership on all groups and the multi-agency leadership of our priority areas.

Governance and accountability

The Plan is monitored and governed by the Children's Services Planning Partnership which, in turn, is accountable to the Community Planning Partnership.

The reintroduction of the CSPP Joint Improvement Group also acts as a further strategic platform for improvement.

Use of resources

The Children's Services Planning Partnership is comprised of members from a number of Community Planning Partners who use their own resources to deliver services in their own area and will, at times, deliver services in partnership. An example of this being our Family First model of early and preventative help for families.

Performance management

In the last six months a robust CSPP self-evaluation framework has been produced, supported through the Joint Improvement Group. A core wellbeing data set has also been established for each priority group and the performance of the plan is monitored through Pentana.

- **Local outcomes improvement plans, community planning etc**

Partnership working within the context of the CPP is at the heart of the Plan.

Supporting care experienced children and young carers is identified as a LOIP priority and is also a priority of the Children's Services Plan.

2.3.7 Communication, involvement, engagement and consultation

There has been no public consultation on the contents of this annual report. Public consultation took place regarding the priorities of South Ayrshire Children's Service Plan 2023 – 2026 where we were supported by a Research company to consult with families and the workforce.

Consultation has taken place within the Children's Service Planning Partnership and the contents of this report reflect any feedback provided.

2.3.8 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.

- CSPP and Joint Improvement Group – June 2024
- South Ayrshire Council Cabinet – 22 September 2024
- South Ayrshire Community Planning Partnership – scheduled for January 2025

2.4 Recommendation

The Board is asked to discuss and take assurance from the ongoing work.

3. List of appendices (where required)

The following appendices are included with this report:

Appendix 1 – South Ayrshire Children's Services Planning Partnership – Annual Report 2023/24.

[Link to South Ayrshire Children's Services plan](#)

South Ayrshire Children's Services Planning Partnership

Supporting wellbeing, strong families, strong communities

Annual Report 2023-2024



South Ayrshire
**COMMUNITY
PLANNING**
Partnership



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Section 1: Welcome from our Chief Executive



A warm welcome to our first annual report, setting out the work of South Ayrshire Children's Services Planning Partnership within our 2023-2026 plan's priorities. It is with great pride and optimism for the future that I present this report to you, sharing our progress and achievements over the past year.

A lot has happened in South Ayrshire since our ambitious third plan launched in 2023. I'd like to thank the cross-sector teams, practitioners and partners who have tirelessly played a part in implementing our shared vision and priorities to promote the wellbeing of infants, children, young people, and families in South Ayrshire. This report does not set out to capture all the corners of service delivery which partners have undertaken within South Ayrshire. It is focussed on the work of the six priority areas of the Children's Services Planning Partnership over the past twelve months and the contribution this work makes to delivery of our strategic objectives.

At the very heart of our plan is the aim to provide early help to whole families, supporting them to access their own capacity to thrive. We aim to offer timely support, empowering families to build resilience and foster a nurturing environment for their children. This approach aligns with our commitment to Getting It Right for Every Child (GIRFEC), ensuring that every child in South Ayrshire has the best possible start in life. We are committed to the incorporation of the United Nation Convention on Rights of the Child (UNCRC) into Scots' law and will continue to build our children's rights work to ensure the voices of infants, children and young people are being acted upon by the Partnership. Our dedication to The Promise and our Young Carers furthers our commitment to creating supportive and caring communities where every child can achieve their full potential.

The past twelve months has been a time of progress and of valuable learning. We have celebrated numerous achievements within our six interconnected priorities and identified areas for ongoing improvement, setting the stage for continued success. Through increased focus on self-evaluation, we have enhanced our offers of support locally and strengthened our Children's Services Planning Partnership. Over the life of this plan, a focus on learning will be at the centre of our work and instrumental in ensuring that our integrated services effectively promote holistic whole family wellbeing in South Ayrshire.

As we reflect on the past twelve months, it is evident that our caring and compassionate cross-sector workforce in South Ayrshire is making a real difference in the lives of infants, children, young people, families, and communities locally.

Thank you for your continued support and unwavering dedication to this important work.

Mike Newall

Chief Executive, South Ayrshire Council

Section 2:

Plan 23-26 Recap: Our Journey

As part of our obligations under the Children and Young People (Scotland) Act 2014, South Ayrshire Children's Services Planning Partnership collaboratively prepared a new and ambitious Children's Services Plan for 2023-2026. This annual report provides a summary of our progress in year one 2023-2024 and celebrates our journey of change and improvement locally.

<i>Underpinning Our Plan</i>	<i>At Our Heart</i>	<i>Our Priorities</i>
<ul style="list-style-type: none"> · Early and preventative support to improve wellbeing of infants, children and young people. · Whole family supports focusing on family strengths. · Meaningfully listening to children and promoting their participation. · The importance of relational, trauma sensitive practice and local services. 	<ul style="list-style-type: none"> · Whole families · Young carers · Our care experienced community · Physical, emotional and mental wellbeing of infants, children and young people · A trauma sensitive workforce 	<ul style="list-style-type: none"> · The Promise · Healthy · Included · Voice · Families · People

What are we trying to achieve?

We want to go on a journey to ensure families in South Ayrshire are at the heart of everything we do, and where their wellbeing is our top priority.

With a focus on prevention and early intervention we will work to empower families living in South Ayrshire. We will work with families in a way that values the unique needs and perspectives of each family member.

We will ensure those working in our services have access to the resources, training, and the support they need to achieve our shared goal, and where they can overcome any challenges that come their way.

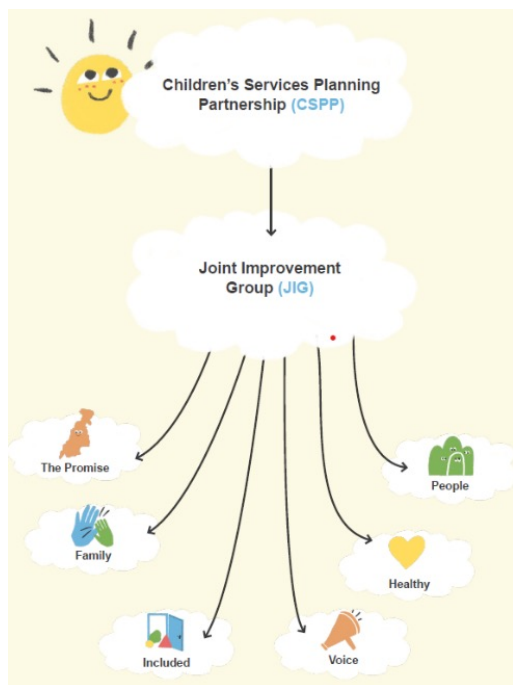
We will help build strong and resilient communities where families are supported to thrive, and where every member is valued and included.

This is our whole family approach.



Section 3:

Collaboration in South Ayrshire



Children's Services in South Ayrshire are committed to improving the wellbeing and life chances of our infants, children, young people and families locally.

In 2023 we published our ambitious third Children and Young People's Services Plan. Underpinned by Getting it right for every child, our plan details the journey we are now on to embed early and preventative work, that considers the holistic needs of the whole family, into South Ayrshire over the period of 2023 to 2026 and beyond.

As a Children's Services Planning Partnership (CSPP) we continue to report into and have strong relationships with our Community Planning Partnership in South Ayrshire. Our commitment as a CSPP to our Young Carers and The Promise are reflected as linked priorities in our Community Planning Partnership's Local Outcomes Improvement Plan (LOIP).

Alongside our refreshed Children and Young People's Services plan, a new governance and structure within our Children's Services Planning Partnership has been established to support delivery, quality assurance and continuous improvement.

Reporting to the Children's Services Planning Partnership directly, the Joint Improvement Group (JIG) was introduced in 2023. This group acts as a strategic platform established to oversee, monitor and evaluate the progress of the six priority group action plans for the period of 2023-2026.

The Joint Improvement Group will play a pivotal role in ensuring the successful implementation of the plan and the achievement of its goals. Membership of the Joint Improvement Group includes our six strategic priority leads who represent various services across the CSPP including Education, Health and Social Care Partnership and Thriving Communities. The group also has membership from Police Scotland, Public Health Scotland and strong, consistent Third Sector representation.

Our six strategic priority groups have established multi-agency, cross-sector groups of key partners. Alongside local data they have considered vast and ongoing feedback from children, young people, families, carers and practitioners locally to create action plans to address our improvement priorities. Throughout this report you'll have the opportunity to connect with stories of children, young people, families and practitioners in South Ayrshire to demonstrate impact within the complexity of the family life. This is accompanied by data, but our local stories demonstrate those real relationships and experiences that are not quantifiable.

3.1 Third Sector Collaboration in South Ayrshire

We continue to strengthen our vital relationships with third sector partners here in South Ayrshire and this is demonstrated through representation from the third sector on all six strategic priority groups. Third sector representation on all six thematic groups, and the Joint Improvement Group, allows clear paths for effective involvement and engagement. Third sector organisations locally play a hugely significant role in the CSPP, as their work both compliments and extends the plan's underpinning aim of timely, relational whole family support.

“There is no doubt that this has been a year of challenge and change locally, nationally, and globally. However, in South Ayrshire it has been a year of coming together to embrace change, respond to challenges and put families and communities first. Having third sector representation on the six priority groups and the Joint Improvement Group, has embedded effective collaboration, involvement and engagement and we are committed to ensuring this supports the development of a new collaborative partnership. A partnership which will deliver for families and communities by delivering the big ambitions of the South Ayrshire CSP.”

- Chair, VASA Children and Family Services Forum and Joint Improvement Group Member

“It has been good to focus on a specific area with a group of partners from various services and we are able to identify gaps in staff development opportunities and how this could be addressed.”

- Voluntary Action South Ayrshire (People Priority Member)

Next steps for the CSPP and Third Sector:

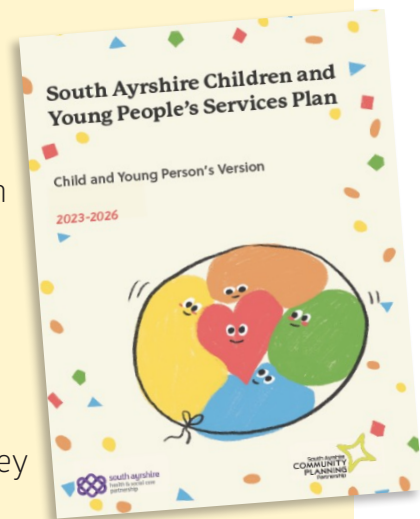
With support from Children in Scotland, we have begun the process to collaboratively revisit the *How Good Is Our Third Sector* (HGIOTS) self-assessment tool in 24/25, and will take forward identified improvement actions. Initial meetings revisited the piloting of the toolkit in 2022 and noted that all improvement actions have been successfully achieved.

Section 4: Connecting children, young people, families and staff to the Children's Services Plan

Our approach in South Ayrshire Children's Services prioritises the active involvement of those most important in the context of our work – infants, children, young people and families. We are on a journey to nurture a culture of collaboration through creating spaces for dialogue and participation to connect communities to the aims of the CSPP. We also understand the need to continually connect our workforce to the work of Children's Services and gather their views. Through Children's Services learning events, workshops and attendance from the Lead Officer at a variety of team meetings across third sector, council and HSCP - we challenge our Children's Services to share the journey and be stewards of our plan's vision, whilst giving further opportunity to gather staff views.

Our Progress:

- Creation of South Ayrshire's children and young people's version of the Children and Young People's Services Plan 2023-2026, took shape in collaboration with local children from across the authority through multiple sessions. This group of children created the script and provided the voice over for our animated version of the Plan, which provides a visual walk through of the plan. These pieces of work will be ready to jointly share in August 2024.
- Research conducted with families locally provided actionable recommendations within our Insights 2 Report. These actions were directly reflected in our six thematic group Action Plans.
- Thematic Group Action Planning Workshops were highly attended by key leaders across services and sectors to contribute to the actions of the Children and Young People's Services Plan 2023-2026.
- Engagement with staff facilitated by CSP Lead Officer; attending team meetings across sectors and various online workforce briefings to share the plan - creating online and offline spaces for dialogue around the plan.
- Over 95% of responding staff agreed that we are focusing on the most important six priority areas for families and agreed sessions increased their connection to the aims of the plan.



Our Next steps:

- In term one of session 24/25 pupils involved will share the user-friendly children and young people's version of the plan and the animated version of the plan with schools in South Ayrshire, and through our youth participation structure.
- We will continue to connect local parents to the aims and outcomes of the plan, through Parent Councils and Parent's groups.
- We will continue to facilitate annual workshops for the workforce to heighten awareness of whole family wellbeing, celebrating the work of the Children's Services Plan 23-26 and to report on progress.



"I liked that we got to say what went into the kid's version of the plan, and then they came back again to get us to do the voiceover for the video"

- Pupil, P7

"I want people who read the plan to know that children have rights and I want to play the animation at assembly to show my friends or teachers what we've made"

- Pupil, P6

Section 5: Self Evaluation: demonstrating impact within the complexity of life

Year one of our plan has seen the design and implementation of a robust evaluation management framework, strategically wrapping around our work to enhance planning processes. This ongoing journey of work will assist the CSPP to efficiently report locally and nationally, whilst elevating the quality of data analysis to inform future planning around early help in South Ayrshire.

In South Ayrshire we know that self-evaluation is complex and involves the measurement of what we do, what we deliver, and the positive contribution this has to the life chances of our local infants, children, young people and their families. We also know that experiences and relationships are not quantifiable, and data alone cannot tell us what we need to know about the human experience of navigating our services. Throughout this plan you'll read stories of progress or change from the work happening in South Ayrshire, and an emphasis on 'sense making' as we focus on continuous and collective learning as well as traditional evaluation.



Above our own framework sits the National Performance Framework (NPF) for wellbeing. It provides a framework for collaboration and planning across sectors, voluntary organisations, and communities. The NPF is based on achieving shared outcomes that improve the quality of life for people who live in Scotland.

Work to review the NPF's outcomes began in 2022. We expect the new or amended outcomes very soon and anticipate the new focus on Housing to support our work locally.

The Children, Young People and Families Outcomes Framework, containing a 'core' suite of indicators will supplement our own local picture and self-evaluation work. In South Ayrshire, the Joint Improvement Group have agreed our own set of Wellbeing Indicators which can be found as appendix 2 to this report.

The Scottish Government Core Wellbeing Indicators, assessed via the Health and Wellbeing Census 21/22, are intended to be repeated at regular intervals, in line with the three yearly Children's Services Planning cycle. We are informed by Scottish Government that the next survey is expected to take place in Academic Session 24/25.

A snapshot of South Ayrshire: What does data received since April 2023 tell us?

What is going well?

There is emerging strong evidence our holistic model of early help in schools – Family First – is increasing pupil engagement with learning, promoting attendance, supporting families and practitioners alike for the best life chances of our young people.

In South Ayrshire 78.1% of children have no concerns recorded at their 27–30-month review. This is higher than both the National and Ayrshire and Arran level during 2022/2023.

The percentage of children in P1, P4 and P7 achieving expected literacy levels increased again by 5% to 76.6% in 2022/2024.

Scrutiny over numbers of identified young carers in South Ayrshire has seen our known young carers more than double.

In South Ayrshire we understand the importance that high quality Early Years provisions and early relationships have for the best start in life for infants, children and families. In 2023/2024 all of our provisions inspected by the Care Inspectorate received Good or Very Good ratings across all areas.

We continue to have over 98% of young people achieving positive destinations locally.

Our workforce knowledge and confidence in the GIRFEC Refresh has increased by over 60%

Over 94% of the workforce reviewed strongly agree that we are focusing on the right six thematic priority areas to best support whole families to thrive.

What do we need to improve?

The impact of child poverty. Of the 48 children with names placed on the child protection register in South Ayrshire at May 2024, 52% of children live in Band 1 (most deprived) postcodes (20% of the most deprived data zones in Scotland, based on Quintile criteria).

Increasing support for families through our Neurodevelopmental pathway is vital. Children across Early Years, Primary and Secondary settings who have one or more recorded additional support need has increased by an average of 5% across each group since April 2023.

There has been an increase in children where a speech, language or communication concern is present. We need to increase early collaborate supports to address this for example, through PEEP.

Increased collaborative focus on housing outcomes for our care experienced community is needed in South Ayrshire, to support our young adults to secure and maintain their own home.

Next steps for evaluative work in South Ayrshire:

- Funding from Thriving Communities has supported the Children's Services Planning Partnership to recruit a Graduate Data and Development Assistant. This role will commence in June 2024 and will greatly enhance the quality, integrity and collation of data within the Joint Improvement Group.
- The Joint Improvement Group will use the How Good is Our Whole Family Support toolkit, adapting it to South Ayrshire's needs to support evaluation of our family support bi-annually. This work will involve all members of all six priority areas to capture work across the CSPP and further connect partners to their role in whole family wellbeing.

Section 6: Enhancing Whole Family Wellbeing in South Ayrshire

Whole families are at the heart of our improvement journey in South Ayrshire. Aims of the Whole Family Wellbeing Funding, in line with the 10 principles for Holistic Family Support are:

- **Support the whole system, transformational change required to reduce the need for crisis intervention.**
- **Shift investment towards prevention and early intervention.**

Supporting the whole family's wellbeing is a consistent theme across each of our six improvement areas. Whole Family Wellbeing Funding (WFWF) has been provided to children's services planning partnerships to enable family support to be readily available to families that need it. In line with The Promise and the WFWF's ambition, in South Ayrshire the CSPP remains absolutely committed to listening to families and transforming offers of early support.

To do this we know we need to start with what families in South Ayrshire tell us is the most important thing – trusting, safe relationships where families feel understood. During the lifetime of our third plan, we will support opportunities for understanding and collaboration between the people working in our services to ensure there is consistency and coordination in planning and support for families.

During the first year of our third plan, we have undertaken work to improve collaborative working across services to ensure there is consistency and coordination in whole family planning and support. Specific areas of progress are detailed within the content of this report.

Our Progress:

- Our Insights 2 report, created through engagement and peer led feedback with families and communities has led to actionable recommendations around whole family support which have been included in the six priority action plans.
- Careful, and staged roll out of our Family First model has supported each multi-agency "team around the cluster" to connect to the aims and values of the model. Evaluations from staff involved and feedback from families tells us we are moving in the right direction and making a difference.
- Early learning emerging from our Family First model of early help in schools indicates that families and the workforce feel a shift towards earlier help before difficulties can become overwhelming.
- In South Ayrshire, whole family wellbeing is reflected strongly into our GIRFEC work, training and guidance. We have moved to a "Team with the Family" model of GIRFEC delivery, keeping the child or young person at heart but considering their wellbeing within the context of their whole family.

Our next steps:

- We will continue to evaluate and improve our Family First model of holistic whole family wellbeing to promote early help in schools.
- Lead by our Virtual School, Children's Services partners will progress with a collaborative model of Education provision for pupils aged 13 – 16 years who are unable to return to mainstream education, having been in an external residential education placement. Families have told us they'd like extra support around education, and we know we need to connect children to their own communities.
- A whole family approach is also being adopted in key services, including the work of South Ayrshire's Alcohol & Drug Partnership (ADP). The ADP has recognised the importance of inclusive whole family practice on additional support and recovery and is closely linked to the work of the Joint Improvement Group. As part of their work to implement a Whole Family Approach, families have contributed their experience to inform the development of services.

Our Whole Family Wellbeing Fund report is an appendix to this report and will provide further information on the progress of our work.

Whole Family Support in Action: Aberlour Sustain Service

Aberlour work in partnership with families in South Ayrshire with children ranging from primary one to secondary year four. Families seek support to improve wellbeing, build skills, resilience and establish routines to help them to thrive as a family. Children and young people may be seeking to improve coping with stress, anxiety or low mood and may want help to engage better with school, community, and home life. Aberlour Sustain Service offers early support for the whole family before difficulties become overwhelming.

Sustain is available to help when families most need it, including evenings and weekends. The service strives to build relationships with the whole family, focussing on strengths and connecting them with their community. Collaborating with schools and other community partners to help provide a scaffolding around families during difficult times. Each family member can develop practical skills and strategies for life, either individually or as a family group: at home, school, and in the community.

"B was referred to Aberlour by her school just over a year ago. Mum believes B may have ADHD and sought support due to feelings of overwhelm with four children at home. The school told shared that Mum identified she needs a bit of extra help to cope with and support B when distressed.

Recognising the need for a whole family approach, Sustain have worked closely with mum at home building relationships and supporting mum with techniques to help B and her brothers and sisters when they are experiencing big emotions. Sustain also meet B at school and we work through resources on anxiety and stress.

In recent months Sustain have also been providing more support to B's younger brother working through calming techniques and sharing these with mum, but also with gran to promote the techniques in his wider family network."

Section 7: Our Young Carers in South Ayrshire

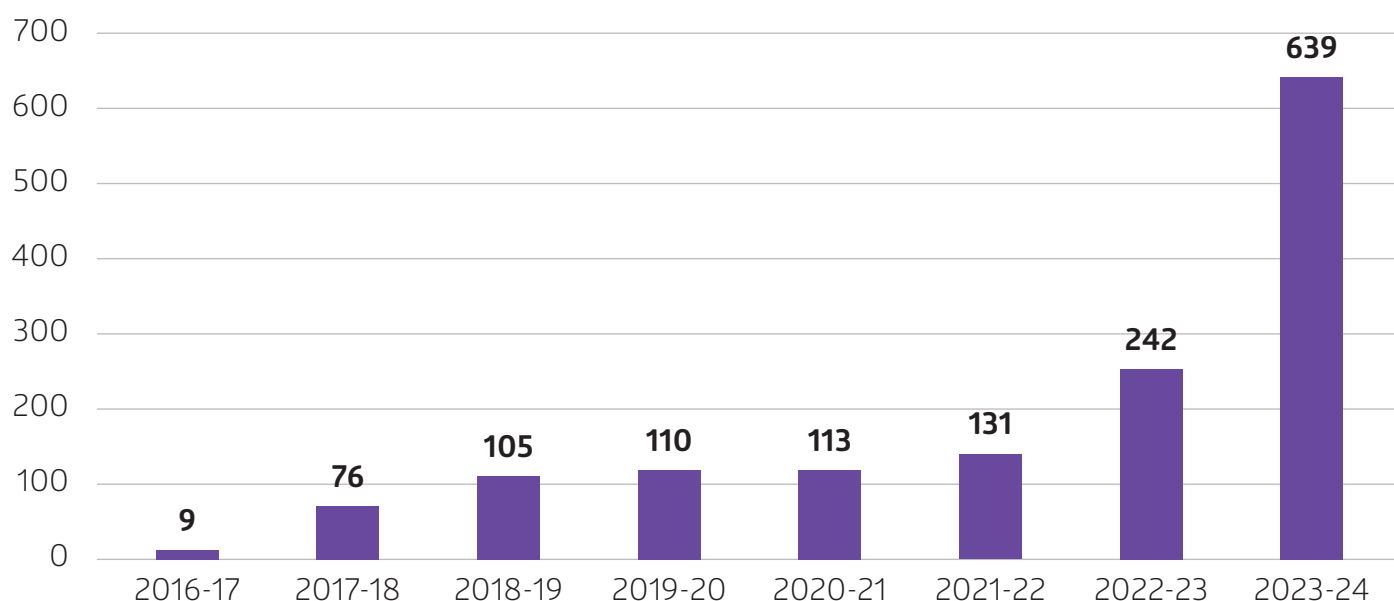


In South Ayrshire, we are committed to identifying and supporting our young carers to thrive. Collaborative work to support young carers has been identified as priority within our Local Outcomes Improvement Plan. Our data relating to young carers provides a clearer picture of the number of known young carers in South Ayrshire. It is important to note that we know we continue to have young carers who are unidentified, therefore the true figure is likely to be higher.

Young carers identified in South Ayrshire are as follows:

	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Primary	3	25	32	24	20	21	94	250
Secondary	6	51	73	86	93	110	148	247
ASN	<i>New</i>	<i>New</i>	<i>New</i>	<i>New</i>	<i>New</i>	<i>New</i>	<i>New</i>	1
Employability & Skills	<i>New</i>	<i>New</i>	<i>New</i>	<i>New</i>	<i>New</i>	<i>New</i>	<i>New</i>	142
TOTAL	9	76	105	110	113	131	242	639

Total Young Carers in South Ayrshire:



Raising Awareness of our young carers

Working in partnership with the new Whole Family Approach Team (Connexions), a secondary school roadshow was developed. The roadshow consisted of assemblies each morning, followed by a marketplace event where various organisations offering support for young carers and families attended to provide information and advice.

An electronic survey was completed by the young people who attended. This survey determined that 20% of responders are supporting a loved one due to problematic substance use and 30% believe they are a young carer. All other secondary schools in South Ayrshire are now arranging a roadshow at their school, expected to have taken place by late 2024.

In further collaboration with Education, each secondary school in South Ayrshire has engaged in hosting monthly drop-in sessions, allowing consistent, local and easily accessible support for all teen young carers. This also provides an opportunity for young people who think they may be young carers to reach out for information and advice and reduces stigma due to increasing visibility in schools on a regular basis.

Next steps in schools includes the sharing of a draft school policy, management guidance, and young carer training to be undertaken in August 2024. This will allow us to participate towards the Schools Challenge Award for Carers Trust Scotland, (on behalf of the Scottish Government).

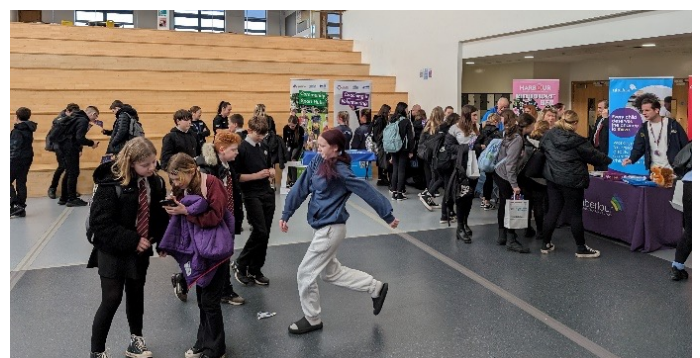
Awareness raising and training has continued for a number of groups/services, including:

- Occupational Health
- Probationer teachers
- Small Steps Family First
- Wallacetown Group staff
- Pupil Support Coordinators
- Whole school staff (primary and secondary)

The Young Carers Strategy Lead Officer has continued to attend parents' evenings and school events to raise awareness of young carers. These have been great opportunities to speak directly with families and staff, share information on young carers, alleviate any family fears of identifying their children as young carers and tackle stigma.

Our GP Pilot

Seven GP surgeries have volunteered to participate in a pilot to improve identification of young carers in primary care. All staff (admin and clinical) will complete an in-person training session and resources will be provided to the surgeries (leaflets, posters, visuals for screen displays). There will be a dedicated link/QR code to monitor the impact of this pilot. The baseline for referrals from primary care is zero. Primary care is a fantastic avenue for identifying young carers, meaning we can offer support to ensure they have similar outcomes to their peers who are not caring and ensure their caring role is sustainable – reducing any potential impact on services.



The Weekend, our young carer film project

The Weekend, has won a number of awards, including:

- Scottish Public Services Award – Championing Diversity & Inclusion
- Great British Care Awards, Scotland/North East England regional final, Unpaid Carer
- Great British Care Award, grand UK Finals, Unpaid Carer
- Finalist in National Youth Work Awards, Equality & Diversity (ceremony June 2024)
-

This has contributed to the awareness raising reach of the film due to wide-spread media coverage online, in printed press and national radio.



Health & Wellbeing of Our Young Carers

A code is available for young carers to allow booking of all chargeable Active Communities holiday activities free of charge. This has been extremely popular with our young carers and families and provides respite, exercise and fun for our young carers during the school holidays.

Partnering with Active Schools (Thriving Communities) and our commissioned carers service has secured the offer of swimming lessons to all young carers who live in the Maybole and North Carrick area. £3,000 has been agreed to support lessons cost, transport and any additional expenses (e.g. swimming costumes, goggles) that the young carers may have. The children and young people have been loving their weekly sessions. Comments from our young carers:

“I can’t wait to go again”

“It was awesome”

“I loved it because we played games in the water”

Young Carers Action Day

Our young carers were invited to Scottish Parliament to hear a debate on young carers. We were delighted to hear Elena Whitham MSP praise the work in South Ayrshire in her speech! We were invited to the Cross-Party Group on Unpaid Carers. Two of our young carers participated in the round table discussion, sharing their experiences of caring with MSPs.



Next steps for our Young Carers work:

We are keen to identify our “teenie carers”, young carers under the age of 5. Earlier identification enables a supported transition to primary school and access to young carer support at the earliest point, avoiding children reaching crisis point before getting help. A multi-agency group has formed to support this work into 2024/2025.

Section 8: South Ayrshire Alcohol and Drugs Partnership's 'no wrong door' model for whole families



During 2023/24 the Alcohol and Drugs Partnership (ADP) in South Ayrshire have been developing and growing a new 'no wrong door' delivery model for young people, families and carers affected by someone else's drug or alcohol use, continuing to support treatment and recovery services to become more family inclusive, and to develop new support designed for children and young people affected by drugs and alcohol.

The ADP agreed a new model which brings together existing services / posts (traditionally ADP funded) into a multiagency collaborative team. Additional funding was secured from Corra Foundation to increase capacity and the ADP allocated funding for an ADP Development Officer with a focus on embedding a whole family approach across South Ayrshire.

The new multiagency ConneXions Team has been created with a focus to date on recruitment and induction of new staff posts, collaborative workshops to further develop the model and a new one-point referral: with a single phone number, email address and ensure there is 'no wrong door'. Alongside this, new awareness raising resources have been developed.

New processes and procedures for joint working have been developing including agreeing a Partnership Agreement, Information Sharing Agreement, Standard Operating Procedure and meaningful and shared approaches to monitoring and evaluation.

Monthly in person ConneXions team meeting and weekly team meetings are taking place to discuss referrals, learning, training needs and opportunities, exploring emerging challenges and opportunities as the service develops and grows. With the new ConneXions team in place, work has begun to promote family support, develop new referral pathways, and begin to engage wider communities. The ADP and RecoveryAyr Team have established a new weekly family support group and are working collaboratively with the ConneXions Team.

Next Steps for the ADP

- A review of ADP Subgroup structure has been completed and a new multiagency Whole Family Approach working group has been agreed to support work into 2024 and beyond.
- We will continue to develop and embed the new ConneXions Team and model, including specific work in schools, and engagement activities with the wider community.
- We will finalise the evaluation framework and embed in monitoring arrangements.
- The creation of the new multiagency ADP Whole Family Approach Working Group to progress commitments within the ADP Strategy. The new group will lead on this priority area within the CSP Health Priority and provide updates as required to the CSP.
- You can read the ADP's 2023-2026 strategy [here](#).

Section 9: South Ayrshire Child Poverty Strategy

South Ayrshire has the 10th highest child poverty levels in Scotland with 24.4% of children classified as living in poverty after housing costs. Child poverty is most prevalent in our Ayr North and Girvan and South Carrick wards at 36% and 29% respectively, and lowest in Ayr West where it is at 16%.

Scottish Government's new delivery plan: Best Start, Bright Futures was published in 2022. This, along with the changing strategic landscape presented an opportunity for South Ayrshire to refresh and realign our existing child poverty action plan to better reflect national and local circumstances.

Our Community Planning Partnership in South Ayrshire, in close collaboration with Public Health Scotland, carried out an in-depth 'systems and data driven' strategic needs analysis to help establish a mapping of services for priority groups living in South Ayrshire. A series of strategy development workshops were held with practitioners, leaders, and with those who have lived experience of the impact of poverty.

This work led to development of a new overarching South Ayrshire Child Poverty Strategy with three identified priority areas:

PRIORITY AREA 1

A child poverty system in South Ayrshire that delivers the best possible outcomes for our communities.

PRIORITY AREA 2

Coordinated income maximisation following principles of proportionate universalism*

PRIORITY AREA 3

High quality, flexible, accessible, and affordable education and childcare.

South Ayrshire's Child Poverty Strategy will report to the Financial Inclusion & Growth Strategic Delivery Partnership (SDP). This SDP will have a focus on the following priority areas as part of the wider Local Outcomes Improvement Plan: financial inclusion; and economic, employability and lifelong learning opportunities – these priority areas will complement the Child Poverty Strategy. In doing so we will continue to listen to our communities to ensure that our actions are making a real difference and giving our young people better opportunities for them to reach their full potential.

Next steps in South Ayrshire:

In Summer 2024, work will take place to develop an annual action plan which will support the delivery plan. Our Children's Services Planning Partnership will be a part of this process, alongside the Improvement Service.

Section 10: Thematic Priority Groups:

Priority 1: The Promise

In 2023 The Promise was agreed as a local priority area of South Ayrshires LOIP (Local Outcome Improvement Plan) and our Children's Service Planning Partnership identified the Promise as one of the six thematic priority areas of South Ayrshires Childrens Service Plan 2023-26

Between April 2023 and 31st March 2024 39 of our 42 benefits were noted as on track. We are now in the process of concluding phase 1 of implementing the Promise in South Ayrshire (2021-24) and reviewing South Ayrshires ten improvement areas, associated actions and measurable improvements that have been aligned to Phase One. Our learning will inform our local plan 24 to 30. We will also review our 55 calls to action to ensure that areas that were identified as important locally are included as we move forward.

We chose to name our Corporate Parenting plan South Ayrshires Parenting Promise to reflect the plan's close alignment with The Promise and a change in response to the challenge from children and young people to use language which is clear and relatable.

In 2023 South Ayrshires Integrated Equalities Impact assessment (IIA) was developed to include The Promise Child Rights and Wellbeing, Trauma Informed Practice, Our Ageing Population, Health and Wellbeing and Rurality. Within the IIA we have recognised 'Care' as a protected characteristic specific to South Ayrshire Council, anyone introducing new policies, procedures, strategies, projects, and financial decisions whether working directly or indirectly with young people and their families will have to consider the Promise and acknowledge care as a protected characteristic as core to all new initiatives.



The Promise in Action: A co-produced curriculum offer in South Ayrshire

A further £425,019 was secured from Promise partnership Corra Foundation, £229,937 under supportive school structure (link to report) and South Ayrshire has employed an Assistant as part of the Champions Board to work with young people and families to develop a co-produced curriculum. The Research Assistant spoke to the workforce, families, and young people.

Five shared themes emerged across each group.

These were the importance of:

- choice when identifying a key person.
- a trauma informed approach
- the many benefits of positive trusting relationships
- creating safe spaces for young people to access when things become difficult.
- The difficulties caused by having too many people in a young person's life and the need for consistency when anyone new is brought into a young person's life.



The research has produced 7 recommendations for us to implement and carry into promise actions 2024-30.

A further £195,082 has been secured through trauma informed practice to develop supportive framework for workforce wellbeing. This additional resource has created a strong platform for local collaboration.

The Promise In Action: Language Creates Realities

As far back as 2018 our Champions Board told us of how different they felt from their non care experienced peers due to the language used around care. The term LAC was noted as particularly marginalising and derogatory. A series of events and awareness raising sessions have focussed supporting the workforce to talk differently and intentionally about care experience, and tell a new story, reframing care in 2023, fifty-five young people with care experience who responded to a questionnaire and focus group told us their preference was to change the name of LAC reviews to [name of young person's] meeting.

"It is my meeting
anyway I prefer people
to use my name"

(Jamie)

"I hate LAC it's
horrible just another
label really"

(Demi)

"The word review is so friggering for me that I now can't
take part in anything with the name review. If you haven't
experienced this, it must be really hard to understand but
trust me the name is so important"

(Taylor)

As a result, on 1st November 2023, we have made the changes noted in the table below.

Name before November 2023	Name post November 2023
Initial LAC (ILAC)	Jacks First Meeting
LAC Review	Jacks Meeting
Substantive LAC	Jacks Next Steps Meeting

The Champions Board team continued to evolve in 2023 to include 1 Research Assistant and 3 additional young people with care experience. One joined as a volunteer as part of the school week curriculum, another young person on a stage 2 Employability offers and another 2 young people at the initial stages of their Employability pathway. This offered a fantastic opportunity to nurture, support and highlight opportunities for young people with care experience.

She [Champs worker] is one of the people I trust most. (Amy)

it's kind of hard to explain they've always been there for me champs, encouraging me. (Stephen)

I didn't have one friend before champs now I've got lots (anonymous)

We (champs) are like a family we look out for each other (Ross)

I've had some really tough stuff to deal with I don't know if I would have managed without champs.

You [champs] actually listen ...no many folk do (John)

I've got to do lots of new things and learn - but it's fun (Liam)

In addition, the team continues to support another 4 posts for people with lived experience 2 participation assistants and 2 sessional participation assistant positions. The team have also provided student placements for 2 social work students over the last year and one additional groupwork volunteer

In 2023 South Ayrshire Champions Board received 151 Small Grant applications totalling £38,936. This is an increase of 39 applications and £22,899 more funding from year 2021 until 2023. This shows growth of 142% and represents The Champions Boards connection to care experienced young people and children in South Ayrshire growing as well as increased resource and capacity thanks to administrative support from Thriving Communities. This reporting year, additional funding was identified through whole family wellbeing fund for distribution in 2024.

The Champs Small Grants Analysis report will provide further details.

Summer programme 2023 saw Champions board members taking part in 13 different activities over the six weeks of summer holidays starting with Youthbeatz in Dumfries and ending with Bouncefest in Ayr. Other activities included Cornish Hill Walk rowing on the river Ayr, cycling round Millport, outdoor activities picnics and film making. The team also supported 25 young people to take part in three residentials in June October and November thanks to support from the staff at Dolphin House the groups tried a treetops challenge, water sports, and gorge walking.

In 2023, three young people worked with musician and playwright to write songs which a wider group of young people then devised music videos for. Please follow this link [champs music videos](#) to enjoy the videos! The young people involved showcased their incredible work at a Care Day event at Cutty Sark on 16 February 2024. The songs have been played on Radio Scotland and all videos are available on YouTube and the music is streaming on Spotify.



The Promise in Action: Doing Data Differently in South Ayrshire

South Ayrshire has continued to work with The Promise Scotland on 'Doing Data Differently.' The work attempts to understand what data sources exist and how they are currently linked and to identify and understand information gaps to make better use of what is already there. As a result of our participation, we now know that we have 49 data sets in South Ayrshire on the prototype data tool and are in the process of establishing how these data sets link and identify where there are gaps. Our involvement in this work has increased our curiosity and confidence to be more creative with our data and make a clear connection to the integrity of our data and its importance as key to designing and delivering services.

As we conclude plan 2020-24 and embark on 2024-30, we know that there is still much to do to embed the promise across all our work but feel confident that we have built a strong platform to build on over the next six years.

The Promise in Action: South Ayrshire Virtual School



Our Virtual School in South Ayrshire improves life chances and experiences for care experienced children and young people. In 2023-24 the Virtual School has supported over 60 young people across the authority, with different levels of support.

Support has varied across the status of young people this year, as follows:

- 4 young people in kinship care.
- 18 young people living at home.
- 12 young people living away from home.
- 9 young people who have previous experience of care.
- 7 young people living in our Children's Houses in Ayr.
- 10 young people have successfully transitioned to Employability and Skills or onto further education opportunities.
- 5 young people have successfully phased their support from the Virtual School, however continue to keep in touch with staff as we promote the maintenance of those important relationships.

Operational support from the virtual school has included transition from primary to secondary school, eight young people have transitioned as well as supporting two young people who did not attend school, to now attend on a full-time basis. We focus mostly on social and emotional support for our young people. The Welfare Officers within the virtual school are trained in LIAM, Sleep Scotland and Trauma Informed Practice level 3; which has been implemented in supports across the year, benefitting many families.

Each secondary school continues to promote a care experienced lead teacher, who is responsible for tracking, monitoring and championing each young person with experience of care, ensuring equity and promoting attainment at all levels. The Virtual School Head Teacher continues to track and monitor authority level attainment, exclusions and works closely with Inclusion staff around attendance. There has been a successful and fun family residential at Inverclyde Sport Centre as well as various outdoor learning days taking place at Dolphin House and in our local environment. Children and young people have sustained support and contact with the team during all school holidays and families have benefited from support and advice from the team during these months.

Strategically the Virtual School has taken responsibility for South Ayrshire's Skills Academy (SASKA) this year, where almost all young people who attend have experience of care. The young people who have attended have all gained qualifications at level 3, 4, 5 and almost all have achieved 1 level 6 qualification. This reporting period has also involved work around the strategic implementation of The Promise, with close working with colleagues from HSCP and housing.

The Promise in Action: Collaboration between South Ayrshire Virtual School Welfare Officers and South Ayrshire Skills Academy (SASKA)

"R experienced a lot of change in her life in a short period of time. This led to multiple school moves, and R reported feelings of disconnect from her education due to this. This disconnect also presented itself in her school attendance, which was low, as was her trust in school staff due to limited opportunity to build those key relationships.

When R met her Virtual School Welfare Officer, she was not attending school. Through consistency and time, a trusting relationship developed between R and her Welfare Officer. With their constant, nurturing and reliable relationship as a foundation, R and her Welfare Officer were able to attend SASKA together to begin a bespoke enhanced transition for R.

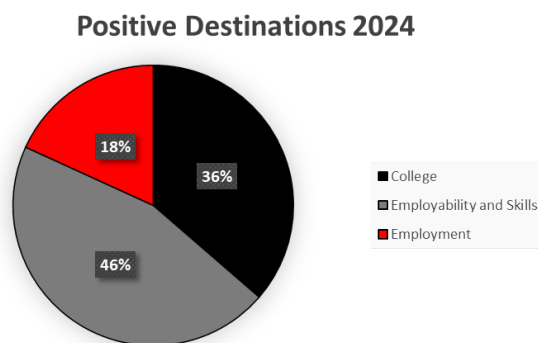
Virtual School staff have close relationships with SASKA staff and as such were able to support R to find her 'person' within SASKA, widening her network of Education support. This careful and considered approach to transition planning into an alternative education provision, was really successful for R. She now has over 90% attendance and has multiple achieved qualifications. R is also an avid attendee at the Virtual School Homework Club and even brings her little sister along to help her with her homework!

R is really proud of herself for all her hard work and achievements, as are we!"

In 2023/24 SASKA have worked with young people to support them all in securing a suite of qualifications and a positive destination post school.

This year 18% of young people attending SASKA are Care Experienced, 9% are Young Carers and 55% of our young people are being supported by Social Work Services.

This graph shows us the positive destinations for pupils who have attended SASKA with the majority being supported in their transition to Employability and Skills.



Next Steps for the Virtual School:

- The Education Promise Award is being rolled out across schools to support the Education workforce understanding of The Promise and has an aim to be completed by all schools by June 2025.
- The Virtual School have worked in partnership with Health and Social Care Partnership (HSCP) to support a funded programme by Corra Foundation to explore and research barriers to our learning environment and community for our learners with experience of care. The outcome of this research will inform, and shape supports for schools.

Aberlour Family Matters Service

Parents experience a range of powerful emotions after having a child permanently leave their care (stress, anger, isolation, suicidal ideation). We know that this can lead to a cycle of loss, trauma and further children leaving their care later in parenthood. Aberlour Family Matters project aims to improve the experiences and outcomes of parents throughout South Ayrshire. Ensuring parents are able to access the support they need, where they need it, when they need it and for as long as they need it so that they can remain connected and supported.

Our relationship-based, trauma informed support will enable the parents we support to understand and make sense of circumstances when their child or children are no longer able to live with them. The project will help the parents we support to develop new skills such as developing life or parenting skills with the aim of reducing the likelihood of further children living out with their care either temporarily or permanently.

The Promise In Action – Aberlour Family Matters Service

“The group has helped a lot to get me out on my own for a little time and make friends. And it does help when you talk to people going through something similar”

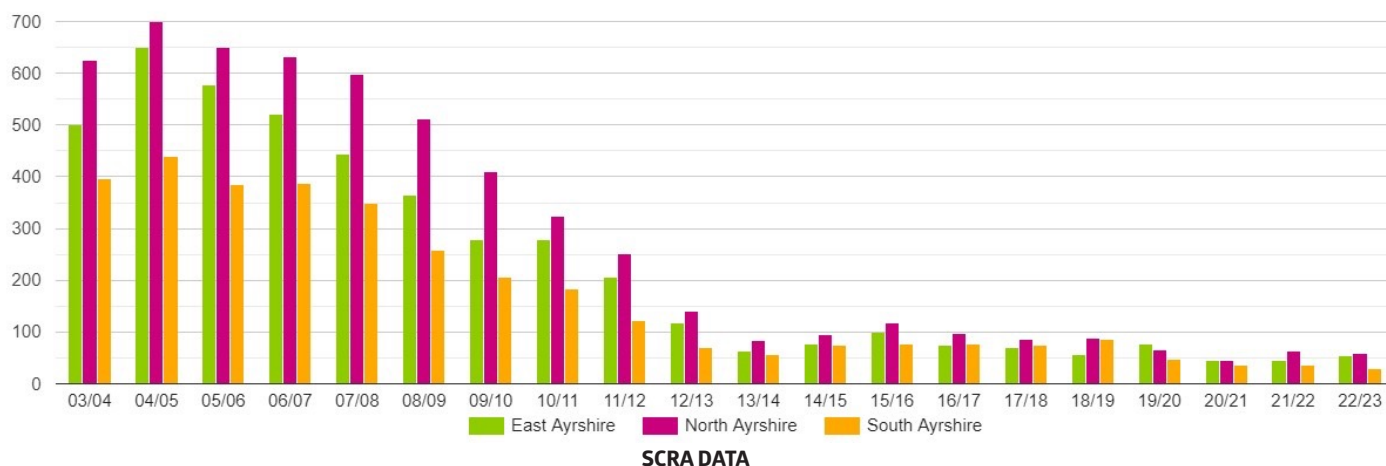
- Supported Mum and group member.

“It is nice to meet up and have a chat and get to meet new people.”

- Supported Dad and group member.

Young People’s Support and Transitions Team, HSCP

Our Young People’s Support and Transitions Team (YPST) offer support to young people involved in the adult justice system through court and bail support, undertaking Justice Social Work Reports and overseeing court-imposed orders providing age-appropriate interventions incorporating a holistic approach to meet the welfare needs and address the factors associated with them coming into conflict with law.



Through re-focusing on the Whole Systems Approach and with on-going support from the Children and Young Peoples Centre for Justice. South Ayrshire's Youth Support and Transitions team has developed robust Early and Effective Intervention approaches and Youth Diversion from Prosecution. This has sustained low numbers of referrals, as compared to nationally and those other Local Authorities who are within the same Police Scotland Division.

The Children and Young Peoples Centre for Justice are supporting South Ayrshire's YPST to enhance our rights respecting approach for Children and young people who come into conflict with the law, which will underpin the approach to the Children (Care and Justice) (Scotland) Bill. South Ayrshire are also in the process of becoming a host for a Youth Court, which will address offending while upholding the UNCRC in a rights-based approach.

Rights based approaches in action: a journey through the Justice system.

YP is a 17-year-old female who spent time in foster care before being adopted along with her brother and sister when she was 4 years old.

Initially YP had been allocated to the Young People's Support and Transitions Team (YPST) to offer voluntary support to YP and her adoptive parents as at the time relationships were difficult between them and she was coming into conflict with the law. YP then left the family home once she turned 16. YP advised she was very wary of professionals and experienced several different workers throughout her life and felt let down by them.

Focused work was carried out over several months with YP which supported her with emotional wellbeing, triggers, supports and coping strategies. YP also engaged in sessions that covered consequential thinking and victim awareness. Through time she showed good insight into her actions and was able to reflect on her own experiences and how they have impacted her.

YP had originally been referred to the Youth Diversion scheme by the Procurator Fiscal for two separate assault charges, however she had a third assault charge (from the previous year) outstanding, and this required YP to attend court. Our team compiled a court report providing background information, stating YP had reflected with insight, and to explore potential sentencing options. Understandably this was a stressful experience for YP as it went on for several months. The sheriff agreed with our recommendation and remitted YP's case back to the Children's Hearing. This was a really positive outcome as it allowed YP to be supported in the children's system and age-appropriate interventions to be undertaken to address the salient factors that contributed to her coming into conflict with the law. Supported by YPST; YP, her partner and his mum attended the Children's Hearing and where no further action to be taken was agreed. They were satisfied with the work YP had engaged in and the insight she provided.

YP has not come into any further conflict with the law since completing the diversion work last year. YP recently gave birth to a baby, both baby and mum are doing really well.

Our next steps in The Promise Priority:

Work will commence in June 2024 to understand what plan 24-30 means in South Ayrshire and embedding this into all our work in South Ayrshire.

Section 10: Priority 2: Families

South Ayrshire Speech and Language Therapy

Helpline every Tuesday 2pm to 4pm
Telephone 07833095374 to speak with an experienced Speech and Language Therapist

Virtual drop in every Thursday afternoon
Telephone or text 07833095374 to book a slot

Download the NHS Ayrshire & Arran using the right QR code for your phone

Scan me! (Apple) Scan me! (Android)

@ayrshireSLT @weepeoplechat

South Ayrshire Children's Speech and Language Therapy

NHS Ayrshire & Arran

Beyond the timeline of the Whole Family Wellbeing Fund, in South Ayrshire we are committed to embedding holistic whole family support into all the work we do for families locally. The holistic whole family work of our Family Priority Group is a response to this and our local families telling us they need extra help to support children and young people in school, in particular our pupils who are currently care experienced or have previously experienced care.

We know that our processes generally work well in South Ayrshire, however parents, carers, young people

and practitioners want to easily access help or information about support locally. We have listened and the locality-based Priority Aims below seek to contribute to addressing this issue in South Ayrshire.

Priority Aim #1

You and your family will have access to information to help you identify the right support for you at the right time.

Accessible Whole Family Support in Action: Speech and Language Therapy

Through analysis South Ayrshire's Speech and Language team became aware that calls to their telephone helpline from parents residing in the Ayr North area of South Ayrshire were low in terms of correlation to the level of need understood to be present in the area.

Working alongside the local Early Years Centre and local families the team adapted their work bringing a whole family, relationship focused service to Ayr North to better connect with families. Support included drop-in sessions at the nursery at various times, parent training sessions, and family discussion or support which allowed for further support to be requested at the time if needed. All these changes allowed the team to reach more families locally and build those important relationships.

Successes:

- 25 families attended with multiple families attending several drop-ins over the course of the year.
- 8 families attended the parent training session with most reporting an increase in knowledge around language development following the session.

Next Steps:

- Continue to use learning from this work to inform family support in other local areas.
- Working alongside EYC colleagues to upskill them to support children on areas such as sound development.



Changing childhoods.
Changing lives.

Whole Family Support in Action: Barnardos South Ayrshire

In South Ayrshire Barnardos have collaborated on a whole family support approach alongside the Alcohol and Drug Partnership, RecoveryAyr, Ayrshire Council on Alcohol and YPST to ensure that there is no wrong door for families affected by substance use and that the whole family are able to access support that is effective for them.

Barnardos Family Resource Service supports with children and their families within South Ayrshire using relational, trauma informed practice to explore and address complex issues which impact on families.

Parent, Child and Whole Family Supports offered within this reporting period include:

- Five to Thrive – promoting strong attachment between carer and infant.
- Living Life to the Full – wellbeing support for parents
- Self-care Group – enhancing mental wellbeing.
- Family Time – holiday fun for families
- LIAM – anxiety support for children
- Therapeutic Bereavement and Loss – supporting children through loss.
- Science Group – promoting peer relationships through learning.

“The young person became better at understanding what his emotions meant for them, where they came from and how to deal with them in a more positive manner. This supported a better atmosphere at home as the young person is now more able to approach mum or teacher to talk about what has been worrying or bothering them.”

- Barnardos Family Aid Worker

Voluntary Action South Ayrshire (VASA)

South Ayrshire’s Voluntary Sector delivered a successful, fun event for the full family. Local families attended the Cutty Sark to enjoy games and activities provided by a number of organisations.

The event was extremely well attended with over 2000 people enjoying the day. Services were also present to share more about supports available and free packed lunches were enjoyed by all!

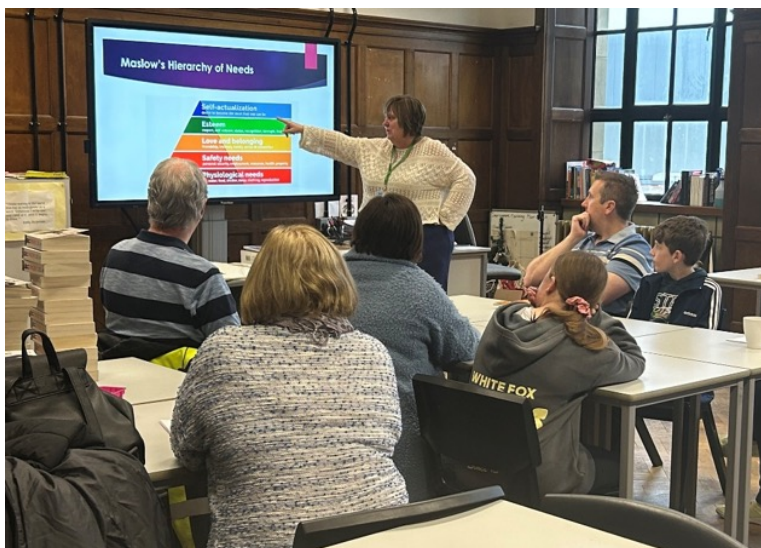
Plans are underway to build on the success of this day and bring more free family fun opportunities to South Ayrshire!



Families Learning Together: Marr Cluster Family Learning Event

The Marr Cluster joint family learning event was held to offer advice, information and support for parents and carers on themes that they feel affect children and young people from P4-S3.

The evening offered a choice of workshops ranging from Numeracy and Literacy, Using Digital Technology to Reduce Barriers to Literacy, Neurodiversity in the Classroom, Managing Screentime, Mindfulness & Wellbeing and Keeping Myself Safe Online. These were supported by a range of partner experts including Speech and Language Therapy, Campus Officers and Educational Psychology colleagues.



As well as workshops, was an opportunity to visit the service Market Stall provided by the School Nursing and Immunisation Teams, NEST, South Ayrshire Reads, MICAH (waste reduction), South Ayrshire Advice Hub, Young Carers and many more.

The feedback from the event was very positive with one attendee describing the event: 'The marketplace area was brilliant. (Especially the tea and coffee!) All the staff were very helpful and knowledgeable in each workshop. A very well put together and thought-out event'. These events are happening across South Ayrshire and will continue to be led by the needs of communities and families.

Priority Aim #2

We will create and develop the 'Family First' model in South Ayrshire promoting preventative and early intervention strategies which are specific to each local area's needs.

The Family First model allows the needs of South Ayrshire's children, young people and families to be met through a joined-up, collaborative approach to children's services. Our Cluster Forums respond to individual need through referrals from schools, with 26 children and young people currently being supported by Family First. Multi-agency personalised plans in place and there is early evidence of increased engagement and attendance.

The Family First aim is to enable our clusters to further contribute to improved life chances for young people and collaborate effectively with colleagues placed locally to support them. Putting Families First and working alongside local families, our GIRFEC approach helps us to identify the support each child or young person needs to help to improve their wellbeing.

Another key priority is ensuring the right staff are in place to offer the timely support that families tell us they need. Support partners for our Family First model includes Education, Health and Social Care Partnership, Health, Thriving Communities and Third Sector agencies and third sector organisations.

There is early evidence that the Forums have enabled partners to have an increased understanding of different services' roles, encouraged collaborative community planning and provided a collegiate space to share knowledge and skills in order to plan tailored interventions for families.

Our multi-agency Cluster Forums meet every 8 weeks to plan and evaluate support for children, young people and families. There is also the opportunity to discuss community strengths and challenges, plan strategically to respond to community need and to share practice.

The Family First model has been implemented across 8 clusters, organised by the 8 secondary schools and their associated Primary schools – Ayr, Belmont, Carrick, Girvan, Kyle, Marr, Prestwick and Queen Margaret.

The Family First model has been implemented in 3 phases and this phased approach has allowed opportunities to continually evaluate the model and make improvements throughout its delivery:

Phase 1 - October 2023 - Ayr and Marr Clusters

Phase 2 - January 2024 – Prestwick and Queen Margaret Clusters

Phase 3 - April 2024 – Kyle, Belmont, Carrick and Girvan Clusters

The **Whole Family Wellbeing Fund** has supported the implementation of this model through funding for a key Family First Inclusion Co-ordinator with responsibility for leading on this important work. This has allowed the model to be driven forward with focus and consistency.

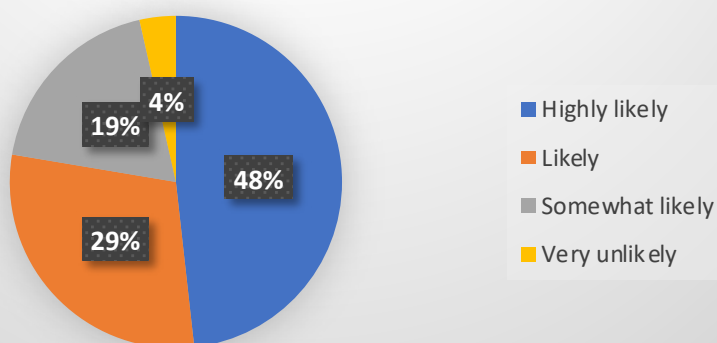
During year one of the cluster model our focus was on 3 key priorities improving attendance, reducing exclusions and supporting transition. These areas are local and national priorities and are the key focus for all our schools.

The positive impact of this approach can be seen particularly in phase 1 and 2 schools where the model is more established. Cluster Forums have identified key themes within their communities and are working collaboratively to plan initiatives and events to respond to the needs of the community.

Small Steps to Wellbeing

Our Small Steps team in South Ayrshire consists of a Social Work Team Leader, Social Workers and Family Care Workers. Small Steps are integrated into, and are a vital part of, the Family First model. Focusing on relational approaches to build on family strengths, the Small Steps team are greatly contributing towards better life chances for our children, young people and families.

Prior to support being received, referrers were asked to rate likelihood they would refer to social work without the support.



Reflecting on Small Steps Success this year:

Of 81 young people 88% have no further social work involvement within the first months, 3 have received a referral into Initial Response Team and 6 were referred directly to Locality services from Small Steps.

Within 3 months (of 47 young people) 92% of young people supported have received no additional social work input, 3 have received a referral to Initial Response with only 1 being referred for support from locality social work teams.

Within 6 months, 78% have received no further referrals into social work services, 2 young people were referred to our local Whole Systems forum for coming into conflict with the law and 1 young person re-engaged with Small Steps as support with diversion. A further 1 young person re-opened to the service to provide additional scaffolding support.

The Family First model in Action:

L is in S1 enrolled at a local secondary school but had stopped attending school. Through Family First, he now has an individualised timetable in place with various supports he believes will help to enable him to manage the school day. L had strong relationships in his Primary School and the creativity of the forums allowed a plan to form whereby he is currently attending his former Primary School on a weekly basis. Whilst there he is getting support for his literacy.

Family First supports L for two sessions per week where he is volunteering within the Primary School to gain a Saltire Award in connection with Thriving Communities. He has benefitted from accessing the outdoors to increase physical health and wellbeing. By having a flexible approach, Family First is able to support L by following some of his interests outdoors. He is supported to attend the nurture group at school and is building new relationships with peers and takes part in all activities. L enjoys being part of the group and reports feeling included.

L has joined the Sea Cadets which has helped build his confidence and making him more resilient. This group is having a positive impact on L and providing him with the opportunities and skills for lifelong learning and work. L has started hillwalking and Munro bagging with a family member which is good for his wellbeing and wider achievement.

He is really proud of his achievements this year!

Quotes from Family First:

“Before working with the Family First Teacher I would never have imagined that I could have got any qualifications or that I would want to go to somewhere like SASkA to learn even more”.

- D, S3 Pupil

“It’s been a long road, but I am glad to see him happy again”.

- Mum of pupil supported by Family First

“N is more confident in her abilities and is willing to try more tricky tasks. Yesterday she read a whole passage herself, with only a little assistance from myself, and didn’t give up when she struggled with a few words. Hopefully, we can continue to build on these successes.”

- Family First Teacher

“D gradually added classes to his timetable and now attends 7 classes a week as well as sessions with myself and the school councillor. D has gone from not attending any classes to an almost full timetable. His attendance has improved greatly to 87.5% and it has been lovely to see his confidence grow each week.”

- Family First Support and Development Worker

Our next steps in the Family Priority:

- Plans are taking shape for a family event for P3 – S3 pupils which showcase the local supports through a service marketplace and includes workshops for families providing information on a variety of themes.
- A community safety day is being developed to provide education and supports for children and young people with a number of workshops to plan summer activities based on their interests.
- Clusters plan to utilise the forums to further support transition arrangements from P7 – S1, acknowledging the importance of transition support to families locally.
- We will use Family First Forums to collate information on services in each locality.
- The group will create a wider map of services with information from, VASA, Lets, South Ayrshire Connections and a variety of other providers. We will focus initially on 2 areas within South Ayrshire. Information will then be shared for planned events, for example our HSCP Wellbeing event in 2025.
- We will continue to further engagement with parents/carers to establish services they need.

Section 10: Priority 3: Included

In South Ayrshire families have told us that opportunity of help at the point where they have a concern that their child may have an additional support need would be beneficial and awaiting diagnosis before receiving support is not helpful. In our local schools we see an increasing number of children and young people assessed as having one or more additional support need.

The table below shares the percentage of pupils in South Ayrshire who have one or more additional support need recorded, which continues to in (at end of May 2024)

	<i>At start of last plan 2019/2020</i>	<i>Academic Year 2022/23</i>	<i>Academic Year 2023/24</i>
Early Years	5.6%	10.8%	11.8%
Primary	17.6%	20%	21%
Secondary	12.8%	16.5%	20.1%

Priority Aim #1

By 2026 all educational establishments in South Ayrshire will be on the journey to achieving Communication Friendly Environments as part of the South Ayrshire Reads strategy

South Ayrshire Communication Friendly Environments (SACFE)

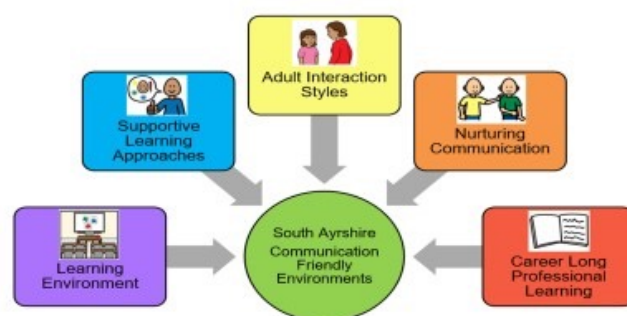
A cohort of thirteen early years centres, eleven primary schools, one secondary and one specialist provision were selected to take the first year of this work forward. The Communication Friendly Environments team have aligned with South Ayrshire Reads to include quintile one establishments and stand-alone nurseries within the first year.

Successes:

- The South Ayrshire Communication Friendly Environment pathway and Self-evaluation Tool focuses on five foundations as shown in the diagram.
- Within the period September 2023 – April 2024, the majority of Year 1 establishments are on the journey towards achieving either their first or second foundation badge.
- Launch sessions have been delivered to these establishments and all establishments were guided to focus initially on the Learning Environment.

Three establishments have now achieved their Learning Environment Badge, with another establishment Badge Visit scheduled for June. One establishment are very close to achieving their Supportive Learning Approaches badge.

Other establishments out with the Year 1 cohort have expressed interest in SACFE, and they have been supported to begin their communication friendly journey. A Communication Champion network has been established and will continue to be developed.



Next steps:

- Moving towards Year 2, joint planning is underway to reframe the launch sessions to align with South Ayrshire Reads launch sessions.
- Year 1 establishments will continue to be supported, as well as relationships with Year 2 establishments being forged.

Priority Aim #2

To close the reading achievement and attainment gap between the most and least disadvantaged in South Ayrshire to enable them to participate fully in their learning, feel included and confident and, contribute effectively out with school and beyond.



Improvement in Action: South Ayrshire Reads

South Ayrshire Reads is an

ambitious, focused, long-term plan to effectively develop the reading skills of all learners in a consistent, sustainable way through high-quality pedagogy. Our strategy prioritises relevant professional learning designed to help all education staff implement best practice through a culture of shared knowledge, collaboration and enquiry.

Our STRATEGIC AIMS are:

- *To develop confident and skilled readers in South Ayrshire with a lifelong love of reading and the confidence and tools to access all aspects of education, culture and society.*
- *To support and develop all education staff in South Ayrshire to implement best practice through a culture of shared knowledge, collaboration and enquiry.*
- *To promote the implementation of excellent reading curricula and planning in schools and early years centres which prioritise best practice, challenge and adapted reading instruction for children with additional support needs.*
- *To gather, use and analyse data effectively to drive change and improvement in children's reading skills, reading confidence and reading attainment.*

South Ayrshire Reads Successes:

- Evidence shows almost all primary education staff across South Ayrshire now have a deeper knowledge and understanding around the Six Components of Reading.
- All education staff have had the opportunity to share practice, ideas and collaborate with colleagues and stakeholders locally.
- All teachers in Phase 1 schools have engaged in Bespoke Professional Learning sessions, which align to their school context and demographics. These sessions focus on phonological awareness, phonics and fluency and incorporate planning, delivery and assessment.
- Almost all parents of learners in Phase 1 schools have been offered an information session on how to support their child with their reading journey.
- All EYC staff have had the opportunity to attend professional learning on Foundations of the Science of Reading and the Early Literacy Toolkit/Phonological Awareness session.
- Almost all EYC staff agreed that they now have a deeper understanding of phonological awareness following the Early Literacy Toolkit session.

Collaboration in Action: South Ayrshire Reads and Ayr United FC

8 ambassador schools are in place – with two planned visits from Ayr United players across the year who engage in a range of whole-school assemblies, reading stories to classes and working with smaller groups.

Ayr United engage pupils with the club by sharing free tickets for games when they visit the individual schools.

Kids' Takeover day in March 2024 saw a full day at the club where the children assumed different roles on match-day. Parents had tickets for the game on the day to encourage family time.

3 children who won our story competition attended an Ayr United training session then had food with the players.



Collaboration in Action: Reading in the Net (Education and Thriving Communities)

A local Primary School and our Active Schools team came together to collaborate on a project to engage pupils around literacy and reading by tapping into their love of football.

'I found all of reading tricky.'

'I found blending sounds hard.'

This collaborative reading work aimed to support a small group of P6 children with a keen interest in football, who felt they would benefit from some extra help to engage in literacy and reading tasks. This work aimed to increase enjoyment for reading and to support in aligning them with their peers in terms of reading age and attainment in literacy. Kingcase Primary School invested in over 50 football related texts, both fiction and non-fiction to support 'Reading in the Net' work.



During the first half of the session the pupils are supported by their Active Schools Coordinator with some football-related reading in the library. Pupils are also encouraged to share a little bit about their book and are supported 1-1 to read out loud. This reading work is then followed by the opportunity to engage in a game of football after reading was complete. Football is also used as an opportunity to promote values professional footballers would follow, encouraging good teamwork and communication skills.

This work further links to other initiatives throughout the week with the schools "Reading in The Net" programme, where pupils complete literacy activities relating to the books they are reading with their Active Schools Coordinator.

What this meant for the pupils:

For pre-measure and post-measure data, the children were assessed using the Accelerated Reader STAR assessment. The first assessment was completed in September 2023 and the second assessment in January 2024. In a four-month period, the children made **significant gains** in their standardised score, their reading age and their oral reading fluency scores.

In a pre-intervention survey the majority felt that they did not enjoy reading. Following this work all children in the group reported that they now **enjoy reading** and all children feel that working with their Active Schools Coordinator is **improving their reading**.

“The boys are motivated by being part of this group, helping them to build a positive relationship with reading.”

- Teacher

“The project has been a real success. It has been great to see the boys so engaged with their reading and to hear of some of impact the sessions are having with reading scores and literacy engagement has been amazing!”

- Active Schools Coordinator, Thriving Communities

Priority Aim #3

Everyone in South Ayrshire will have the opportunity to access appropriate information and engage with high quality training to support children’s language and communication development. In South Ayrshire we understand the importance of language and communication skills to enable our children to thrive in all areas of their lives. Teacher Talk training supports and encourages language development in early years settings. It supports the early years workforce to use everyday conversations, play and routines to promote communication and social development of all children. In South Ayrshire we are progressing towards our aim that All Early Years Practitioners in South Ayrshire will have completed Teacher Talk training by June 2025.

Successes:

- Three in-service training events have taken place with approximately 60 staff attending each.
- Screens awareness week was developed in March 2024 and will now be embedded in the Public Health calendar. This initiative was particularly well received by education staff when presented to Head Teachers in March.

Next steps:

- Teacher Talk training will continue into 2024/2025.
- Training has been arranged with foster carers in Summer 2024.
- We will further embed and promote Screens Awareness Week in 2025 and beyond.

Screens Awareness Week 18 – 22 March 2024

Spark a change for children, young people and their families



Screens awareness week aims to raise the profile of the impact screen use has on child development, health and well-being.

Increased screen time:

can cause less time sleeping, poor sleep quality and excessive daytime sleepiness for children and young people	can cause lower levels of fitness and greater risk of obesity in children aged 0-18 years	can cause low mood and low self-esteem in children aged 0-18 years
can impact negatively on social skills and behaviour in children aged 0-7 years	can impact language development when used during the early stages of a child's life	is associated with a smaller vocabulary in children aged 2 when parents or carers spend long periods of time watching TV or on other electronic devices

Screens awareness week is an Ayrshire wide campaign led by Speech and Language Therapy, NHS Ayrshire & Arran's Public Health team in collaboration with the Health & Social Care Partnership's in East, North and South.

Scan the QR code here and tell us what activities you are planning without screens.



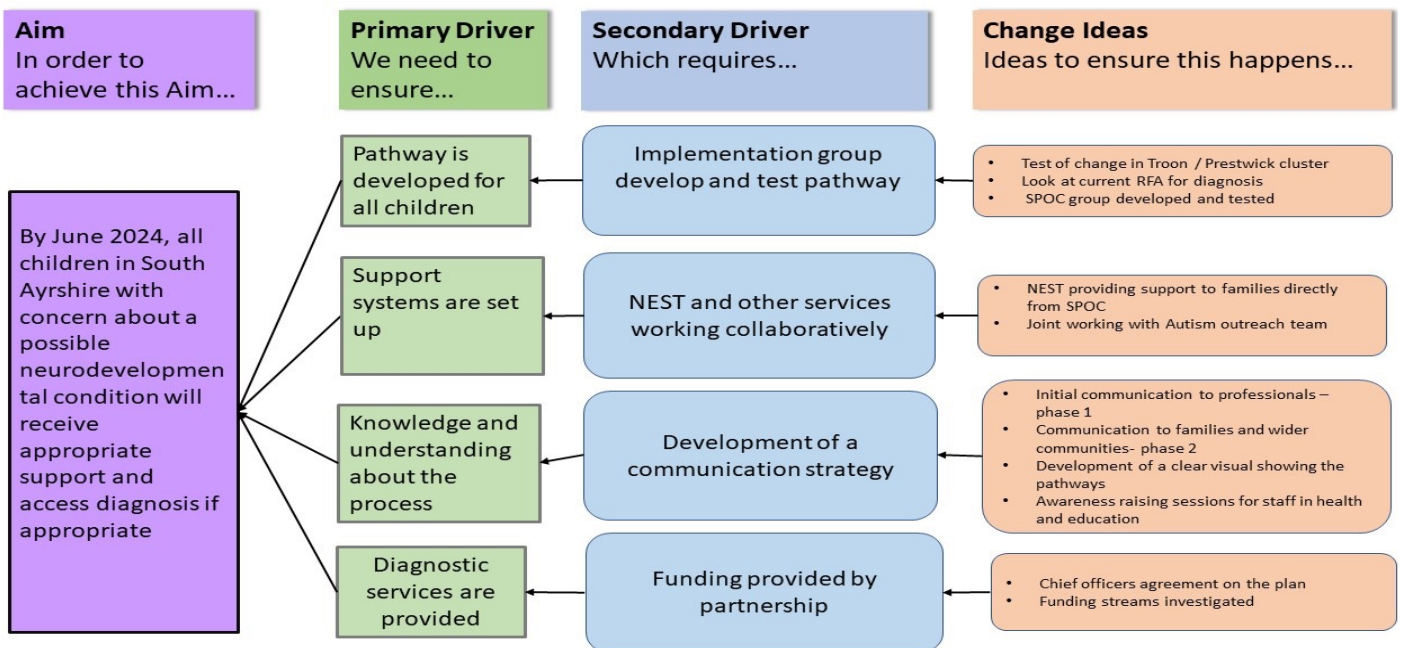
Priority Aim #4

By September 2024, all children in South Ayrshire with concern about a possible neurodevelopmental condition will receive appropriate support and access diagnosis if appropriate.

A neurodevelopmental working group was set up across South Ayrshire in November 2023, with a larger reference group having oversight of this work. The working group meet fortnightly to drive this work forward. There is also a referral screening group which meet fortnightly conducting a test of change looking at referrals in Troon and Prestwick, aimed at increasing the number of families of children with a neurodevelopmental concern or awaiting diagnosis accessing support prior to diagnosis. Data from this is now being tracked and analysed for ongoing improvement prior to wider work progressing to expand this offer.

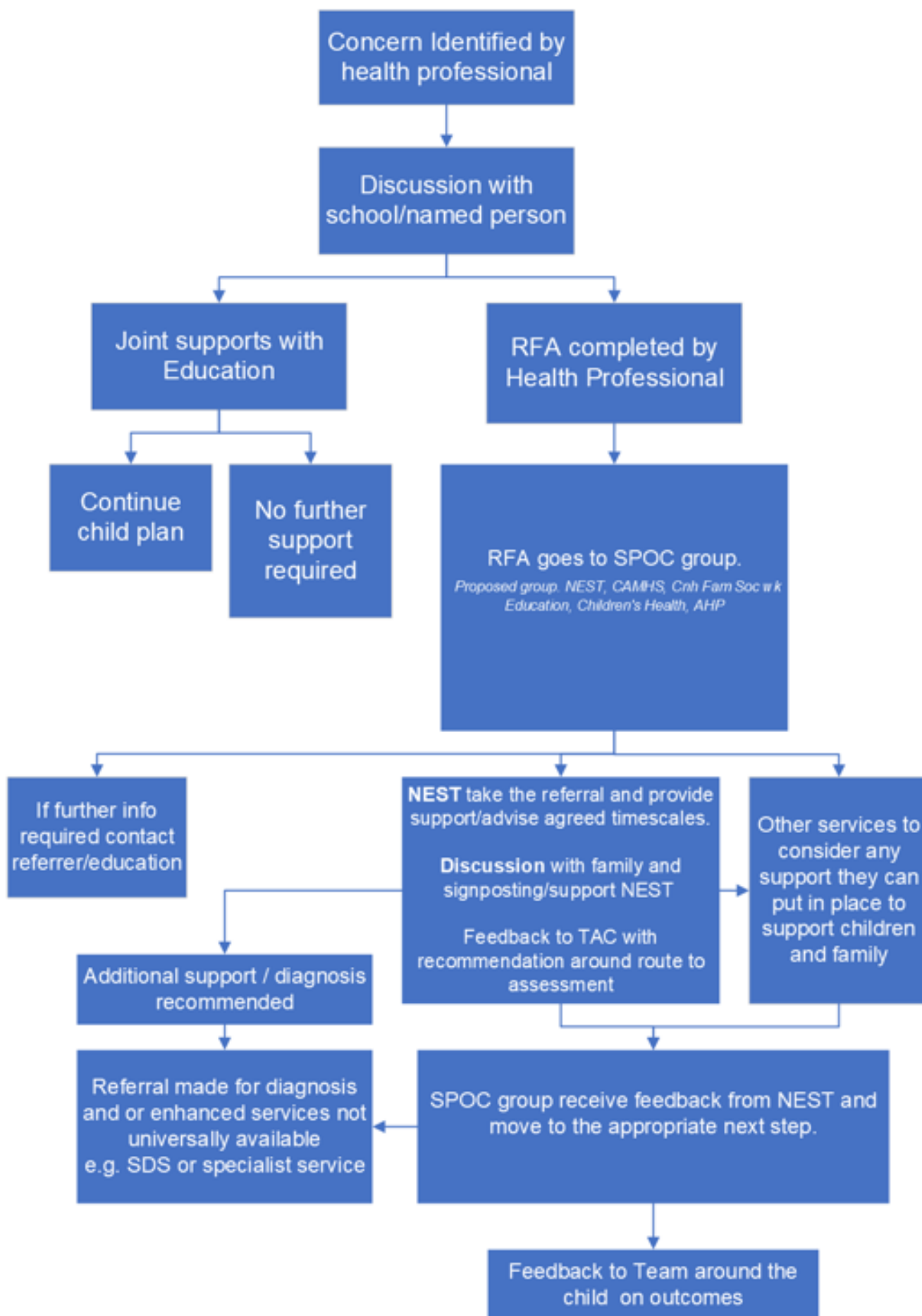
In South Ayrshire we understand that there will also be some children for whom diagnostic services are required. We are currently considering how best to provide this within this new work and a communication was sent out through schools to all parents and carers to keep them up to date with what is happening locally during this time of change.

The driver diagram for this work is below which shows the aim, drivers and tests of change being planned:

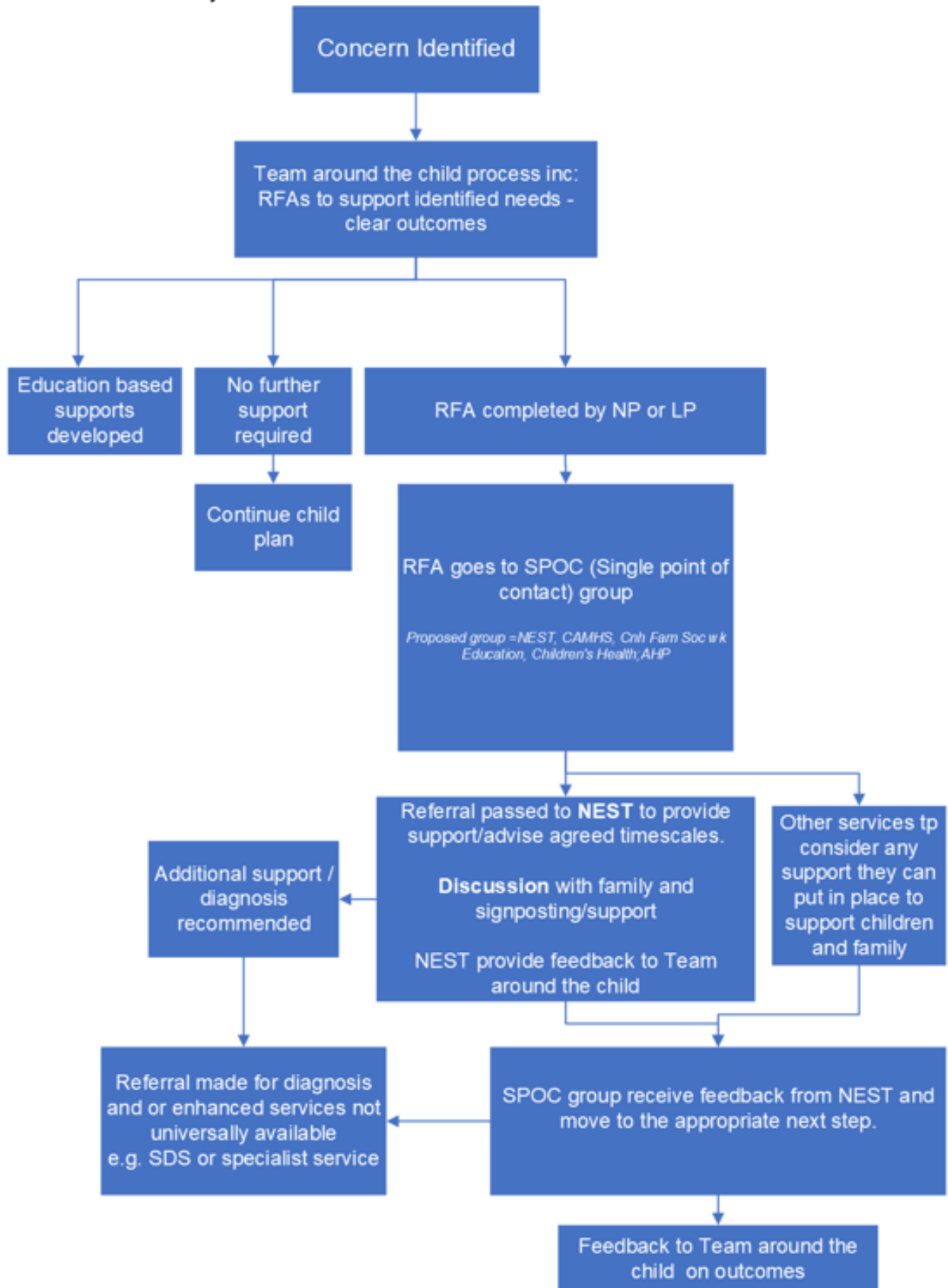


There are currently 2 pathways which are under development and drafts of these are included below:

Health Pathway



South Ayrshire Education Pathway



Priority Aim #5

The level of speech, language and communication concern at 27-30 month check will reduce by 10% across South HSCP by March 2026

Progress so far:

An improvement project has commenced within Maybole and Girvan areas, to provide health visiting service early intervention and support to families, between 8-month check and 13-15 month developmental assessment with an identified communication concern. These early intervention strategies should support development and in turn contribute to improving communication outcomes by 27–30-month assessment.

Next steps:

- Learning from this project will be analysed and consideration will be given to the expansion of this project across all of South Ayrshire.
- Multi-agency PEEP training, including Health Visitors and Speech and Language staff, will take place in September 2024 to support the promotion of early communication across the workforce. This includes training in Antenatal PEEP and the Learning Together Programme, coordinated to impact families in Girvan and Ayr North – two of our most deprived areas.

Priority Aim #6

Carers and education professionals have access to high quality training to enable them to identify potential indicators of Developmental Language Disorder and implement effective supports by June 2026.

Progress so far:

We understand this need for this to be high quality training. This year has been about understanding what families need and exploration of resources available. The National Association of Professionals concerned with Language Impairment in Children (NAPLIC) and Raising Awareness of Developmental Language Disorder (RADLD) resources will provide us with evidence-based tools that we can use to create our training.

We continue to further and value relationship with the Ayrshire based Neurodevelopmental Empowerment Strategy Team (NEST). NEST help people and their families who live with Autism, ADHD and FASD in Ayrshire to feel more in control through supporting better understanding. NEST are keen to collaborate on this priority in order to make the training accessible to parents and carers.

Next Steps

- The Included Priority group will explore opportunities with NEST around collaboration and understanding what families need.
- The first draft of training will be created in 2024/2025.

Section 10: **Priority 4: Voice**

Truly embedding and respecting Children's Rights is a key part of South Ayrshire's approach to the delivery of services outlined within our Children and Young People's Services Plan. The Children and Young People (Scotland) Act 2014 ensures that children's rights are realised and that they properly influence the design and delivery of policies and services. Our Voice Priority aims to do just that!

Children's Rights are driving forward the way in which we plan to work better together as community planning partners. Article 12 of the UNCRC tells us that children and young people should have their say when adults are making decisions that affect them and their opinions are taken seriously.

Priority Aim #1

During 2023-26 we will demonstrate our committed to proactively promoting the rights of children and young people across South Ayrshire.

Youth Voice – Youth Council and Youth Strategy

Our Voice Group, partnered with young people have been pro-active in identifying and taking action to overcome structural and individual barriers to participation within Youth Voice.

Data and information gathered from the 2022 'Have Your Say' Survey and further focus groups identified existing and emerging needs to review priorities to improve opportunities for young people. In order to make decisions at a strategic level and a have a voice and influence in services that affect young people.

Between 2023 to early 2024 there have been a range of interactive consultation events and roadshows to gather views of children and young people.



This approach has ensured there was a variety of accessible settings to gather views of young people to help shape the new Youth Council and Youth Participation Strategy that will be published in 2024/25.

Activities delivered were fun and interactive to suit the needs and styles of young people participating.



The newly established Youth Council is informed and developed together with 700 local young people, with young people having a say on the final representation members and of the election process. Young people are involved in all steps from the final decisions of the setup to the delivery of the promotion and selection through a democratic vote.

The Youth Council expression of interest opens in May 2024, with a ballot and celebration following.

Through partnership and collaborative working this new approach will ensure the voices of young people influence service design across services.

Quotes from young people:

“I really enjoyed the event with friends, there were really good questions asked to the panel and I found the event very informative”

“I like that we got to express our views to others. But at the same time also listen to their input whilst receiving a professional opinion”

Integrated Equalities Impact Assessments

To allow South Ayrshire Council to increase opportunities for effective collaboration, and to also ensure that key local and national priorities are part of the decision-making process, a new Integrated Impact Assessment (IIA) has been developed for roll out in 2024.

Our South Ayrshires Integrated Equalities Impact assessment (IIA) was developed to include The Promise, Child Rights and Wellbeing, Trauma Informed Practice, Our Ageing Population, Health and Wellbeing and Rurality. Within the IIA we have recognised 'Care' as a protected characteristic specific to South Ayrshire Council, anyone introducing new policies, procedures, strategies, projects, and financial decisions whether working directly or indirectly with young people and their families will have to consider the Promise and acknowledge care as a protected characteristic as core to all new initiatives.

South Ayrshire Health and Social Care Partnership (HSCP) will join South Ayrshire Council in adopting the new Integrated Impact Assessment. This reflects the HSCP's commitment to equalities as set out within the Integration Joint Board's Strategic Plan 2021-31. The IIA will consider the following areas:

- The impact of the proposal on different communities and groups of people;
- Whether we are meeting the legal requirements in terms of Public Sector Equality Duty and Human Rights;
- Whether we are meeting the legal requirements of ensuring that we are actively considering how we can reduce inequalities of outcome caused by socio-economic disadvantage (the Fairer Scotland Duty);
- Whether we are meeting the legal requirements of assessing whether there is an impact on children's rights United Nations Convention on the Rights of the Child (UNCRC);
- How the proposal will support our rural communities;
- Recognising the impact that trauma can have on people's lives and our steps to becoming a trauma information organisation; and
- Our commitment to The Promise that care experienced children and young people will grow up loved, safe and respected.

Next Steps for our IIA

- The IIA has undergone a period of testing from December 2023 to April 2024, and following the testing phase some minor amendments will be made to the structure of the IIA prior to commencing roll out during October 2024 to March 2025. This will be supported by the development of an online learning module, briefing sessions for staff and elected members and the provision of direct support for Services on the completing of the IIA.

Priority Aim #2

Childrens, young people, carers and families will have the opportunity to express their views and opinions ensuring their voices are heard.

Thriving Communties CLD – Locality Youth Voice Groups

Through the 'Have Your Say' and 'Social Media' survey and further focus groups, Community Planning partners now have an improved and shared understanding of how young people wish to have their voice heard, communicated and how information should be shared.

The consultation highlighted that young people would prefer to be part of local youth voice groups to engage in youth voice relating directly to their community/area they live in.

As a result Thriving Communties have now currently set up various local Youth Voice Groups and through these platforms young people's views and opinions are better heard to empower and support in advocating issues that affect their lives

The groups take place in the following localities:

- Ayr North
- North Carrick
- Glendoune
- Plans are in place for Prestwick and Troon and Ayr South

The local Youth Voice Groups are open to young people aged 11 years up, to informally meet every fortnight with a mix of fun interactive activities to support building relationships and opportunities to have a say and influence within their communtiy.

Young people participating so far have been involved in developing new facilities in their area (local Skate Parks), planning and fundraising for the local youth acitivities avabile in their area, planning South Ayrshire wide events or local fun days and part of research and having a say on the refurbishment of local Youth Centres.

The North Carrick Youth Voice Group was involved in the development of the new Skate Park in Maybole. The young people created and carried out a consultation with over 300 young people across North Carrick and collated and presented the results. Construction has now finished and the final design was directly informed by young people. The group are now planning a Graffiti Art project and launch event.

This group have also contributed towards South Ayrshire wide events such as Bounce and Question Time.



You can follow this link or the QR code below to find out more about what is happening in our Maybole Youth Voice Group.



South Ayrshire Virtual School

Pupils and Education Welfare Officers have created a Virtual School Pupil Council, including eight pupils from across various schools, all with experience of care. The Pupil Council meet fortnightly to discuss matters of importance to them. They have met with the UNCRC Lead in South Ayrshire to discuss areas of development and are working on what they feel would improve educational experiences in schools.



Bfriend's primary objective is to offer befriending service for young people aged 8-18 who are socially isolated within South Ayrshire. Recognising the importance of giving young people a voice, Bfriend have introduced a young person's committee 'BeYou' who meet 6 times per year to contribute their views on the Project, it's values and help plan activities for the future. Young People's views have supported to adapt leaflets, events and the website.

Priority Aim #3

Co-designing with young people in South Ayrshire.

South Ayrshire Youth Awards

The South Ayrshire Youth Awards took place on 17th April 2024 to recognise and celebrate the achievements of local young people aged 11 to 25 years across South Ayrshire.

The planning and delivery of the awards was completely youth led, with 100 young people from local youth clubs participating in a survey to vote on the theme/categories and entertainment.

The youth led planning group included 18 young people, including youth volunteers and members from locality groups who designed the nomination form, category descriptions, invites and decorations.

The ceremony was a fun and vibrant experience for the 80 young people who attended the event. The locality youth voice groups made an amazing effort with designing the neon themed decorations and co-hosted and presented the awards to their peers.

Young people were recognised across a variety of categories including volunteering, mental health and wellbeing, community service, skills and development, digital and arts and culture.

The Overall Young Star Award was chosen by the audience with 189 votes cast.

The feedback from partners, elected members and young people was extremely positive. There was a wide representation of young people across South Ayrshire demonstrating the impact that young people have in our communities.



Young people's comments:

"I loved it so much – I had to talk – I was petrified – everyone is so kind."

"It was the best day I had in a long time."

Say It Out Loud

The Say It Out Loud Award supports local young people to develop meaningful programmes, activities and resources that are well matched to learner needs. Young people taking part in the award have a say on sufficient decisions relating to improving mental health support available within their school; this includes creating key initiatives to reduce barriers felt by local young people.

All young people participating gained valuable skills to set up Mental Health Wellbeing (MHWB) Committees within their School/Community and to become MHWB Ambassadors. Effective foundations have been laid to support MHWB Ambassadors to gather views of their peers and identify key areas to lead programmes and shape the MHWB action plans and policies.

Through the use of evaluations and consultations majority of young people participating within the SIOL award reported an improved understanding and awareness of their rights, felt their rights are respected and supported, and are participating in positive opportunities to build friendships and join new groups. Video evidence reported that the role of Mental Health Ambassadors have helped young people feel more comfortable to talk about their feelings/concerns, increase understanding of their feelings/emotions, improve knowledge of support available and feel more calm in school environments and hall ways.

- 15 Primary Schools and 5 secondary schools registered with SIOL Award taking a whole school approach in order to promote mental health effectively.
- 9 Schools achieved and evidenced meeting the needs of the 8 principles of the Scottish Government Whole School Approach to Mental Health and Wellbeing.
- 5 Schools completed level 2 of the Award and working towards level 3 (2 Primary and 2 Secondary).
- Over 150 young people skilled in becoming Mental Health Ambassadors.



Wee Carers Voice Network

Due to the significant increase in the number of known young carers in primary schools, we prioritised establishing a voice group for their age and stage. The first meeting was a weekend away at Honeypot House where we reviewed the new Wee Carers Statement, the Young Carer Strategy and priorities in relation to primary aged children. The children had lots of fun over the weekend and made new friends, as well as providing their valuable insight, views and ideas.



Wee Carers Movie

Work has begun on the Wee Carers movie. We have held multiple sessions with primary aged young carers to discuss their experiences, thoughts, and feelings on caring. Three fictional stories have been written based on this and two have already been filmed. Two of the young people involved in The Weekend movie have been assisting as peer mentors and we plan to have another Night at the Oscars event to launch this which will be hosted by the children involved in the project. The film will then be disseminated to primary schools with an information package for them to share with all primary aged children.



Community Voice in our Local Outcomes Improvement Plan

Local Outcomes Improvement Plan 2024-2029 - South Ayrshire Council (south-ayrshire.gov.uk)



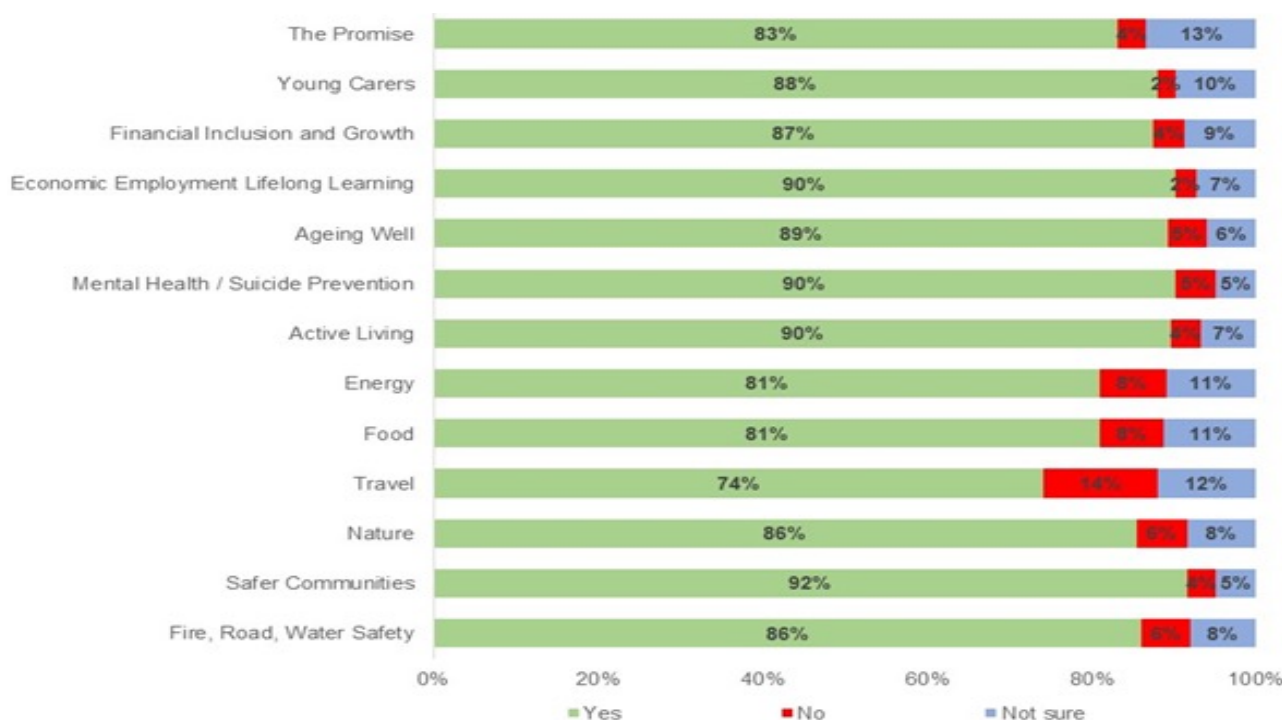
Extensive progress has taken place over the past year to develop a final draft of the new Local Outcomes Improvement Plan. Each of the SDPs, with support from the SDP Chairs Executive, has had an instrumental role in agreeing priority areas to be put forward.

Two strategic themes emerged from the development process which were agreed as the area of focus for the LOIP – these themes are Place and Wellbeing. These have been influenced by the national development of place and wellbeing outcomes, an understanding

of the connection between places and the impact that this has on the wellbeing of our communities, families and environment, and a move by Community Planning Partners to incorporate wellbeing as an area of focus within strategic plans and operational activity.

In November 2023, the Community Planning Executive approved the high-level strategic themes and priority areas to proceed to public consultation. To support the process, Consultation Plan was developed in line with SAC Community Engagement Strategy – this plan also incorporated the completion of a consultation mandate form.

The consultation opened on 22nd January and closed on 29th February 2024. It was shared via an online survey, papers copies were available from libraries, and attendance at community events/meetings. A total of 367 responses were received, where findings have shown a high level of support with agreement given for all the priority areas proposed:



Child and Community Voice in our Child Poverty Work

Child Poverty 2024-2029 - South Ayrshire Council (south-ayrshire.gov.uk)

From the outset of the development of the Child Poverty Strategy, steps have been taken to ensure that partners from representative organisations have been included in the engagement work undertaken as part of the development process. Public Health Scotland has played a key part in leading and facilitating sessions with partners and engaging with those who have lived experience. Strategy development has been supported by a core working group which comprised officers from Public Health Scotland, South Ayrshire Council and NHS Ayrshire & Arran (Health Improvement).

As highlighted within the strategy, Public Health Scotland and the CPP have carried out an in-depth strategic needs analysis to help establish a mapping of services for priority groups living in South Ayrshire.

A number of workshops were held with a group of multi-agency representatives who all have an active role to play in reducing child poverty across South Ayrshire – these workshops were held over a number of months with a focus on: ‘understanding local need and understanding our processes’ (May 2023), ‘systems and data driven approach’ (June 2023) and finally ‘understanding the system’ (October 2023).

At the beginning of 2024, Public Health Scotland, along with the CPP, facilitated two ‘Lived Experience’ workshops for low-income parents and carers in South Ayrshire. The first workshop was hosted in an urban area of Ayr, representing an area of high deprivation receiving intensive resources. The second workshop was in a rural village in the south, 11 miles from the nearest town.

The purpose of the workshops was to help inform the development of the Child Poverty strategy in South Ayrshire by understanding local families’ experiences, priorities and thoughts on the current system of support.

How Good is our Youth Work

SAC Thriving Communities are committed to continuous service improvement through rigorous self-evaluation. Using our internal Youth Work Quality Assurance Framework and the Education Scotland “How Good Is Our CLD v4 Self Evaluation Framework”, this report appraises the impact Youth Work has on young peoples’ lives in South Ayrshire.

This three-year comparative report is based on statistical information gathered for the 1st July 2020 to 30th June 2023. The data includes work in primary and secondary schools, community-based youth work provision and holiday programmes.

Section 10: **Priority 5: Healthy**

Health and Wellbeing is consistently raised by our children, young people, families and services alike as their highest priority for improvement. Our key focus in South Ayrshire is to support our infants, children and young people to thrive and have the best possible life chances. To do this we know we need to create a caring culture where emotional and physical wellbeing is promoted.

Progress overarching all the Healthy Priority Aims:

At the start of session 23-24, a local Personal, Social, Health and Economic Education (PSHE) steering group was formed consisting of at least one Principal Teacher of Guidance from each of our eight secondary schools. The aim for the group was to pull together common themes which were causing the biggest worry for young people and then create PSHE overviews for each school. In doing so, we hoped to better involve partners from health, social care and Police Scotland in the delivery of these key themes and to refine the PSHE programme being delivered. We decided to start with the S1-S3 year group.

Initially, the group considered key documentation such as the Health and Wellbeing Census Scotland and the local Police Scotland Summary report. Considering these documents and also the expertise of our guidance colleagues in education, the following themes emerged as key priorities:

- Vaping
- Resilience and anxiety
- Substance Use
- Sexual Health
- Healthy relationships and consent
- Body Image and confidence
- Personal Safety

Each school has now created a clear overview for their S1-S3 PSHE programme which clearly identifies the key themes mentioned above and the time of year this will be delivered in school. This has now been shared on the Healthy Sub-Group Teams Page so that all partners will be able to see this and offer support to schools for the delivery of programmes. This work overarches all of the individual aims of the Healthy Priority, supporting and promoting the collaborative work of all aims.

Next Steps for this work:

- Collaborate with young people from each secondary school to take part in our vaping campaign.
- Develop a 'Smoke Free Schools' Local policy
- Sharing of PSHE overviews with Police Scotland and Wider agencies
- The group will continue to meet with the key aim of enhancing the well-being and education of young people in South Ayrshire schools.

Priority Aim #1

To reduce the prevalence of vaping and tobacco use in Children and Young People.

Progress:

Our South Ayrshire steering group has conducted the Scottish Government Vaping survey in their own departments and reviewed the new resources from Scottish Government. Links were made with our local Thriving Communities link and plans are ongoing for a video campaign next session, featuring young people from South Ayrshire Secondary schools which can be shown in schools.

Actions agreed as highlighted with the new RHSP update including development of a “Smoke free schools” policy and support for schools from NHS and partner agencies.

Next steps

- Work will commence to progress to develop “Smoke Free Schools Policy” in conjunction with Education.
- A multiagency training plan will be developed on “Reducing children’s exposure to second hand smoke” and “Very Brief Advice” (raising the issue of smoking and vaping and signposting) including services such as early years education, child minders, foster carers, health visitors, Social workers, residential care staff, Small Steps nurture workers and Family First development workers teams.

Priority Aim #2

To improve the mental health and wellbeing of Infants, children, young people and their families through prevention and early intervention activities.

Infant and Perinatal Mental Health

In South Ayrshire - the promotion of good mental health through a focus on family wellbeing and positive attachment is provided by Health Visitors and Family Nurses through the Universal Health Visiting pathway and Family Nurse Partnership programmes. Where concerns are identified, targeted support may be accessed through a number of services including-

The NHS Maternity & Neonatal Psychological Intervention Service (MNPI) also provides support through clinical psychology intervention to support women who have experienced recurrent miscarriage, still birth, neo natal loss, traumatic birth, diagnosis of a foetal anomaly, a baby being cared for in the Neonatal Unit or psychological difficulties which directly impact on their ability to receive maternity care.

The NHS Perinatal Mental Health service provides support to women where referrals are received from health professionals involved in their care during pregnancy and following birth where the woman has a severe mental disorder or is at high risk of severe postpartum mental illness.

Progress in this priority:

- An event took place in April 2024 on Perinatal and Infant mental health attended by the SA Health visitors and health visitor support workers. The presentations covered updates on the services, common case-based scenarios and referral pathways.
- All HVs have been provided with the 'Red Flags' voice of the infant document to use in their assessments of infant mental health.
- An Infant Mental Steering group has been established with representation from services. These include three Health Visitor IMH/PMH champions. Their role is to disseminate information to teams.

Next steps for this aim:

- The Ayrshire wide Infant Mental Health Service "Mini Minds Matter" which was launched in April 2024 will be available for infants and children from 0-3 year olds. Supports will be provided through the following phases:
- Phase 1: Phone consultation service available for staff (available May 2024).
- Phase 2: Therapeutic sessions to be offered to families (this will be available soon).
- The Infant Mental Health Team plan to offer Bitesize awareness sessions to staff on the therapeutic strategies they use with families and how to use the Red Flags document effectively.
- Work on all of these areas will be shared with the wider workforce to share learning and promote prevention and early intervention activities and awareness of targeted/specialist supports.

Mental Health Support in Action: Ayrshire Cancer Support

Ayrshire Cancer Support offers a range of services to support children and young people aged 5-25 years old, and their families. Where there are younger children in the household, we are also able to offer whole family support.

Offers include:

- Therapeutic one to one support including counselling and creative activities.
- Support in schools and other community settings
- Drop in support, therapy rooms and group spaces will be available on the completion of the centre's refurbishment.
- A well-established peer support group, fortnightly after school and is an opportunity for children aged 5-12 to come along and participate in fun arts and crafts activities, along with other children who have a shared experience of cancer in their life. Parents and carers come along too and have an opportunity to connect with one another in an informal way.



In addition to this we also offer peer support sessions for young people in a relaxed environment at The Place, boxercise sessions at Prestwick Academy and climbing groups at the Above Adventure centre in Kilmarnock, as well as other one-off events.

Priority Aim #3

Improve access to sexual health promotion, services and support for young people.

Progress in this aim:

In South Ayrshire we understand the importance of collaboration to enhance the life chances of our young people and agreement has been reached to support all South Ayrshire secondary schools to improve access to sexual health promotion, services and support on a multi-agency basis including the NHS Health Improvement team and School Nursing service. Work is underway with to agree content and a timetable of delivery in conjunction with Education for all young people in S3.

Support is now available via a Sexual Health pathway identified as part of the nationally refocussed school nurse role. Support and advice is provided to individual young people through targeted health assessments including young people who are Looked After or in need of protection.

Next Steps

- Data will be gathered relating to sexual health targeted interventions following the delivery of the schools programme. This will be analysed to inform improvement.
- Quantitative and Qualitative Data to be gathered on outcomes following targeted intervention to individual young people by the school and Looked after Childrens nursing service.

Priority Aim #4

Children and young people benefit from a whole family approach to support concerns impacted by alcohol and drug use.



During 2023/24 we have been developing and growing a new 'no wrong door' delivery model for young people, families and carers affected by someone else's drug or alcohol use, continuing to support treatment and recovery services to become more family inclusive, and to develop new support designed for children and young people affected by drugs and alcohol.

Further information on this important work can be found within the ADP update in Section 5.

Priority Aim #5

The health and wellbeing of infants, children and young people will benefit from a multiagency approach to support good nutrition and healthy weight.

Early years child healthy weight (Jumpstart Tots)

The early years Tier 2 child healthy weight programme, Jumpstart Tots continued to focus on our Health Visiting service to identify families with children aged 2- 4yrs who would benefit from targeted interventions to support healthy habits for healthy growth.

Since initial roll out in 2020/21 there have been 108 referrals across Ayrshire. There have been 14 referrals to the programme (9 male, 5 female) from South Ayrshire. One child was below 2yrs at time of referral; 2 were 27 – 30 months; 3 were 31- 42 months; 8 were 43- 60 months.

Of the 10 families discharged from the programme, 2 families completed at least 75% of the programme; 2 families withdrew during the intervention and 6 families withdrew at the early stages of the intervention. 4 families are currently receiving ongoing support.

Raising Awareness of Early Years Nutrition and Child Healthy Weight

We have worked closely with a number of partners including Ayrshire College to raise awareness of early years nutrition and child healthy weight. Pilot work in an Ayrshire campus focused on training all early years students to increase knowledge and skills, as well as awareness of local supporting services and resources.

In Early 2024, the team trained 89 students and are aiming to replicate this model within the Ayr Campus.

This team have also initiated and participated in a number of education events and workshops to promote early years nutrition and child healthy weight, including an education event with health visiting to update on topical issues around infant and early years nutrition.

In partnership with Public Health, the team have been able to commission HENRY Core Training to a variety of partners which contributes both to maternal and infant nutrition and child healthy weight programmes. This training focuses on nutrition and activity for the very young and has a strong foundation in health behaviour change thus skilling participants to take a strengths-based approach to supporting families. Over 2023/24 there have been 7 cohorts of training with over 100 participants, including health visitors, school nursing, maternity staff, early years practitioners, oral health and AHPs.

Finally in order to enable early intervention and prevention the team are working with an area wide group to develop a child healthy weight toolkit which will provide guidance on issues such as: weight/BMI measurement, raising the issue of weight/health with families, health behaviour change, nutrition, physical activity, current community programmes and training opportunities. In addition to these topics, the toolkit will also provide pathways for different professions such as health visitors, school nurses, and other healthcare professionals as well as wider services and agencies to support early intervention and prevention.

School age child healthy weight (Jumpstart)

The Child Healthy Weight team continue to support children and their families to achieve a healthy weight via the Jumpstart programme. The programme works with families of children aged 5 to 17 years old.

Infant Feeding Service- Early Learning Scheme

The Early Learning and Childcare settings and schools in South Ayrshire already comply with The Breastfeeding (Scotland) Act 2015 which makes it an offence to prevent or stop a child under the age of 2, who is permitted to be in a public place or licensed premises, from being fed milk in that place or on those premises.

The Early Learning Scheme adds additional steps to support The Scottish Government backed Breastfeeding Scotland Scheme and the communities we serve. Introducing the topic of Breastfeeding and educating young people about the Health impact of breastfeeding is one of the next steps.

The nursery staff to have an opportunity to increase their knowledge around supporting these breastfeeding mothers that may wish to breastfeed when dropping off their children. The staff can increase their knowledge whilst completing The TURAS modules specifically designed for this reason. When 80% of staff have completed these modules the Nursery will be presented with a Certificate.

Next steps for Healthy Priority Group

- Early consideration is currently being explored with Housing Services to notify our School Nursing Service when a family with children becomes homeless. This process would allow the offer of a health assessment to be made for the children to ensure all health needs are considered during this time which can be overwhelming for families.

Section 10: Priority 6: People

In South Ayrshire our workforce let us know that they would like more opportunities to come together to learn, reflect and understand more about the role we all play in supporting local families. The People priority focuses on this through GIRFEC, the UNCRC and how these provide the framework for delivery of whole family wellbeing locally. We have close working links into the Pan-Ayrshire GIRFEC group, and in this reporting year we have re-established our South Ayrshire GIRFEC group which feeds into the People Priority.

We know that GIRFEC is key to promoting and supporting wellbeing for infants, children, young people and families in South Ayrshire. Workforce understanding of our GIRFEC processes and their role within early holistic whole family help is an area of continuous focus and improvement.

Priority Aim #1

Focusing on collaboration and relationships between staff; develop a workforce with the confidence, skills and relationships to support children, young people and families holistically.

GIRFEC in South Ayrshire

GIRFEC is the Scottish Governments policy framework overarching everything that we do for infants, children and young people. GIRFEC supports us to partner with families and provide early help at the right time.

In South Ayrshire our practitioners told us that they need more opportunities to reflect and connect together in order to have the relationships, skills and knowledge required to promote the best life chances for families. Using GIRFEC as the vehicle for these opportunities in South Ayrshire, we have held online and in-person spaces for practitioners to connect with each other and understand their role in promoting whole family wellbeing.

GIRFEC Refresh workshops were held in 2024 to communicate changes to our local South Ayrshire GIRFEC Guidance. Whole family wellbeing and early help were front and centre here, using this opportunity to share alignment between GIRFEC and whole family wellbeing in Children's Services. Services heard about whole family wellbeing laying the foundations for the "what" and the "why", with GIRFEC providing the framework for the "how" in terms of our delivery in South Ayrshire.

GIRFEC Refresh Online Workshops Summary:

- Online Events attended by 157 members of staff representing Education, ADP, Thriving Communities, Third Sector, Housing, Adult Services, Social Work and Health.
- All responding attendees of the online workshops reported increased knowledge of GIRFEC refresh following the input.
- Average GIRFEC Refresh Knowledge score before online input 5.4
- Average score after online input 8.6 (increase of 63%).
- 100% of responding attendees reported they understood the GIRFEC led aim of the Children's Services Plan (to provide early support to help whole families to thrive) following the online input.
- 100% of responding attendees reported they understand their role in promoting whole family wellbeing.
- 100% of responded attendees reported they understand their role in early support for families.

GIRFEC Refresh In-person Workshops Summary:

- In-person event attended by 83 colleagues representing Education, ADP, Thriving Communities, Third Sector, Housing, Adult Services, Social Work and Health.
- All attendees of the online workshops reported increased knowledge of GIRFEC refresh following the input.
- Average GIRFEC Refresh Knowledge score before 6.2
- Average score after input 9.1 (increase of 68%)
- 100% of responding attendees reported they benefitted from the opportunity to connect with other services or colleagues at the event.
- 100% of responding attendees reported they understand their role in early support and whole family wellbeing.
- Speaker content: two inputs on whole family wellbeing and care-based language

Refreshed and revamped GIRFEC online training has been developed and will begin in September 2024. This training links our GIRFEC practice to our whole family wellbeing and UNCRC work, creating alignment for practitioners. The evaluations and feedback from the above sessions will also inform 2024/2025 themed in-person GIRFEC workshops for practitioners to focus on specific areas of need.

Our next steps in South Ayrshire also includes collaboration on a regional Pan-Ayrshire and Dumfries and Galloway GIRFEC event for over 100 colleagues.

HSCP Practice Development Team:

In 2023 there were 38 different training courses delivered across all service areas. Of these 20 courses were geared to support our workforce in Children's Health Care and Justice services with 510 staff across the service undertaking training and development opportunities.

In addition to the opportunities that were created and delivered by Practice Development, we also supported and promoted several areas of further training such as:

- Mental Health Training Brochure
- Choose Life Suicide Prevention ASSIST / Safe Talk
- PSST Team Addictions / Alcohol and Substance Use.
- A&A Bitesize Leadership
- AIFS

To understand and respond to the workforce training needs a Training Needs Analysis was undertaken and the current training calendar was devised covering the following training and development areas:

- Developmental Training
- Public Protection Training
- Mandatory/Statutory Training
- Social Work Development.

South Ayrshire Health and Social Care Partnership also continues to facilitate its Practice Learning Programme with regards to meeting its primary objective of providing learning opportunities for social work students. South Ayrshire has been able to meet 100% of allocation as well as supporting placement opportunities due to placement shortages in other areas. The programme continues to be a key contributor in relation to the recruitment in social work positions in South Ayrshire.

One of the key elements of delivering our Child Protection training is in the development of the Experiential Pathway for Public Protection This project aims to be sector-leading and to deconstruct the current model of training delivery for social workers on child protection in local authority context and transform this, testing a new experiential workplace learning approach. In South Ayrshire currently, all social workers are required to attend a mandatory 5-day traditional style child protection training course in person. The challenge facing the organisation is that child protection training is a high-stakes activity that requires to equip and support social workers to undertake critical frontline assessment and intervention with children and families. Upholding public trust and confidence in the social work profession is closely associated with how social workers are seen to respond to risk, and the measures they have taken to protect children.



Priority Aim #2

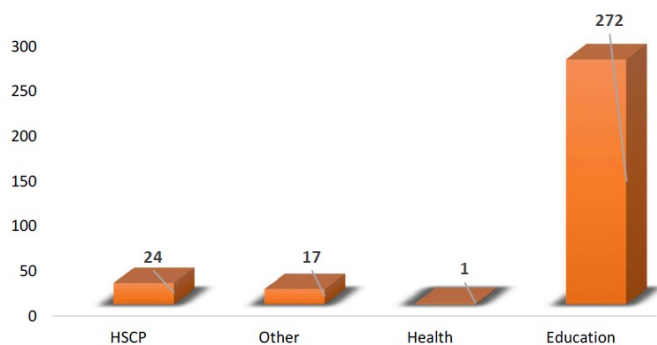
Supporting children, young people and families to share trusting relationships with people that are there to support them, who understand their story - through the promotion of positive, inclusive, care-based language.

In South Ayrshire, whole family wellbeing is reflected strongly into our GIRFEC work, training and guidance. We have moved to a “Team with the Family” model of GIRFEC delivery, keeping the child or young person at heart but considering their wellbeing within the context of their whole family.

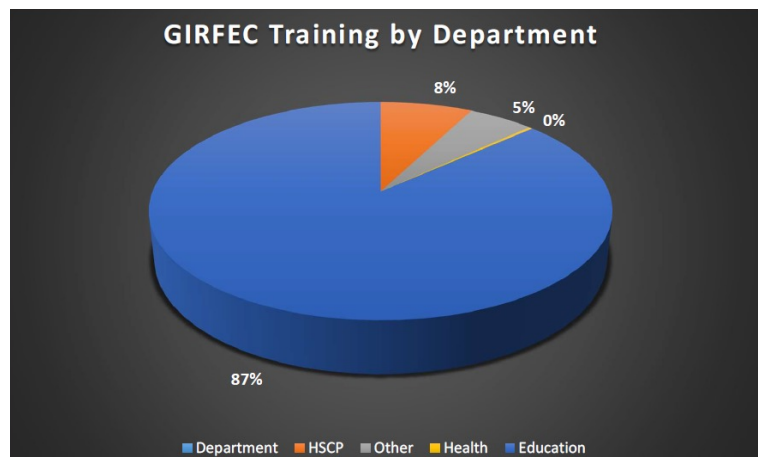
New “Team with the Family” Guidance was created in South Ayrshire and shared widely to all practitioners including via learning spaces. This Guidance has been reviewed, considering the Language Creates Realities work done by our Champions Board and National language work to incorporate the changes demanded by the Independent Care Review. We are committed to changing the way we speak and write about care, because our care experienced community asked us to.

Our GIRFEC guidance has been updated to reflect local and national changes, reviewing any terms that we now know are unhelpful and updating with inclusive language. Utilising knowledge from all the work happening locally, we learned from our care experienced population that language has a role in determining how people view themselves. We all have a role, regardless of which area we work in, if we work with families directly or indirectly, to remain conscious of the words we use and the impact they have.

GIRFEC Training by Department



GIRFEC Training by Department



Next steps for the People Priority:

- Continue to create spaces to connect practitioners with each other, with GIRFEC and to their role in whole family wellbeing.
- Continue to increase practitioner knowledge of GIRFEC and its links to whole family wellbeing.
- Increase practitioner engagement with Pan-Ayrshire online GIRFEC training.
- To support the South Ayrshire GIRFEC Group to create a South Ayrshire language guide alongside our care experienced population.
- To evaluate our Team with the Family processes alongside local families to learn how we can improve.

Appendix 1:
**Whole Family Wellbeing Funding
– Guidance & Template for
reporting progress as part of
annual Children’s Services Plans
(CSP) reports 2023-2024**

SECTION 1: Activities, WFWF Logic Model Outcomes, and Estimated Budget Allocated

Activity 1:

Understanding Whole Family Wellbeing in South Ayrshire and understanding areas for alignment – Horizons Research

Question 1:

Please include a short and clear description of the activity.

Rolling on from year one, this activity has greatly supported South Ayrshire with an evidence base for the shape of Whole Family Wellbeing support locally. Phase one of this research concluded in June 2023 (Insights 1 report attached) through consultations and workshops engaging with our workforce statutory and third service providers.

Phase 2 concluded in January 2024 (Insights 2 report attached) and focused on gaining valuable feedback from children, young people and families. South Ayrshire Peer Research work was driven forward as part of this work and some researchers will continue to guide the work of the CSPP.

Holistic early help and whole family wellbeing is the underpinning journey of our Children's Services Plan 23-26, guiding all six priority areas in their improvement work. The actionable recommendations derived from Insights 1 and Insights 2 reports, through participation of families experiencing the sometimes-complex nature of our existing or previous systems supported the development of well-informed thematic group action plans, aligned to our Children's Services Plan. This consultation and the six associated action plans will allow us to carefully co-design the future of Whole Family Wellbeing in South Ayrshire.

Through this range of research, we are better able to meaningfully understand gaps, strengths and improvement areas based on the experience of our local families and the practitioners with whom our families have existing relationships.

Question 2:

Early Outcome

Early evidence that CYPF are actively and regularly and meaningfully engaged in service design.

Early Outcome

CSPPs begin embedding key principles for holistic whole family support in their own systems and structures (focus on prevention + early intervention)

Early Outcome

CSPPs start to redesign/design delivery of new WFS services, including removing barriers for CYPF to accessing support.

Early Outcome:

Early evidence of non-siloed, aligned and proportionate FS funding that matches scale of need.

Intermediate outcome:

Collaborative, multi-agency approach to the funding, commissioning and delivery of family support.

Progress towards outcomes:

This activity has contributed to great progress made to understand experiences and connect with local families to guide 23-26 planning and beyond. Continuing to feed into the CSPP as work progresses, this activity, alongside the key principles for holistic whole family support have been strongly woven into the new Children and Young People's Services Plan 23-26 and our new local self-

evaluation framework. This activity assisted in the restructure of our CSPP to six focused thematic groups with WFW, UNCRC, The Promise and GIRFEC underpinning all six action plans.

Peer researchers took forward much of this work and were pivotal to engagement activity with their own communities. Those who identified they would like to continue this work through existing links and relationships will be supported to do so via our Voice Priority Group (this group is leading on participation of infants, children, young people and families locally.)

Families involved were financially reimbursed for their time which in turn developed a sense of partnership and respect for their time. This was organised via Scotland Loves Local Vouchers which in turn supported our local economy.

Continuous participation and engagement with stakeholders allows us to understand barriers put in place for families via our systems and aims to incorporate an approach of whole wrapped round care and support. Our six thematic group actions plans were not formed or concluded until Insights 2 report with research from families and the actionable recommendations was shared with all key leads in CSPP and 6 thematic groups. This ensured action planning focussed on what families need locally and informed the development of the Family First model. The sharing and understanding of Insights 1 and 2 actionable recommendations has taken place through our CSPP structures and the work created a clear vision – alongside families that is the underpinning aim of our work in South Ayrshire; culturally and within our Children’s Services Plan 23-26. Governance ensures our 23-26 CSP and all associated action plans are informed by this research and these reports.

Question 3:

Estimate of WFWF funding spent on this activity in this financial year (in pounds): £5,800

Activity 2:

Development of a robust self-evaluation framework around our CSP to support implementation of WFW (new activity).

Question 1:

Please include a short and clear description of the activity.

Whole Family Wellbeing underpins our Children’s Services Plan 23-26 and beyond the timeline of this fund. Whole family wellbeing is the basis of our change story (developed with families) in South Ayrshire and our early intervention work, aligned with our strong refreshed GIRFEC approach ‘Team with the Family’ (SAC GIRFEC Guidance and Training attached as evidence). In South Ayrshire we will strive to ensure our qualitative and quantitative data is meaningful, and we are able to evaluate our work through our Joint Improvement Group and CSPP as we progress through this fund and beyond in terms of sustainability.

We are on a journey locally in terms of our data analysis as partners, and although in the early stages this activity has given us a robust, collaborative, accessible framework to support the integrity of our work. We know that the human experience of moving through our ‘systems’ isn’t quantifiable, and this framework allows us to capture relational data and ensure this complexity doesn’t cloud our understanding of improvement for families.

Question 2:

Early Outcome:

Early evidence that CSPPs (inc. 3rd Sector partners) are working more collaboratively.

Early Outcome:

CSPPs begin embedding key principles for holistic whole family support in their own systems and structures (focus on prevention + early intervention).

Early Outcome:

Early evidence of culture in CSPPs that encourages and empowers staff to develop innovative FS solutions.

Intermediate Outcome:

Cross-sectoral commitment to collaboration and innovation which empower and supports the workforce to provide family-centred holistic support.

Progress towards outcomes:

Moving forward into 24/25 the JIG will begin to adapt the HGIOWFS toolkit to further support our evaluation of whole family support in South Ayrshire and this will include partners from across the CSPP. The JIG have also created our own South Ayrshire Core Wellbeing Indicator set to compliment the framework.

The self-evaluation framework has been created with Horizons, the Lead Officer and all six multi-agency, cross sector leads to further embed a culture of innovation and trust in our teams to empower families and the workforce. Six thematic groups have created and have ownership of their own action plans based on thematic data, Insights 1 and 2 reports. This promotes more effective data sharing, clarity of roles / responsibilities. The oversight of the CSPP has been integral to the well-informed action plans and has supported creativity within each thematic group.

The strong relationships evident between the key leaders representing services on the CSPP has continued greatly to the empowered collaboration between their respective services. FS principles are embedded in our self-evaluation framework and our 'change story' in South Ayrshire, which supports CSPP partners to retain our focus on WFW. Principles of WFS are shared as messaging at CSPP events, GIRFEC events etc to ensure consistency and that our workforce are leading the journey through their role, engagement and feedback through workshops, briefings and action planning.

Out with the WFWF we have recruited a Data Graduate with specific responsibility to work within this framework to support the CSPP in evidencing WFW and improvement across all areas.

Question 3:

Estimate of WFWF funding spent on this activity in this financial year (in pounds): £32,228

Activity 3:

Family First – South Ayrshire's model of early intervention in family support work

Question 1:

Please include a short and clear description of the activity.

In South Ayrshire a successful pilot of transformational and effective early family support work existed prior to the WFWF through a support around schools' model (Belmont Family First, Silver

Award winner at the 2024 Public Sector Transformation Awards). Belmont Family First placed additional Health and Social Care staff within the identified School cluster to work together with pastoral care teaching staff, to develop a family first approach to early help. During the pilot 37 children were diverted away from escalation through the care system and no children were accommodated from the pilot Academy into external residential care during this time (prior to introduction of the model this cluster had the highest number of young people in external care). This work, alongside the implementation of Signs of Safety, our GIRFEC Refresh/refreshed training (move to Team with the Family model,) Promise work and Children's Services Plan in South Ayrshire – have created the conditions for wider, whole family change locally.

This activity sees this existing transformational practice in the process of scaling; having been adapted with focused outcomes based on family needs, and upscaled to be delivered on a locality support basis for families across all South Ayrshire School clusters. In 23/24 two school clusters have been rolled out per term to allow a considered and supportive approach. The whole family wellbeing fund has allowed a dedicated key leader to be recruited to lead on the design and roll out of Family First, ensuring it has strong leadership to drive forward with focus and consistency.

Families told us that they want help before things can become overwhelming. They also told us that more help was needed in schools. The Family First approach is GIRFEC in action in terms of early collaborative family support from a multi-agency team and has the principles of WFS at its core. This work delivers and strengthens our work towards Keeping the Promise, underpinned by the Signs of Safety model of practice adopted in South Ayrshire, leading us on the journey of culture change required to focus on early and preventative support, led by family strengths.

The vision develops this model into Locality Partnership Groups, made up of key multi-disciplinary professionals who are operationally active in a locality to resource and deliver early and preventative family supports at the point of need. Professionals who know the children, families and communities well. Families are holistically involved in the planning and delivery of the model, and knowing what is best for their children.

Moving forward, it is anticipated that there will be resources available to empower these groups to be able to respond to needs as they arise, using a Children Rights Budgetary approach.

This activity involves the recruitment of a dedicated Family First team.

Question 2:

Early Outcome:

Increased WFS service capacity among CSPP partners – scaled and new services are integrated.

Early Outcome:

CSPPs begin embedding key principles for holistic whole family support in their own systems and structures (focus on prevention + early intervention).

Early Outcome:

Early evidence of culture in CSPPs that encourages and empowers staff to develop innovative FS solutions.

Early Outcome:

CSPPs start to redesign/design delivery of new WFS services, including removing barriers for CYPF to accessing support.

Early Outcome:

More families receive whole family support.

Early Outcome:

Support is stigma-free, needs/rights-led.

Intermediate outcome:

Cross-sectoral commitment to collaboration and innovation which empower and supports the workforce to provide family-centred holistic support.

Progress towards outcomes:

Further evidence and narrative can be found within the Family Priority section of our Children's Services Annual Report 23-24. Culturally, this work is furthering a journey of whole systems change into early family help.

Recruitment within the WFWF has included an Education Inclusion Co-ordinator with specific responsibility for implementation and rollout of Family First. This activity has increased capacity to support families at the earliest point of need and the Inclusion Co-ordinator is supported through a collaborative team including our Small Steps to Wellbeing Team (SW), Family First Development Workers (Education), Family First teachers – all led by the WFWF Inclusion Co-ordinator. Having a designated co-ordinator for Family First has been invaluable to relationships, understanding of shared learning, leadership and connection between services.

Health, Thriving Communities, Social Work, Education, Community Safety, Campus Officers and Third Sector participate in integrated forums on a locality basis. There is early evidence that locality-based Family First forums are empowering staff understand their role in early help through engagement, communication, planning and delivery (attached as evidence). The Family First workforce engage with partners to understand the current service status and promote collaborative working. Staff training, workshops, engagement, and feedback has informed the phased roll out of the model.

To support local context for families, each locality has been provided with a data pack, created by SAC data analyst, to support decision making and assist understanding of the picture in each locality at a wider level. There's scope to expand these packs future e.g. with more community context such as health, crime, or employment stats.

Early evidence is available that the model is impacting positively on school attendance, relationships and engagement with learning. Currently 26 children and families are being supported by Family First where all children have increased engagement in learning.

Insights 2 report shared family understanding of barriers. Barriers are addressed through this model, evidence provided from numbers of families supported through the model and positive feedback in case studies. The model partners with families to produce a multi-agency tailored action plan and gives opportunity for increased relationships with families at an earlier point.

Question 3:

Estimate of WFWF funding spent on this activity in this financial year (in pounds): £129,450 (staffing costs – Family First Inclusion Co-ordinator)

Activity 4:

Champions Board – Small Grants

Question 1:

Please include a short and clear description of the activity.

Activity title and description:

The Champions Board's Small Grants scheme is a part of key work to address the inequalities in care. The Small Grants scheme is budgeting that addresses inequalities that already exist. Led and co-designed by people with lived experience through South Ayrshire's Champions Board, analysis of the scheme has identified the work contributes to our ambitions to Keep The Promise.

Analysis of whole family wellbeing in South Ayrshire shared feedback that funding without barriers or stigma, easily accessed by communities in a rights-based way is needed to impact inequalities. Assessment of previous Champions Board small grant funding directly benefitting our care experienced community demonstrated that our young people utilised funding to connect them with family, communities and wider networks. This activity further enables this work.

Question 2:**Early Outcome:**

Early evidence that CYPF are actively and regularly and meaningfully engaged in service design.

Early Outcome:

CSPPs start to redesign/design delivery of new WFS services, including removing barriers for CYPF to accessing support.

Early Outcome:

Early evidence of culture in CSPPs that encourages and empowers staff to develop innovative FS solutions.

Early Outcome:

Support is stigma-free, needs/rights-led.

Progress towards outcomes:

This lived experienced led funding programme was developed by the Champions Board and therefore led by people with experience of care. The young people or young adults applying for this fund are usually connected with the Champions Board or become connected thereafter, which allows for meaningful feedback to be received by the Champions Board team. Existing links with the Participation Assistants will continue, and analysis will see the fund evolve to continue to meet the needs of children, young people and young families.

Ongoing participation and engagement with children, young people and families with care experience through our well-established Champions Board assists continual conversation regarding barriers. Small grants empower the workforce and families to receive what they need with the aim to incorporate an approach of whole family wrapped round care and support.

Review of past small grants developed understanding and learning to take into this year where the WFWF supported this to scale up into a much more meaningful activity in terms of the amount of children, young people or young adults who were able to access the fund. Early feedback shows that family connection or connection to wider networks is supported through this fund with young adults asking the fund for an amount to go on a family break, to attend a festival with family, driving lessons, flights to visit sisters in another country, or maternity clothes for an expectant mum. At time of writing 190 individuals have been supported through the fund.

Links with other agencies have grown for the Champions Board and also those utilising the fund, linking in with our commitment to addressing child poverty. Where a young person or young adult is requesting funds to address basic needs, the Champs Board are able to link with charities or local supports. Introducing young people or families to these supports and staying with them via their connection to the Champs Board.

Question 3:

Estimate of WFWF funding spent on this activity in this financial year (in pounds): £48,000

Activity 5:

The Ark - Empower Autism and P7 Workshops

Question 1:

This activity supports a wider focus in South Ayrshire to Invest in Neurodevelopmental supports for children and families, with or without a diagnosis.

The 'Empower Autism' weekly event is a haven for young people who struggle with the noise and vibrancy of the Friday Night Drop In. Parents and carers can relax while the young person takes part in sensory activities that suit their needs. This allows The Ark to build relationships with the young person and their carers or family members. This activity supported The Ark to develop the service and increase the provision to meet the growing need. Now the Empower Autism event can run over two nights to allow number of attendees to remain appropriate on each night. This activity also involves P7 workshops to support identification of families for whom their child might benefit from 1:1 mentoring.

Question 2:**Early Outcome:**

Family Support is delivered where and when it suits families.

Early Outcome:

More families receive whole family support.

Early Outcome:

Support is stigma-free, needs/rights-led.

Early Outcome:

CSPPs begin embedding key principles for holistic whole family support in their own systems and structures (focus on prevention + early intervention).

Progress towards outcomes:

Recruitment of post to support.

Over 100 families attend the two Additional Support Needs nights at The Ark and an average of 15 referrals per quarter are received into the service which is supported by the awareness of these nights. The Ark have carefully increased the number of children they support due to the WFWF and have recruited another staff member to support the additional events. Mentoring in schools has increased, many with an additional support need from 30 to 40.

Question 3:

Estimate of WFWF funding spent on this activity in this financial year (in pounds): £16,000

Activity 6:

Aberlour – Sustain Project

Question 1:

This activity continues to implement a whole family approach to early support here families where families believe their child may have a Neurodevelopmental concern. This activity ensures Whole Family Support is delivered when needed, whilst families they await an assessment from CAMHS or support via neuro pathway (currently being piloted in two localities). The aim is to support the wider neuro work happening in South Ayrshire to ensure families get help before crisis.

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

Early Outcome:

CSPPs start to redesign/design delivery of new WFS services, including removing barriers for CYPF to accessing support.

Early Outcome:

Early evidence of culture in CSPPs that encourages and empowers staff to develop innovative FS solutions.

Early Outcome:

Support is stigma-free, needs/rights-led.

Early Outcome:

More families receive whole family support.

Early Outcome:

CSPPs begin embedding key principles for holistic whole family support in their own systems and structures (focus on prevention + early intervention)

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

There is evidence that this service provides significant benefits to children and young people and that families are supported to remain together in a non-stigmatising way, working with the whole family, based within the local community and supports delivered in a timely manner by a skilled work force. This activity sits within a much wider piece of work, identified through engagement with local families, to collaboratively approach the delivery of neurodevelopmental supports in South Ayrshire. This activity has delivered training workshops to share information training resources. All staff completed in-house Autism training and have had a session with Dr Jason Lang Clinical Senior Lecturer in Neurodevelopment.

28 families with 41 children have been supported through the service this year, via 170 support sessions in person and a 160 video calls where this was the preferred support.

Question 3:

Estimate of WFWF funding spent on this activity in this financial year (in pounds): £ 81,789

Activity 7:

Barnardos - Family Resource Service

Question 1:

This activity supports the scaling up of a vital whole family service in South Ayrshire through a variety of 1:1 and group supports, including intensive family support, children's groups, parenting support and family groups. Links with this third sector organisation are strong and there is evidence that support is effective. This service are well respected and trusted in the local community.

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

Early Outcome:

CSPPs start to redesign/design delivery of new WFS services, including removing barriers for CYPF to accessing support.

Early Outcome:

Early evidence of culture in CSPPs that encourages and empowers staff to develop innovative FS solutions.

Early Outcome:

Support is stigma-free, needs/rights-led.

Early Outcome:

More families receive whole family support.

Early Outcome:

CSPPs begin embedding key principles for holistic whole family support in their own systems and structures (focus on prevention + early intervention)

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

126 families have accessed support in this reporting period, with 85 currently being supported. The key principles of WFS are involved and promoted through these activities. There is already evidence around the impact that positive relationships have on staff as well as YP, leading to positive outcomes. (Outcomes report from Barnardos in evidence).

This activity allowed recruitment of 2 more project workers into the existing FRS team. The rationale for this was to reduce the number of families on the waiting list and to ensure support is received when needed in line with the National Principles for Whole Family Support.

Alongside the ability to reduce waiting times for families the additional capacity has allowed increased group work opportunities to children and families further improving the access to support at the earliest opportunity.

Examples of this have included:

Working in partnership with Women's Aid to deliver a Five to thrive parenting group within their premises to families that they support, thus allowing more opportunities for early interventions.

Lets Introduce Anxiety Management (LIAM) group was delivered within local school.

Parents drop in Barassie & Dundonald primary Schools.

Youth group with 10 young people attending in Sutherland House.

Question 3:

Estimate of WFWF funding spent on this activity in this financial year (in pounds): £ 81,000

SECTION 2: Progress Narrative for your overall WFWF plans

Question 4:

How have the activities and outcomes in Section 1 been identified, informed by, and/or developed by different stakeholders? (Especially third sector partners and children and families)

Please cite your evidence sources. May include: number and groups of children and families engaged (be specific as to which groups), the way in which they were engaged and how that influenced the activity.

Activity 1: Multi-agency partners (all members of the CSPP consulted via 1:1 focused meetings) consulted in Insights 1 report as well as multi-agency and cross sector practitioners. Insights 2 report engaged families via local school parent councils in SIMD 1 school, through meeting various families at first sector events from a range of socio-demographic backgrounds and then utilising those introductions to have focused discussions around whole family support, and via a group of peer researchers who engaged with the local community on behalf of the CSPP. All members of the CSPP attended a broader workshop for leaders to hear the actionable recommendations and begin to workshop action plans before these were refined in each of the six thematic groups.

Activity 2: This activity involved internal stakeholders within Social Work, Children's Health, NHS Ayrshire and Arran, Corporate Parenting, Community Safety, Thriving Communities, Education, Third Sector, Police, Speech and Language. Our CSP Priority Group Leads and group members involved represent all the services noted and influenced this activity through Priority Groups and Joint Improvement Group. We have very strong third sector representation on our groups.

Activity 3: Multi-agency evaluations undertaken on the Belmont Family First and Small Steps to Wellbeing projects have demonstrated improved whole family wellbeing and improved outcomes for Children and Families. Both existed prior to the WFWF and provide the evidence base from families, along with evidence of culture change required for Family First to scale. Families involved have been connected to this consultation work and the evidence base led to the scaling of this model to roll out across the authority. Benefits were tracked closely through the Promise Implementation group and have been supported through the Councils Change team. Third Sector partners are involved in co-producing Family First plans for and delivery of family support. Third sector partners are integral to collaborative plans for example in our Girvan locality where the local and well-trusted Youth Trust are very much a part of the forums. The WFWF Inclusion Co-ordinator works closely with Third Sector and all other partner to deliver on this multi-agency model.

Activity 4: This activity has been developed and adapted by people with lived experience of care. South Ayrshire's Champions Board a number of assistants who informed and evaluate within the context of their own lived experience, whilst also developing depending on the needs of the community. Lead stakeholders from Housing, Employability, Education, Social Work and Corporate Parenting engage through focus groups and analysis.

Activity 5: Families with experience of additional support needs informed this work. Feedback from voluntary feedback forms at the services indicates that the the service is positive with focus on family needs and that their approach is well-received. This forms part of wider neuro work that is led by HSCP and Education. Neuro extreme team included Education Psychology, Education Inclusion Management, Social Work Management, CAMHS, Children's Health, and Third Sector.

Activity 6: As above. Families with experience of additional support needs informed this work. Feedback from voluntary feedback forms at the services indicates that the the service is positive with focus on family needs and that their approach is well-received. This forms part of wider neuro work that is led by HSCP and Education. Neuro extreme team included Education Psychology, Education Inclusion Management, Social Work Management, CAMHS, Children's Health, and Third Sector.

Activity 7: Need for increased whole family support derived from Insights 2 report – engagement with families via local school parent councils in SIMD 1 school, through meeting various families at first sector events from a range of socio-demographic backgrounds and then utilising those introductions to have focused discussions around whole family support, and via a group of peer researchers who engaged with the local community on behalf of the CSPP.

Question 5:

Please provide a broad overview of what has been achieved to date and how this compares to what was planned (i.e. is the programme on track?), including specific partners who have been involved in delivery, particularly third sector organisations. Where relevant, please indicate how these activities align with other policy priorities (i.e. mental health, child poverty, The Promise).

Please only add what has not been stated in Section 1 responses above, this helps provide additional context. It may help to refer to the original WFWF criteria in the allocation letter included above. Please indicate any related local evaluation work in progress here.

Our main achievements within the WFWF programme of work in South Ayrshire CSPP has been mainly around the careful planning, training, and piloting/roll out of our locality-based Family First model so far. This model supports investment in the Signs Of Safety approach, which has supported significant culture change in Children Services locally, both supporting and providing work towards the implementation of The Promise and Whole Family Wellbeing. A base line audit undertaken in 2020, was redone in June 2023 (evidence attached) and will provide a clear picture of the supports offered and the impact or learning. Within this audit children and families and stakeholders were given the opportunity to reflect on the current quality of support offered, and learning used to improve.

The seven WFWF activities above aim to support improvements in key strategic whole family support areas: community/locality-based support, our universal service provision, and targeted support needed locally based on feedback from families who have experience of our services. Activity 1 is on track to conclude in this year with a final, Insights 3 report to assist to support the effectiveness of our work thus far and report on progress in terms of our WFS alignment due in December 24. Activity 2 is very exciting and gives the CSPP a sense of integrity around evaluation which will in turn support our ability to utilise data to improve and not to prove. This is also on track.

Activity 3 is our main body of work within the WFWF. Overall, this activity strategically aims to contribute to our ambitions of Keeping the Promise, as we aim to offer early help to families before things can become overwhelming. The phased roll out of this model with a dedicated WFWF funded Inclusion Co-ordinator has allowed for careful learning along the course of the year 23-24 and meaningful engagement with partners. The inclusion of the HSCP Small Steps to Wellbeing team in this model again enhances the offer to families and enhances current relationships with families. This model commenced roll out at the start of the academic year 23/24 and early evidence of success is highly encouraging. Almost all children and families who have been supported through

the model have benefitted from increased attendance and all have increased engagement with learning which is transformational for our local families. Early evidence of increased relationships and creative collaboration between services for the best life chances of the child or family is available, as is evidence of increased collaboration around wider community issues. Through evaluation from services involved (HSCP, Third Sector, Education, Thriving Communities, Community Safety etc) this work will continue to adapt.

Activity 5, 6 and 7 are on track according to our plans. We have engaged with all third sector organisation who are receiving referrals through the three activities and evidence is provided. All of these services sit on our Thematic Group Priorities to feed work through the CSPP.

Our Annual Children's Services Plan report 2023-24 (attached) contains more details on our wider family support programmes conducted separately from those funded through the WFWF. In terms of next steps, we plan to consider small grants for each locality forum, funds to empower the locality workforce and to directly impact child poverty or financial concerns that are contributing to family worries i.e. a child not attending school due to lack of clean clothes as a new washing machine is needed.

In South Ayrshire we have just published our Child Poverty Strategy (May 2024) with three clear priority areas. Action planning is due to commence alongside members of the CSPP and JIG key to making links and aligning work. Our Whole Family work has been presented to this group to increase understanding and ensure we can align our work for the best outcomes of families.

In addition to the plans originally submitted and based on assessments and planning done to date, we have also very recently recruited a data graduate in South Ayrshire to directly support Family First and the wider work of the CSPP. Again, highlighting the collaborative work happening in South Ayrshire this post is funded through external funding provided by our partners in Thriving Communities. This post will be key in our WFW work going forward.

Question 6:

Describe the main successes to delivery and how specific factors enabled these successes.

Please describe your evidence sources. Please note engagement with children and families should be covered under question 7 below. May include: resourcing, skill development, planning or engagement, activities, or emerging outcomes. Evidence of economic/budgetary impact may also be included.

Work in terms of understanding the local picture (Activity 1) and a real sense of strategic buy-in, collaboration and creativity from senior leaders within our CSPP has been a real cohesive success factor in South Ayrshire. This is also evident from the multi-agency thematic priority group leads who span many services and chair quarterly meetings to develop the initial action plans and progress their own assigned area of work. Each thematic group has wide cross service and sector representation with strong third sector representation on each group. The leads form the Joint Improvement Group, and our CSPP is headed up by our Depute Chief Executive (and Director of Education) and includes the Head of Children's Services, Health and Justice, the Child Health Commissioner, Director of Communities, Transformation and Strategic Change and key leads from Police Scotland. The Lead Officer also forms part of the membership of the CSPP as Chair of the JIG for connection between groups. Due to this wide range of collaboration our sense of joint working has never felt stronger.

Our Children's Services Plan has a story of change, in terms of early whole family support and buy in for this journey is evident across the CSPP and Community Planning Partnership. Our story of change is understood by the workforce where the lead officer has attended team meetings, sharing the plan and journey with Education, Social Work Teams, Third Sector, Community Planning Partners and Health teams (evidence attached). As previously mentioned, this work emerging when our GIRFEC work was also emerging into a holistic whole family model of supporting the individual child also has

greatly contributed to the embedding of WFS locally. Evaluations from GIRFEC training are clear that our workforce understand their role in supporting children and young people also requires them to consider the child within the context of their wider world.

For Activity 3, a key factor in the success to date has been a close collaborative relationship with services, in particular the Family First Team and Small Steps to Wellbeing team. A previously piloted model of Family First early intervention was analysed, and our new Education led test of change work learns from this and the evaluations to scale this education led test of change. As we have scaled their model through WFWF during 2023-24, we have provided previous reporting that allowed us to learn from the projects established and challenges they have faced at a more advanced point in their delivery. Another key success has been the oversight and evaluation of the model. Clusters rolled out in phases which allowed for learning to be continuous and ongoing, which has been a great benefit. This work links directly to our ambitions to Keep the Promise and close the poverty related attainment gap in South Ayrshire. All this has meant that the support being given to families is not cluttered or overlapping, families are sharing with us that they are seeing improvements, engaging with learning is improving for children supported by Family First and attendance is improved.

South Ayrshire have been on a journey towards WFS for the past four years, working with our Champions Board and Corporate Parenting Lead Officer, we have developing a Corporate Parenting Plan, called "Our Parenting Promise" which states clearly our ambitions. This has been signed off by our Community Planning Partnership and The Promise also sits as an outcome area within our Local Outcomes Improvement Plan – again highlighting our commitment locally to children, young people and families.

Question 7:

Describe the main challenges to delivery, and how these have been mitigated or plans to mitigate them.

Please include any details on any activities which have not progressed as expected. This is a space to reflect on any lessons learned and how these might inform future work.

Please cite your evidence sources. May include: resourcing, skill development, planning or engagement, activities, or emerging outcomes. Evidence of economic/budgetary impact may also be included.

In South Ayrshire this year we have been on a journey to improving our data in terms of integrity and consistency. As a CSPP it can feel that we are at times data rich, but with data integrity issues and a lack of relational data due to system complexity. Activity 2 has highlighted that there are many data sources across the CSPP, but few are linked up, making analysis, and reporting difficult and time consuming. It has also highlighted gaps in our available data or informed us that snapshot data is available therefore we have a focus in 24/25 to understanding how to translate relationships and experiences into evaluate work. We will further utilise the Promise data map to support our work. A challenge in recruiting Skills and Development support workers within the Family First model has been evident in terms of the required skill sets to deliver projects, particularly for Activity 3. However, training and on-boarding opportunities have successfully mitigated this for those who have been successfully recruited. All roles have now been filled and we have a Family First teacher now on board with two more in recruitment processes currently.

While there were initial concerns that wider "whole system" budgetary pressures results in siloed and protectionist thinking to protect jobs in specific service. Strong relationships and a vision for South Ayrshire have allowed this to be put on the table for discussion, to support creativity and ambition. To allow Family First to be the whole systems driver that it needs to be, budgets have been combined and collaborative working has been key within these agreements.

The ambitious nature of this phased roll out has been both beneficial in terms of continuous learning

and adaptation opportunities this brought. This has seen lots to learn within a relatively short period of time. Incorporating the model within existing GIRFEC pathways.

Additional:

Any other comments, innovative work, relevant learning, or unexpected changes identified during this year?

May include: any progress not captured elsewhere in the table, or questions for Scottish Government.

The Family First model has opened opportunity for school clusters to discuss wider issues impacting children, young people and families in their communities. Whilst this has always been a part of the format, our expectations were that collaboration around wider community issues would be something that would be more a focus in year 2 or 3 of roll out. However, key partners are coming together outside of forums to progress ways to improve community issues for families. This information will be fed directly into our Community Planning Partnership, again highlighting close collaboration in South Ayrshire.

In South Ayrshire our GIRFEC pathway has now moved to a “Team with the Family” (TWTF) approach. This is important in the wider context of how we deliver family support and embed our culture of early support. Newly Refreshed South Ayrshire TWTF Guidance and all associated training in 23/24 asks named person, lead professionals and practitioners to consider the infant, child or young person at heart, in the holistic context of their family network when partnering with families. Briefings held with CSPP, HSCP, CPP and Third Sector colleagues in this reported period have been very well attended, as have GIRFEC workshops with evidence that staff understand their role in whole family support (attached). Briefings and workshops have focused on whole family wellbeing - highlighting that whole family wellbeing gives us our “what” and “why” and GIRFEC provides the “how” in terms of a framework for delivery.

Our Family First model is GIRFEC in action, as a fully integrated approach within our CSPP. Early evidence of success and learning will be carefully assessed to now plan for the sustainability of the model, with leaders in South Ayrshire Council and the Health and Social Care Partnership fully committed to this.

Our Annual Report 23/24 will provide additional evidence to strengthen this WFWF Report.



Appendix 2:






South Ayrshire Children's Services Planning Partnership (CSPP) Core Wellbeing Indicator Set

Utilising the Scottish Government's Children, Young People and Families Outcome Framework, the Joint Improvement Group (JIG) have developed a Core Wellbeing Indicator Set for South Ayrshire. This core set of high-level indicators compliments the National Performance Framework and Getting it right for every child (GIRFEC), and is designed to support the work of the JIG by providing a holistic overview of wellbeing for infants, children, young people and families in South Ayrshire.











Consisting of 22 over-arching indicators this South Ayrshire indicator set covers key aspects of wellbeing and is holistic, reflecting all eight GIRFEC Wellbeing Outcomes and the three sides of the My World Triangle (How I Grow and Develop, My Wider World, What I Need from People Who Look After Me). Analysis will highlight if desired long-term outcomes are being achieved and will support us to identify where improvements are required.

Priority Areas or overarching themes	Links with National Performance Framework and National Core Wellbeing 'Topic of Indicators' Set	Local Indicator and Source	2020/21 <i>RCS Census</i>	2021/22 <i>Health and Wellbeing Census conducted</i>
Healthy	Child Social and Physical Development  Physical Activity	Percentage P5-S6 children that had at least 1 hour of exercise the day before the survey. (HWB Census)	79% S1-4 exercised for 60 min + for 3 days	Overall (P5-S6) 51% Primary 48% Secondary 53%
Healthy	Child Social and Physical Development  Play & Leisure Activities	Percentage of S1-S3 children participating in positive leisure activities (HWB Census)	Not available	S1 73.4% S2 70.1% S3 71.7%
Healthy Family	Child Wellbeing and Happiness   Bullying	Percentage P5-S3 children who say they were bullied in the last year. (HWB Census)	Primary 31% Secondary (S1-4) 45% Bullied in the last month	Overall (P5-S3) 23% (30.8%) Primary 27% (35.6%) Secondary 18% (24.5%)
The Promise Whole Family Wellbeing	Quality of Care Experience and Children have positive relationships.   Protection from Harm	Number of children subject to Interagency Referral Discussions (Local CPC Dataset)	165	250
Whole Family Wellbeing	Child Material Deprivation  Housing	Number of children in temporary accommodation at 31st March (Local Dataset)	90 SAC (7575 Scotland)	105 SAC (8805 Scotland)
Included The Promise	Educational Attainment  Literacy	Percentage of P1, P4 % P7 children achieving expected CfE literacy levels (reading, writing, listening & talking) (ACEL, SG)	68% R 76% W 71% L & T 83%	71% R 79% W 73% L & T 86%






2022/23	2023/24	2024/2025 <i>HWB Census expected</i>	Latest Scottish Figure	Relevant Information
Active travel to school data from PHS website 47.3%			58.7% (2021/22)	HWB Census 21/22, Scottish Government advised this will be repeated in 24/25.
Not available				HWB Census 21/22, Scottish Government advised this will be repeated in 24/25
Not available			30.8% (2021/22)	HWB Census 21/22, Scottish Government advised this will be repeated in 24/25
138				Signs of Safety was rolled out in South Ayrshire in 2021 to promote a culture of early help. This data indicator is scrutinised by the CPC quarterly but remains here as a high level indicator of our early work.
90 SAC (9596 Scotland)	95 SAC (Scotland Figure as at 30/09/2023 9860)			Source – Homelessness in Scotland
76.6% Breakdown requested				23/24 data available soon

Priority Areas or overarching themes	Links with National Performance Framework and National Core Wellbeing 'Topic of Indicators' Set	Local Indicator and Source	2020/21 <i>RCS Census</i>	2021/22 <i>Health and Wellbeing Census conducted</i>
Healthy The Promise	Child Wellbeing and Happiness  Mental Health and Wellbeing	Percentage of S2-S6 children with slightly raised, high or very high Strengths and Difficulties score. (HWB Census)	(S1-4) 40%	(S2-S6) 21.04 %
Healthy The Promise	Child Wellbeing and Happiness  Mental Health and Wellbeing	Mean score on Stirling wellbeing scale for children in P5-P7 (HWB Census)	(S1-4) 47.6	(S2-S6) 46.02
Voice Family	Children's Voices, Participation and Children have positive relationships  Involvement in decision making	Percentage of P5-S6 children who agree adults are good at taking what they say into account. (HWB Census)	Not available	Primary 93% Secondary 74%
Included	Child Social, Physical Development and Healthy Start  Pre-school development	Percentage children with a concern at their 27-30 month review (as a percentage of children reviewed) (PHS)	16.6%	18%
Voice Family The Promise	Children's Voices and Participation  Trusted Adult	Percentage P5-S6 children who say they always have an adult in their life they can trust and talk to about any problems. (HWB Census)	Primary 44% Secondary 60%	Overall (P5-S6) 57% (66.9%) Primary 63% (72.4%) Secondary 51% (61.2%)

2022/23	2023/24	2024/2025 <i>HWB Census expected</i>	Latest Scottish Figure	Relevant Information
Not available				HWB Census 21/22, Scottish Government advised this will be repeated in 24/25
Not available				HWB Census 21/22, Scottish Government advised this will be repeated in 24/25
Not available			57.2% (2021/22)	HWB Survey data is P4-S6 HWB Census 21/22, Scottish Government advised this will be repeated in 24/25
15% of children (92.1% of eligible children had their review)			17.9% of children (91% were reviewed) 22/23	
Not available			66.9% (2021/22)	HWB Census 21/22, Scottish Government advised this will be repeated in 24/25

Priority Areas or overarching themes	Links with National Performance Framework and National Core Wellbeing 'Topic of Indicators' Set	Local Indicator and Source	2020/21 <i>RCS Census</i>	2021/22 <i>Health and Wellbeing Census conducted</i>
Whole Family Wellbeing Early Support	Child Social, Physical Development and Healthy Start  Pre-school development	Percentage settings providing funded ELC achieving Care Inspectorate grades of good or better across all 4 quality themes. (Care Inspectorate)	New Indicator	No inspections (covid)
Family The Promise	Positive Destinations, Workplace learning and Participation   Positive Destinations	Percentage of all school leavers in positive destinations at 9-month follow-up. (SG Stats, Local Data)	98.4% 94.6% looked after 96.8% ASN	98.3% 85.7% looked after 95.8% ASN 97.3% Q1
Healthy	Child Wellbeing and Happiness   Peer Relationships	Percentage P5-S3 children who agree that their friends treat them well. (HWB Census)	Primary 31% Secondary (S1-4) 45% Bullied in the last month	Overall (P5-S3) 68% (84.3%) Primary 69% (84.7%) Secondary 67% (80.5%)
Whole Family Wellbeing	Perception of local area   Neighbourhood Satisfaction	Percentage P5-S6 children who agree their local area is a good place to live. (HWB Census)	Primary 58% Secondary (S1-S4) 40% Said they liked the area a lot	Overall (P5-S6) 55% (65.5%) Primary 60% (69%) Secondary 52% (61.7%)
Child Poverty Whole Family Wellbeing The Promise	Child Material Deprivation   Child poverty	Relative child poverty rate (after housing costs) (DWP, HMRC local)	20.6%	23%
Healthy	Child Social and Physical Development  Diet and pre-school development	Proportion of P1s at risk of obesity (Local Data)	15.8%	12.4%

2022/23	2023/24	2024/2025 <i>HWB Census expected</i>	Latest Scottish Figure	Relevant Information
Data requested				
98.6% 100% looked after 97.4% ASN 99% Q1	Due to be published 2025			
Not available			84.3% (2021/22)	Data includes S4 HWB Census 21/22, Scottish Government advised this will be repeated in 24/25
Not available			65.5% (2021/22)	HWB Census 21/22, Scottish Government advised this will be repeated in 24/25
Available June 24			21% 2021/22	
Available June 24				Jumpstart referrals 23/24 SIMD1: 14 referrals (42%) SIMD 2: 6 referrals (18%) SIMD 3: 7 referrals (21%) SIMD 4: 5 referrals (16%) SIMD 5: 1 referral (3%)

Priority Areas or overarching themes	Links with National Performance Framework and National Core Wellbeing 'Topic of Indicators' Set	Local Indicator and Source	2020/21 <i>RCS Census</i>	2021/22 <i>Health and Wellbeing Census conducted</i>
People Whole Family Wellbeing	Children having Positive Relationships and Quality of Children's Services  Quality Services	Number of staff undertaking GIRFEC training annually (Pan-Ayrshire and Local Data)	New indicator	New indicator
Family The Promise Young Carers	Education attainment, Participation and Children have positive relationships.  Easy access to good quality universal provision	Attendance at Primary School for children who are care experienced. (Local Data)	Requested	CE Primary: 90.8%
Family The Promise Young Carers	Education attainment, Participation and Children have positive relationships.  Easy access to good quality universal provision	Attendance at Secondary School for children who are care experienced. (Local Data)		CE Home 72% Away 89% Previously 78% All secondary pupils 86%
Included Whole Family Wellbeing	Child Social Development and Healthy Start  Easy access to good quality universal provision	Percentage of pupils recorded as having one or more additional support need (EY, Primary and Secondary as a % of all pupils) (Local Data)	EY 12.8% Primary 32.4% Secondary 30.1%	EY 18.4% Primary 37.4% Secondary 36.4%
The Promise Whole Family Wellbeing	Quality of Care Experience and Children have positive relationships.  Protection from Harm	Number of looked after children. (Local Data)	345	July 2021: 229

2022/23	2023/24	2024/2025 <i>HWB Census expected</i>	Latest Scottish Figure	Relevant Information
New indicator	Online Awareness: 314 staff South Ayrshire Training: 239 staff		N/A	Online Awareness is Pan-Ayrshire training South Ayrshire training has taken the form on online and in person GIRFEC events. Further SAC training will roll out in Sept 24
CE Primary: 90.1% YC Primary: 84.2%				
CE Secondary 76.7% YC Secondary 74% All secondary pupils: 85.3%				
EY 22% Primary 41% Secondary 44.3%				
July 2022: 182				SOS rolled out in South Ayrshire in 2020-21



Appendix 3:
**Links from our 6 thematic
priority group to the National
Performance Framework, The
Promise, and the UNCRC.**

Our Priorities and their long-term contribution to improved life chances.

Links to the National Performance Framework

The Promise

South Ayrshire's children and young people with care experience will have a good loving childhood, where their needs are met, and life chances are improved.

Their voice will drive our commitment to Keep the Promise.



We tackle poverty by sharing opportunities, wealth and power more equally.



We grow up loved, safe and respected so that we realise our full potential.



We live in communities that are inclusive, empowered, resilient and safe.



We are healthy and active.



We are well educated, skilled and able to contribute to society.



We are creative and vibrant and diverse cultures are expressed and enjoyed widely.



We respect, protect and fulfil human rights and live free from discrimination

Family

Improved whole family support and wellbeing.

Reduction in families requiring crisis support.

Reduction in attainment and attendance gaps.



We tackle poverty by sharing opportunities, wealth and power more equally.



We grow up loved, safe and respected so that we realise our full potential.



We live in communities that are inclusive, empowered, resilient and safe.



We are healthy and active.



We are well educated, skilled and able to contribute to society

Links to The Promise Foundation	Links to UNCRC Articles	How will we deliver on this priority?
<p>Links to all Foundations</p>	<p>All Articles within the UNCRC are reflected within this work</p>	<p>Action Plan</p> <p>South Ayrshire Parenting Promise Delivery Plan</p> <p>Lead</p> <p>Corporate Parenting Lead Officer, HSCP</p> <p>Partners</p> <p>South Ayrshire Council, Thriving Communities, South Ayrshire HSCP Social Work, NHS Ayrshire and Arran, Third Sector Partners, Skills Development Scotland, Education, and Housing.</p>
<p>Foundation:</p> <p>FAMILY</p> <p>Where children are safe in their families and feel loved they must stay – and families must be given support together, to nurture that love and overcome the difficulties which get in the way.</p> <p>SCAFFOLDING</p> <p>Children, families and the workforce must be supported by a system that is there when it is needed. The scaffolding of help, support and accountability must be ready and responsive when it is required.</p>	<p>5: Parental guidance and a child's evolving capacities</p> <p>6: Life, survival and development</p> <p>9: Separation from parents</p>	<p>Action Plan: Family Priority Action Plan</p> <p>Lead: Quality Improvement Manager, Education Services</p> <p>Partners: Education, Social Work, NHS Ayrshire and Arran, Thriving Communities and Third Sector Partners</p>

Our Priorities and their long-term contribution to improved life chances.

Links to the National Performance Framework

Included

Children, young people and families who have diagnosed or undiagnosed additional support needs will receive early help to reach their full potential.



We tackle poverty by sharing opportunities, wealth and power more equally.



We grow up loved, safe and respected so that we realise our full potential.



We live in communities that are inclusive, empowered, resilient and safe.



We are well educated, skilled and able to contribute to society.



We have thriving and innovative businesses, with quality jobs and fair work for everyone.



We respect, protect and fulfil human rights and live free from discrimination

Healthy

Improved health and wellbeing in South Ayrshire for our infants, children and young people.



We grow up loved, safe and respected so that we realise our full potential.



We live in communities that are inclusive, empowered, resilient and safe.



We are healthy and active.



We are well educated, skilled and able to contribute to society.

Links to The Promise Foundation	Links to UNCRC Articles	How will we deliver on this priority?
<p>Foundation:</p> <p>FAMILY</p> <p>Where children are safe in their families and feel loved they must stay – and families must be given support together, to nurture that love and overcome the difficulties which get in the way.</p> <p>SCAFFOLDING</p> <p>Children, families and the workforce must be supported by a system that is there when it is needed. The scaffolding of help, support and accountability must be ready and responsive when it is required.</p>	<p>2: non-discrimination</p> <p>12: respect for the views of the child</p> <p>13: freedom of expression</p> <p>15: freedom of association</p> <p>23: children with disabilities</p>	<p>Action Plan: Included Priority Action Plan</p> <p>Lead: Speech and Language Therapy Service Manager</p> <p>Partners: Education Literacy Co-ordinator, Social Work, NHS Ayrshire and Arran Service Manager, Speech and Language, Early Years Co-ordinator, Thriving Communities and Third Sector Partners.</p>
<p>Foundation:</p> <p>FAMILY</p> <p>Where children are safe in their families and feel loved they must stay – and families must be given support together, to nurture that love and overcome the difficulties which get in the way.</p> <p>SCAFFOLDING</p> <p>Children, families and the workforce must be supported by a system that is there when it is needed. The scaffolding of help, support and accountability must be ready and responsive when it is required.</p>	<p>16: Right to privacy</p> <p>23: Children with a disability</p> <p>24: Health and Health Services</p> <p>31: leisure, play and culture</p> <p>39: Recovery from trauma and reintegration</p>	<p>Action Plan: Healthy Priority Action Plan</p> <p>Lead: Senior Manager, Children's Health</p> <p>Partners: Education, Social Work, Thriving Communities, Third Sector Partners, Alcohol and Drugs Partnership, Children's Health Managers, NHS Ayrshire and Arran.</p>

Our Priorities and their long-term contribution to improved life chances.

Links to the National Performance Framework

Voice

Children and young people are meaningfully involved in decision-making around their wellbeing.



We tackle poverty by sharing opportunities, wealth and power more equally.



We grow up loved, safe and respected so that we realise our full potential.



We are well educated, skilled and able to contribute to society.



We respect, protect and fulfil human rights and live free from discrimination.



We live in communities that are inclusive, empowered, resilient and safe.



We are creative and vibrant and diverse cultures are expressed and enjoyed widely.

People

The workforce will come together to learn, collaborate and build relationships for the best outcome of the child.



We are creative and vibrant and diverse cultures are expressed and enjoyed widely.



We grow up loved, safe and respected so that we realise our full potential.



We are well educated, skilled and able to contribute to society.



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We live in communities that are inclusive, empowered, resilient and safe.

Links to The Promise Foundation	Links to UNCRC Articles	How will we deliver on this priority?
<p>Foundation:</p> <p>VOICE</p> <p>Children must be listened to and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to what children want and need. There must be a compassionate, caring decision-making culture focussed on children and those they trust.</p>	<p>2: non-discrimination</p> <p>12: respect for the views of the child</p> <p>13: freedom of expression</p>	<p>Action Plan: Voice Priority Action Plan</p> <p>Lead: Service Manager, Thriving Communities</p> <p>Partners: Education, Social Work, NHS Ayrshire and Arran, Thriving Communities, Third Sector Partners, Youth Voice, UNCRC Lead.</p>
<p>Foundation:</p> <p>PEOPLE</p> <p>The children that Scotland cares for must be actively supported to develop relationships with people in the workforce and wider community, who in turn must be supported to listen and to be compassionate in their decision-making and care</p> <p>CARE</p> <p>Where living with their family is not possible, children must stay with their brothers and sisters where safe to do so, and belong to a loving home, staying there for as long as needed.</p>	<p>24: Health and Health Services</p> <p>39: Recovery from trauma and reintegration</p>	<p>Action Plan: People Priority Action Plan</p> <p>Lead: CP and Wellbeing Lead Officer, Education</p> <p>Partners: Education, Social Work, NHS Ayrshire and Arran, Alcohol and Drugs Partnership, Housing, Thriving Communities and Third Sector Partners.</p>

This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات ناپینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اسکا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

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ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸਣਨ ਵਾਲੇ ਰਪ ਵਿਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਵਿਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਦਿੱਤੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie, w alfabecie Braille'a, w druku powiększonym lub w formacie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iarrtas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

South Ayrshire Council
Contact Centre
0300 123 0900

South Ayrshire
COMMUNITY
PLANNING
Partnership

