


















## Local Outcome Improvement Plan Actions - Building a better future for our children & young people in Moray




PI Status		Short Term Trends		Actions	
	Alert		Improving		Due Date met
	Warning		No Change		In Progress
	OK		Getting Worse		Due Date not met
	Unknown				
	Data Only				




Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	LOIP01 – CYP Children and young people live in communities where their voice is heard and they are build up to be all they can be	68%	1 April 2020	1 April 2023	


Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	LOIP – CYP1 The emotional and mental wellbeing of children and young people is improved (Lindsay Nelson)	82%	1 April 2020	1 April 2023	
	LOIP – CYP1.1 Secure and sustain £0.5m investment in early intervention and prevention services for children and young people	100%	1 April 2020	1 April 2023	<p>The following investment has been made into early intervention and prevention services in 2021/22, utilising external funding streams:</p> <ul style="list-style-type: none"> <li>• SONAS Family Wellbeing Service (an early intervention mental wellbeing support for children and families which operates throughout Moray) <b>£270,000</b></li> <li>• Counselling for Schools (operates all year round throughout Moray) <b>£270,000</b></li> <li>• Short term mental wellbeing projects provided by 3<sup>rd</sup> sector partners whilst the services above were commissioned) <b>£49,000</b></li> </ul>





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					<ul style="list-style-type: none"> <li>• Locality Planning Model (a partnership model which delivers early intervention support with and for children and families) <b>£123,000</b></li> <li>• Increasing the capacity of 3<sup>rd</sup> sector organisations to meet demand arising from the pandemic £94,000 (this one off investment was completed in this reporting period with additional capacity added for delivery over the next financial year)</li> <li>• There is a small area of underspend that will be used towards increasing support to parents to improve their confidence in supporting their children's development and wellbeing in early part of new financial year.</li> </ul> <p><b>TOTAL INVESTMENT TO DATE= £806,000</b></p> <p>In addition, a one off payment of £256k was provided by Scottish Government to deliver summer holiday provision to support children, young people and families to reconnect and improve their wellbeing. Focus was placed on young people and families most in need.</p>
	LOIP – CYP1.2 Commission services to address need	100%	1 April 2020	1 April 2021	<p>The commissioning process was completed in quarter 2.</p> <p>Sonas commissioned for 2 years, Exchange commissioned for 3 years. Additional capacity within other 3<sup>rd</sup> sector partners increased through funding for the next financial year to support addressing increased demand.</p>
	LOIP – CYP1.3 Ensure the Services are accessed	100%	1 April 2020	1 April 2023	<p><b>Sonas Wellbeing Service</b> have seen an increase in this quarter from 61 referrals in the last to 94 in this quarter. Group sessions have also been delivered in schools to 224 children raising confidence prior to school transition and to support those measuring as having low mood at S3 stage. Discussions have been taking place for joint engagement with other community providers to increase community capacity and awareness. Schools are contacting service to explore wider concerns, an example is high level of exam stress/anxiety within specific age group.</p> <p><b>The Exchange (counselling provision)</b> received 188 referrals in this reporting period and 130 young people completed their support during the period.</p> <p><u><a href="#">Key information</a></u></p>

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					<p>The main referral reason continues to be anxiety concerns</p> <ul style="list-style-type: none"> <li>• The incidents of school refusal and school attendance concerns is increasing within referrals</li> <li>• Increase number of young people requiring additional period of support due to complexity of needs</li> <li>• Wellbeing needs relating to Transgender and sexuality are rising</li> </ul> <p><b>Children's Services Locality Planning Model</b> 66 children, young people and families were supported this quarter by the Wellbeing Co-ordinators, or Multi Agency Support Hub. There is a reduction in referrals due to COVID staffing pressures especially within Education.</p>
	LOIP – CYP1.4 Evidence whether the services delivered improved mental and emotional wellbeing of children, young people and families	90%	Launch date of services	Completion of delivery of agreed interventions	<p>Sonas family wellbeing service has begun to report on outcomes of both group and individual support provided. 218 young people have reported improved resilience and improved mental or emotional wellbeing in this quarter.</p> <p>84% of secondary age young people receiving counselling through the exchange have reported an improvement in their mental wellbeing. 78.5% of primary age children reported an improvement after counselling.</p> <p>Additional work is requires to understand the causes of the mental wellbeing needs being experienced and to develop and understand the data that is being collected. In addition the roll out of the outcome star measurement tool continues into the next reporting year.</p>
	LOIP – CYP1.5 Website developed so families can access wellbeing information and support	20%	1 April 2020	1 April 2022	<p>Work continues to develop a test area for an integrated Adults and family website model. Timelines for completion are being affirmed. An internal based resource has been identified that will reduce the original costing forecasts and long term sustainability is being considered. This project has been delayed due to staff capacity issues.</p>

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	LOIP – CYP2 Children live in safe and supportive families (Louise Milne / Emma Johnston)	60%	1 April 2020	1 April 2023	
	LOIP – CYP2.1 The voices of children and young people in need of care and protection are central to support planning and decision making		1 April 2020	1 April 2023	<p>The Better Meetings project have been testing out how the use of a checklist will support children and young people become more involved in their meetings including Children Panels and the early indications are that there is better evidence of children and young people’s views within reports and plan’s.</p> <p>The Corporate Parenting Strategic Group will now have responsibility to oversee how The Promise is implemented in Moray.</p> <p>The Project Lead and engagement Officer are now in post and have been gathering information around the self-evaluation of where we are regarding The Promise. Connections have also been made with other local authorities to look at good practice and share learning.</p> <p>The self-evaluation will be used to develop an implementation plan that will reflect the core priorities areas within Plan 21-24 and delivering on these priorities will incorporate the five foundations of The Promise: Voice, Family, Care, People and Scaffolding.</p> <p>A development session also took place for the Corporate Parenting Strategic group which was well represented by relevant Corporate Parents. This resulted in a draft terms of reference that will frame the work of the group going forward. A date for a second session has been set for 21<sup>st</sup> of April.</p> <p>As part of this Moray’s Champions Board is being revisited and work is ongoing to develop activity that will engage with CEYP from a variety of ages and care experience to redesign this.</p>
	LOIP – CYP2.2 Outcomes for care experienced young people are improving		1 April 2020	1 April 2023	<p>Training has been rolled out for social workers and partners on the use of the Outcome Star. Once this training is complete an implementation plan and process to capture the data will be put in place.</p> <p>Permanence and Care Excellence (PACE) has been re-established after a pause during the Pandemic. This will have a renewed focus on the continuing improvement of the permanence process, ensuring children and young people do not have unnecessarily drift and delay to their care destination.</p>

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					<p>The Reunification Model as detailed in Q3 will be part of this process. The next step is to develop an implementation plan to roll the model out.</p> <p>Within the justice system there has been little change to CEYP entering the youth and adult justice system in Q4. However work is still ongoing to look at how and why CEYP enter the justice system as part of Moray's Promise Plan.</p> <p>In terms of education data, as of 31<sup>st</sup> March attendance for all CEYP is 85.9% compared to those who are not Care Experienced at 90%.</p> <p>Looked after at home attendance remains behind those from other care destinations such as foster and kinship: LAC at home – 73% LAC away from home – 91.8% For exclusions 8 CEYP have been involved in 12 incidents, most within the secondary setting.</p> <p>For LAC leavers they continue to have poorer attainment outcomes compared to non LAC. In 2020/21 no LAC leaver achieved literacy and numeracy at level 5. This differed from 10.53% in 2019/20.</p> <p>For positive destinations 2020/21 43.75% progressed to further education with 25% becoming unemployed upon leaving school. *6.25% - represents 1 young person.</p>						
	LOIP – CYP2.3 Children in need of care and protection have safe, secure, stable and nurturing homes		1 April 2020	1 April 2023	<p>135 (82%) in community settings 30 (18%) in residential settings, no change from Q3.</p> <p>The social media recruitment campaign for more foster carers and supported lodgings resulted in 7 notes of interest for fostering and 34 for supported lodgings.</p>						
	LOIP – CYP2.4 Parents and carers are supported with respect and enabled to be the best parents they can be		1 April 2020	1 April 2023	See above update						
	LOIP – CYP2.5 Families facing adversity are supported to stay together		1 April 2020	1 April 2023	<p>Care destinations for children and young people in Moray</p> <table border="1" data-bbox="1424 1270 2136 1353"> <tr> <td>Foster Care</td> <td>60</td> </tr> <tr> <td>Kinship Care</td> <td>45</td> </tr> <tr> <td>LAC at Home</td> <td>40</td> </tr> </table>	Foster Care	60	Kinship Care	45	LAC at Home	40
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LAC at Home	40										

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					81% of siblings are accommodated together which maintains the increase from Q3.  The reason for a drop in Kinship Carers is not clear and coincides with an increase of LAC at home. In terms of practice Social work teams now are better at planning more informal family arrangements in the first instance when considering care. However more work needs to be done to look at this in more depth.
	LOIP – CYP2.6 Perpetrators of domestic abuse are held to account and supported to change this behaviour		1 April 2020	1 April 2023	A Delivering Equally Safe Co-ordinator has now been successfully appointed for Moray and will be in post from 18 <sup>th</sup> April 2022. This will enable the Safe & Together implementation plan to be agreed and driven forward at a partnership level.

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	LOIP – CYP3 The impact of poverty on children, young people and families is mitigated (Tracey Davis)	47%	1 April 2020	1 April 2023	
	LOIP – CYP3.1 Prevention and early intervention pathway of financial supports to mitigate the effects of poverty is widely available and accessible to families, communities and professionals	50%	1 April 2020	1 April 2023	A research study was commissioned to understand the experiences of women, and of health professionals (midwives, health visitors and family nurses), in relation to their experiences of the implementation of the Financial Inclusion Pathway. The final report is about to be published and there are plans for wide distribution, however early insights provide evidence of the difficult choices that families are having to make in order to provide for their children and the levels of acceptability of being asked about finances from a health professional. The report overview is available <a href="#">here</a> . The learning outcomes will be used to inform improvement opportunities. Best Start Grant data shows increasing total amounts claimed quarter on quarter. <a href="#">This slide deck</a> provides the most up to date data available. NB The above figures do not reflect the uptake in benefits
	LOIP – CYP3.2 Local solutions to mitigate the impact of poverty are co-designed with children, families and communities	50 %	1 April 2020	1 April 2023	Summarised information on benefits following presentation to the West locality network was translated into an infographic which has now been included within the updated MEOC toolkit as re CYP3.3 below and will be reviewed/revised within the Test of Change.
	LOIP – CYP3.3 Communities and frontline professionals have a common understanding of the impact of poverty on children and families and are knowledgeable and skilled to address / minimise impact	40%	1 April 2020	1 April 2023	A working group from the West Locality Network have developed a draft updated MEOC toolkit with a specific focus around Poverty and identifying associated local supports. This will be taken back to the wider Network for approval before being tested using QI

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					<p>methodology.</p> <p>Quality improvement methodology support is being provided by Scottish Government for all the improvement activity outlined above. This will help ensure that the approaches taken deliver improvements required and this can be evidenced.</p>

## Risks and Issues

Risks and Issues	Mitigating Action
<p>The pace of progress continues to be hindered by the lack of a lead officer for child poverty. General capacity across the system is limited and co-ordination of activity in regard to child poverty is suffering as a result. We are one year behind in reporting to Scottish Government which is a statutory duty.</p> <p>A risk to responding to the wellbeing needs of children is that the sector continues to struggle with recruitment and retention of staff. There is an increase in staff moving between organisations with many now working for more than one, which impacts the reactivity and service delivery available.</p>	<p>Discussions within GLG to determine role and function of a lead officer, and estimated WTE. Meeting arranged out with to explore options and progress with identifying resource.</p> <p>We are seeing the third sector invest in new recruitment methods to try to address but this problem remains. It is continuing to impact service delivery as posts remain unfilled and experience is not built.</p>

## General Progress Commentary

General Progress Commentary	Covid-19 Recovery impact on delivery
<p>The child poverty agenda would benefit from some capacity to establish a collective overview of activity in regard to poverty actions across the partnership. Lacking this oversight leaves us open to duplication of effort, inefficiencies and missed opportunities to maximise impact for families. A single child poverty dataset is planned and will be of significant benefit.</p> <p>Good progress has been made with new mental wellbeing services in place and improvements reported. Demand on these services are very high with need further exasperated by the pandemic impact. Work continues to establish a wellbeing information website to increase early intervention and self-directed access to support but has been impacted by staff capacity.</p>	<p>Capacity remains a challenge, as does the fatigue of staff. Recruitment continues to be a challenge.</p>

**(LOIP Priority): Children and young people live in communities where their voice is heard and they are built up to be all they can be**  
**(LOIP Outcome) The emotional and mental wellbeing of children and young people is improved**

Code	Cat	Short Name	Current Target	2020/21	2021/22	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q4 2021/22	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value			
	Local	Value of investment (spend) in early intervention and prevention services for children and young people (cumulative)	£500,000	N/A	£1,085,790	£77,500	£397,145	£384,395	£226,750	Counselling in Schools £265,000 (full year paid) Family Wellbeing Service £202,500 (paid from Aug) Locality Planning Model £ 3 <sup>rd</sup> sector capacity payments £94,000 Total £226,750  *All above areas of investment are fully operational in this quarter		
	Local	Percentage of investment spent of commissioned services	Data only	N/A	100%	Not measured for quarters				100% of funding to mental wellbeing is invested into commissioned services for 2022/2023 financial year.		
	Local	Number of children, young people and families referred for period	Data only	N/A	1,112	213	205	347	347	Counselling in Schools – 188 children and young people Family Wellbeing support –93 families, 224 supported in groups within schools Locality Planning Model – 66 families		
	Local	No completing programme of support	Data only	N/A	392	62	67	125	138	Counselling in Schools – 125 Family Wellbeing Service - 13 individual YP, 234 received intervention as part of group based offer (range in length of input from 2 hours to 6 hours)		
	Local	Percentage of children, young people and families showing improved / meeting expected outcome score	Data only	N/A	82%	N/A	N/A	88%	82%	85% of those completing individual work with Sonas reported improvement. 84% secondary school age young people reported improvement after receiving counselling 78.5% primary school children reported improvement after receiving counselling		
	Local	Number of hits on website	Data only	N/A	0	0	0	0	0	Website in development		





**(LOIP Priority): Children and young people live in communities where their voice is heard and they are built up to be all they can be**  
**(LOIP Outcome) Children live in safe and supportive families**

Code	Cat	Short Name	Current Target	2020/21	2021/22	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q4 2021/22	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value			
		Number of children in need of care and protection accessing advocacy services	Data only	N/A	N/A		11	17	N/A			
EdS099b		Percentage of Looked after school leavers with 1 or more qualification at SCQF Level 4 or better	Data only	68.75%	N/A	Not measured for quarters				2020/21 – Moray 68.75% level 4 (Cohort of 16). Virtual Comparator – 67.50% National – 56.94%  Level 5 – Moray 0.0% Virtual comparator - 24.38% National – 23.73%	 	
EdS097	Local	Percentage of looked after children leavers entering initial positive destinations	Data only	75%	N/A	Not measured for quarters				2020/2021 Moray - 75% Cohort of 16 Virtual comparator 91.25% National comparator 87.94%		
CSCF101	Local(b)	Percentage of Looked after Children cared for in a Community setting	83.95%	82.5%	81.5%	82.6%	83%	81.8%	81.5%			
CSCF102	Local(b)	Percentage of Looked after Children cared for in Residential setting	16%	17.5%	18%	17.4%	17%	18%	18%	32/178		

**(LOIP Priority): Children and young people live in communities where their voice is heard and they are built up to be all they can be**  
**(LOIP Outcome) The impact of poverty on children, young people and families is mitigated**

Code	Cat	Short Name	Current Target	2020/21	2021/22	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q3 2021/22	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value			
	Local	Uptake of financial supports	Data only	N/A	N/A	72	80	54	N/A	These figures relate to uptake of guidance and support from Money Advice Moray Work ongoing to investigate decline		

Code	Cat	Short Name	Current Target	2020/21	2021/22	Q1 2021/22	Q2 2021/22	Q3 2021/22	Q3 2021/22	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value			
	Local	Number of training opportunities	Data only	N/A	N/A	N/A	N/A	21	N/A	Training delivered this quarter via Locality Networks		
	Local	Evaluation of training delivered which includes understanding and confidence of address	Data only	N/A	N/A	N/A	N/A	N/A	N/A	Training delivered above is in 2 stages. Impact will be evaluated on conclusion of training		